Action plan: 2025–2026

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 2025-26	Success measure
Improve recruitment processes in line with current best practice for inclusive recruitment.	Consider the options for a work experience offer	Work experience plan produced
Train and support staff and consultants to develop their EDI learning journey.	Reflective learning circles continue to happen 3 times a year. Each circle will have a prompt to read or watch in advance, decided by the EDI working group.	Staff confidence measures. Feedback from staff and consultants.
	Review the need for consultants for EDI input to the consultants from the Trust and what the expectations are on them to upskill	
	Ensure EDI is regularly on the agenda for staff meetings and wider team of consultants.	

Aim 2 – break down the barriers to accessing our programmes

Outcome	Actions 2025-26	Success measure
Ensure our website and publications are accessible and inclusive.	Restructure the website, in light of the new strategy, to improve access for teachers	User feedback
Improve application processes to remove barriers and target key audiences	Throughout transition to new CRM, ensure we are proactively offering reasonable adjustments and a contact for support.	Updated diversity monitoring protocol. Feedback from users on the CRM.
	Review diversity monitoring protocols in light of programme changes from new strategy.	
	Investigate ways of gathering feedback on the application process.	
Develop event processes to improve accessibility and inclusion of events.	Action event feedback to improve systems and processes	Event feedback

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 2025–26	Success measure
Improve our professional development support to include inclusive classroom practice.	Embed inclusive teaching and EDI considerations into the development of new programmes for the strategy transition	EDI considerations in project proposals All CPD includes modelling of inclusive practice
Improve diverse representation in resources, professional development and events.	Broaden networks and develop pathways for marginalised teachers to improve speaker diversity	No all white speaker line ups for events with more than three speakers.
Promote equitable and targeted enrichment activities	Develop principles of practice for engagement that are underpinned by equitable practice	Principles finalised