DIVERSITY AND INCLUSION ACTION PLAN (DIAP) – END YEAR 2 PROGRESS REPORT
19th March 2026

CONTEXT AND SUMMARY

Our Diversity and Inclusion Action Plan (DIAP) 2024-2027 sets out our blueprint for Living Bette to become a more inclusive organisation. We are driven by our values and behaviours and this features throughout everything we do. Our Chair, Martin Townsend, reiterated to all staff in August the critical role that EDI plays at the heart of what we do and our commitment to doing even more:

"Equality, diversity, and inclusion will continue to run through everything we do, not as a standalone strand, but as a golden thread guiding our decisions and shaping delivery."

Our DIAP sets out four ambitions (around leadership, internal embedding, external alignment and compliance) regarding equality, diversity and inclusion and the actions that will be taken towards achieving them. This report shows the progress made against each of these.

PROGRESS AGAINST THE FOUR AMBITIONS

EDI Ambition 1 – Leadership (Our Board and SLT): To have a leadership that reflects the diversity of local community in which we work.

- ✓ Demographic benchmarking against local census carried out for Board and staff to establish baseline
- ✓ Recruited EDI Board Champion
- ✓ Transformation Leadership Training has been completed by the Senior Leadership and Management Teams, is underway for the Board and is now being rolled out to all staff
- ✓ Staff skills audit undertaken and being used by the Head of Programmes to enhance working practices; added to induction process for new staff
- ✓ Board recruitment undertaken using targeted approach with the aim of increasing Board diversity via the channels advertised through
- ✓ Board level commitment to developing community representative voice and dialogue - plans being created

EDI Ambition 2 – Embedding Internally (Recruitment, Training, Culture): To provide appropriate and ongoing staff training to improve our confidence and competence to champion diversity and inclusion. We will also promote inclusive practice in our work with other organisations and partners.

- ✓ Have used more targeted approaches to where adverts for new roles are placed including local community organisations

- ✓ Recruitment process reviewed; diversity monitoring form and screening question of where applicants saw the role advertised now added
- ✓ Staff and Board attendance at Trilogy of Anti Racism and Race Equity webinars; summary paper produced and shared with all staff for reference and discussion
- ✓ Activity Alliance Intersectionality Survey completed; identified a training need for staff
- ✓ EDI Policy review underway to ensure it remains fit for purpose; will be republished early 2026/27
- ✓ Latest staff demographic survey showed: 71% are female, 7% have a disability, 93% are White British/English/Scottish/Welsh, 43% are aged 36-45 as largest age group represented

EDI Ambition 3 – Aligning Externally (working with partners and stakeholders): To support embedding of EDI externally with our partners and stakeholders and use community voice to shape our understanding of what our communities want and need.

- ✓ Involvement in ARU's SHoKE (Students at the Heart of Knowledge Exchange) programme; two projects were focused on during 2025 (1) engagement/use of community voice, which is now being used within the Programmes Team to involve lived experience more in their project planning and delivery, and (2) how to work better in places with anti-social behaviour (ASB) hotspots and how to bring local communities together to reduce ASB, which is now being used across Place programmes in particular
- ✓ An EDI segment has been introduced into our external newsletters

EDI Ambition 4 – Compliance: To ensure compliance requirements are met regarding EDI on an ongoing basis and demonstrate public commitment to this process.

- ✓ Board EDI statement and DIAP published on website
- ✓ EDI addressed in Trustees' Annual Report
- ✓ Accessibility changer updated on website
- ✓ Website redevelopment nearly complete – due live April 2026