

# **DIVERSITY AND INCLUSION ACTION PLAN** 2024 – 2027

Embedding inclusion across our  
organisation and communities.

**RISE.**

## CHIEF EXECUTIVE'S WELCOME

Tackling inequalities is a key principle of our Rise Together Strategy. We want what we do to have a transformational effect on the lives and communities who need our support the most across Northumberland, Tyne & Wear and County Durham. Therefore, equality, diversity and inclusion (EDI) must underpin our work to achieve our vision and enable everyone to have fair access to the amazing benefits that moving more brings.

We are very conscious that EDI cannot be the responsibility of one person or group within the Rise team. EDI must be embedded in the thinking and actions of everyone associated with Rise. This will be a challenge; it is all too easy to get caught up in our day-to-day work and lose sight of the fact that EDI is, and should always be, part of everything we do. Unless we collectively recognise and continue to action this, we risk falling short of our full potential and our strategic vision. It is therefore my role as CEO to ensure that we embed and reinforce EDI across the whole team and help to influence our partners and stakeholders.

We also recognise that we are a medium-sized charity (turnover of approximately £3m in 2025-26, 45 employees in March 2026) and so our commitments and actions must be proportionate to our capacity to deliver. We feel that through this Diversity and Inclusion Action Plan (DIAP) we have struck the right level of ambition and realism, but we commit to being honest in our assessment of that as we move through the next few years.

**Clare Morley**

**Chief executive officer  
Rise**



## BOARD OF TRUSTEES EDI LEAD STATEMENT

Too many people still face barriers to being active, and these are shaped by a range of factors including income, gender, race, disability and culture. This can limit access to sports facilities, recreational programmes and opportunities for physical activity, leading to unequal health outcomes and exacerbating existing health inequity. By collectively addressing inequities in active wellbeing, we can reduce disparities in health outcomes, particularly amongst marginalised groups who face barriers of access, but we also improve quality of life.

Regular movement is linked to improved mental and physical health, and supports better cognitive function. It also helps to create social connections and community cohesion, by strengthening social bonds and supporting holistic wellbeing.

Rise is working collaboratively to positively impact the lives of those across Northumberland, Tyne & Wear and County Durham. This work is significantly important both now and long term in developing healthier communities, improving access, reducing preventable disease and improving overall wellbeing.

I'm passionate about making a difference and proud to be part of a Board



committed to taking a wider population health approach. Together, the Board and wider team are working to create supportive environments for physical activity, focusing on improving the health of entire communities, rather than individuals.

Working collaboratively as an active partner across healthcare, urban planning, recreation and many other sectors, Rise is striving to actively encourage and support population level interventions, environmental modifications and community programmes to have a sustainable and lasting impact on the health of communities.

Too many people face continued barriers and exclusion from participation in sport and active wellbeing, and I am delighted to be working as part of an organisation implementing systematic changes, trying to create a representative workforce and applying an equality lens to decision making to support a truly inclusive environment. Rise is committed to the removal of barriers and embedding equality, diversity and inclusion across all its activities both internally and externally and is committed to communicating that message in the widest sense. Rise continues to make progress in these areas, and we look forward to sharing our journey.

**Karen Pearce**

**Trustee (EDI Board Champion)**  
**Rise**

# INTRODUCTION

## HOW DID WE GET HERE?

Our journey to develop this Diversity & Inclusion Action Plan (DIAP) has involved considerable amounts of research and consultation, both internally with the Board and staff team, and externally with some key stakeholders and community groups. Internally we have engaged our Board of Trustees and encouraged them to consider what changes we could and should make to truly embed EDI across our organisation and the work that we do.

We have also run sessions with the staff team, enabling them to consider their work through an EDI lens and identify actions needed to embed EDI and bring the greatest outcomes for those communities that need it the most. It has been critically important that our Board and wider staff team shared their thoughts and experiences into the process, as ultimately, the Board hold accountability for the delivery of the plan, and our staff team will be at the front line ensuring we stay true to our commitments.

We undertook research to understand the demographics of our population at a sub-region wide and local authority level and presented this information to the team and Board of Trustees to help them understand local EDI related issues

and where focusing their energies could make the greatest difference to our local communities.

We also engaged and consulted with a broad variety of local organisations that focus on supporting people from diverse communities, for example, people with disabilities and those from ethnically diverse communities, and they kindly shared their insight to help inform our thinking. From written surveys to discussions over a coffee, we want to thank everyone who has opened up to us about their experiences of sport, physical activity and movement; they have trusted us with their openness, honesty and candour, and now it is our responsibility to translate that into positive actions that make a real difference.

Following on from the development of the initial draft DIAP, our Board of Trustees and wider team were again consulted to provide further input. Both are firmly committed to doing, not just talking, which will help to ensure that we hold ourselves to account for the actions we have committed to undertaking.

## WHY IS EDI IMPORTANT TO US?

Our strategy, Rise Together, places the tackling of inequalities at the very heart of it. We want everyone across Northumberland, Tyne & Wear and County Durham to be able to enjoy the wide-ranging benefits that being active brings, and to lead happier and healthier lives. We recognise that stubborn inequalities exist in our society, but we are committed to tackling these inequalities to create a fairer society and one where your gender, sexual orientation, ethnicity, disability, long-term health condition, or where you live do not determine how active you are. Sport and physical activity must be accessible to all.

However, this plan is not just about increasing activity levels, it's about equality, diversity and inclusion being embedded across our organisation. It's about ensuring our workforce and Board better represent our local community, giving us a broader range of perspectives to improve decision-making. We want to attract people from diverse communities to work for and with us, and a culture where everyone feels valued, respected and included.

Our People Plan 2025-26 supports this vision as it aims to embed an inclusive, supportive culture. This will help us to better meet the needs of the communities we serve, and ultimately better progress towards achieving our vision of creating a higher quality of life for our communities that need it the most, using the power of physical activity.



# PROGRESSES

## HOW WILL WE SHARE OUR EXPERIENCES AND PROGRESS?

Our EDI journey is important for Rise, but it is also important for the wider sport and physical activity landscape, and for anyone who is impacted by our work. We are therefore committed to publicly reporting our achievements, experiences and learnings each year through annual action plans through to 2027. We will share both qualitative and quantitative information on our various platforms as we progress to hold ourselves accountable and share our experiences so that others can learn from our achievements as well as the areas that have been more challenging.

We will be honest about our progress; we are not going to change the world through a series of short-term plans, but we are going to move forward so that when we reflect in 2027 on the duration of this plan, we can see a positive change and a real momentum behind EDI.

In addition, internally, we will ensure that our Board and staff team are regularly informed of progress through both Board meetings and staff updates.



# OUR PLAN

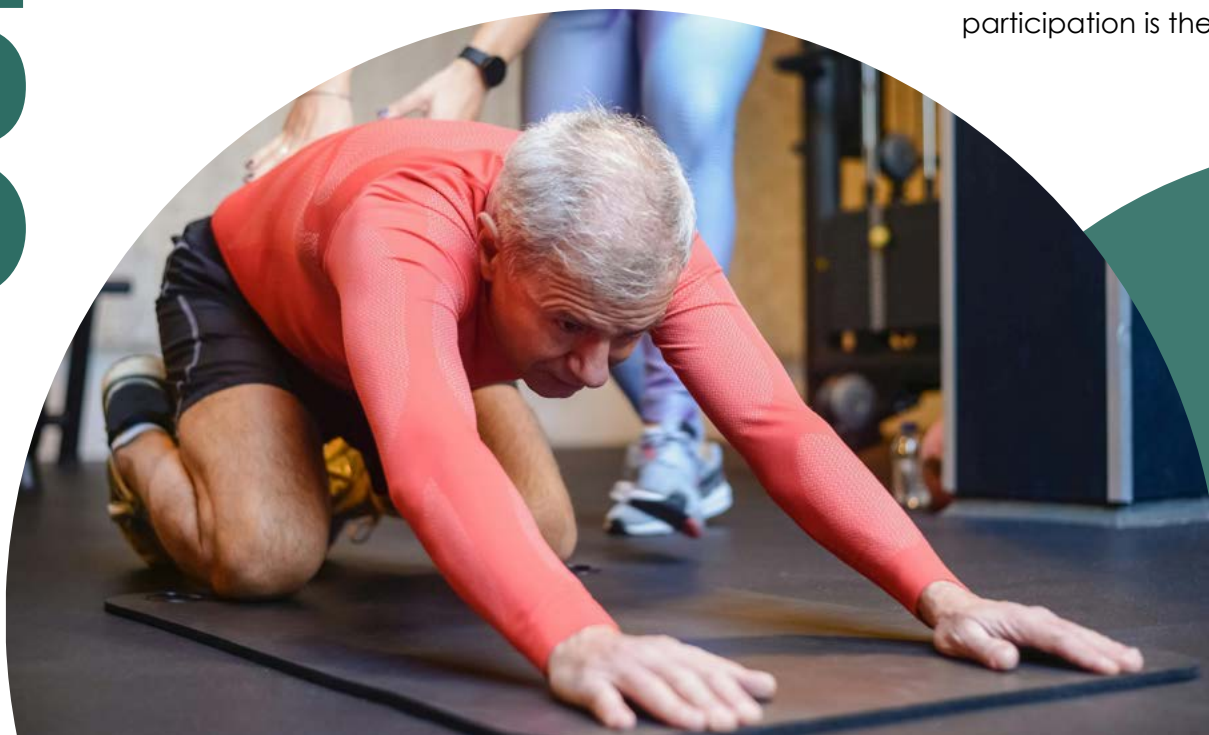
## WHAT ARE WE GOING TO DO?

We have set out within appendix 1 our year 3 plan for 2026–2027. However, within that is a commitment to review and reflect on progress ahead of setting further plans that ultimately guide us through to March 2027, which is the end of our current Sport England System Partner funding cycle. We feel this is an appropriate way to ensure that our approach is relevant and contains up to date actions set within a broader strategic context.

Our EDI Sub-Committee will be responsible for reviewing updates to the year 3 plan and subsequent annual plans and reporting back to the Board of Trustees.

Our year 3 plan is broken down into three sections – we have referred to these as our ambitions. We have chosen these ambitions as we believe they are fundamental to progressing our EDI agenda, and hence they need to be the main priorities we focus upon first. We firmly believe that we need to be more diverse and more representative of our local community, both from a staff and Board perspective, to form the foundations of embedding EDI across the organisation.

We recognise that our staff are our greatest asset, and we understand that their knowledge and skills are critical to the success of our EDI journey, hence developing inclusive capability also features as a key ambition. Finally, it is the work we do which matters the most and will make the biggest difference to the communities we serve, hence tackling inequalities in participation is the third key ambition.



# AMBITIONS

## 01.

### **BUILDING AN INCLUSIVE ORGANISATION**

Fundamental to ensuring that we can meet the needs of the communities across Northumberland, Tyne & Wear and County Durham is the attraction and recruitment of talent that reflects the diversity of our society.

As a diverse employer we will be better able to understand our communities and meet their needs; this is fundamental if we are to tackle inequalities. Within this section are also aspirations around leadership and policy as we recognise the synergy between these two elements and the ability to attract and retain diverse talent.

## 02.

### **DEVELOPING INCLUSIVE CAPABILITY**

The world is a constantly evolving place, and communities are evolving with it. Unless we remain committed to a continuous cycle of learning and development in the EDI space, we will be left behind, and in the process, will let down our beneficiaries.

In addition, we have a responsibility to help our partners to develop their own understanding and awareness around EDI issues, as we are not a frontline deliverer, but a strategic agency working with and through our partners and stakeholders; we cannot achieve our vision without them

## 03.

### **TACKLING INEQUALITIES IN PARTICIPATION**

Critical to the government's Get Active strategy is an increase in physical activity participation in under-represented groups, including women and girls, those from ethnically diverse backgrounds, people with a disability or long-term health condition, and those from lower socio-economic groups.

This mirrors our own aspirations to tackle inequalities using the power of sport and physical activity. We should therefore focus on enabling access for these underrepresented groups, and others, through our core work.

We believe these ambitions will endure throughout the lifecycle of this 2024–2027 DIAP but remain open to adapting the sections in future years based on learning, intelligence and progress. Within the ambitions are several aspirations for the Year 3 Plan.

#### **APPENDICES:**

1. Year 3 Action Plan 2026-2027
2. Previous Progress (last EDI Action Plan)
3. Staff & Board Composition

# APPENDIX 1

## YEAR 3 ACTION PLAN 2026–2027 **AMBITION 01. BUILDING AN INCLUSIVE ORGANISATION**

| ASPIRATION NUMBER | ASPIRATION                                                                                                                                                                              | ACTION POINTS                                                                                                                                                                                                                                                                                                           | BY WHEN                        | MEASURED BY                                                    |
|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|----------------------------------------------------------------|
| 1                 | Ensure our Board of Trustees is more reflective of the local Northumberland, Tyne & Wear and County Durham community across a range of demographic statistics.                          | 1 (a) Gather the updated profiles of trustees following recent recruitment rounds and add data to the wider trustee data pool.                                                                                                                                                                                          | As required in 2026            | HR dashboard                                                   |
|                   |                                                                                                                                                                                         | 1 (b) Update ONS or similar data profiles to include County Durham data and compare the trustee profile to the latest data. Keep under annual review.                                                                                                                                                                   | Jun 2026 & annually thereafter | HR dashboard                                                   |
|                   |                                                                                                                                                                                         | 1 (c) Seek to replace any outgoing trustees in the year based on areas of representation where we are below the local community data.                                                                                                                                                                                   | As required in 2026–27         | Reported to EDI Sub-Committee and Board                        |
|                   |                                                                                                                                                                                         | 1 (d) Conduct a training needs analysis with our Board to identify any gaps in knowledge or awareness on EDI topics. Provide training, if required.                                                                                                                                                                     | Winter 2026                    | Reported to EDI Sub-Committee and Board                        |
| 2                 | Ensure we are moving towards having a staff team that is more reflective of the local Northumberland, Tyne & Wear and County Durham community across a range of demographic statistics. | 2(a) Continue to gather the updated profiles of staff following recent recruitment rounds, considering overlapping characteristics.                                                                                                                                                                                     | As required in 2026            | HR dashboard and intersectional reporting                      |
|                   |                                                                                                                                                                                         | 2(b) Update ONS or similar data profiles to include County Durham data and compare the staff profile to the latest data. Keep under annual review.                                                                                                                                                                      | Oct 2026 & annually thereafter | HR dashboard and intersectional reporting                      |
|                   |                                                                                                                                                                                         | 2(c) Following the review of the whole recruitment process from an EDI perspective, implement actions found.                                                                                                                                                                                                            | Nov 2026                       | Half yearly reporting to EDI Sub-Committee                     |
|                   |                                                                                                                                                                                         | 2(d) Continue to collate EDI information on all applications and compare over time to see if changes in where and how we advertise increase the diversity of applicants, considering combinations of characteristics (e.g. ethnicity, disability, gender and socio-economic background) to identify potential barriers. | Ongoing through 2026–27        | Number of diverse applicants and intersectional reporting      |
|                   |                                                                                                                                                                                         | 2(e) Consider ways to demonstrate our commitment to EDI throughout the recruitment process to attract a diverse range of applications, including reviewing job descriptions for inclusive language, widening advertising channels and using structured interview approaches where appropriate.                          | Sep 2026                       | Number of diverse applicants and applicant feedback            |
|                   |                                                                                                                                                                                         | 2(f) Review the organisational People Plan to ensure our commitment to EDI is clearly demonstrated.                                                                                                                                                                                                                     | Sep 2026                       | People plan                                                    |
|                   |                                                                                                                                                                                         | 2(g) Review key policies (grievance, flexible working, disciplinary etc) to ensure alignment with EDI principles.                                                                                                                                                                                                       | Dec 2026                       | Updated policies and Board approval (where necessary)          |
|                   |                                                                                                                                                                                         | 2(h) Maintain, identify and pursue accreditations or pledges (e.g., Disability Confident, Stonewall, City of Sanctuary, SHINE, Investors in People) to validate organisation policies and practices in, and benchmark progress against sector standards.                                                                | Dec 2026                       | Accreditation awarded, progress against accreditation criteria |



# APPENDIX 1

## YEAR 3 ACTION PLAN 2026–2027 **AMBITION 01. BUILDING AN INCLUSIVE ORGANISATION**

| ASPIRATION NUMBER | ASPIRATION                                                                                                                                                                                                                                                                 | ACTION POINTS                                                                                                                                                                                                                                                       | BY WHEN          | MEASURED BY                                |
|-------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|--------------------------------------------|
| 3                 | Ensure all external facing communications proactively convey an inclusive culture and champion diversity whenever possible in order to reinforce our commitment to EDI to prospective staff and Board members, as well as to existing/potential partners and stakeholders. | 3(a) Continue to ensure the Rise website is fully accessible (e.g. via the use of tools such as Recite me).                                                                                                                                                         | Summer 2026      | External accessibility assessment          |
|                   |                                                                                                                                                                                                                                                                            | 3(b) Ensure the Rise website promotes EDI and demonstrates the values and ethos of the organisation e.g. it clearly highlights that we are an anti-racist organisation, a disability friendly employer, signing up to the City of Sanctuary pledge etc.             | Summer 2026      | Website content                            |
|                   |                                                                                                                                                                                                                                                                            | 3(c) Capture the range of awareness days/weeks that support diverse communities within our social media comms plan for the year.                                                                                                                                    | Jun 2026         | Comms plan                                 |
|                   |                                                                                                                                                                                                                                                                            | 3(d) Improve the diversity of our image library for online and offline comms use.                                                                                                                                                                                   | Oct 2026         | Image library                              |
| 4                 | Ensure we capture, understand and react to employee experience and voice.                                                                                                                                                                                                  | 4(a) Continue to review the various formats through which we receive staff feedback to ensure that we capture employee experience and voice, particularly around EDI aspects. Compare and analyse responses throughout the year, identifying areas for improvement. | Nov 2026         | Staff engagement surveys                   |
|                   |                                                                                                                                                                                                                                                                            | 4(b) Measure the EDI experiences of staff leaving the team through the offboarding/exit process paperwork. Compare and analyse responses to understand what changes may be needed to improve EDI practices and/or aid retention.                                    | As required 2026 | Exit Survey results/ Offboarding paperwork |
|                   |                                                                                                                                                                                                                                                                            | 4(c) Leaders and Managers to demonstrate zero tolerance to harassment and bullying.                                                                                                                                                                                 | Ongoing          | Staff surveys and offboarding paperwork    |
| 5                 | Keep our EDI Policy and Commitment Statement up to date and relevant.                                                                                                                                                                                                      | 5(a) Review and consult with staff on the EDI Policy and Commitment Statement biannually.                                                                                                                                                                           | Oct 2026         | Staff engagement surveys                   |

# APPENDIX 1

## YEAR 3 ACTION PLAN 2026–2027 **AMBITION 01. BUILDING AN INCLUSIVE ORGANISATION**

| ASPIRATION NUMBER | ASPIRATION                                                                                                                              | ACTION POINTS                                                                                                                                                                                       | BY WHEN                   | MEASURED BY                                                                |
|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|----------------------------------------------------------------------------|
| 6                 | Ensure governance structures and processes prioritise the importance of EDI                                                             | 6(a) EDI Board Sub-Committee to remain in place and meet 2–3 times per year to oversee the DIAP and check and challenge the EDI agenda.                                                             | Ongoing through 2026 – 27 | Minutes and agendas                                                        |
|                   |                                                                                                                                         | 6(b) EDI Board Champion to remain in place to ensure EDI is considered across all operations and decision making.                                                                                   | Ongoing through 2026 – 27 | Minutes and agendas                                                        |
|                   |                                                                                                                                         | 6(c) EDI to remain a standing item on Board Meeting and Senior Management Team Meeting agendas.                                                                                                     | Ongoing through 2026 – 27 | Minutes and agendas                                                        |
|                   |                                                                                                                                         | 6(d) Explore the use of Equality Impact Assessments (EIAs) or other considerations within decision making, policy development and project planning.                                                 | Ongoing through 2026 – 27 | EDI considerations discussed as part of decision making/policy development |
| 7                 | Develop inclusive leadership capability so leaders can publicly support EDI and take relevant action in this space throughout the year. | 7(a) Senior leaders to continuously reinforce the importance of EDI in communications (via blogs, huddles, staff and partner updates etc.), decision making and engagement with staff and partners. | Ongoing through 2026 – 27 | Number of EDI communications delivered staff awareness survey score        |



# APPENDIX 1

## YEAR 3 ACTION PLAN 2026–2027 **AMBITION 02. DEVELOPING INCLUSIVE CAPABILITY**

| ASPIRATION NUMBER | ASPIRATION                                                                                                                                                                                                             | ACTION POINTS                                                                                                                                                                                             | BY WHEN               | MEASURED BY                                                                              |
|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------------------------------------------------------------------------------------|
| 8                 | Give all staff the tools to understand EDI and feel confident around the topic.                                                                                                                                        | 8(a) Continue with rolling programme of equality training identified in compulsory training matrix for all staff to increase awareness, reduce bias and build inclusive skills.                           | Yearly                | Staff engagement surveys                                                                 |
|                   |                                                                                                                                                                                                                        | 8(b) Continue to respond proactively to further EDI training requirements (beyond the compulsory aspects) highlighted in Personal Development Plans.                                                      | Apr 2026 and Oct 2027 | OKRs / Personal Development Plans                                                        |
|                   |                                                                                                                                                                                                                        | 8(c) Be alert to new trends/issues in the EDI space in order to proactively respond to new and emerging training needs.                                                                                   | Yearly                | Number of sessions identified/ areas addressed                                           |
|                   |                                                                                                                                                                                                                        | 8(d) Develop a training needs analysis for staff to identify gaps and knowledge of the under-represented groups we work with and the barriers to participation they face.                                 | Apr 2026 and Oct 2027 | Training needs analysis                                                                  |
|                   |                                                                                                                                                                                                                        | 8(e) Undertake an end of year training needs analysis to review whether the existing rolling programme is meeting staff and programme needs.                                                              | Mar 2027              | Training needs analysis                                                                  |
| 9                 | Improve accessibility and disability inclusion across all aspects of the organisation to ensure colleagues with disabilities, long term health conditions or neurodivergent needs can fully participate and contribute | 9(a) Review accessibility of digital platforms, communications, working practices.                                                                                                                        | Dec 2026              | Staff feedback and adjustment process usage                                              |
|                   |                                                                                                                                                                                                                        | 9(b) Ensure a clear, accessible and well communicated workplace adjustments process is in place, including consideration of a reasonable adjustments policy and/or adjustments passport approach.         | Dec 2026              | Staff feedback and adjustment process usage/Wellness Action Plans/ Go Vox Survey outputs |
|                   |                                                                                                                                                                                                                        | 9(c) Utilise external guidance, networks and resources to strengthen support for colleagues with disabilities, long term health conditions or neurodivergent needs, including guidance for line managers. | Dec 2026              | Staff feedback and adjustment process usage                                              |

# APPENDIX 1

## YEAR 3 ACTION PLAN 2026–2027    AMBITION 02: **DEVELOPING INCLUSIVE CAPABILITY**

| ASPIRATION NUMBER | ASPIRATION                                                                                                                                                                                                                   | ACTION POINTS                                                                                                                                                                                        | BY WHEN  | MEASURED BY                                                               |
|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------------------------------------------------------------|
| 10                | Empower staff to actively shape EDI priorities and initiatives and ensuring suggestions and lived experiences inform the development of policies, programmes and decisions rather than focusing solely on existing practices | 10(a) Explore opportunities for and implement staff forums, networks or discussions on EDI topics and lived experience.                                                                              | Nov 2026 | Forums attended, staff engagement and survey results                      |
|                   |                                                                                                                                                                                                                              | 10(b) Provide structured opportunities for staff to contribute ideas and feedback to shape policies, programmes and initiatives.                                                                     | Nov 2026 | Staff engagement and survey results                                       |
| 11                | Be part of the local and regional movement to be Anti-Racist.                                                                                                                                                                | 11 (a) Continue membership of the North East Anti Racism Coalition, learning from the group, implementing actions off the back of our learning, and cascading the learning throughout the Rise team. | Ongoing  | Number of meetings attended, engaged with contributions, learnings shared |



# APPENDIX 1

## YEAR 3 ACTION PLAN 2026–20267 **AMBITION 03: TACKLING INEQUALITIES IN PARTICIPATION**

| ASPIRATION NUMBER | ASPIRATION                                                                                                                          | ACTION POINTS                                                                                                                                                                                                                                                                                                                      | BY WHEN             | MEASURED BY                                                                                             |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------------------------------------------------------------------------------------------------|
| 12                | Be better at recognising, and therefore promoting and raising the profile of, the EDI aspects to the majority of our external work. | 12(a) Following the organisation strategy refresh, review the organisation Implementation Plan and highlight the EDI aspect within each project to support us to both ensure that EDI remains a core priority in all of our work and to identify the breadth of our work that has an EDI focus so that we can shout more about it. | Oct 2026            | Implementation plan                                                                                     |
|                   |                                                                                                                                     | 12(b) Ensure the monitoring and evaluation of projects considers the collection of demographic data.                                                                                                                                                                                                                               | Ongoing             | Data collection                                                                                         |
|                   |                                                                                                                                     | 12(c) Share best practice from internal programmes / projects that are working well to increase activity levels in under-represented and inactive communities alongside reflections and learnings to help identify areas for improvement.                                                                                          | Ongoing             | Meeting agendas and minutes- number of best practice examples shared internally, feedback on usefulness |
|                   |                                                                                                                                     | 12(d) Work with partners, including through ICB youth voice initiatives where appropriate, to ensure younger people's perspectives help inform inclusive programme development and engagement approaches.                                                                                                                          | Ongoing             | Number of projects, decisions or initiatives directly influenced by youth voice                         |
| 13                | Get better at using EDI-related data to drive the focus locations/ communities for our work.                                        | 13(a) Continue to supplement the Sport England Place Needs Classification tool with additional localised data to work up the detail of the Place Universal Offer areas.                                                                                                                                                            | Oct 2026            | Place Universal Offer Monitoring and Evaluation Systems                                                 |
|                   |                                                                                                                                     | 13(b) Where possible, take a place-based / community-based approach to new work programmes, ensuring tackling inequalities is the driving ambition.                                                                                                                                                                                | Throughout the year | Implementation Plan                                                                                     |



# APPENDIX 1

## YEAR 3 ACTION PLAN 2026–20267 AMBITION 03: TACKLING INEQUALITIES IN PARTICIPATION

| ASPIRATION NUMBER | ASPIRATION                                                                                                                                                                                            | ACTION POINTS                                                                                                                                                             | BY WHEN  | MEASURED BY                                                          |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------------------------------------------------------------------|
| 14                | Support partners to strengthen inclusive practices and share best practice and learning to promote consistent inclusive delivery.                                                                     | 14(a) Develop guidance and resources to help partners improve inclusive, accessible and environmentally sustainable delivery.                                             | Mar 2027 | Partner feedback and programme monitoring                            |
|                   |                                                                                                                                                                                                       | 14(b) Include EDI expectations in partnership agreements and funding arrangements and monitor adherence to these through annual survey or review of partner arrangements. | Ongoing  | SLAs/funding agreements<br>Partner feedback and programme monitoring |
| 15                | Increase transparency and accountability on EDI progress, using data and evidence to highlight areas for improvement, ensuring lessons learned inform ongoing strategy, planning and decision making. | 15(a) Produce an annual summary of progress against the EDI Action Plan, highlighting key achievements, insights and areas for improvement.                               | Mar 2027 | Annual EDI progress summary                                          |
|                   |                                                                                                                                                                                                       | 15(b) Share updates with staff, the Board and key partners.                                                                                                               | Mar 2027 | Annual EDI progress summary                                          |

## APPENDIX 2

### PREVIOUS PROGRESS 2021 – 2023

Our EDI Action Plan 2021-2023 had four key areas of focus: recruitment, policies and procedures, research and community engagement, and training. It was an internally developed plan that relied on our own awareness of our shortcomings, rather than taking input from a broader range of sources. However, it did enable us to achieve a strong foundation for EDI from which the current DIAP has been launched.

Our key achievements from the 2021-2023 plan were:

#### RECRUITMENT

Maintaining a good gender balance on our Board of Trustees, as per the previous iteration of the Sport England Code of Good Governance, as well as improving the ethnic diversity of our Board;

Appointing a Board champion for EDI whose role is designed to ensure that EDI is always on the agenda and is prioritised across all operations and decision making; and

Improving our recruitment practices to try to reach a more diverse audience and therefore improve the diversity and calibre of our job applicants.

#### POLICIES AND PROCEDURES

Built EDI requirements into our service level agreements when we are granting onward funding to community groups and organisations;

Updated our Equality Policy and Commitment to Equality Statement, in line with best practice; and

Undertaken an Equality Impact Assessment on all of our policies and procedures.

#### RESEARCH AND COMMUNITY ENGAGEMENT

Collated a bank of data and research about the demographic make-up of the Northumberland, County Durham and Tyne & Wear population in order to better understand our communities;

Presented up to date information on our demographics to both the Board and our staff team to ensure that they are aware of the data and understand trends and shifts; and

Better engaged with a wider variety of community organisations serving a more diverse range of communities in order to support them to introduce physical activity into their work, often through onward grant funding (e.g. the Together Fund).

#### TRAINING

Supported staff to undertake a broad range of training opportunities linked to the EDI agenda (e.g. cultural competency training; bystander and allyship behaviours; understanding micro-aggressions); and

Utilised the lived experience of Board members and staff colleagues to share experiences and raise awareness of daily realities for particular communities.

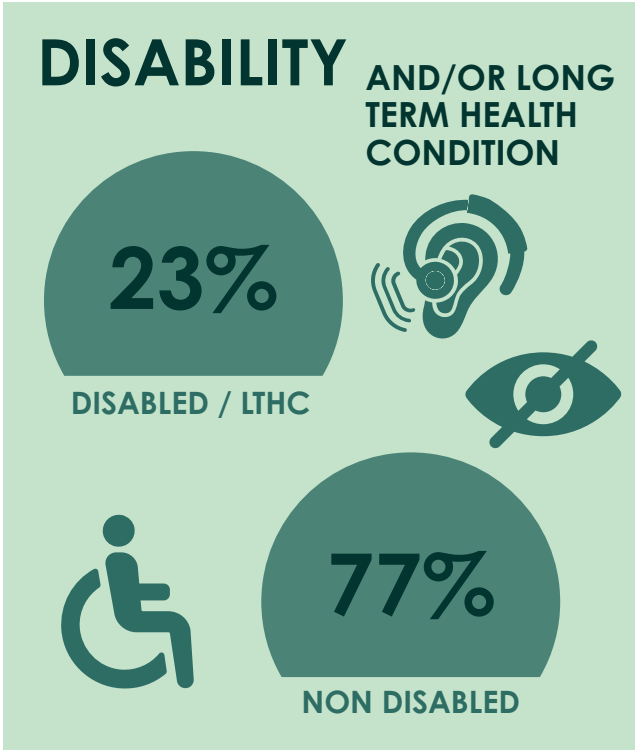
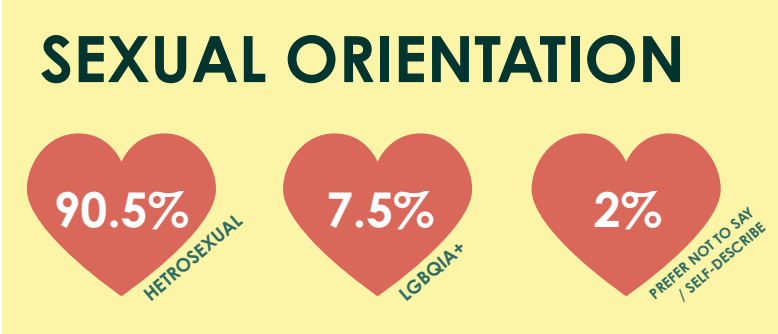
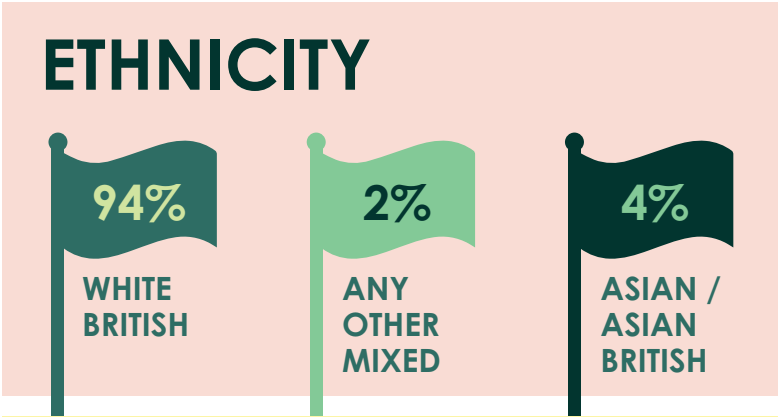
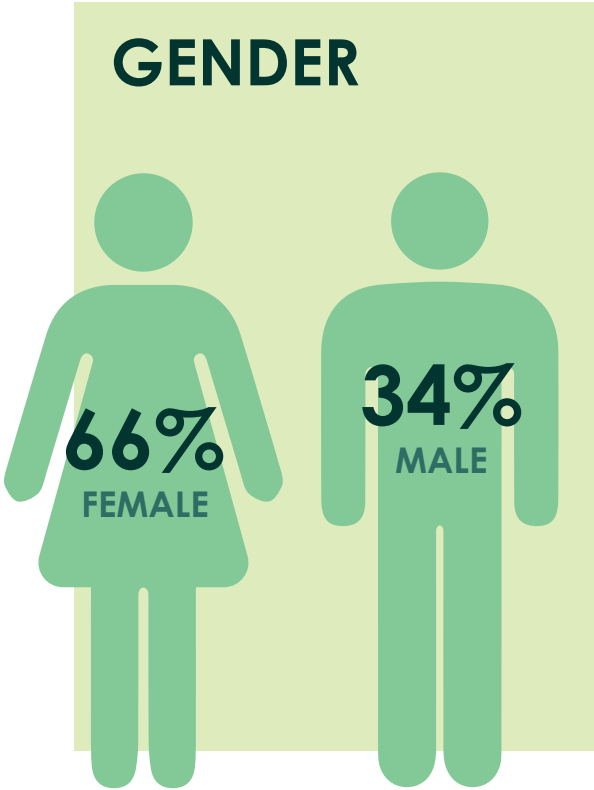
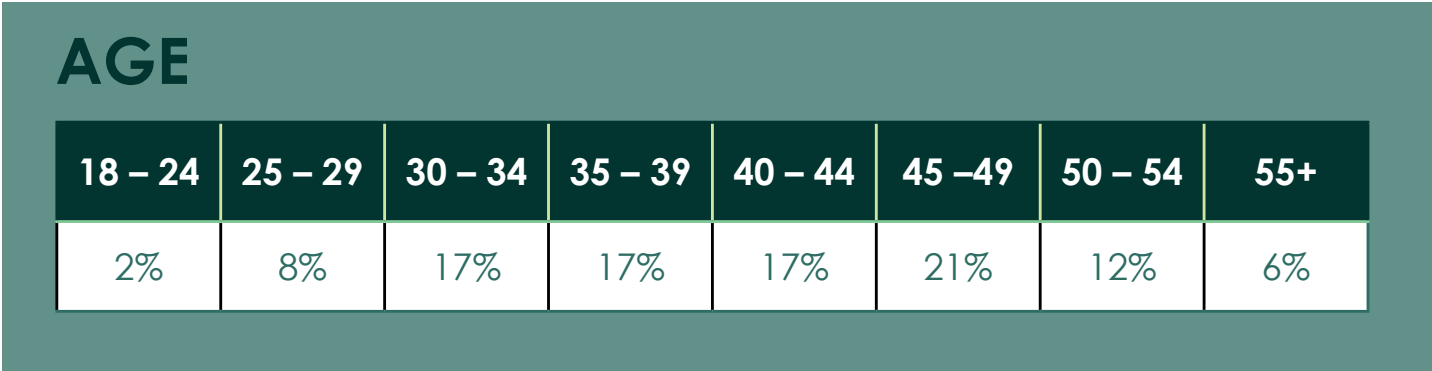
Since the 2021–2023 plan ended, we have been focusing on the development of the 2024–2027 actions and broader DIAP in line with the amended Sport England Code of Good Governance requirements.

# APPENDIX 3

## STAFF AND BOARD COMPOSITION

We have previously reviewed the composition of our staff team and Board of Trustees. We have combined the Board and staff team data rather than reporting them separately, as UK General Data Protection Regulations principles prevent us from publishing a diversity breakdown for such a small group where individuals could potentially be identified.

We have not previously compared this data with the latest available ONS data for our region, but this forms part of our action plan for Year 3 (see Appendix 1 above) and future years' action plans will have this data available alongside considering overlapping characteristics and intersectional reporting.



# RISE.

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in 📺 f RiseCharityNE

Rise North East, registered charity in England and Wales (1135223).  
Registered company in England and Wales (07176549).



updated July 2026