Active Sussex: Diversity & Inclusion Action Plan 2025-2027 - Summary

This is a summary of the Diversity and Inclusion Action Plan for Active Sussex, which outlines how the organisation will ensure its work is fair and welcoming for everyone.

Active Sussex's vision is to help everyone in Sussex be more active to improve their health and well-being. To make this happen, the organisation has created this plan to address inequalities in sports and physical activity.

Headline Ambitions

The plan has three main goals:

Ambition 1: Foster a culture of inclusion and accessibility across the organisation and wider network

Active Sussex wants to have a supportive and transparent work environment. This means staff and leaders will be confident in tackling inequalities and challenging bias to make sports and physical activity more accessible for everyone in Sussex.

Ambition 2: Support the development of a more diverse, representative workforce

The goal is to be seen as an organisation that is open to all, and to help create a more diverse workforce across the sports and physical activity sector in Sussex.

Ambition 3: Create improved outcomes for under-represented groups in Sussex

Active Sussex will use new ideas and work with communities to help people who are not currently active. The goal is to make sure that physical activity improves the health and well-being of everyone across Sussex.

How will Active Sussex achieve these goals?

Actions to foster an inclusive culture (Ambition 1):

- Reviewing and updating policies to make sure they are fair and inclusive.
- Training staff on how to be more inclusive and how to spot and prevent discrimination.
- Creating a "Culture Crew" to act on feedback from staff.
- Making sure communication materials, like those used in campaigns, are inclusive and feature diverse people.
- Sharing progress on the action plan publicly to be transparent and accountable.

Actions to develop a diverse team (Ambition 2):

- Making job applications fair and accessible to everyone by using inclusive language and a blind-shortlisting process.
- Tracking data on who applies for jobs to see if they are reaching people from diverse backgrounds.
- Aiming to achieve "Disability Confident Committed" status to show commitment to inclusive hiring practices for people with disabilities.
- Reviewing how new staff and board members are brought into the organisation to make sure they feel welcome.

Actions to improve outcomes for under-represented groups (Ambition 3):

- Using local information to understand why some groups might not be active.
- Building partnerships with diverse communities to hear their needs and ideas.
- Sharing real stories of people from different backgrounds being active to inspire others.
- Creating solutions with communities to help people be more active in areas where there are gaps.
- Providing support and resources to partners to help them engage with under-represented groups.

Who is responsible?

Everyone at Active Sussex is responsible for making sure this plan works. The Board is in charge of reviewing the plan and keeping an eye on the progress, while the Senior Leadership Team is responsible for putting the plan into action with the whole team. The organisation's partners will also play a big part in supporting this plan.