**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** | **BenchmarkedDiversityTargetArea** | **How we arecurrentlyperforming** | **Diversity target we want to achieve** | **The date we will commence takingaction** | **The frequency we will review our progress** | **The date we have set to measure our achievement**  | **Further Information about this SMARTDiversityTarget** |
| **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** |