

Equity, Diversity and Inclusion - what these mean to Active Partners Trust:

Equity

We appreciate people require different support and recognise that some may need more support than others.

Diversity

We seek a range of perspectives and lived experiences both within our organisation and our work.

Inclusion

We aim to create a welcoming and safe environment within our organisation and through our work, valuing all people, perspectives and experiences.

All our work within this agenda contributes to our shared vision as set out in Making our Move: Uniting the Movement in Notts and Derbyshire.

Working together, we will address inequality and empower everyone to be active in a way that works for them.

Our Ambitions

Our ambitions identify what we want to achieve within our work and as an organisation. They are informed by our insight.

Internal Ambitions. These focus on the ambitions of APT as an organisation. They set out the culture we aim to create within our working environment to ensure that everyone feels comfortable and empowered to be themselves and perform their role.

At Active Partner's Trust we aim to:

- Be a diverse organisation that values lived experience and is reflective of the communities we work with.
- Develop people who are confident, competent and committed to equity and inclusion, recognising our individual responsibilities.
- Embed organisational practices and policies that support an inclusive culture - one that recognises, respects and responds to people's needs.

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External Ambitions. These guide our work, who we work with and how we engage with partners across the system. **All these ambitions are relevant to people experiencing greatest inequalities,** including those from ethnically diverse communities and people living with a disability or long-term condition.

We aim to:

- Understand the barriers and opportunities to being active for individuals, ensuring our work is informed by lived experience and resident voice from within the communities we work with.
- Build a diverse workforce that is reflective of the communities we work with.
- Develop the skills and understanding of the wider workforce to be confident, competent and committed to inclusive and equitable practice.
- Enable opportunities for people to be active, involving people with lived experience in the process.
- Lead by example, sharing our learning and stories, and influencing to achieve systematic and structural change.
- Bring in and align investment to ensure our equity, diversity and inclusion ambitions are realized.

Our Diversity and Inclusion Action Plan will set out what we plan to do to achieve these ambitions.

Approved by APT Board on 22/09/22.