DIAP 2024 - 2025
Impact Report

Our Diversity and Inclusion Action Plan (DIAP) is a key driver in our mission to tackle inequalities and empower everyone in Sussex to be active in a way that works for them. Rooted in our five-year strategy Getting Sussex Moving, this plan sets out how we'll lead by example—building a diverse team, embedding inclusive values, and working in partnership to create lasting change across the sport and physical activity landscape.

How we are making a difference - some examples...

1. Embedding Inclusion in Everything We Do

- School Games Roadshows & Festivals: Making inclusion a priority at every stage—from planning to delivery—resulting in more accessible, welcoming events.
- Events & Bookings: Introducing quiet rooms, clear accessibility information, and better event preparation so everyone feels valued and supported.

2. Changing Mindsets, Changing Outcomes

- Our own learning has helped influenced external partners to shift their way of working, for example by collaborating with Defiant Sport (a Disability Inclusion Sports Club), to reach communities they hadn't connected with before.
- Staff are more adaptable and open, boosting confidence to try new approaches and listen to what people really need.
- The DIAP is referenced in the quarterly reporting to East Sussex Public Health and Adult Social Care & Health to ensure that Equality, Diversity & Inclusion is considered throughout the entire programme and the impact of these considerations are shared with wider partners.

3. Confidently Challenging Exclusion

- Inclusive Language Training has empowered colleagues to call out poor or harmful language.
- Plain English training raised awareness about font sizes and accessible communications, helping us meet diverse needs.

4. Strengthening Community Connections

- Attending advisory groups and networks are providing a platform to community voices and local partners' expertise shaping our work.
- Creating Active Schools work in Eastbourne and Hailsham brought the right partners to the table to tackle inequality together.

5. Creating Safe and Brave Spaces

- "Time to Talk" sessions and open conversations have made it easier to share learning and challenge ourselves and others to do better.
- We've become more proactive—planning with inclusion in mind instead of reacting when issues arise.

Outcomes we are proud of...

- Better understanding of barriers faced by local communities
- More inclusive events and materials
- Greater confidence to challenge exclusion
- Stronger partnerships to drive systemic change
- Personal commitment to inclusion beyond work

What can we continue to work on or improve...

- Track progress and impact better
- Publicly share progress, impact, and learning
- Use insight to drive external strategic investment and programme design
- Support partners to adopt inclusive language, imagery, and delivery approaches
- Partner with local leaders and groups we are yet to engage with to co-design inclusive solutions
- Build inclusive pathways into the sport and physical activity sector (e.g. apprenticeships, internships)

"EDI is an ethical and moral imperative! It is important that the trust continues to focus on EDI to challenge unacceptable behaviour and be allies to those who face inequalities or discrimination."

Staff member

If you have any questions or would like further information about our DIAP or EDI work please contact info@activesussex.org