

Action plan: 2022–2023

The strategy is the result of two years of training, reflection and discussion on equity and inclusion. As part of this process, the staff and consultants have undertaken five externally facilitated training sessions, held reflective action circles and discussed actions within team meetings. This action plan lays out how we plan to continue our journey of change. We wish to be accountable for the changes we are making and so we will report on the progress of actions annually.

Aim 1 – create an inclusive workplace for our staff and consultants

Outcome	Actions 2022-23	Success measure
Improve recruitment processes in line with current best practice for inclusive recruitment.	Review the requirements for Disability Confident Employer.	
Train and support staff and consultants to develop their EDI learning journey.	Winter Big Read – all staff given a copy of 'Vanishing Half' with reflective discussions. Termly webinars followed by small group reflective sessions. Regular agenda item in team meetings.	Staff confidence measures. Feedback from staff.

Aim 2 – break down the barriers to accessing our programmes

Outcome	Actions 2022-23	Success measure
Ensure our website and publications are accessible and inclusive.	Implement all changes to the website from RNIB review. Update past resources to accessible PDFs. Review changes from Black Teachers Connect	Website meets WCAG accessibility standards. 10 resources updated and all new published resources in accessible form.
Develop event processes to improve accessibility and inclusion of events.	Event working group to share practice across teams. Venue checklist to be used and revised according to need.	All venues are fully accessible for disability. Venue decisions have given full thought to what groups may be excluded and why this venue has been chosen in writing. Positive feedback from participants.

Aim 3 – work with schools, teachers, universities, employers and community groups to promote and support equitable and inclusive practice in their work with young people

Outcome	Actions 2022–23	Success measure
Improve our professional development courses to include inclusive classroom practice.	Partner with Lightyear Foundation to provide activity variations for SEN students in Phizzi and EYFS training. Primary Science Capital Teaching Approach training for School Partnerships.	Activity variations in CPD resources for Phizzi and EYFS. Feedback from participants.
Improve diverse representation in resources, professional development and events.	Consider speaker diversity for events carefully. Partner with organisations to ensure diverse representation in Phizzi Professionals and Research Cards resources. Review representation in the books used in Early Years Foundation Stage CPD.	No all white speaker line ups for events with more than three speakers. Diverse range of people showcased in resources. EYFS books have a diverse range of protagonists and authors.