

Diversity & Inclusion Action Plan (DIAP)

Progress update: August 2026



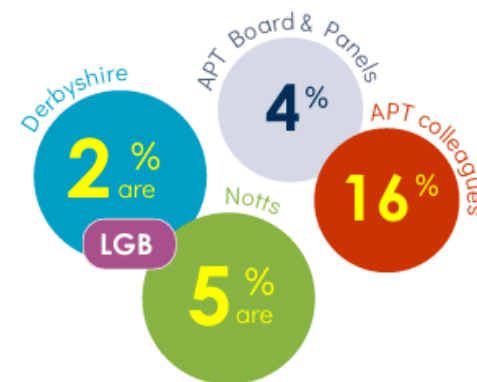
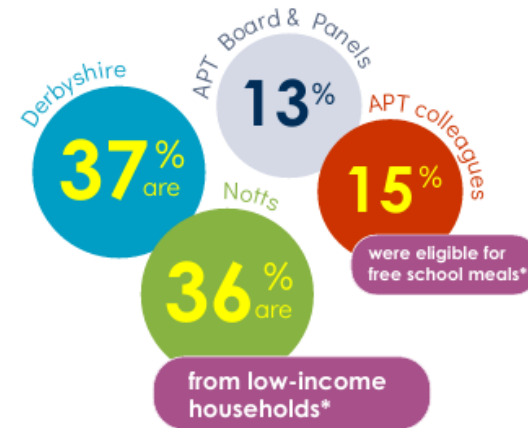
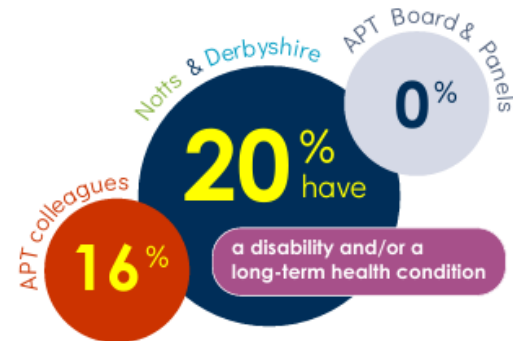
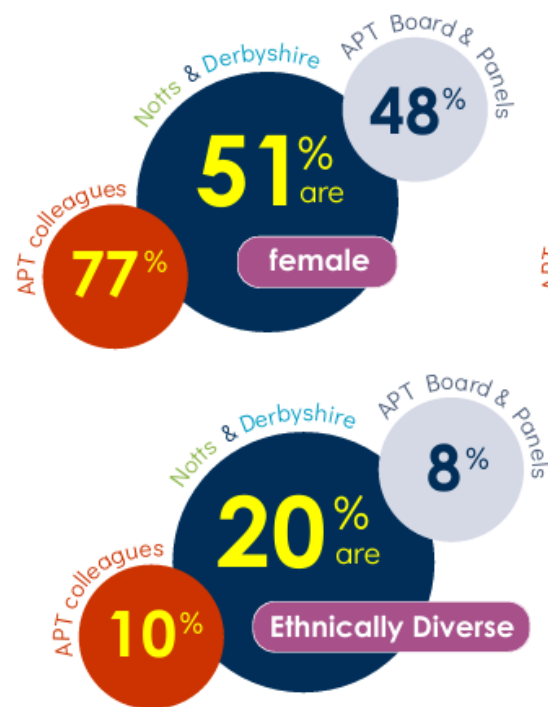
INTERNAL AMBITIONS

Diversity Monitoring

OUR DEMOGRAPHICS

This shows how represented we are across different protected characteristics in relation to our local population (of Notts and Derbyshire).

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



INTERNAL AMBITIONS

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Recruitment



SOME OF THE WORK

- **Refining our interview process:** we now provide 1 / 3 online questions and 2 / 6 in person questions within interview information. This is to ensure we have a balance of supporting candidates to feel comfortable within the experience whilst still testing for their ability to think on their feet in the moment.
- **Further developed 'Join our Team' webpage to include:**
 - [AI information](#) – guides candidates on acceptable usage of AI when applying for jobs with us.
 - [Recruitment FAQs](#) – giving as much info to candidates to enhance the experience

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

Team Development

SOME OF THE WORK

- **EDI learning spaces:** monthly sessions with topics on diversifying our workforce, climate and sustainability and trans inclusion.
- **Guidelines for dealing with extremist behaviour:** produced to support the team.
- **Disability inclusion refresher and line manager training:** delivered by BASE as part of the Include to Improve programme support offer.
- **Further training planned for dealing with conflict:** active bystander planned for October 2026, navigating challenging conversations being developed.



INTERNAL AMBITIONS

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

Organisational practice

SOME OF THE WORK

- Accessed HR disability inclusion specialist support through the Include to Improve programme, this has led to:
 - Developing a new Reasonable Adjustment policy
 - Refreshing our Disability Confident Employer self-assessment
- Introduced a new internal EDI working group: provides support steering the work and planning for team development and engagement. The group includes 8 members of the team from across the organisation.



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

Some of the work

- **Active Madrassa work:** growing insight into the experiences of Muslim young people. Enabling partners to explore the role that faith settings can play in either enabling positive experiences of physical activity.
- **Nottingham:** insight into children and young people from diverse communities and those who are neurodivergent captured and informing the next phase of the place-based work.
- **Talking Spaces**: creating safe spaces for the LGBTQ+ community and learning from the Walk Notts Festival about enabling those living with a disability and/or long-term health condition to move more.



TALKING SPACE
#MakingourMove

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

Enable

SOME OF THE WORK

- **Growing a workforce from within communities:** for example, creating pathways for young people from underrepresented backgrounds to enter the physical activity delivery workforce through enabling a Community Leadership Course with onward support into placements.
- **Developing knowledge and skills of inclusive practice:** networks being strengthened in Nottingham and Derby, providing places for our delivery workforce to connect with others, have a place to belong and learn from others. [Watch here](#) what the Nottingham Deliverers Network looks like.
- **Strengthening community leadership and peer influence:** for example, recruiting a lead for the Active Madrassa work from within the community, enabling the Girls Active Ambassadors to lead the work in schools with girls and working alongside community leaders more generally in place-based work as trusted advocates.



EXTERNAL AMBITIONS

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

Enable

SOME OF THE WORK

- **Creating inclusive School Games events:** these are providing accessible inclusive environments for young people with additional needs to have positive experiences of being active. For example, the [Believe, Move, Achieve event](#) and Notts Forest School Games.
- **Inclusive community-based opportunities:** the Walk Notts festival enabled people to walk and wheel more often, this includes those living with a disability and/or long-term health condition.
- **Place-based work creating inclusive pathways for children and young people to move more:** in Amber Valley local partners are strengthening connections between educational settings, health partners and community opportunities.



EXTERNAL AMBITIONS

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

Enable



SOME OF THE WORK

- Our **stories** are demonstrating the impact of programmes and elevate lived experience, for example [Girls Active](#), and [Neighbourhood Scans](#).
- **Creation and dissemination of practical resources:** for example the [Active Bystander video](#) that provides practical guidance on responding to harassment and abuse of others in our community to help create safer places for people to move more.
- **Place-based work** is generating valuable learning that can influence wider systems – for example with Bassetlaw there is an increasing emphasis in creating clear narratives around lived experience and ensuring these insights are informing future planning.



EXTERNAL AMBITIONS

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

Invest

SOME OF THE WORK

- Support for community organisations working directly with under-represented communities: for example, we supported Sahahra who work in Normanton, one of the most ethnically diverse communities in Derby. Our advice and guidance enabled them to access a funding award for activities supporting older adults.
- Investment is being intentionally directed into towards communities experiencing the greatest inequalities: for example, through both Place Partnership and Place Universal Fund that is building on work in our priority communities. Also, through new work like Active Madrassas that seeks to embed movement into Muslim communities through exploring the connection between faith, culture and movement.

