

Diversity & Inclusion Action Plan

Achievements

The below lists our achievements against the Diversity & Inclusion Action Plan (DIAP) to date (2024-2026):

- Our organisational strategy has been refreshed and has a clear focus on tackling inequalities, and we have run many internal sessions with the staff team discussing equality, diversity and inclusion (EDI) and how we can make improvements in that space. Many projects have been delivered that aim to tackle inequalities, including projects focused on improving mental health, tackling child poverty, and supporting people from deprived communities or those with long-term conditions etc to become more active;
- We have an EDI Board Sub-group in place, which meets every 3-4 months, and we now have EDI as a standing item on the agenda of all Board and Senior Management Team meetings to provide updates and discuss continual improvements;
- We have an EDI Board Champion in place who has also met with many staff across the organisation to discuss EDI and possible improvements that can be made within their areas of work i.e. marcomms, HR, training, research and insight etc;
- We have an EDI Policy and Statement of Commitment in place, both of which have been consulted on with staff members and the Board, and both of which have been approved by the Board;
- We have collected trustee and staff EDI data annually and made comparisons with census data, presenting the findings to the Board and highlighting any under-representation / gaps. We have made improvements in the diversity of our staff team linked to improvements we have made in our recruitment practices (see below);
- We now collect EDI data from all applicants for all recruitment we undertake, and have made clear improvements in the diversity of the candidates we are attracting. This is due to the improvements we have made to our job adverts, recruitment processes and flexible working arrangements, and it is supported by the accreditations we now have in place e.g. via the Disability Confident Scheme;
- We have undertaken training needs surveys with our staff and delivered a huge number of EDI related training sessions for them. This includes cultural

competency training, allyship, bystander behaviour, unconscious bias, mental health awareness, anti-racism and transgender awareness, and all staff are signed up to the i-learn system where a huge variety of EDI training is available for them;

- We have made improvements to our quarterly and monthly staff surveys with questions added regarding whether staff think the organisation values diversity or not and whether they have a sense of belonging at Rise, both of which have scored very highly;
- We have made improvements to our onboarding and offboarding processes to better capture staff's views and experiences of EDI at Rise, along with their training needs;
- Our commissioning processes have been improved from an EDI perspective, with funded bodies now needing to confirm that they have EDI policies and procedures in place, that they understand the importance of EDI and that deliverers undertake EDI related training;
- We have joined the North East Anti-Racism Coalition, signed up to the Become the Bridge pledge and we are in the process of forming an internal group and action plan to improve our anti-racism practices further;
- We have made improvements in our research, insight, and data collection processes to better capture EDI data and we are sharing our learnings both internally and externally to further improve our EDI practices and external work. This includes specific research undertaken with both staff and community organisations that engage with specific audiences, and sharing the results of that information internally to better guide the work of our team;
- We have developed a new website with improved accessibility, and our external communications now better promote the importance of inclusive culture and champion diversity e.g. we now explicitly highlight that we are anti-racist and disability friendly; and
- We have created a campaigns calendar with numerous EDI related topics which is used to support our internal and external promotions.