



Equality, Diversity, Inclusion and Equity Action Plan 2024-25

This plan has been developed by the Equality, Diversity, Inclusion and Equity (EDIE) Working Group and a wider group of staff, trustees and volunteers invited to participate in a workshop in Spring 2024. The working group will oversee its implementation. The EDIE coproduction panel formed in 2022 will develop initiatives relating to this plan and feed this back into the group.

Area	What is needed/issues	2024/25 Goals
1. Culture and Inclusivity	How do we ensure that Equality, Diversity and Inclusion is on everyone's agenda and that we can create an inclusive workplace	Service Plans all having an EDI focus Visibility and prominence of EDI work amongst teams Promoting diversity Having conversations about reasonable adjustments at the earliest opportunity - Production of guides to common reasonable adjustments for different conditions Making learning and policies more accessible

<p>2. Co-production</p>	<p>How we ensure service user/lived experience voices are involved in our work to achieve goals</p>	<p>Continuing to support staff wellbeing</p> <p>Co-production panel continues to link to EDIE Working group and take forward initiatives on its behalf.</p> <p>EDIE working group agreeing projects to be led by this group and receiving progress/feedback. Areas highlighted in yellow on this plan to be those with input from coproduction panel.</p>
<p>3. Reaching out</p>	<p>How services reach out to and are more connected with community groups and organisations. Eg: more deprived areas, LGBTQIA+ community, rural communities, ethnically diverse communities</p>	<p>Supporting service users with cost of living</p> <p>Supporting refugees</p> <p>Supporting the Polish community</p> <p>Continuing to develop our LGBTQIA+ Peer Support group/s</p> <p>Communicating our EDIE work</p> <p>Racialised Communities Focus Groups</p> <p>Reducing the stigma faced by men in reaching out for mental health support</p>

<p>4. Data</p>	<p>How we know who we are reaching and is using our services. Diversity data.</p>	<p>To use our data to inform this group’s work. Priorities for this year include:</p> <p>Providing data for the work on racialised communities to help us understand our current reach.</p> <p>Share understanding of how we collect information around service user neurodiversity.</p> <p>Share any key messages around health inequalities coming from the Public Health Needs Assessment due to be published in July 2024</p>
<p>5. Development and training</p>	<p>Awareness training</p>	<p>Organisational Learning and Development plan to include focus on opportunities for staff/volunteers/trustees to receive training in areas including;</p> <p>What are health inequalities midday masterclass.</p> <p>Midday masterclasses sharing learning of our outreach work with other teams</p> <p>LGBTQIA+ training from Allsorts</p> <p>Workshop to create an action plan to support becoming an anti-racist organisation.</p>
<p>6. Board Diversity</p>	<p>Looking at ways in which our Board of Trustees can develop more inclusive practice</p>	<p>Support more inclusive practice on the board by:</p> <p>Expenses to be sent out with papers with a reminder</p>

		<p>Continue offering hybrid meetings enable people to participate – this is a positive, but opportunities to meet face to face is also positive for inclusion and building trust and confidence</p> <p>Build links between the co-production panel and the board - in particular to learn from them around sharing of lived experience and how to facilitate a safe space for this</p> <p>Financial overview for non-finance trustees to build confidence in reading reports and digesting this information</p> <p>A future development day focused on a Governance Guide/legal duties of trustees</p> <p>Making things easily accessible – communications and documents.</p> <p>Annual reviews for trustees to include some questions around inclusion and what we can do to meet individual needs.</p> <p>Ensuring visibility of EDIE work on the Board</p> <p>EDIE training on legal requirements</p>
--	--	--