

Diversity & Inclusion Action Plan (DIAP)



INTERNAL AMBITIONS

1. Be a diverse organisation that values lived experience and is reflective of the communities we serve

Diversity Monitoring



ACTIONS INCLUDE

- Ensuring alignment between our data and the 2021 census to help our understanding of the communities we serve
- Audit all APT staff, Board and Panel annually

SOME OF THE WORK

Our data has been presented (table shown right) to align to the census.

IMPACT OF THIS

We have greater consistency and a better understanding of our own data. This shows us there is still work to do around disability and ethnicity to be a diverse organisation representative of our communities.

	Number	APT
GENDER	Female	63%
	Male	37%
ETHNICITY	White British	89%
	White British and Black African	2%
	Asian	2%
	Mixed other	2%
	Not disclosed	5%
SEXUALITY	Heterosexual	82%
	Lesbian or Gay	7%
	Not disclosed	11%
DISABILITY*	Yes	11%
	No	85%
	Not disclosed	4%
RELIGION	Christian	39%
	Buddhist	2%
	No religion	48%
	Not disclosed	9%
AGE	16 - 34	17%
	35 - 54	50%
	55- 74	31%
	75+	2%

INTERNAL AMBITIONS

1. Be a diverse organisation that values lived experience and is reflective of the communities we serve

Recruitment

ACTIONS INCLUDE

- Reviewing the content of our recruitment material to ensure accessibility
- Exploring new methods of sharing information about our roles
- Ask applicants for Equality Diversity Inclusion (EDI) forms to help monitor our progress

SOME OF THE WORK

- All material was put through our 'Tone of Voice' with changes made to the language, helping make it feel more inclusive
- Including a specific statement in job descriptions to show our recognition of underrepresented communities (ethnically diverse and disabled people) within our workforce, encouraging applications to be made from these groups
- Videos created helping show what some of our existing roles look and feel like and what new roles being advertised involve – on our ['Join our Team'](#) page

IMPACT OF THIS

- **Appreciation** of the recognition for underrepresented groups – from applicant feedback
- **Increase in diversity** of applicants and interviewees during recruitment process (for 2 roles):
 - Applicants: 6% with a disability and 27% of ethnically diverse heritage
 - Interviewees: 42% with a disability 24% ethnically diverse heritage



INTERNAL 2. Develop people who are confident, competent and committed to AMBITIONS equity and inclusion, recognising our individual responsibilities

Induction

ACTIONS INCLUDE

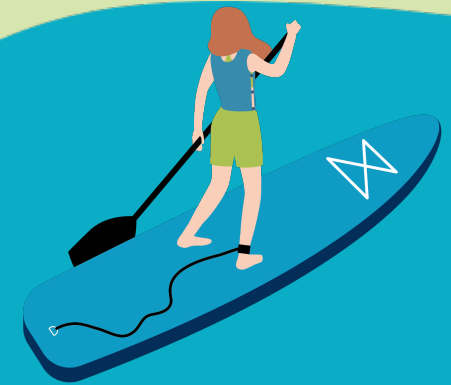
Review the induction process and embed the importance of EDI

SOME OF THE WORK

Engagement and voice of the whole staff team gained to help shape changes. These included a new induction starter pack, a new process of how and when to receive information.

IMPACT OF THIS

- EDI has become more embedded into the process, for example there has been a move towards a whole team approach, helping to get more voices into the process
- Positive feedback about the experience of the new induction process



INTERNAL AMBITIONS 2. Develop people who are confident, competent and committed to equity and inclusion, recognising our individual responsibilities

Team Development

ACTIONS INCLUDE

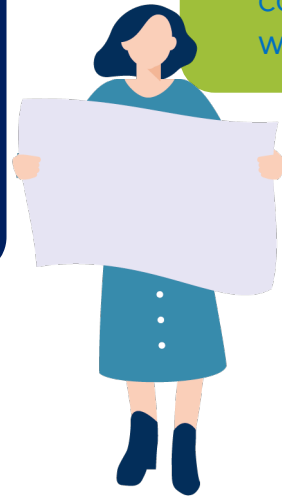
- Creating a safe space for discussions about EDI
- All team meetings to have EDI lens
- Whole team training on identified areas

SOME OF THE WORK

- Various topics explored within facilitated safe spaces open to the whole team
- Various EDI topics brought to team meetings including updating on the DIAP, inclusive communications and a spotlight on Muslim women insight.

IMPACT OF THIS

Valued process – some valued having the time to share with others about different topics and reflecting on how we can be proactive in challenging discriminatory behaviour



INTERNAL AMBITIONS

3. Embed organisational practices and policies that support an inclusive culture – one that recognises and responds to people's needs

Organisational practice

ACTIONS INCLUDE

Understanding how the culture feels within the Annual Staff Survey

SOME OF THE WORK

Amended some of the staff survey questions to make wellbeing and inclusion more prominent.

IMPACT OF THIS

Giving a sense of what the culture feels like and how that is comparing (when we can) to previous years.



EXTERNAL AMBITIONS

4. Understand the barriers and opportunities to being active, ensuring our work is informed by lived experience and resident voice from the communities we work with

Understand

TALKING SPACE
#MakingourMove

ACTIONS INCLUDE

- Work with partners on authentic engagement, exploring different ways to gather resident voice
- Proactively develop relationships with partners that engage with culturally diverse communities and disabled people
- Convene Talking Space sessions to share and discuss learning around lived experience

SOME OF THE WORK

- Talking Space sessions included inclusive communications based on lived experience of the deaf community and experiences around how physical activity supports physical and mental health conditions
- Collaborative approach enabled between Ashfield partners that has helped gain the voice of young people experiencing inequalities

IMPACT OF THIS

- Raising awareness and developing the knowledge of local partners of barriers being experienced by different people and communities
- A shared understanding developing of neurodivergent young people



EXTERNAL AMBITIONS

5. Build a diverse workforce that understands and is reflective of the communities we work with and develop the skills of this workforce to be confident, competent and committed to inclusive and equitable practice



THIS
GIRL
CAN

Enable

ACTIONS INCLUDE

Deepen our understanding of the barriers, motivations and opportunities to access the workforce

SOME OF THE WORK

This Girl Can Nottingham work is supporting Black and South Asian women to consider and step into leading activity within their community. The support is helping women navigate the pathway of becoming a deliverer and is taking place in different settings including Churches.

IMPACT OF THIS

Developing a better understanding what it takes to support women from ethnically diverse communities to become deliverers.

More activity is being enabled within trusted safe spaces where women are coming together.

EXTERNAL AMBITIONS

6. Promote existing and establish new inclusive opportunities for people to be active, involving people with lived experience in the process

Enable

ACTIONS INCLUDE

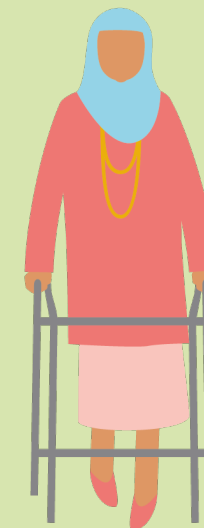
- Develop an online directory of inclusive spaces
- Use lived experience to co-design approaches to address barriers to being active

IMPACT OF THIS

- **Inclusive Spaces** - good engagement from a small audience shown through how long people are spending on the site and their activity, e.g. clicking and scrolling through content
- Girls active video

SOME OF THE WORK

- **Inclusive Spaces** - new page on Making our Move website launched
- **Girls Active** - continued supporting and empowering girls less active and from a mixture of ethnicities to help shape their school's PE & School Sport offer.



EXTERNAL AMBITIONS

7. Lead by example, sharing our learning and stories, influencing to achieve systemic and structural change

Enable

ACTIONS INCLUDE

Develop stories that showcase specific examples of EDI

SOME OF THE WORK

Stories include:

- Supporting refugees to be active and
- Supporting people with long-term health conditions to be active

IMPACT OF THIS

- **Creating conversation starters** - exploring internally how we best use these stories to generate discussions in our work
- **Acknowledgement** we need to get feedback from partners to understand how useful the stories are for their work



EXTERNAL AMBITIONS

8. Ensure all investment aligns and supports the realisation of our equity, diversity and inclusion ambitions

Invest

ACTIONS INCLUDE

Capturing where investment is going to understand whether it is proportionate to areas experiencing greatest need

SOME OF THE WORK

Opening Schools Facilities (OSF) programme prioritised investment into 68 schools with higher cohorts of marginalised young people. This included 10 Special Schools across both counties.

IMPACT OF THIS

- Marginalised young people front and centre – the approach enabled all schools to be considering experiences of PE and school sport from this marginalised young people's perspective
- Aligning the investment - supporting schools best placed to engage with marginalised young people to
- Greater connectivity with Special Schools

