

## Diversity, Inclusion Action Plan (DIAP) progress summary for 2024 – 2025.

### Our equality, diversity and inclusion ambitions:

#### **1. Improving our staff and board diversity, representation, and opportunities at all levels.**

Since January 2024, we have made significant strides in advancing our commitment to Equality, Diversity, and Inclusion (EDI). We have appointed dedicated EDI staff, and Board leads to drive this work, supported by a wider working group that meets quarterly. EDI is now a standing item on our Board meeting agenda, with regular progress reports submitted for review.

The internal EDI working group leads the implementation of our Diversity and Inclusion Action Plan (DIAP), including the measurement of progress and impact. We have published clear Equality, Equity, Diversity and Inclusion statements and a supporting plan on our website, ensuring transparency and accountability. [We have a dedicated page on our website.](#)

To better understand and maximise the lived and professional experiences of our staff and Board, we have implemented processes to map these insights to our organisational objectives. Additionally, data collected through our annual equal opportunities survey informs our trustee recruitment activity, helping us identify and address skills and experience gaps needed to meet our future goals.

We continue to advertise Board positions through a targeted stakeholder engagement strategy, including working with our equality partners to broaden and diversify our reach. Our recruitment processes and materials are designed with accessibility in mind, ensuring inclusivity at every stage.

In December 2024, we launched our new co-designed strategy, We All Belong. Prior to its release, we conducted an Equality Impact Assessment to identify and mitigate potential impacts, ensuring that the strategy reflects our core commitment to inclusion.

#### **2. Increasing our staff and board's awareness of equality, inclusion, and diversity.**

Training needs are discussed in our regular staff and board meetings, and within performance reviews, which identify mandatory and bespoke training needs.

To date, training has been delivered in the following key areas:

- Safeguarding
- Manual Handling
- Trustee roles and responsibilities
- Inclusive and Accessible Communications
- Equality, Equity, Diversity, Inclusion and Belonging (EEDIB)

The EEDIB session for staff focused on building a foundational understanding of relevant terminology, inclusive language, and core principles to ensure all staff and Board members are equipped to contribute to an inclusive organisational culture.

Looking ahead, we have identified the need for more in-depth training on specific protected characteristics and the concept of intersectionality. This will be a priority area for development in the coming year to further strengthen our understanding and application of inclusive practice.

### **3. Embedding better recording, measuring, and reporting of equal opportunities' data.**

Our equal opportunities survey was conducted and recommendations identified and agreed in January 2025. These were:

- To increase the proportion of disabled people in employment, particularly those who are substantially affected in normal daily activities. (You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities).
- To diversify the workforce in terms of gender.
- To increase representation from people from ethnically diverse backgrounds.

Actions at Board level:

- The Nominations Group is responsible for Trustee recruitment and for the up-and-coming recruitment round as well as for Chair recruitment. The group has committed to creating recruitment campaigns based on the Board skills matrix skill gap analysis as well as targeting underrepresented groups. Chair recruitment will target candidates who are disabled or have lived experience of disability.

We continue to collect equal opportunity data from both staff and board recruitments, to help us understand gaps in representation of protected characteristics and this understanding drives focused recruitment initiatives.

We have also conducted our annual stakeholder survey in which we have identified equality and diversity as an area of feedback.

#### **Stakeholders reported:**

- Three quarters of organisations (74%) say support from Activity Alliance has helped their organisation be more inclusive of disabled people
- Nearly two-thirds (65%) of organisations say support from Activity Alliance has helped them change attitudes about disabled people
- Almost 6 in 10 (57%) respondents say Activity Alliance's support has helped them to feel more confident and competent in providing inclusive opportunities for disabled people
- The average proportion of disabled people working across all organisations within Activity Alliance's stakeholder network increased from 16% in 2023 to 17%
- The average proportion of disabled people volunteering across all organisations within Activity Alliance's stakeholder network increased from 16% in 2023 to 22%.

Revisions to the annual stakeholder survey for 2025 seek to explore further how Activity Alliance supports organisations in equality, equity, diversity and inclusion and belonging practices for disabled people within and across the sport and activity sector.

### **4. Empowering other leaders and providers in sport and activity organisations by sharing our lived experiences, learning and insight.**

We have developed and shared our internal organisational 'Ways of working with disabled people guidance' with both staff and Board members. This guidance outlines principles and practical steps to ensure inclusive engagement with disabled people. To support implementation, we delivered a series of sessions throughout the year that provided staff with an opportunity to explore the guidance in depth, discuss its application, and reflect on how to embed these practices within their roles.

Before sharing this guidance externally, we are actively identifying internal examples of where it has had the greatest impact. This evaluation phase will help us refine the guidance and develop case studies and learning points, both successes and challenges, that can inform its use across the wider sector.

We have continued to expand our Lived Experience Network through our new programme Include to Improve, strengthening the role of people with lived experience in shaping our work. While some planned activity in this area was not fully completed within the current year, it will be carried forward into the new financial year as a priority.

A key next step is ensuring that diversity data is embedded into the information we collect about network participants. This will allow us to understand the makeup of individuals on the network and help ensure that diverse voices and experiences are meaningfully included.

**Reviewed August 2025**