

DIVERSITY AND INCLUSION ACTION PLAN

Appendix

April 2023–December 2023

An orange line graphic that starts at the bottom left, rises to a peak, dips slightly, rises to a higher peak, and then descends towards the bottom right.

**FOR A SAFER
WORLD OF SPORT**

1 APPENDIX: DIVERSITY & INCLUSION ACTION PLAN

OUR PEOPLE	
OBJECTIVE	ACTION
Create an inclusive workplace culture of diversity throughout the organisation	1. Create an education and development plan for staff which allows for promotion from within and leadership development.
	2. Hold regular social opportunities for staff to mark and celebrate cultural events throughout the year.
	3. Add optional and mandatory training modules to SAP Litmos (or elsewhere) to be available during induction and annual refresher training. Topics to be reviewed annually and aim to include: <ul style="list-style-type: none"> - Unconscious bias - Creation of a Mindflick profile - Neurodiversity - Menopause - Gender Identity and Expression
	4. Raise awareness and encourage ability for staff to add phonetics and pronouns to their emails and LinkedIn profiles.
Establish an inclusive employer brand which attracts, recruits and retains talented candidates from all backgrounds	1. Conduct an external review to benchmark our hiring, employee benefits and terms and conditions to identify improvements from an Equality, Diversity and Inclusion (EDI) perspective.
	2. Review and update how we capture and report EDI monitoring information.
	3. Ensure a 'lessons learned' is conducted after each recruitment process to feedback any improvements.
Set responsibility for EDI at the highest level of the organisation	1. Formally appoint a trustee to act as EDI Lead.
	2. Appoint an SMT leader to act as EDI Lead.
	3. Ensure Trustees are clear and understand their legal responsibilities set out in the Equalities Act 2010 and any applicable Governance Code.

OUR KEY PARTNERS

OBJECTIVE	ACTION
Ensure we work with a diverse range of schools, clubs and sporting organisations	1. Understand how our key partners, schools and clubs measure EDI metrics.
Ensure we work with diverse and inclusive suppliers	1. Review our current suppliers and procurement policies to identify any improvements to our processes from an EDI perspective.
	2. Implement changes identified from the above review.

OUR INITIATIVES

OBJECTIVE	ACTION
Ensure a breadth of projects that involve and have impact on people from a diverse mix of backgrounds	1. Establish how we measure EDI metrics of people within our resesarch projects.
	2. Implement data collection for the above.
Ensure our products, content and outputs are inclusive, representative and accessible	1. Include an EDI assessment into our decision-making processes for programmes and projects.
	2. Conduct an external review of our websites and existing products to identify improvements from an EDI and accessibility perspective.
	3. Include accessibility within our design processes (in particular for the ICO's Children's Code for those projects aimed at under 18s).