



## DIAP 2024

ACTION	THEME	SLT OWNER	LEAD	TARGET COMPLETION DATE	PROGRESS	RAG RATING	DATE COMPLETED
<b>OUTCOME 1: Together Active is able to demonstrate its contribution to a more inclusive society (across Stoke-on-Trent and Staffordshire)</b>							
People profiles mapped across the region - people most likely to be excluded and where identified	Data						
Learning and evaluation uses map as baseline to assess effectiveness and contribution to inclusion.	Data						
Specific grant conditions linked to inclusion for funded partners to include evidence of EDI approach internally and how partners work with people most likely to experience inequality.	Stakeholder						
Analysis of physical activity workforce in Staffordshire and Stoke on Trent	Stakeholder						
Work with stakeholders to understand what EDI information is helpful and meaningful to be published.	Stakeholder						
Develop stronger links with other networks and groups specialising in EDI that can offer support and advice.	Stakeholder						
Identify accessibility priorities for our communications strategy	Stakeholder						
<b>OUTCOME 2: Together Active staff and Board members have greater awareness of and empathy for all aspects of diversity and can articulate their roles in embedding diversity and inclusion into the organisational culture</b>							
Review the EDI sub-group membership and Terms of Reference	Governance						
Appoint operational and board EDI leads	Leadership						
Implement inclusive behaviour indicators agreed by staff and trustees	Leadership						
Overview of EDI and intro to EDI mandatory part of induction for staff and board.	Governance						
Training needs analysis completed with specific reference to EDI requirements.	Leadership						
Update board development plan for 2024 and create specific section about EDI skill development	Leadership						
Diversity in leadership and governance action plan incorporated into DIAP	Governance						
Inclusive language included in Together Active style guide and all staff understand why we speak the language we do.	Representation						
<b>OUTCOME 3: Together Active are recruiting at all levels from a more diverse background which is more reflective of the communities it serves.</b>							
Stay interviews include specific questions about EDI	Representation						
All role adverts clearly state that positive action will be taken in tie break situations for selection of new staff.	Leadership						
EDI forms part of the criteria for selecting agency partners to support with search and selection for paid and unpaid Together Active positions including trustees.	Leadership						
A range of entry points created to support people to access board opportunities including trustee traineeships, trustee apprentice, shadowing, adviser etc.	Representation						
Equalities monitoring information to include a statement explaining why the information is collected and how it is used.	Data						
Equalities monitoring information is analysed and actioned by senior leadership team to support inclusive recruitment practice	Data						
Update equalities monitoring to include questions about social mobility	Data						
<b>OUTCOME 4: Together Active have strengthened their overall EDI approach underpinned by appropriate policies and procedures to improve inclusion and prevent discrimination, harassment, and bias within the organisation.</b>							
Performance management framework assesses staff against behaviour indicators linked to inclusive practice.	Leadership						
Equality policy in place and all staff trained in how it applies to their role.	Governance						
Recruitment and selection policy for paid staff updated to include specific reference to inclusive practice and where positive action is used.	Representation						
Links between overlapping policies and procedures are clearly visible in the relevant documents and staff understand how they work together.	Governance						
<b>OUTCOME 5: TA can demonstrate measurable progress against the DIAP using data to track outcomes and inform decision-making</b>							
Dashboard developed that monitors progress against DIAP and is shared at every board meeting	Governance					Complete	
EDI to be included in the steps we take to listen to and value our staff.	Representation						
Exit interviews contain a specific section related to EDI and staff to be given the opportunity to share their views with a trusted member of staff outside of SLT if they choose.	Representation						
Create a range of ways for people to share their stories and communicate them.	Representation						
Undertake audit of what EDI data is currently collected across the organisation.	Data						