



Equality, Diversity, Inclusion and Equity Action Plan 2025-26

This plan has been developed by the Equality, Diversity, Inclusion and Equity Working Group and a wider group of employees, trustees and volunteers invited to participate in a workshop in Spring 2025. The working group will oversee its implementation.

Milestones in **purple** highlight areas for co-production approach

Area	What is needed/issues	2025/26 Goals	Milestones/target dates
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	Consistent approach to language and terminology	A group of employees to look at terminology around neurodiversity /neurodivergence for employees and service users.

		Accessibility of communications	Commitment to not using acronyms or abbreviations in meetings and communications <ul style="list-style-type: none"> - Message in Key Messages in Q1 - Reminder at all meetings and peer challenge around this – throughout year
		Support for staff wellbeing	Cost of Living and benefits support <ul style="list-style-type: none"> - Quarterly prompts for check in at supervision and in key messages - Mirror some of the information sessions for service users
			Awareness raising of making reasonable adjustments Support for Trans staff, volunteers and service users and all that have been impacted by the Supreme Court ruling

			<ul style="list-style-type: none"> - Statement in Key Messages in Q1 - Public statement in support of Trans people on social media in Q1 - Keep as a regular agenda item on EDIE Working Group agenda
		Promoting diversity	<p>Annual diversity surveys for staff/trustees/volunteers</p> <ul style="list-style-type: none"> - Sent out in September - - Results to Decembers Working Group meeting
			<p>Driving forward commitment to become truly anti-racist organisation</p> <ul style="list-style-type: none"> - Workshop to create action plan held in Q1 - Public statement to be released early Q2 with action plan

2. Co-production	How we ensure service user/lived experience voices are involved in our work to achieve goals	Ensuring that whilst the co-production panel remains paused we ensure that there are opportunities for co-production throughout our EDIE work	-Highlight opportunities within the plan for co-production in EDIE working group meeting by end Q1
3. Reaching out	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	Supporting refugees and asylum seekers	Developing our work with the Resettled Refugee team and Sanctuary in Chichester <ul style="list-style-type: none"> - Producing translated, relevant literature - Regular updates on projects at EDIE Working Group - Training session delivered to update on work - Seeking funding to support young people who are refugees/unaccompanied minors
		Supporting service users with Cost of Living	Continuing to support service users through our COL worker <ul style="list-style-type: none"> - Quarterly updates from COL worker

		Supporting those from racialised communities	<p>Developing our work to reach those from racialised communities</p> <ul style="list-style-type: none"> - To develop partnership with Friends, Families and Travellers to explore barriers faced by gypsy, Roma and travellers to accessing mental health support - end of Q2
		Support for men's mental health	<p>Reducing the stigma faced by men and increasing men in our services</p> <ul style="list-style-type: none"> - Seeking funding to reach out to men and support them with their mental health - Services to build partnerships with organisations and services supporting men - Development of men's mental health awareness course for promotion to local businesses by end of Q2

		Supporting service users and volunteers into employment	<ul style="list-style-type: none"> - Securing funding from East Head Impact to introduce 'Mind Works' employment programme by end of Q2 - Launch in Q3 (November) - Worker to present to EDIE Working Group end of Q4
		Developing 'Community Champions' volunteering role	<ul style="list-style-type: none"> - Include budget in all bids to develop a training pathway for members of our communities in mental health awareness/MHFA - Evidence in each bid - Community Champions recruited to represent priority communities of men (especially in rural areas), gypsy, Roma, traveller community, other racialised communities by end Q4
4. Data	How we know who we are reaching and is using our services.	Focus on understanding our reach in:	<ul style="list-style-type: none"> - Create a baseline diversity data set and compare with external data sources, e.g. Census data (end Q2)

		Racialised communities LGBTQIA+ and the prevalence of mental health in our communities	- Do a deep dive into DWP PIP (and other benefit) data for people with diagnosed MH conditions in the areas we work in (end Q3)
5. Development and training	Awareness training	<p>Organisational Learning and Development plan to include focus on opportunities for staff/volunteers/trustees to receive training in areas including;</p> <ul style="list-style-type: none"> • Neurodiversity – looking at training and awareness raising so that we can provide the best support to our employees • Severe Mental Illness • Becoming an anti-racist organisation • Menopause support • Let's talk about...Equality, Diversity, Inclusion and Equity policy 	
6. Board Diversity	Looking at ways in which our Board of Trustees can	All trustees to have completed EDIE training	Within 12 months of Trustees starting

	develop more inclusive practice		
		Accessibility of communications/minutes/documents –	Commitment to not using acronyms or abbreviations - Reminder at all meetings and peer challenge around this
		Organisational training to be made more accessible to trustees	Updates given a board meetings as to upcoming training opportunities
		Trustees to be asked an open question about reasonable adjustments needed within their induction/recruitment.	For all new trustees
		Board to have a speaker to give insight into a particular area of our EDIE work.	One speaker a year to either have strategic slot on the board or at awayday
		Board to have a programme of meetings that prioritises some face-to-face interaction	Plan for board meetings agreed by August 2025