Local Trust Equality, Diversity & Inclusion (EDI) Strategy: Action Plan 2023-4

Our EDI commitment focusses on activity within each of the following three domains:

1. Our relationship with Big Local partnerships
2. Our external narrative, advocacy and partnership working
3. The way we work as an organisation, and how we might carry this into a future beyond Big Local

1. Our relationship with Big Local partnerships

We are a relationship-based funder. We recognise the power and potential of our work with and support for local, resident-led partnerships across the Big Local programme. Recognising different needs and starting points, we will continue to provide support to overcome barriers, and build on our strong track record of amplifying and providing a platform for the voices of those who are marginalised and have the least power.

What	How	Who	When
Support Big Local Partnerships to be ambitious in terms of their diversity, inclusiveness and impact on inequalities, and support them in ensuring that where they have legacy organisations they also reflect these principles and commitment.	Launch events series focused on engaging diverse young people.	Delivery Support	June 23
	Review opportunities to proactively address EDI across the menu of support offers available to partnerships, and ensure partners' performance is reviewed.	Delivery Support	Ongoing
	Ensure Area Advisors and Co-ordinators are equipped to promote inclusion and challenge practice.	Area Support	June 23
	Embed EDI commitments in forward plan for *Make it Happen*.	Director of Delivery	June 23

	Create an EDI toolkit to support the work of BLs and legacy organisations.	Delivery Support	Sept 23
	Provide additional support and advice – and capture learning from –up to 10 partnerships who wish to take proactive steps to be more inclusive or promote equality, including as part of their legacy plans.	Area Support/ Delivery Support	Dec 23
	Positively influence the forward plans of *Big Locals Together* to take a proactive role in EDI.	Legacy team	March 24
Ensure the support we provide, and the events and networks we run, are accessible to all and meet and adapt to the changing the needs of Big Local partnerships.	Proactively gather feedback from BLs on the ongoing support provided, using this to enhance provision.	Area Support/ Delivery Support	Ongoing
	Take additional, practical steps to ensure Connects and our learning and network programme are accessible, relevant and inclusive for diverse partnership members, and the agenda reflects our EDI commitments.	Legacy, Delivery Support	October 23
	Ensure the third wave of the Community Leadership Academy benefits and is accessible and relevant to as broad a range of partnership members as possible	Delivery Support	Sept 23
	Build EDI considerations, incentives and expectations in to planning of the closure pathway including the option of accelerated exit.	Director of Delivery	June 23
Ensure the EDI strategy commitments are embedded across programme delivery activity	Utilise the opportunity of updating the Programme Delivery Framework to ensure EDI commitments reflected in principles, approach, priorities and learning.	Director of Delivery	June 23

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2. Our external narrative, advocacy and partnership working

We will build on our strong track record of amplifying and providing a platform for the voices of those who are marginalised and have the least power, with an increasing focus on the legacy of Local Trust and the Big Local Programme.

What	How	Who	When
Continue to promote diverse resident voices, ensuring they are heard by policy makers and opinion formers, and across our advocacy, collaboration and learning.	Ensure all parliamentary activity and wider advocacy activity (i.e. APPG servicing, case studies, podcasts, external events, etc.) reflects diverse resident voices.	Director of Policy, Research and Communications	March 24
	Ensure that diverse resident voices are reflected in new collaboration and learning activities, including our planned work with new sectors.	Director of Policy, Research and Communications	March 24
Create a legacy that endures beyond our fixed timescale through the stories and resources we are creating for the future	Ensure relevant lessons and diverse experiences are reflected in the tools and resources we produce (e.g. Learning from Big Local, evaluations).	Head of Research	March 24
	Ensure that the principles of diversity and inclusion are embedded in our 'people legacy' projects, specifically the Local Trust staff alumni project, which will help to equip our staff to be powerful agents of change and advocates of community power into the future, and 'Amazing Communities Together', which aims to build on Big Local to form a network of grassroots agents of community change that can be sustained well beyond the lifespan of Local Trust and Big Local.	Director of Legacy	Dec 23

Maximise opportunities to obtain actionable insight and learning through research and data analysis utilising our ongoing research programme and data collection activity.	Review upcoming research plans to ensure opportunities to align this with our EDI commitments.	Head of Research	June 23
	Review our approaches to data collection to ensure it supports the delivery of our EDI strategy	Director of Delivery, Head of Research	Sept 23
Ensure our communications accurately reflect our EDI commitment and our story so far through the language used and the narrative presented.	Ensure the narrative, tone and language of our communications support the sharing of our EDI commitments, story and learning,	Communication Manager	Sept 23

3. The way we work as an organisation and how we might carry this into a future beyond Big Local

We are committed to a positive working environment, embracing a culture that fosters inclusion and belonging, and to equip our people with skills and knowledge to confidently engage with and act on issues of equality, diversity and inclusion. We are committed to continuous improvement and a learning culture, building on our strengths whilst being honest, transparent and constructive.

What	How	Who	When
Foster an open, inclusive and ambitious culture around EDI, providing time and space for impactful discussion and engagement within our organisation	Develop and implement internal EDI communications and engagement plan, building on initiatives such as the Huddle, Coffee and Consider sessions and team meetings, to provide opportunities throughout the year to engage, listen and learn.	EDI Working Group/Working Culture Group/ Communications Teams	June 23
	Revise and update internal resources and information available to colleagues, including the Wiki	EDI Working Group	June 23

	Continue to ensure feedback loops on organisational culture and practice including Staff Survey, Pulse surveys and through appraisal.	SMT EDI Champion	Sept 23
Invest in learning and development opportunities that contribute to the Local Trust through an effective approach to induction, training and development.	Review the induction process for new staff to ensure our EDI commitment, journey and future is understood.	HR Manager/ Director of Delivery	June 23
	Review the training and development of staff (including people managers) to ensure they have the skills, confidence and fluency to deliver our EDI commitment within Local Trust and beyond (linking to the Local Trust staff alumni project).	HR Manager/ Legacy Director	Sept 23
Embrace inclusive recruitment, talent development and retention reviewing our approach to consolidate our policies and procedures.	Review recruitment practices (including use of agencies and requirements for entry level roles) to maximise inclusivity.	HR Manager	June 23
	Ensure EDI dimensions are fully considered in our approach to talent development, staff welfare, retention and outplacement support through to closure.	COO	Sept 23
Appraise and value the commitment and energy of our people in driving this agenda, actively recognising the contribution of staff to taking forward this strategy in our appraisal process.	Ensure the appraisal process gives adequate recognition to those who advance our EDI commitment including our EDI Working Group	HR Manager	June 23
	Review the resourcing, support, role and scope of our EDI Working Group to maximise the contribution staff can make to implementing this strategy.	SMT EDI Champion	June 23

Collaborate with our partners and suppliers to ensure our EDI commitments are aligned.	Review commissioning, tendering and procurement procedures to ensure the organisations with whom we partner and contract share our commitments to EDI.	Head of Finance and Resources	Sept 23
Make transparent decisions that are fair, equitable and inclusive, ensuring the EDI considerations are embedded in decision-making.	Introduce a report template with balanced scorecard and/or equality impact assessment framework to embed decision making through an EDI lens.	Governance Manager	June 23
	Provide advice and support for staff in ensuring EDI considerations are properly addressed in decision making	SMT EDI Champion	Sept 23
	Consolidate the existing two EDI policies into one Local Trust EDI policy.	SMT EDI Champion	June 23
Ensure the strategy and action plan is given priority, that progress is monitored and evaluated and the action plan regularly updated to reflect progress, changes and learning.	Set up a clear and transparent architecture for tracking progress of the strategy and action plan.	SMT EDI Champion	June 23
	Yearly progress report to Board	SMT EDI Champion	March 24