Review of achievements for the action plan: 2024–2025

Our annual action plan lays out how we will continue our journey of change. We want to be accountable for the changes we are making and report on the progress of actions annually.

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

Outcome	Actions 2024–25	Success measure	Achievements
Improve recruitment processes in line with current best practice for inclusive recruitment.	All line managers to complete inclusive recruitment training.	Training completed. Document produced.	Fair selection training completed January 2025. Recruitment/selection policy written February 2025.
	Produce recruitment policy/guidance		
	Review disability confident employer status		
Encourage inclusive working practices	Explore mechanisms to allow people to share their preferred working and adjustment needs safely and effectively.	Plan developed.	Manual of Me approach trialled and implementation will be rolled out autumn 2025.
Train and support staff and consultants to develop their EDI learning journey.	Establish an EDI working group with a champion from each team.	Staff confidence measures. Feedback from staff and consultants.	Staff survey August 2025: The team are confident in their knowledge and in speaking about protected characteristics and mostly feel confident stepping up where they see discrimination happening. A rating of 3.91/5 for usefulness of learning circles.
	Action circles to become reflective learning circles and to happen three times a year. Each circle will have a prompt to read or watch in advance, decided by the EDI working group.		
	Ensure EDI is regularly on the agenda for wider team of consultants.		

Aim 2 – break down the barriers to accessing our programmes

Outcome	Actions 2024-25	Success measure	Achievements
Ensure our website and publications are accessible and inclusive.	Implement all changes to the website from RNIB and Black Teachers Connect review. Upskill staff on making accessible documents and provide templates. Improve accessibility for post CPD resources	Website meets WCAG accessibility standards. All new published resources in accessible form.	All new web resources are published as accessible PDFs. Padlets have improved access to CPD resources.
Improve application processes to remove barriers and target key audiences	Introduce a selection policy and fair selection training. Implement an increased focus on proactively offering reasonable adjustments in the application process and a contact for support. Investigate ways of gathering feedback on the application process.	Diversity monitoring on programmes. Feedback from participants on application forms.	Selection policy introduced February 2025. Diversity monitoring data has low completion rate on some programmes. Feedback received on application forms is limited.
Develop event processes to improve accessibility and inclusion of events.	Review event feedback and amend templates for improvements Ensure full implementation of templates.	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.	Templates for events all in place and give consideration to accessibility. We continue to receive feedback on how we can improve accessibility of events and this is actioned and built into the templates.

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 2024–25	Success measure	Achievements
Improve our professional development support to include inclusive classroom practice.	Partner with Lightyear Foundation to provide activity variations for SEN students in Phizzi and EYFS training. Wider rollout of Primary Science Capital Teaching Approach training for school partnerships. Provide scaffolding questions for Regional Reps to use in partnership meetings.	Activity variations in CPD resources for Phizzi and EYFS. Feedback from participants, trainers, RRs.	Lightyear Foundation completed review and activity variations are offered. Scaffolding questions were put on hold pending new strategy.
Improve diverse representation in resources, professional development and events.	Consider speaker diversity for events carefully. Refresh Research Cards resources with diverse representation.	No all-white speaker line ups for events with more than three speakers.	Research cards updated and ready to go to design. Speaker diversity continues to be challenging and is a regular topic of conversation in the team.
Promote equitable and targeted enrichment activities	Select activities for resources and case studies which showcase good equitable practice and/or a particular focus on a marginalised community.	Publications focus on inclusive activities or those targeted at need.	No enrichment resources and case studies developed this year.