**Equality Action Plan Template**

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| **In pursuit of Sky Blues in the Community’s (SBitC) Equality Statement, we have set the below SMART Diversity Targets to assist us to address the following areas of under-representation - which have been identified within the areas of our operations, activities and services.** |

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| **Action Plan Written by:** | **David Busst / Craig White** | **Date Produced:** | **March 2022** |
| **Reviewed by EDI Staff Lead:** | **Craig White** | **Date Reviewed:** | **Next reviewed date September 2022** |
| **Approved by EDI Trustee Lead:** | **Teerath Gill** | **Date Approved:** | **8th July, 2022** |

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| **Benchmark Grouping** | **Benchmarked Diversity Target Area** | **How we are currently performing** | **Diversity target we want to achieve** | **The date we will commence taking action** | **The frequency we will review our progress** | **The date we have set to measure our achievement** | **Further Information about this SMART Diversity Target** |
| **These targets will be focused on Sex, age,marital or civil partnership, Ethnic group, Country of Birth, Religion, General Health, Health Problems and / or Disability – and we will likely be spread across the four groupings of Trustees, Staff, Volunteers and participants** | **See Action plan below** |  |  | **March 2022** | **Quarterly** | **March 2023**  **And review sept - 22** | All Managers/ Coordinators to review participants EDI Survey participants TO Anaylse and improve/address any under represented groups from any findings.  Managers/ Coordinators to report on findings and actions they have taken to address any findings |
| **The Actions that need to be taken to be able to achieve this diversity target by the deadline** | **Actions to be Taken** | | | | | **By When** | **Responsibility** |
| * Set up EDI Steering group with CCFC * Produce EDI job description * EDI IHASCO Training all staff * Review of Job Applications and all documents * EDI Staff Champions * EDI Staff Survey * EDI Participants Survey and review * Disability Confident provider award * To Address under-representation of women within staff members by recruiting two female staff. * To better represent our diverse community through the recruitment of two volunteers with disabilities * Create Inclusive recruitment guide * Annual EDI report showcases the CCO’s EDI work * Mental Health and Wellbeing policy * SBITC to support all EDI campaigns * CPD training for all staff on EDI, discrimination, harassment, and abuse * MYCONCERN to record and report and used as incident management system * Mental Health and Wellbeing staff training | | | | | **March 2022**  **March 2022**  **July 2022**  **June 2022**  **July 2022**  **June 2022**  **June 2022**  **March 2022**  **Sept 2022**  **Sept 2022**  **June 2022**  **Jan 2023**  **ongoing**  **Sept 2023**  **July 2022**  **Complete ihasco online training workshop and staff cpd days July and sept 2023** | **CW, DB**  **CW**  **All Line Managers**  **All Line Managers**  **All staff to be EDI Champions after EDI CPD day**  **All line managers**  **All line managers**  **CW**  **CW**  **All Line managers**  **All line managers / coordinators**  **CW**  **Complete within safeguarding policy and resources**  **Staff and smt**  **All Managers** |

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| **SBitC’s Board of Trustees have reviewed, approved and adopted this Equality Action Plan.** | | | |
| **First Name Last Name | Chair** | **Teerath Gill** | **Date:** | **March 2022** |