



2024-26

Greater Manchester  
Moving > ^ < v

Equality, Equity, Diversity  
and Inclusion Plan



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# Introduction

Our Equality, Equity, Diversity and Inclusion (EEDI) Plan sets out our ambitions and commitments over the next two years (2024-26). It will incorporate our actions, activities and pledges to drive meaningful change. It will hold us to account in maintaining and improving our existing EEDI work, whilst also introducing new approaches and endeavours where gaps have been identified. The plan has been co-produced and designed through engagement and input from GM Moving employees and its Board of Trustees. It has been guided and informed by evidence, data and insight and as well as benefitting from knowledge and expertise drawn from across a range of external partners.

We know that being a more equal, equitable, diverse and inclusive organisation will enable us to make better, more informed decisions, provide wider perspectives, increase innovation and creativity, drive change and improve performance. We want to confront and oppose prejudices, discrimination, injustices and inequity and be accountable for advancing EEDI in all its forms. We aspire to be an organisation that is proactive in not only meeting its legal obligations, but also one that practices and delivers in the ways we expect from others and that our commitment can be seen and heard internally and by those we work with.

We strive to create a culture that fosters a sense of belonging and where everyone is valued and treated with care, kindness, and respect. Furthermore, an environment which feels safe and supportive and promotes, nurtures and contributes towards better health and well-being. All of which are key components of GM Moving being a great company to work for and with.

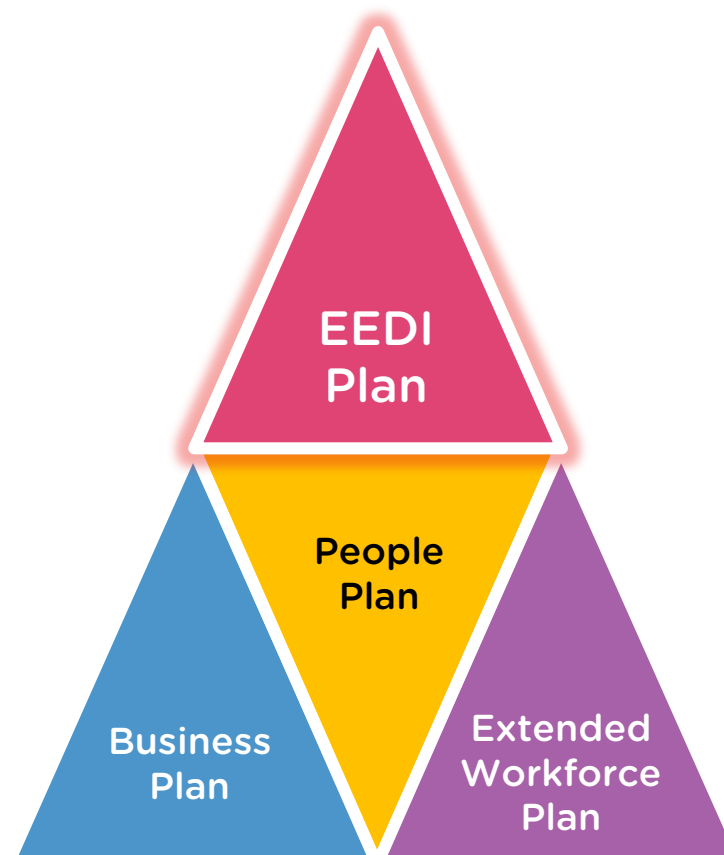
**Greater Manchester**  
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## Connection to other organisational plans

This [Equality, Equity, Diversity and Inclusion Plan](#) is intrinsically linked to the People Plan, going one step further in defining our unbridled commitment to becoming a more equal, fair, diverse, and inclusive organisation, which we know will enable us to make better, more informed decisions, provide wider perspectives, increase innovation and creativity, drive change and improve performance.

Our People Plan provides an overview of the strategies, commitments, systems and procedures pertaining to our aim of being a great company to work for and with. It is closely aligned to our [Business Plan](#), which sets out our purpose, vision and mission, who we are and what we do. This alignment ensures that the resources and activities directed towards our people directly support and contribute to the overarching organisational priorities and objectives.

Our [Extended Workforce Plan](#) describes our contribution to developing the skills, behaviours and experiences of people and leaders across the Greater Manchester system, helping to realise its power and potential. Further information on this can be found [here](#) and on page 25.



## Message from our Board EEDI champion



### Sarah Brown-Fraser

We are considered the leading and trusted influencer across Greater Manchester for sport, physical activity, and movement. Greater Manchester Moving must be more representative of the communities we work in and the people we support.

We take this responsibility seriously. If our expectations of others are to be inclusive and accessible, then we cannot ignore it ourselves.

Whether as a participant or within our workforce, everyone must feel welcome and included. We want to ensure our charity is a place to work and thrive in a safe, inclusive environment. Everyone must feel it is a place to be seen and heard.

To do this, GM Moving will challenge prejudice and negative attitudes, and embrace the changes needed for us to be a better organisation. We will listen and act upon feedback, learning and insight.

We have outlined our initial commitment and ambitions in this document.

## Message from our Team EEDI champion



### Jess Eastoe

We are aiming to create an environment which promotes a commitment to equality, equity, diversity and inclusion amongst our team, partners and projects. We show a willingness to learn, share expertise, create safe spaces to learn, and support each other to ensure GM Moving is a movement for all. It has been an important thread throughout our work that we maintain a progressive approach to tackling inequality, improving health and happiness across GM, and seek to remove barriers to movement that marginalised communities have faced.

I am especially proud of our commitment to the LGBTQ+ community across GM, and to show leadership and integrity amongst debates that seek it exclude people from sport, physical activity, and movement.

We remain eager to learn, grow and share our EEDI plans to ensure the continuation of inclusion, belonging and togetherness in our movement for movement.

# About Us

GM Moving is a leading Greater Manchester charity. Across our city region, we play a strategic leadership role in support of GM Moving in Action, the Greater Manchester-wide movement for movement.

Nationally, we are one of 43 Active Partnerships; a network across the country who work collaboratively to create the conditions for an active nation. We also work closely with Sport England to support the local implementation of the Uniting the Movement Strategy.



Older Adults table tennis, 2021



# About Us

## Our Purpose

GM Moving exists to change lives through movement, physical activity and sport.

## Our Vision

United communities and more equal and inclusive places in which people can lead happier, healthier and more active lives.

## Our Mission

We lead, support and connect a Greater Manchester system that creates the conditions to enable Active Lives for All.

Our 2023-25 Business Plan can be found [here](#).

Trafford Hong Kongers walk, 2023

## Our values and behaviours

Our values - passion, integrity and purpose - were co-designed with our board, team and partners. They guide how we work, and are important to everything we do, and the way that we do it.

These values are translated into behaviours, which we embody in our work. These ways of working should be seen and heard internally and by those we work with.

We hold ourselves and each other to account on these, in our recruitment, induction, and leadership and management processes and practices.



### Purpose

For us this means we are clear and motivated about our why, what and how. We make things happen.



### Passion

For us this means we are excited about what we do. Our belief in our work and mission is visible and inspiring.



### Integrity

For us this means we lead by example. We challenge ourselves and others to be honest and to do what is right.



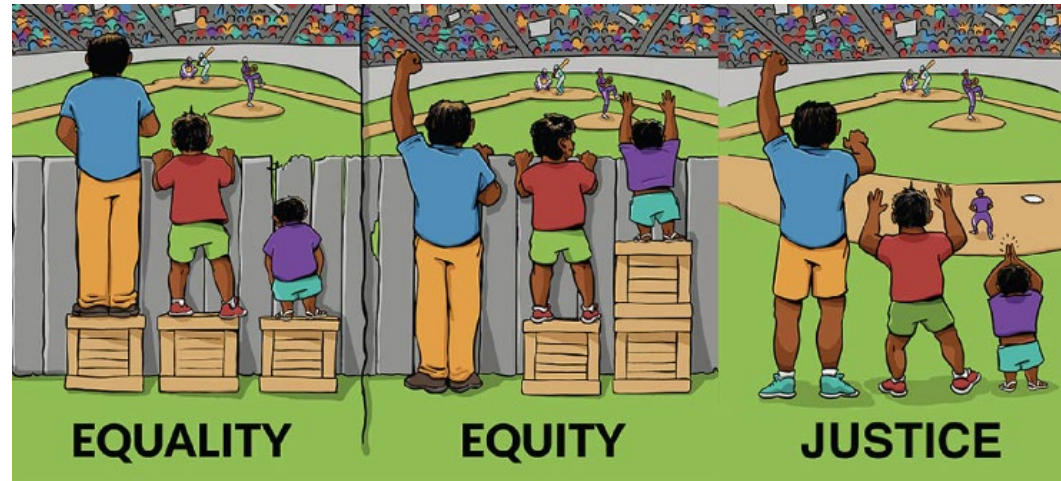
# What we mean by Equality, Equity, Diversity and Inclusion

## Equality

Equality means making sure that everyone is treated fairly and with dignity and respect. It means challenging discrimination and removing barriers, so that everyone has the opportunities to achieve their potential.

## Equity

Whilst equality is making sure that everyone has equal opportunities to reach their potential, equity recognises people have different starting points. It is the quality of being fair and impartial and giving people what they need, in order to make things equal.



Interaction Institute for Social Change | Artist: Angus Maguire.

Ultimately, what we want to achieve is **justice**. In this case, when all three spectators can see the game without support or accommodations, because the cause(s) of the inequality have been addressed. With the 'barrier' (in this case the fence) having been removed.

## Diversity

Diversity is about recognizing the benefits of different values, abilities, and perspectives, and celebrating people's differences. This means promoting an environment that welcomes and values diverse backgrounds, thinking, skills, and experiences.

## Inclusion

Inclusion is providing a space where everyone has equal access to opportunities and resources, and where everyone feels valued, accepted and that they belong. Everyone should be able to contribute and have a voice.

## Our commitment

The Greater Manchester Moving Team and Board have co-produced a commitment statement that signifies the importance we place on promoting, embedding and advancing Equity, Equality, Diversity and Inclusion.

GM Moving is committed to providing equal opportunities and promoting diversity, irrespective of ethnicity, age, gender identity, sexuality, disability, religion, pregnancy, marriage and civil partnership or personal circumstance. We ensure we consider lived experiences and personal circumstance when creating an equitable working environment, by promoting a safe, equal and respectful workplace.

Equality, Equity, Diversity and Inclusion is critical for the success of GM Moving and the achievement of our vision. We are fully committed to treating all of our employees, job applicants and volunteers equally and equitably. As an employer, we aspire to being a diverse, inclusive and responsible organisation.

We believe in people. We believe that with the right opportunities, everyone should reach their full potential and we believe that moving more, sport and physical activity is a fundamental key to unlocking potential. Our aim is to have a workforce that not only thrives, but also reflects and understands the communities we work for and with, and one which encourages a sense of belonging for our team and partners.



# Our ambitions

Our EEDI Plan is built upon five core ambitions, strategically identified to create the most meaningful impact and drive change. These ambitions will act as the guiding priorities over the next two years.

1. **Workforce Development:** To nurture and strengthen EEDI knowledge, understanding, and confidence, within both the internal and external workforce.
2. **Enhanced Diversity and Inclusion:** Greater diversity and inclusion across our Board and throughout the GM Moving team, ensuring a representation that mirrors the diversity of the Greater Manchester population.
3. **Leading by Example:** An organisation that leads by example, celebrates diversity, promotes inclusion, and consciously creates a culture which promotes equality and respect.
4. **Integrated Practices:** Embed EEDI principles into every facet of our operations, interactions and behaviours, ensuring compliance with and exceeding EEDI standards.
5. **Inclusive and Supportive Environment:** Cultivate an inclusive, safe, and supportive environment where everyone experiences a sense of belonging, providing fair and equal opportunities for individuals to reach their full potential and thrive.

The ambitions are strengthened by an Action Plan (page 18 onwards), which translates these aspirations into actionable steps with the goal of achieving tangible impact and results. Some actions will capitalise on existing work, while others will be specifically designed in to address areas where progress is necessary in the short, medium, and long term.





# Pledges, commitments and accreditations

St Mary's Catholic Voluntary Academy  
taking part in the Daily Mile, 2021



# Tackling racism and racial inequality

We are signed up to the Active Partnership Network [Racial Equality Commitment](#), a collective effort focusing on six key areas, each accompanied by specific actions we have undertaken:

1. **Be open and responsible** - embracing our personal and organisational responsibility, being open about our plans and transparent about the progress we are making.

In direct response to the Black Lives Matter movement, we released our [own commitment](#), to challenge ourselves to do more to address the inequalities faced by ethnically diverse communities, this included:

- Challenging the systemic inequalities that exist between communities.
- Working with partners to address the under-representation of Black communities within the sport and physical activity sector.
- Reducing the ethnicity gap in activity levels.
- Gaining greater understanding of the needs of Black, Asian, and Minority Ethnic communities.



# Tackling racism and racial inequality

2. **Be Strong Allies** - this involves us leading by example as anti-racist allies to challenge racism and racial inequality wherever we see it, reinforced through our governance and ensuring we become more representative of the communities we serve.

In April 2021, alongside GM Moving partners, we released our [commitment to inclusive and positive language](#) to provide guidance and set out principles for the use of inclusive language. As we strive to engage and work with diverse audiences, it is increasingly important that our language and imagery reflects our commitment to reducing inequalities and making moving more something for everyone.

We've revised our recruitment procedures to enhance the representation of Greater Manchester's population within our Board and team. We now employ a more focused approach in promoting roles to reach a broader range of diverse networks, and we are more transparent and proactive in our efforts to foster diversity.





# Tackling racism and racial inequality

3. **Create Systematic System Change** - to focus on our core purpose, to identify, challenge and change the systemic factors holding current racial inequalities in place that negatively affect levels of physical activity.

During our strategy refresh, we invested time into listening hard to what organisations and individuals are telling us, to ensure that it was relevant to Greater Manchester people and communities, in all their diversity, and that it went further to tackle inequalities. As part of this process we held a specific event in [Tackling Racism and Racial Inequality in Sport, Physical Activity and Active Lives in Greater Manchester](#). This has led to us to be more explicit about our commitment to tackling inequality. We describe the contribution and the activities our team will undertake in our [Priority Plans](#) for each work area.

The [GM Moving Podcast](#) has also hosted a number of conversations to share reflections, tips and stories from the people leading, learning, connecting and moving GM. [Tackling Racism in Sport and Physical Activity](#) being one of these.



# Tackling racism and racial inequality

4. **Enable Communities** - this will involve working proactively with communities of ethnically diverse groups to create community led, asset-based approaches to tackling inactivity.

We are making new and intentional relationships to build deeper and more diverse networks including:

- Equalities Networks & Groups
- VCSE infrastructure organisations
- Council representatives
- Community Groups

5. **Develop the workforce** - creating a more ethnically diverse workforce.

As well as ensuring our recruitment processes attract more ethnically diverse talent that is representative of our GM population, we are also working to ensure our current team develops and grows their knowledge, understanding and confidence in the issues surrounding racial inequality.



## Tackling racism and racial inequality

6. Deliver inclusively - to utilise all our delivery, interventions, funding and resources to create new opportunities for ethnically diverse communities.

One such example of this was our [Together Fund](#) (formally Tackling Inequalities Fund) which existed to help to reduce the negative impact of coronavirus and the widening of the inequalities in sport and physical activity. One of the target audiences being 'culturally diverse communities'. Over a three-year period (2020-23), £785,000 was invested in 136 projects, with an average of 54.8% of TF spending funding projects from culturally diverse communities.





# Inclusion for Disabled People and People with Long-term Conditions

In Greater Manchester, one in five people are disabled or have a long-term condition and are twice as likely to be inactive. This is despite four in five disabled people and people with long-term conditions wanting to be more active.

To address this, a [Commitment to Inclusion Group](#) was set up 'to create a Greater Manchester that enables active lives for disabled people and people with long-term conditions'. The primary objectives of this group are:

- Provide a space for disabled people, disabled people's organisations, and activity providers to come together to share successes, learning, and challenges and work through them together
- Show examples of inclusive practice through partner visits within the region
- Support of Activity Alliance's LEAD approach in Greater Manchester, to support leisure providers through self-assessment and action plan towards providing inclusion provision for disabled people.



# Inclusion for Disabled People and People with Long-term Conditions

We are also an accredited [Disability Confident Organisation](#). Although we are currently at Level 1 (Disability Confident Committed) we are determined to achieve Level 2 (Disability Confident Employer). As such, we are committed to:

- Ensuring our recruitment process is inclusive and accessible.
- Advertising vacancies through a range of disability organisations and making sure potential applicants know we are an inclusive employer.
- Offering interviews to all disabled applicants who have identified that they meet the essential criteria for a role.
- Adhering to the Equality Act 2010 and providing reasonable adjustments in the workplace.
- Supporting any existing employee who acquires a disability or long-term health condition, enabling them to stay in work.





# GM Moving LGBTQ+ Network

Movement, physical activity, and sport are vital to health, happiness, and connection for LGBTQ+ people across Greater Manchester. LGBTQ+ people experience multiple and intersecting barriers to engagement in active lives, which makes them disproportionately likely to experience inactivity with its associated physical and mental health impacts.

In response to this, we have teamed up with people and partners across Greater Manchester to develop the GM Moving LGBTQ+ network. All with the shared mission to **create the culture, conditions and practices that support movement, physical activity, and sport in inclusive and welcoming ways**, so that LGBTQ+ people of all ages and backgrounds feel that an active life is normal, welcoming and something to be proud of.

This Network come together to share stories of their work, their learning, personal and professional challenges and to work together on key priorities – the Network’s commitment to action. There are a few strands to the current work:

- Creating change by changing the conversation: developing shared commitment and narrative that is owned and used by all involved.
- Developing knowledge, awareness, understanding and confidence of people working and volunteering in Greater Manchester.
- Developing resources, tools, imagery, and examples of good practice that can be used by all.
- To continue to diversify and widen the Network and build capability and capacity in the physical activity provider and youth sectors workforce.



LGBTQ+ Forum networking event, 2023



# Trans inclusion

GM Moving is committed to providing an inclusive working environment in which all transgender, non-binary and intersex people feel valued, included and respected. We have recently created a statement that outlines our intention and are working on a plan to implement and uphold this commitment.

Movement, physical activity and sport are for everyone. At GM Moving, we know that everyone can, and should, be supported to benefit from an active life, but we also know that LGBTQ+ people experience multiple and intersecting barriers to engagement in active lives, which makes them disproportionately likely to experience inactivity. GM Moving, along with our partners in the GM Moving LGBTQ+ Network, are committed to taking positive action to create safe and inclusive spaces for our trans and non-binary community as part of our mission to enable active lives for all.

# Age-friendly employer

As an Age-friendly Employer we recognise the importance and value of older workers, are committed to improving work for people in their 50s and 60s (and beyond) and are prepared to take action to help them flourish in a multigenerational workforce. We have pledged to:

- Identify a senior sponsor for age-inclusion in our workforce and publicly state our commitment to the pledge.
- Ensure that age is specifically named within our Equality, Diversity and Inclusion policies.
- Take action to improve the recruitment, retention and development of workers over 50 from one of the following areas:
  - Create an age-friendly culture
  - Hire age-positively
  - Be flexible about flexible working
  - Encourage career development at all ages
  - Ensure everyone has the health support they need
- Commit to take action in at least one area every year and report back on our activities and achievements annually.



**Age-friendly  
Employer  
Pledge**

Groove and tone dance class, 2021





# Greater Manchester Good Employment Charter

COMMITTED TO  
**GOOD  
EMPLOYMENT**  
IN GREATER MANCHESTER

We are an accredited member of the Greater Manchester Good Employment Charter.

The Charter is driven to develop diverse, equal, and truly inclusive working conditions across Greater Manchester. It promotes the benefits of equality, diversity and inclusion in the workplace and ensures fair pay, opportunity and progression to all. All of this is underpinned by the notion of equity, which means recognising that we do not all start from the same place and must acknowledge and make adjustments for differences. The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.

The Charter sets out seven key characteristics of good employment (see below with some example criteria attached to each) to which we have made a commitment to uphold the highest standards to and demonstrated that actions have been taken to ensure the comprehensive criteria has been met.



# Greater Manchester Good Employment Charter

1. **Secure work** – We offer secure work, giving our employees security over their income through transparency in communications and contracts, guaranteed minimum hours, and regular review of these terms.
2. **Flexible work** - We are flexible in where people work, when people work, and how much people work; and commit to make reasonable adjustments to those with disabilities, or physical or mental health conditions.
3. **Pay** – We pay the real living wage as set out by the Living Wage Foundation. This applies to all workers over 18, in recognition that young people face the same living costs as everyone else.
4. **Engagement and voice** – Our employees are involved in decision-making and managing change in the organisation through effective consultation and co-production, ‘doing with’ in an equal and reciprocal manner.
5. **Recruitment** – We involve prospective employees in an inclusive, fair recruitment process that is accessible, enables both equality and equity, eliminates bias, and supports the building of a diverse workforce.
6. **People management** – We give employees a clear set of organisational values and associated behaviours, making every effort to cultivate a safe and supportive environment. We prioritise personal growth and development, placing significant emphasis on fostering individual advancement.
7. **Health and wellbeing** – We proactively champion employee health and well-being, recognising the importance of this and our duty of care to create the conditions where staff feel happy, healthy and productive in the workplace.

## Living wage employer

We are an accredited [Living Wage Employer](#), committed to paying a wage based on the cost of living to all our staff.

## Sporting Equals Charter

We are members of the Sporting Equals Charter, which aims to actively promote greater involvement in sport and physical activity among ethnically diverse communities, bridge the inequality gap and achieve better ethnic workforce diversity.

## Bee Seen Get Screened

We are signed up to the Bee Seen Get Screened pledge which commits us to guaranteeing our employees paid time off, or apply our flexible working policy, to attend NHS cancer screening appointments. Also, to raise awareness of the screening programmes available to your staff.



Sporting  equals





**Equality, Equity,  
Diversity and Inclusion  
(EEDI) Action Plan  
2024-26**

Groove and tone dance class, 2021



## Ambition 1 - Workforce development

To nurture and strengthen EEDI knowledge, understanding, and confidence, within both the internal and external workforce

ACTIONS	LEAD	MEASURED BY	BY WHEN
Establish a learning and development programme for both staff and Board members, that specifically focuses on protected characteristics and intersectionality	Learning & Development / EEDI Steering Groups	Learning and Development Plan	April'24
Encourage all employees to define their individual learning objectives related to EEDI that align with their respective roles in the organisation	All Staff	Actus Personal Objectives	Reviewed biannually
Create a dedicated segment within new employee and Trustee orientations specifically centred on EEDI, emphasising its significance, alignment with organisational values, behaviours, purpose, vision, and mission	Business Operations Team	Induction schedule/guide	April'24
Ensure the continued expansion of sharing learning, best practices and resources through our centralised TEAMS platform and Board portal	All Staff / Trustees	TEAMS channel / ibabs platforms	Ongoing
Integrate EEDI learning and development into our extended workforce offer e.g. via workshops, webinars, and podcasts	People and Leadership Team	Training opportunities delivered and take up	Ongoing
Collaborate with sector leaders, field experts and specialist organisations to glean insights and learn from best practice	Learning and Development / EEDI Steering Groups	New partnership formed and insight gained	Ongoing
To encourage our team to engage with marginalised groups, help us become a more socially responsible, pause and consider the perspective of others, learn about different cultures, races, backgrounds, personal circumstances, opinions and perspectives	Executive Team		Ongoing
Commit to continuous improvement. To exchange insights, best practice and resources via team meetings/away days, steering groups, knowledge sharing sessions and on our EEDI TEAMS channel. Review EEDI action plan and the learning and development plan annually.	All Staff / EEDI steering groups	Knowledge transfer mapping	Ongoing

## Ambition 2 - Enhanced diversity and inclusion

Greater diversity and inclusion across our Board and throughout the GM Moving team, ensuring a representation that mirrors the diversity of the Greater Manchester population

ACTION	LEAD	MEASURED BY	BY WHEN
<p>Conduct an audit of our current team and Board to understand our existing levels of diversity, mapped against that of the Greater Manchester population (see <b>Appendix 1</b>)</p>	<p>Business Operations Team</p>	<p>Equal Opportunities Form and Census Data</p>	<p>Feb'24</p>
<p>Apply intentional approaches and strategies to broaden the diversity of potential candidates, encompassing but not limited to:</p> <ul style="list-style-type: none"> <li>• Using inclusive language/imagery in all recruitment material</li> <li>• Being explicit about welcoming interest from under-represented groups</li> <li>• Build relationships with organisations and networks that focus on supporting under-represented groups and utilise them to promote opportunities/help advertise our vacancies</li> <li>• Disseminate job listings on platforms that are known for their reach to diverse audiences</li> <li>• Demonstrate and emphasise our commitment to diversity in all job postings</li> <li>• Develop an 'inclusive employer brand' and grow our reputation for inclusivity</li> <li>• Ensure we have in place an application processes that is accessible to all, exploring alternative methods of submission e.g. audible formats, videos</li> </ul>	<p>Business Operations Team / Lead Recruiters</p>	<p>Diversity of candidate data</p> <p>Breadth of recruitment methods and approaches.</p> <p>Recruitment material updated, applying best practice and improving its accessibility</p>	<p>Ongoing with biannual deep dive analysis</p>
<p>Implement positive action measures to address under-representation from the following target groups:</p> <ul style="list-style-type: none"> <li>• People from Asian backgrounds</li> <li>• Older adults 55+</li> <li>• People with disabilities and long-term health conditions</li> <li>• People with an educational attainment level 3 or below</li> </ul>	<p>Business Operations Team / Lead Recruiters</p>	<p>Increased number of applications from target audiences</p>	<p>Reviewed biannually</p>
<p>Provide flexible working options, recognising this allows employees to manage disability and long-term health conditions, as well as supporting their mental health and stress. Including adaptable schedules such as part-time or compressed hours, remote/hybrid work alternatives, and diverse contract types like secondments and job shares. Additionally, explore internship opportunities to broaden access and bring in diverse perspectives and ideas</p>	<p>Business Operations Team</p>	<p>Contract types and working arrangements</p>	<p>Reviewed biannually</p>

## Ambition 2 - Enhanced diversity and inclusion (cont.)

Greater diversity and inclusion across our Board and throughout the GM Moving team, ensuring a representation that mirrors the diversity of the Greater Manchester population

ACTION	LEAD	MEASURED BY	BY WHEN
Provide continuous training to engage hiring managers in the entire recruitment process life cycle. To cover aspects such as developing inclusive job descriptions, ensuring impartial screening and selection processes, mitigating bias, incorporating inclusive onboarding practices, and applying reasonable adjustments	Business Operations Team / External Provider(s) TBC	Training opportunities delivered and take up	Ongoing. To be added to the induction process and Learning and Development plan April 24- March 25
Track, analyse and evaluate recruitment data, approaches staff and board composition. Understand what works and doesn't work in getting a diverse and representative workforce.	Business Operations Team	Report produced	Reviewed biannually
Develop a strong internal pipeline of diverse talent. Establish a succession plan that identifies and nurtures talent from all levels of the organisation and that opportunities are available to all	Executive Team / Nominations and Remuneration Committee	Succession planning strategy	Ongoing. Updated succession plan as part of Code of Governance March 24



## Ambition 3 - Leading by example

An organisation that leads by example, celebrates diversity, promotes inclusion, and consciously creates a culture which promotes equality and respect.

ACTION	LEAD	MEASURED BY	BY WHEN
<p>A Board and Executive Team who actively drive forward our EEDI ambitions, setting a positive example through their actions and behaviours. They embed EEDI into our strategic thinking and decision-making, champion its significance, and foster a culture that celebrates diversity, creating an inclusive and equitable workplace environment. i.e. appointment of a Board EEDI champion and commitment to an agenda item at each Board meeting. Monthly logs and reflections as an Executive team on the how and so what?</p>	<p>Board / Executive Team</p>	<p>Staff and partner feedback</p>	<p>Ongoing. March 24 Board.</p>
<p>Acknowledge the significance of allyship and actively encourage it. Foster a deeper understanding of the struggles and challenges experienced by marginalised groups.</p> <p>Building allyship in:</p> <ul style="list-style-type: none"> <li>• Equalities Networks &amp; Groups</li> <li>• VCSE infrastructure organisations</li> <li>• Council representatives</li> <li>• Community Groups</li> </ul>	<p>All Staff / External Support</p>	<p>Increased diversity of collaborators, facilitators and participants at our events, workshops and meetings</p>	<p>Ongoing</p>
<p>Showcase the importance of EEDI through the crafting and sharing of stories that showcase the positive impact of embracing EEDI practices</p>	<p>Marcomms Team</p>	<p>Number of stories shared.</p>	<p>Ongoing. One per month.</p>
<p>Enhance our online presence by using social media platforms to communicate our commitment to EEDI. Share posts, stories, updates and achievements to actively engage followers and demonstrate our leadership</p>	<p>Marcomms Team</p>	<p>Monthly analytics</p>	<p>Ongoing</p>
<p>Acknowledge and celebrate action and behaviours which contribute to a more equitable and inclusive workplace, emphasising their significance and hopefully encouraging others to actively engage in building a more inclusive culture</p>	<p>All Staff</p>	<p>Activity on TEAMS</p>	<p>Ongoing</p>

## Ambition 4 - Integrated EEDI practices

Embed EEDI principles into every facet of our operations, interactions and behaviours, ensuring compliance with and exceeding EEDI standards.

ACTION	LEAD	MEASURED BY	BY WHEN
Ensure all our policies, systems and practices remain fully compliant with all legal and regulatory requirements i.e. Equality Act 2010	Business Operations Team	Compliance checks HR Toolkit	Ongoing + Annual deep dive analysis, as of Sept 2024.
To conduct a thorough review of all our HR policies to ensure they are inclusive and do not unintentionally discriminate against any group	Business Operations Team	Policy index	Ongoing + Annual deep dive analysis
Ensure that clear procedures for reporting and addressing discrimination or harassment are communicated transparently to all employees and Trustees. Include in induction of Staff and Trustees.	Business Operations Team		Ongoing + Annual deep dive analysis
Attain specific, industry-recognised Accreditations, Charters and Standards to boost our reputation and credibility, whilst demonstrating a steadfast commitment to excellence in EEDI e.g. including, but not limited to Inclusive Employers Standard, Race at Work Charter, All Equals Charter, Investors in Diversity Award, Good Youth Employment Standards, Menopause Friendly Employer	EEDI Steering Group / Business Operations Team	No. of accreditations gained, standards achieved, charters signed up to	Ongoing
Regularly review our pay and benefits to identify and rectify any disparities based on protected characteristics and to ensure that benefits are equally accessible to all employees	Executive Team /Nominations and Remuneration Committee / BOPS Team	Report produced  Staff survey	Reviewed biannually in line with ADPR moderation process in March.



## Ambition 4 - Integrated EEDI practices (cont.)

Embed EEDI principles into every facet of our operations, interactions and behaviours, ensuring compliance with and exceeding EEDI standards.

ACTION	LEAD	MEASURED BY	BY WHEN
Conduct workplace accessibility and inclusion assessments that include: <ul style="list-style-type: none"> <li>• Accessible office environment - ensuring facilities, spaces and workstations are designed to accommodate disabled people</li> <li>• Digital - ensuring that all digital platforms are accessible to individuals with visual, auditory, or motor impairments</li> <li>• Communication - use clear and inclusive language in all communications to facilitate understanding for individuals with diverse abilities. Offer communication aids such as sign language interpreters or assistive listening devices, during events</li> </ul>	Business Operations / Marcomms Teams	Workplace assessments conducted  Inclusive language checks	Ongoing + Annual deep dive analysis
Include pronouns on email signatures to signal we respect and are considerate of gender diversity and identities. To avoid making assumptions based on names or appearances, mitigating potential misgendering and affirming individuals in their chosen identities	Marcomms Teams / All Staff	Included in staff inductions	Ongoing
Ensure the consistent inclusion of EEDI as a central feature in all strategy/governance documents by making it an essential component of each document and process.	Executive Team / Board / Strategic Leads	GMM Business Plan, Priority Plans, Annual Report, Trustee Report	Reviewed biannually
Effective governance: Establish accountability measures to ensure that Board, Executive Team and all Employees are actively contributing to the success of the Plan (See Appendix 1)	Board / Executive Team	Sport England 6-month reporting.	Reviewed biannually
Provide transparent progress updates, reporting on quantitative and qualitative targets. Regularly review and update the EEDI Plan based on internal and external feedback, changing circumstances, and evolving best practices	Board / Executive Team	e.g. Annual Reports, Board Papers/Dashboard, Funders Reports and other public communications	Reviewed biannually

## Ambition 5 - Inclusive and supportive environment

Cultivate an inclusive, safe, and supportive environment everyone experiences a sense of belonging, providing fair and equal opportunities for individuals to reach their full potential and thrive.

ACTION	LEAD	MEASURED BY	BY WHEN
Foster open and honest communication. Prioritising psychological safety in all our endeavours, ensuring everyone feels heard and valued. Provide opportunities for employees to share their thoughts, ideas, and concerns e.g. via biannual Staff surveys, pulse checks, weekly team meetings, forums, bimonthly team days	Executive Team	Staff survey	Ongoing
Enforcing a zero-tolerance approach towards discrimination and harassment, and having the appropriate policies and mechanisms in place for reporting and responding to incidents	Executive / BOPS Team / Board	Staff and AP survey	Biannually
Keep developing a culture of belonging, appreciation and gratitude. Celebrate both individual and team accomplishments, and consistently recognise the valuable contributions made by each team member	All Staff	Staff Survey, Happy Feedback Channel, Stories of the Work	Ongoing

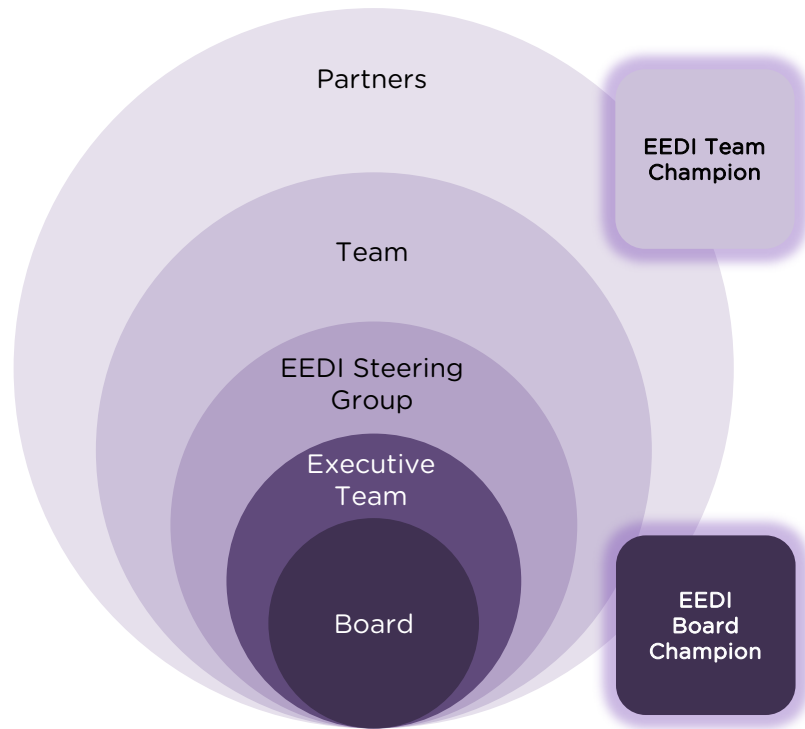


## Appendices

Strictly Wheels wheelchair dancing, 2021



## Appendix 1 - Layers of governance and accountability



### EEDI Board Responsibilities

- Provide strategic oversight of the Plan.
- Ensures that the organisation complies with all relevant laws and regulations related to EEDI.
- Demonstrates visible and committed leadership to foster a culture of EEDI throughout the organisation.
- Actively encourage and promote diversity in leadership positions within the organisation.
- Conducts periodic audits and reviews to assess the impact of the EEDI Plan and identify areas for improvement.

### GM Moving Team Responsibilities

- Foster an inclusive workplace culture by embracing diversity, treating colleagues with respect, care and kindness. Ensure everyone feels welcomed and valued.
- Report any incidents of discrimination, harassment, or unfair treatment.
- Engage in ongoing learning and development, to strengthen knowledge, understanding and confidence in EEDI.
- Adhere to our EEDI policies and procedures, applying to day-to-day activities and decision-making.
- Contribute to the development, implementation and execution of the EEDI Plan.

### EEDI Steering Group Responsibilities

- Acts as a leadership body, guiding the development and implementation of the EEDI Plan.
- Monitor and track the progress of the Plan.
- Make informed decisions/recommendations and communicate them to the wider team.
- Monitor and track the progress of the Plan.
- Serve as a conduit for gathering perspectives, views and opinions from across the organisation.

### Executive Team EEDI Responsibilities

- Direct the development and implementation of the Plan.
- Lead on and set and approve targets and objectives.
- Allocate resources, including budget and personnel, to support the successful execution of the Plan.
- Report on progress to Board and wider stakeholders, ensuring transparency and accountability.
- Identify and address potential risks related to EEDI, implementing measures to mitigate these.
- Cultivate an inclusive culture where everyone feels valued and included, irrespective of background or protected characteristics.
- Publicly, communicate the organisation's commitment to EEDI.

## Appendix 1 - Layers of governance and accountability (cont.)

### Team EEDI Champion Responsibilities

- Act as vocal advocate for sound EEDI across the organisation, promote awareness of its importance and the positive impact it has.
- Promote ongoing learning and development opportunities.
- Provide advice, guidance and support on EEDI issues.
- Help connect and establish new partnerships with external organisations.
- Lead by example. Demonstrate inclusive behaviour and a commitment to diversity, and that everyone is treated fairly and has equal opportunities.
- Motivate and inspire colleagues to actively embrace and embody the principles of EEDI.
- Holding the organisation accountable for promoting and embedding EEDI practice.

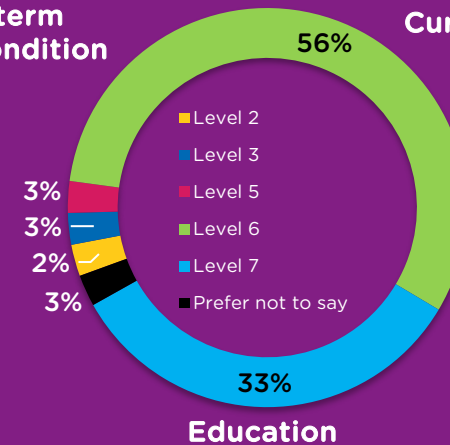
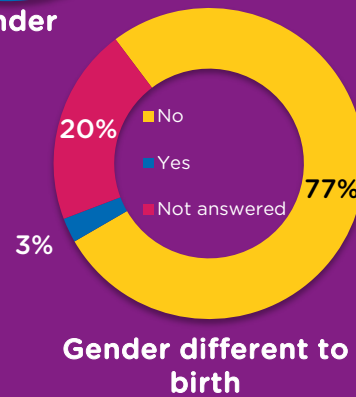
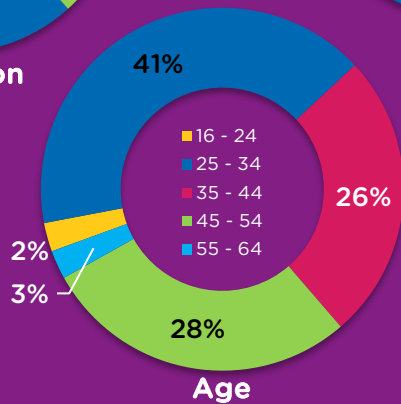
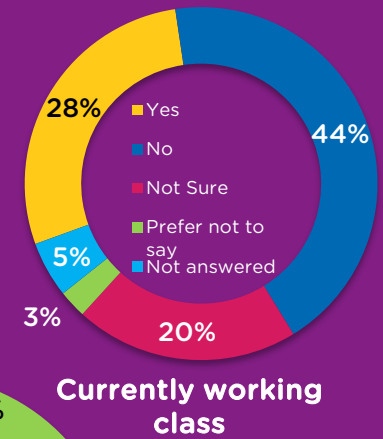
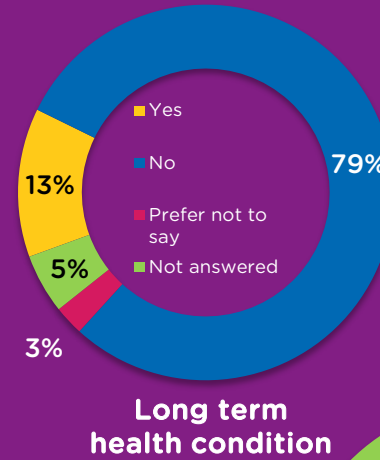
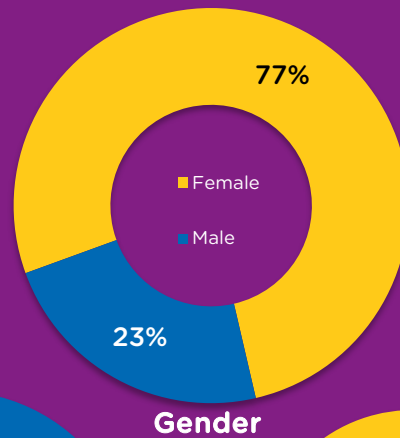
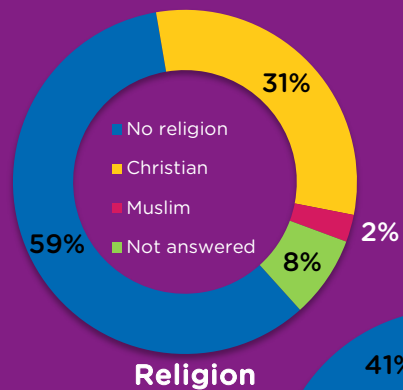
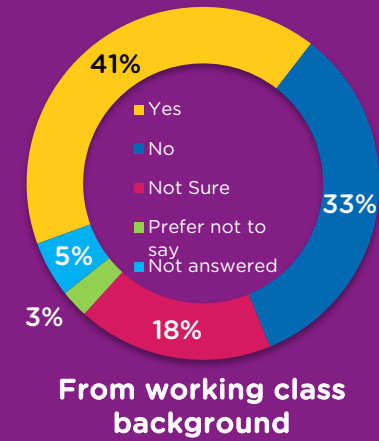
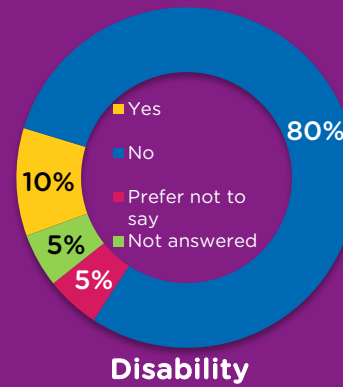
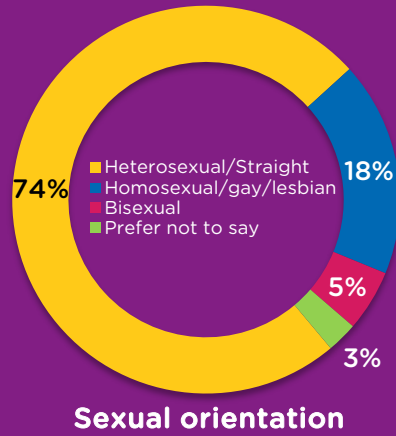
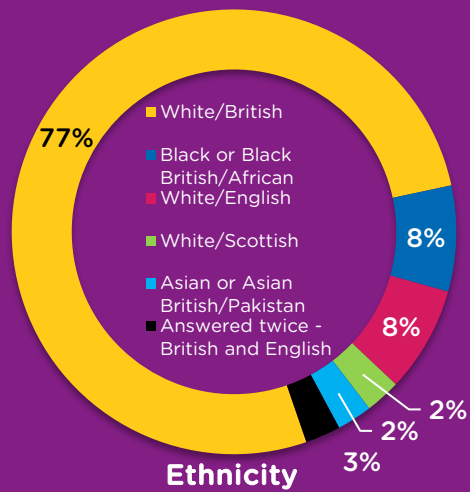
### Board EEDI Champion Responsibilities

- Ensure the organisation's strategic plans and operations reflect EEDI regulations and stationary guidance.
- To support GM Moving in maintaining the highest Equality, Diversity and Inclusion standards and embedding good practice.
- Act as a critical friend and apply scrutiny to the development EEDI Plan.
- Ensure there is an annual review EEDI Plan and that this is reported to the main Board.
- TO ensure Equality, Diversity and Inclusion issues are brought to the attention of the Board and help Trustees understand and help make decisions on such matters.
- Champion EEDI at Board level.
- Support Trustees in developing their individual and collective understanding of EEDI.

School Games Alternative Provision and  
Pupil Referral Unit Multisport Event, 2023

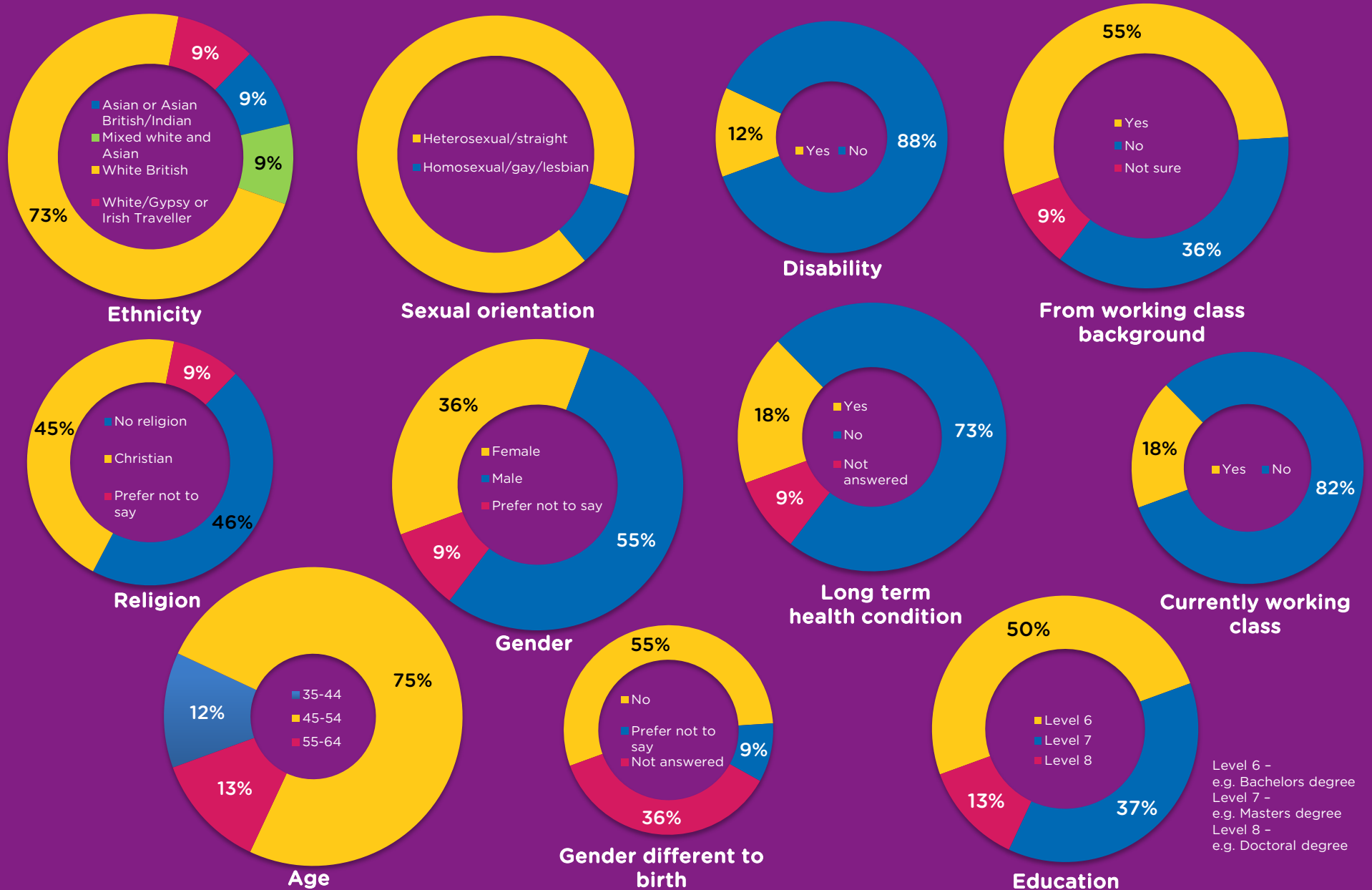


## Appendix 2 - Staff composition (Jan 2024)





## Appendix 2 - Board composition (Jan 2024)



# Contact us

GM Moving is here to help with any questions or enquiries you may have about the role.

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**Key Contact**  
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Charity No. 1059115

**Greater Manchester  
Moving > ^ < v**

