Highlight Report

Dec-25

Outcome 1 Highlights	Outcome 2 Highlights	Outcome 3 Highlights	Outcomes 4 Highlights	Outcomes 5 Highlights
We have in depth data reports about our most excluded areas, identifying specific conditions within the area. We now want to understand our data gaps and who isn't visible in the data.	Closed - EDI integrated into all board work as standard	Has been implemented in most recent recruitment	One to One and PDR processes in place, new values and behaviour matrix in place, and linked together. Values and behaviours are discussed as part of one to ones, probation reviews, and PDRs.	Dashboard complete and in use
We are building deeper relationships with partners through our Place work and our targeted work	Values and behaviours matrix, happiness manifesto, and values embedded across one to ones and PDRs	We ask organisations we're looking to partner with about their inclusion and accesibility policy and approach, and have decided on organisations based on this.	Reference to positive action included in our recruitment process.	Diversity of methods offered for staff to give feedback, staff consulted on new policies, new staff benefits being developed.
We are developing a new website for Together Active and Active My Way with accessibility embedded to improve user experience, and also the content for AMW is being improved to better support people with accessibility needs, both in accessing the materials, and accessing activity.	EDI part of induction, and we're looking to build more team development around it on an ongoing basis	Statement about the data we collect now included.	7 updated policies circulated to staff with improved readability and visiblity of relevant links. Further policies in development. Updated policies: Balancing Home and Work, Dignity at Work, Disciplinary Procedure, CYP Safeguarding, Adult Safeguarding, Grievance, Whistleblowing.	Diversity of input methods in place, having multiple communication methods in place for feedback a priority at partner days, events, group settings etc.