DIAP 2025 - 2026 Impact Report

Our Diversity and Inclusion Action Plan (DIAP) continues to guide our commitment to tackling inequalities and creating inclusive opportunities across Sussex. Reflections throughout 2025–2026 demonstrate how inclusion is increasingly being embedded into our culture, decision-making and delivery, helping to create positive change at individual, organisational and community levels.

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

Embedding Inclusion in Everything We Do - ***"Accessibility and inclusion are now part of our thinking from the beginning."***

- We strengthened inclusive practice through workforce development and partnerships, including Buddle's' Creating an Inclusive Environment' training and collaboration with London Marathon Events on the Brighton Mini Mile.
- School Games and Active Sussex events have expanded inclusive approaches through improved accessibility, stronger SEND engagement and more accessible communications using Plain English, inclusive imagery and improved design standards.

Building Knowledge, Confidence and Inclusive Practice - ***"Positive feedback from delegates on clear changes they will make back to school."***

- Staff, schools, clubs and activity providers have increased their confidence to support diverse participants through SEND, neurodiversity and inclusive safeguarding training.
- New learning networks and forums, including the Sussex Disability Sports Network/SEND Education Group and Learning Lounge programme, have provided opportunities to share knowledge, resources and good practice.
- Targeted support, particularly through the Sport Welfare network has helped organisations strengthen inclusive policies, participant support and access to relevant development and funding opportunities.

Creating a Culture for Inclusion to Thrive - ***"People feel increasingly empowered to be allies and role models for inclusion."***

- Time to Talk sessions, Bystander training and Race Equality learning have strengthened understanding, allyship and confidence to challenge exclusion.
- Staff are increasingly role-modelling inclusive behaviours and showing up through advocacy, i.e. White Ribbon Ambassador.
- The Culture Crew has helped shape a more connected and inclusive workplace through staff-led wellbeing, engagement and belonging initiatives.

Strengthening Community Partnerships and Amplifying Community Voice - ***"Community voices and local expertise are helping shape the way we work."***

- Community insight continues to influence programme design through advisory groups, consultations and partnerships with local leaders and organisations.
- Projects are increasingly responding to identified community needs, including culturally responsive delivery, SEND provision and tailored engagement approaches.
- Partnership work with Diversity Resource International highlighted positive outcomes including improved confidence, reduced isolation and sustained participation in physical activity

Influencing Systems and Driving Long-Term Change - ***"We're seeing partners embed inclusion into their own plans, reporting and decision-making."***

- Active Sussex is increasingly influencing partners, systems and investment decisions, with organisations strengthening how they plan, monitor and report on EDI.
- Inclusive approaches developed through School Games, Women and Girls programmes and workforce development are driving wider changes in practice and local delivery models.
- Communications, campaigns and inclusive design work are improving representation, visibility and access across sport and physical activity in Sussex.

Outcomes we are proud of...

- Increased partner confidence to create inclusive and welcoming environments.
- Greater understanding of neurodiversity, disability inclusion and culturally responsive practice across the workforce.
- More accessible events, communications and resources.
- Stronger connections between community organisations, system partners and local leaders.
- Increased visibility of under-represented groups across campaigns, events and communications.
- Greater use of community voice to shape programmes, funding decisions and strategic priorities.

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

- Providing practical inclusion support for schools, clubs and community organisations.
- Developing stronger pathways into employment, apprenticeships and leadership opportunities for under-represented groups.
- Improving representation across imagery, storytelling and communications.
- Supporting partners to embed EDI accountability and reporting within their own plans and strategies.
- Using insight and learning more systematically to influence investment decisions, programme design and system-wide change across Sussex.

> I have always been very impressed and grateful for how inclusive our Active Partnership is - thank you.
> ***Staff member, APN Survey Nov 2025***

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