FOR OUR STAFF:

	Commitment:	Action:	By When
1	Commitment to support cultural inclusivity in our organisation, to be a good employer and be cognisant of those with protected characteristics.	Explore LGA offer and small organisational disability training	Q3
		Review anonymised data collected on protected characteristics for the ADASS team annually.	Q4
2	Commitment to be an anti-racist organisation.	Explore anti-racism training for the team	Q3
		Co-produce a statement for agreement and have this visable on the ADASS website.	Q3 - 2026
3	Commitment to an open discussion session at each face to face meeting, a safe space with no judgement to ask for help and guidance or to share experiences and help others be more aware.	Prioritise a standing item on team agendas throughout the year; to include discussion/debate around particular issues or subjects.	Complete
		To be scheduled bi-monthly, topics to be determined by the team	Complete
4	Commitment to an annual review and reflect session on things which have happened in the year around unconscious bias to share, learn and grow.	Arrange annual review and reflect session with the team.	Q4
6	Commitment to continue to encourage those with protected characteristics to apply for roles within the organisation.	Research how to do this better - learning from other organisations, deiversity on our interview panels, look at what is good practice.	Q3 - 2026
		Arrange interview training for SLT and officers who appoint for the organisation.	Q3 - 2026
		Standardise, document and publish our recruitment practice and expectations based on the learning.	Q3 - 2026
7	Review and strengthen our poicies and procedures to support a zero tolerance approach to discrimination	Revise our policies/procedures, learning from others, to guide staff on how to respond and the actions we will take to support a zero tolerance approach to discrimination.	Q3 - 2026
8	Chief Executive to consider gender / pay reporting.	Discuss with Trustees requirement if this is something which should be undertaken.	Q3 - 2026

FOR OUR MEMBERSHIP:

	Commitment:	Action:	By When
1	Commitment to creating a sense of community and belonging, and foster a culture of respect, understanding and acceptance.	Consider ADASS values, guidance on tone of voice, style, brand guidelines and development of a linkedin community to support this.	Q4
		Take stock of the diversity of voices representing ADASS and seek ways this could improved if needed.	Q3 - 2026
2	Commitment to removing barriers in our election or selection process for ADASS roles so they are open, transparent and encourage participation from across the membership.	Review constitution about VP election process to improve diversity of region and individual.	Complete
		Develop the opportunity for others to learn about what Trustee roles are, shadowing Trustees, understanding the role.	Ongoing
		Illustrate the opportunities available to the membership in a new membership welcome pack.	Complete
3	Commitment to reviewing and reflecting on our collaborations to ensure they are inclusive, and where possible have those with lived experience represented.	Develop a coproduction strategy/vision for the involvement of people with lived experience in our work.	Complete?
		Move towards people with lived experience helping to develop our policy positions.	Q4
4	Commitment to take proactive action to engage with members on topics of interest and provide valuable opportunities to influence what is important to them.	Develop an enhanced membership offer with increased communications.	Ongoing - see membership actions
5	Commitment to use our EEDI membership survey results to support our messages and influence. (For example, the number of members who are carers, or previous / past President were XYZ)	Annual analysis of the membership survey to be undertaken with comparison of previous years, and possible action to take	Annual
		Publish results and any actions on the ADASS website	Annual
6	Commitment from the ADASS team to be mindful of the geographical nature of the membership and explore opportunities to deliver events, attend meetings, in regions.	Consider alternative delivery methods and venues in planning events - increasing regional presence and more opportunities for online attendance	Ongoing

SUPPORT OUR MEMBERS IN THEIR LA'S:

	Commitment:	Action:	By When
1	Commitment to supporting the SC-WRES and sharing the learning.	Continue to support the SC-WRES and Skills for Care colleagues through engagement with ADASS networks (Workforce and EEDI Networks) and ADASS regions	Ongoing
		Identify national themes and actions which could be supported by ADASS	Q3
		Develop some comms from areas undertaking SC-WRES, how have they found it, what differences has it made.	Q3
		Produce videos and podcasts to support a blog outlining what it is and how it's working	Q4
2	Commitment to the National EEDI Network Group, and linking this with other groups such as Workforce and Commissioning.	EEDI Network work plan to be developed.	Complete
		Policy and Priority Leads 'expectation's to include EEDI commitment so this is represented across all policy networks and reference groups.	Complete
3	Commitment to sharing valuable practice in this area across the membership	Share good practice in this space from other organisations such as PCH, Skills for Care and Care Knowledge - utlising the Bulletin, mailing lists and website where appropriate.	Ongoing
		Include EEDI topics and discussions as part of our events, webinars and wider comms work with the membership	Ongoing
4	Commitment to the production of Top Tips of supporting staff in times of racial unrest.	EEDI Policy Co-Lead and regulated professional network developing Top Tips, learning from experience.	Ongoing
		Launch Top Tips once developed and signed off, to include bulletin and a blog post or podcast.	Q4