

active partners trust

active notts

active derbyshire



APT Diversity and Inclusion Action Plan



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MAKING
OUR MOVE

Introduction

Our Diversity and Inclusion Action Plan (DIAP) sets out how we will continue to develop a team and Board that places equity, diversity, and inclusion at the forefront of our organisation and our work.

The plan sets out our ambitions and the actions across these that we believe are the steps that need to be taken to create meaningful change. The plan has been co-produced with Active Partners Trust (APT) employees with guidance from the Board. It has also been informed by evidence, data and insight from our work. This process has helped us know where we are at and what we need to work on.

We strive to build a culture that celebrates diversity and welcomes everyone, recognising that sometimes an equitable approach is needed to ensure true inclusion. We're dedicated to supporting each other so that everyone feels equipped to fulfil their role, thrive in their position and be a leader in inclusion.

How the DIAP is connected to other organisational plans

The internal ambitions within this plan complement our [People Plan](#), which emphasises the importance of nurturing a positive and inclusive working environment; this helps us build a diverse organisation equipped with the skills and qualities needed to play our part in leading Making our Move.

We are proud of our internal culture, [values and behaviours](#) and believe these are fundamental to the success of our DIAP. Our team leads and champions our culture, lives our values and is empowered and engaged through working in a developmental, collaborative, inclusive and supportive working environment.

Our culture, values and behaviours have been developed by our team and Board and are set out clearly in our [Business Plan](#). As a team, we value our diverse perspectives and support each other to be leaders within our respective roles and places. Leadership is therefore distributed throughout the organisation rather than determined by hierarchy.

The external ambitions in this plan reflect the shared vision within [Making our Move](#), our county plan that sets out how we will address inequalities and empower everyone to be active in a way that works for them.



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Message from our Board

As the Board of Active Partners Trust, we wholeheartedly affirm our commitment to Equity, Diversity, and Inclusion (EDI) as foundational values that shape who we are, how we lead, and the impact we strive to make. We understand that systemic inequalities persist in our society, and we accept our shared responsibility to challenge and remove barriers that hinder participation, opportunity, and a true sense of belonging.

We believe that embracing EDI is not only the right thing to do—it's essential to building a more compassionate, innovative and resilient organisation. By listening, learning, and acting together, we aim to create spaces where every person feels seen, valued, and empowered to thrive.

Chair - Jane Laughton

Underpinned by core values and ways of working

VALUES:

We will **MAKE A DIFFERENCE**

by being **COLLABORATIVE**

INCLUSIVE

PASSIONATE

and acting with **INTEGRITY**

About us

APT is a charitable organisation with a vision that aligns to Making Our Move 'to address inequality and empower everyone to be active in a way that works for them'. We are part of a network of Active Partnerships, funded by Sport England to support people and communities across Derbyshire and Nottinghamshire to move more in a way that works for them.

We have a small, friendly team including staff, board and panel members, all of whom are dedicated and passionate about what we do.



MAKING OUR MOVE

What we mean by Equity, Diversity and Inclusion

APT is committed to Equity, Diversity and Inclusion (EDI) and we have agreed what this means to us as an organisation.

Equity:

We are equitable in our approach. We appreciate people require different support and recognise that some may need more support than others.

Diversity:

We seek a range of perspectives 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.

Watch how this connects to our work



Growing a network of South Asian female walk leaders



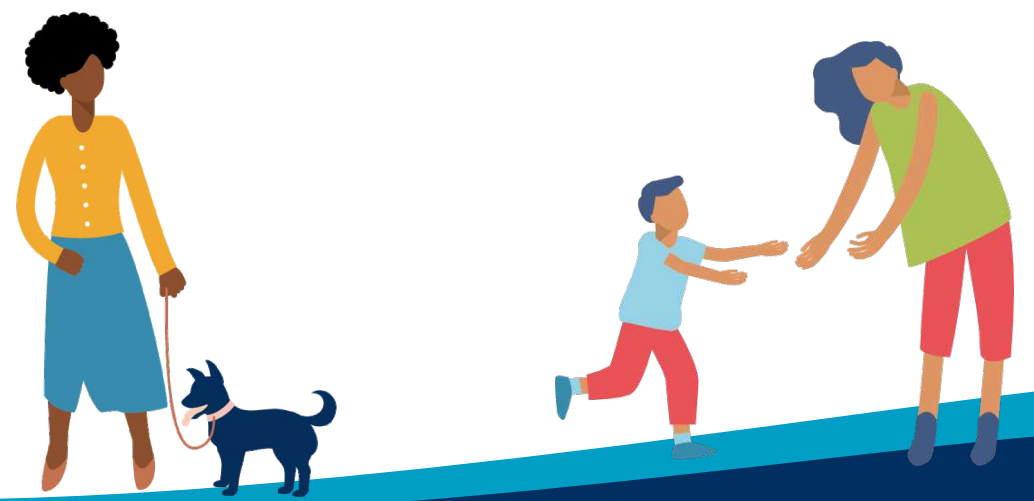
Supporting refugees to stay active



Supporting people with long-term conditions to stay active



Creating inclusive activity for young people with additional needs



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our Commitment

As an employer, APT recognises its legal obligations under the Equality Act 2010, as follows:

It is against the law to discriminate against anyone because of the following 'protected characteristics':

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation.

Under the Equality Act 2010, gender reassignment is a protected characteristic. This means that trans individuals, whether or not they have undergone medical transition, are protected from discrimination, harassment, and victimisation. The extent to which non-binary and gender fluid individuals are protected under this legislation remains legally unclear, though APT is committed to providing equal protection and treatment regardless of gender identity.

At APT, we commit to protecting all people from discrimination on grounds above and beyond the legally recognised protected characteristics.



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our Ambitions

Our DIAP is formed upon eight ambitions, across our internal and external work, that we believe will help us create meaningful change and impact.

Internal Ambitions:

Centring on our culture and working environment to ensure the team feel a sense of belonging and are comfortable and empowered to perform their role.

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

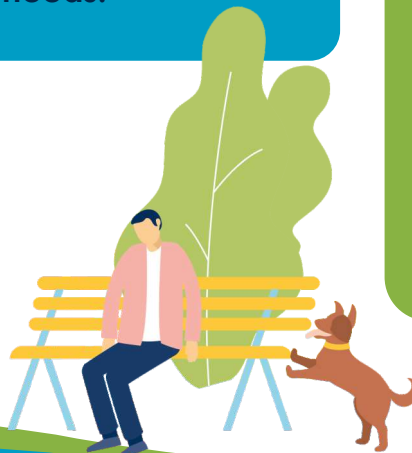
External Ambitions:

Aligning to Making Our Move, ensuring our role and capacity focuses on how we understand, enable and invest in those experiencing the greatest inequalities to move more.

4. **Understand the barriers and opportunities to being active, ensuring our work is informed by lived experience and resident voice from within the communities we work with.**
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.**
6. **Promote and enable inclusive opportunities for people to be active, involving people with lived experience in the process.**
7. **Lead by example, sharing our learning and stories, influencing to achieve systematic and structural change.**
8. **Ensure all investment aligns and supports the realisation of our equity, diversity and inclusion ambitions.**



FOR FURTHER INFORMATION ON THESE AMBITIONS
CLICK HERE



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Ambition ONE

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



We'll make it happen by

- 1.1** Collating and maintaining up to date data to understand diversity within APT
- **Audit APT staff team, Panels and the Board** annually to maintain up to date diversity profile of the organisation and align to census data.
 - **Review the diversity demographics of engagement with vacancies**, including at application, interview and hiring stages.
-
- 1.2** Developing our recruitment practices and processes
- **Proactively recruit Panel members** and provide support to become future Board members.
 - **Engage local partners within the recruitment process**, this can include inputting on job materials, sharing vacancies, shortlisting and interviews.
 - **Produce accessible and inclusive job material** to help engage with a wide audience.
 - **Review the required skills against roles**, to ensure these are the essential skills needed.
 - **Effectively test for skills within interviews** to help embed an inclusive approach.
 - **Work towards Level 2 Disability Confident Employer scheme**

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Ambition Two

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



We'll make it happen by

2.1 Developing our team

- **Facilitate safe learning spaces** to explore EDI themes.
- **All team meetings include EDI** related agenda item.
- **Deliver training on inclusive practices** based on the needs of the team.
- **EDI related development objectives** feature within every team member's Personal Development Review (PDR).
- **Complete inclusive behaviours assessment** and use findings to identify and implement the support needed to help the team have confidence with the inclusion agenda.

2.2 Developing our Board and Panel

- **EDI embedded into all Board and Panel meetings** to develop understanding and engagement with the work.
- **Bring in external expertise** to deliver bespoke sessions for our Board and Panels on inclusive leadership and governance and Governing in complexity.

2.3 Delivering an inclusive induction process

- **Seek feedback from all new starters** about their experience of the induction process and how it supported them to feel included within the organisation.
- **Review the Board and Panel induction process** to embed EDI.

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Ambition THREE

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



We'll make it happen by

3.1

Developing our policies

- **Review all policies** through an inclusion lens, agree amendments and share with team.
- **Develop new policies** as the need arises.

3.2

Organisational practice and improvement

- **Understand how the organisational culture feels** for the team.
- **Inclusive facilitation of all team meetings** to help bring diversity of thought and lived experience.
- **Ensure APT offices are supportive and inclusive environments.**



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Ambition FOUR

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

We'll make it happen by

4.1 Gaining insight through all our work in place.



Ambition FIVE

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.

We'll make it happen by

5.1 Understanding the needs of the delivery and professional workforce.

5.2 Supporting people to part of the delivery workforce.

5.3 Supporting local partners to feel more confident in their inclusive practice.



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Ambition SIX

Promote and enable inclusive opportunities for people to be active, involving people with lived experience in the process.

Ambition SEVEN

Lead by example, sharing our learning and stories, influencing to achieve systematic and structural change

Ambition EIGHT

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

We'll make it happen by

6.1 Enabling co-production of activities.

6.2 Raise awareness of inclusive practice and opportunities to be active.

We'll make it happen by

7.1 Ensure our external communications embed EDI principles and practice.

7.2 Create learning spaces for local partners that help embed inclusive practices.

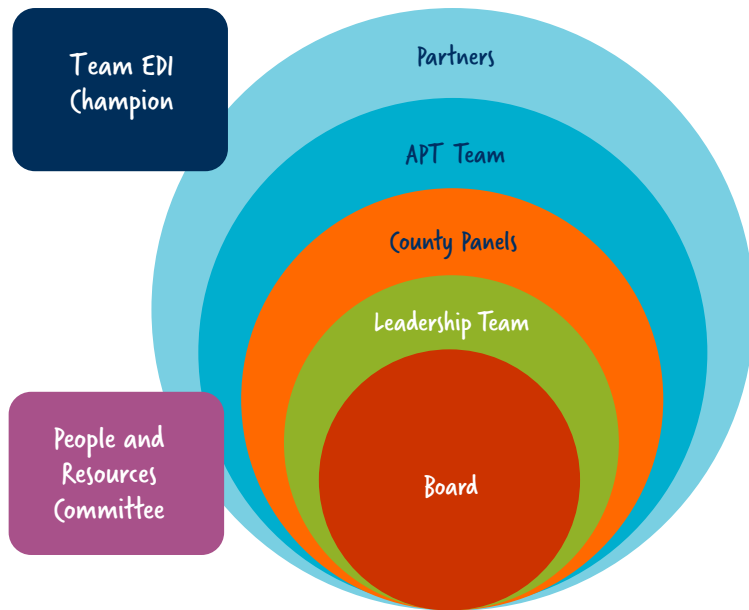
We'll make it happen by

8.1 Understanding need for investment within our communities where people experience the greatest inequalities.

8.2 Ensure our support is enabling investment into the communities experiencing greatest inequalities.

MAKING OUR MOVE

Layers of governance and accountability



Board responsibilities

- Provide strategic oversight of the Plan (focusing on the internal ambitions).
- Review progress of the plan every six months.
- Ensure the organisation complies with all relevant laws and regulations related to EDI.
- Demonstrate visible and committed leadership to foster a culture of EDI throughout the organisation.
- Actively encourage and promote diversity in leadership positions within the organisation.
- Periodically reviews the impact of the DIAP and identify areas for improvement.

Leadership team responsibilities

- Provide strategic direction of the Plan.
- Allocate resources, including budget and personnel to support the successful development and implementation of the Plan.
- Report on progress to Board, Panel

County Panels responsibilities

- Check and challenge the work of our Team, ensuring it is embedding inclusive practices and helping achieve the external ambitions of the Plan.

APT team responsibilities

- Foster an inclusive workplace culture by embracing diversity, treating colleagues with respect, care and kindness. Ensure everyone feels welcome and valued.
- Report any incidents of discrimination, harassment, or unfair treatments.
- Engage in ongoing learning and development to strengthen knowledge, understanding and confidence in EDI.
- Adhere to our policies and procedures that embed EDI practices, applying this to daily activities and decision-making.
- Contribute to the development and implementation of the DIAP.

People and Resources committee

Review progress of the plan every six months and raise priorities to the Board.

Team EDI Champion responsibilities


- Provide strategic leadership on EDI practices across the organisation.
- Advocate for EDI practices across the organisation.
- Promote and enable ongoing learning and development opportunities.
- Provide advice, guidance and support on EDI issues.
- Motivate and inspire colleagues to actively embrace the principles of EDI.
- Lead the development of the annual reports on progress and updated action plan.

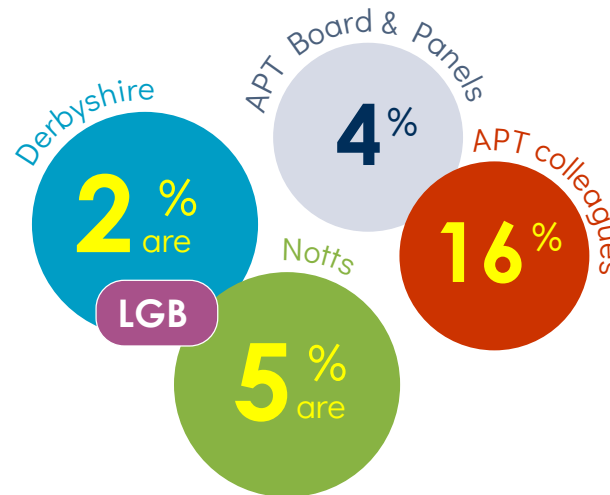
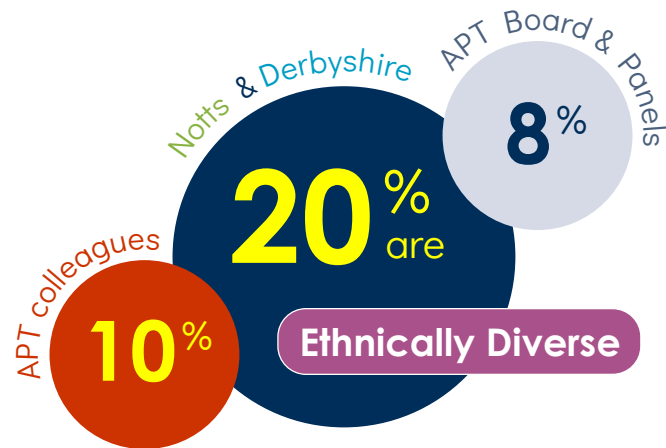
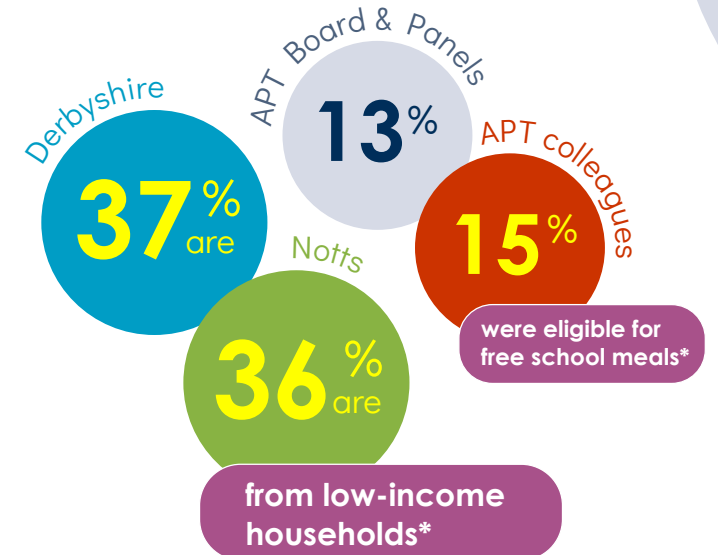
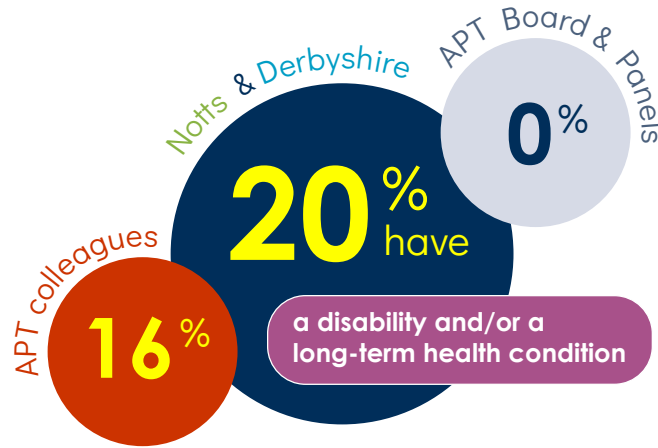
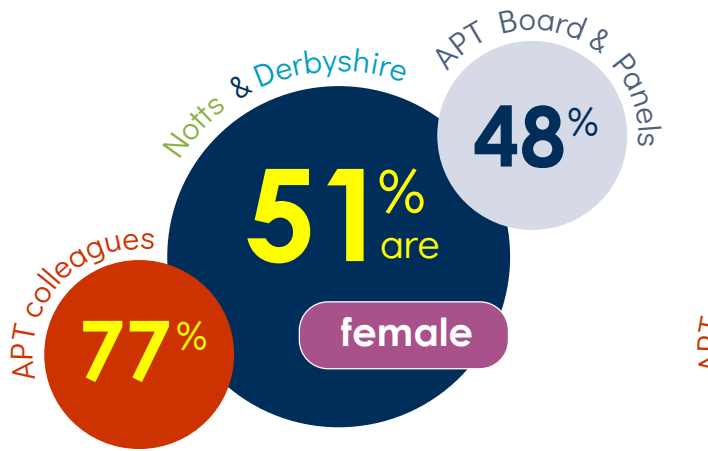
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our People

Data: Notts & Derbyshire population (2021 census) APT (2025)

*The demographic data that we collect at APT differs slightly from how Census data is collected. When it comes comparing differences around low-income deprivation we have two different measures.

 FULL TABLE DATA AVAILABLE [CLICK HERE](#)



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Our People

Staff survey data
how inclusive
our culture is

The following questions, taken from our annual staff survey, are relevant to EDI and we can start making comparisons to previous years:



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our People

Inclusive Behaviours Self-Assessment tool

This tool helps raise awareness and identify strengths and development areas through a self-assessment of our own behaviours. A version of it has also been used with Board members and the data captured has been used to inform the actions within this plan and will be used in future to inform team and personal development objectives around EDI. The tool describes a range of behaviours under each of the following headings, against which the team has assessed themselves:



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