

**LONDON
SPORT**

**DIAP:
Annual
Action Plan**

Jan 2025 – Mar 2026



Annual Action Plan Jan 2025 – Mar 2026

The following actions will be completed by London Sport between January 2025 and March 2026, together comprising the first “annual action plan” for this DIAP.

These actions are intended to build on work already completed, as outlined above in the “our journey so far” section of the DIAP.



The action plan will be uploaded onto our **Zoho project management tool** to allow progress to be tracked and monitored.



INTERNAL OBJECTIVES

1

Representation & Recruitment

Action(s)	Owner	Due	Success Criteria
<p>1 Reviewing the current use of our recruitment system (to avoid bias against those where English is their second language or disabled people) and trial new methods of recruitment alongside or instead of it, including video applications in 2025.</p>	Head of People	Mar 2025	System and process review completed and identified improvements implemented.
<p>2 Broadening the places where roles are advertised to target: Deaf and Disabled People, Muslim women, Afro-Caribbean and South Asian women, Bengali speakers.</p>	Head of People	Mar 2025	Job advertising sites to access each of these communities identified and roles posted on them from February 2025 onwards.
<p>3 Upon completion of the EDI Benchmarking exercise, review findings relevant to representation & recruitment. Use these findings to inform actions.</p>	Head of People	Mar 2026	If indicated in the benchmarking exercise, specific actions to improve representation & recruitment are identified and implemented.

2

Staff Experience in the Workplace

Action(s)	Owner	Due	Success Criteria
1 Review staff survey.	COO	Mar 2025	Updated staff survey better able to give actionable insight relating to EDI (& other areas), including collecting input from Best Place to Work group and EDI Core Group.
2 Develop religious holiday awareness training, including fasting at work.	Head of People	Mar 2025	Training provider identified / training created and 2 sessions completed to provide opportunity for all staff to participate. Target 80% participation across workforce.
3 Reviewing workplace policies to better support a diverse workforce, including flexible working for employees with disabilities, mental health conditions and who are neurodivergent. Review Cultural and Religious Leave, ensuring all family-related benefits and policies are fully inclusive of LGBTQ+ employees.	Head of People	Jun 2025	Policy review completed, updates made and changes communicated to all staff in writing and in update in Town Hall / Theme Briefing “all hands” meetings.

3

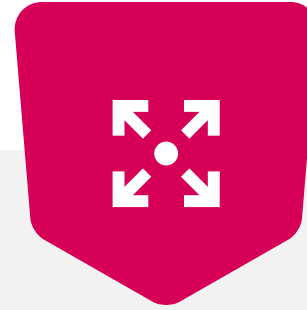
Staff Knowledge, Training, Development and Practice

Action(s)	Owner	Due	Success Criteria
1 Activity Alliance placement to improve disability knowledge within London Sport.	Deputy Director of Physical Activity and Sport Development	Apr 2025	Placement SLA agreed and employee embedded at LS.
2 EDI Awareness Activations developed and delivered by London Sport staff with lived experience.	Senior Development Manager	Apr 2026	At least four sessions delivered over the year with over 70% staff attendance at each session.
3 Review regular mandatory diversity and inclusion training and awareness sessions for all staff, focusing on unconscious bias, cultural competency, and inclusive leadership.	Head of People	Jun 2025	Updated training curriculum including, but not limited to, Deaf Awareness Training, Neurodiversity Awareness Training, Mental Health Awareness Training, Antisemitism Training, Islamophobia Training, LGBTQ+ training, Inclusivity Training, Anti-Racism and Allyship Training. Disability and accessibility.

4

Use Data To Measure Our Progress and Refine Our Practice

Action(s)	Owner	Due	Success Criteria
1 EDI external benchmarking exercise.	Deputy Director of Physical Activity and Sport Development	Mar 2026	Benchmarking complete, results reviewed by internal EDI groups and learnings added to DIAP annual plan.
2 EDI Staff Survey.	Insight Manager	May 2025	Survey complete & reviewed by internal EDI groups.
3 Establish baseline EDI metrics.	Data & Analytics Lead / Head of Impact and Learning	Jun 2025	Collect and document data on key areas, such as recruitment, workplace diversity, and staff satisfaction, to define the starting point for tracking progress on EDI.
4 Conduct Annual Internal Data Reviews.	Data & Analytics Lead / Head of Impact and Learning	Jun 2025 (repeated annually)	Perform an annual analysis of EDI data to identify trends, gaps, and opportunities, and provide actionable recommendations to leadership for improving internal practices.
5 Implement an Annual EDI Dashboard.	Data & Analytics Lead / Head of Impact and Learning	Aug 2025 (updated annually)	Create a Power BI dashboard updated annually to track progress on EDI goals and share insights with leadership to inform decision-making.



EXTERNAL OBJECTIVES

1

Embedding EDI Across All Our Workstreams With Stakeholders

Action(s)	Owner	Due	Success Criteria
<p>1 Community and voluntary sector organisations to play a leadership role across all place-based work.</p>	<p>Deputy Director of Physical Activity and Sport Development</p>	<p>Jun 2025</p>	<p>Community and voluntary sector organisation to make up over 50% of any steering/oversight groups in our priority places.</p>
<p>2 Actively building stronger connections with community organisations in London that serve the most deprived and inactive communities in a non-extractive way.</p>	<p>Strategic Lead – Community Sport</p>	<p>Mar 2026</p>	<p>Internal briefings with community organisations led by and for minoritised communities. Reciprocal support of community organisations through capacity building and sharing of resources.</p>
<p>3 Work with Activity Alliance to increase resource focused on integrating best practice relating to disability inclusion across all workstreams.</p>	<p>Deputy Director of Physical Activity and Sport Development</p>	<p>May 2025</p>	<p>MoU between London Sport and Activity Alliance agreed and Activity Alliance Strategic Advisor for London in post and integrated into London Sport team.</p>

2

To Be Recognised as EDI Thought and Practice Leaders

Action(s)	Owner	Due	Success Criteria
<p>1 Explore and showcase innovative inclusive practice, by promoting how we are making our projects and programmes more inclusive and working with underserved communities.</p>	<p>EDI Core Group and FMC team.</p>	<p>Oct 2025</p>	<p>Regularly sharing best practice through promoting case studies via our website, social media channels, and external newsletter. All events and programmes we deliver will consider our EDI standards and any new developments in the field, such as Active London, place-based work, and sport welfare events and forums.</p>
<p>2 Share learnings and new developments in the EDI and sport/physical activity space to our contacts and everyone we work with.</p>	<p>PASD and FMC team</p>	<p>Oct 2025</p>	<p>Staff are regularly sharing key EDI messages with external stakeholders, e.g., the communications team can use the newsletter and social media, the PASD team to talk to clubs, groups, and organisations, and the sport welfare team can share learnings through their forums and London Safeguarding in Sport Week in February 2025.</p>
<p>3 Championing our EDI work with key sector partners including sharing best practice and collaborating on EDI focused initiatives e.g. through our Local Authority and NGB Roundtables.</p>	<p>Strategic Lead – Community Sport and EDI core group</p>	<p>Mar 2026</p>	<p>Regular EDI focussed sessions with external stakeholders, collaborating to share learnings and have a wider community reach. Aligning sessions with specific campaigns throughout the year and keeping the London Sport awareness calendar up to date.</p>
<p>4 Choosing to partner with organisations that are aligned with our EDI values, including ones that are proactively trying to become more inclusive and diverse.</p>	<p>PASD and FMC team</p>	<p>Oct 2025</p>	<p>The external partners we work with are progressive, seeking continuous improvement, and share our EDI values.</p>

Marketing and Communications

Action(s)	Owner	Due	Success Criteria
1 Utilise accessible comms tools and methods.	Head of Communications and Advocacy	Oct 2025	Our comms has an increased and more diverse reach.
2 Annual updating of the London Sport Awareness Calendar to ensure that all London Sport staff have access to key awareness dates across the year.	EDI Core Group	Jan 2026	Awareness calendar updated, key dates/weeks identified for external comms focus.
3 Develop brief video to introduce and explain aims and objectives of London Sport DIAP to external audiences.	Head of Communications and Advocacy	Mar 2026	Video created and available on London Sport website.

4

Use Data To Measure Our Progress and Refine Our Practice

Action(s)	Owner	Due	Success Criteria
1 Utilise reflective practice data to refine practice.	Head of Impact and Learning	Oct 2025	Develop process to ensure EDI learnings shape practice and improvements / efficiencies are seen and review this approach on an annual basis.
2 EDI dashboard of SLT and Board of Trustees.	Executive Assistant to the CEO	Mar 2025	Publishing the dashboards online to demonstrate transparency of makeup of leadership structures and progress made.
3 Publish an Annual EDI Dashboard.	Data & Analytics Lead / Head of Impact and Learning	Mar 2026	Liaise with external partners to review, collate and use open external data and self-collected insights to produce and publicly share an annual report on EDI trends, challenges, and progress in the London sport and physical activity sector.
4 Create EDI Benchmark Insights.	Data & Analytics Lead / Head of Impact and Learning	Mar 2026	Independently analyse data to establish benchmarks for diversity representation in sports participation and workforce composition in London.
5 Develop an EDI Hub on London Sport Insight Portal .	Data & Analytics Lead / Head of Impact and Learning	Mar 2026	Launch a public-facing online resource that shares data-driven insights, best practices, and case studies to help organisations improve their EDI efforts.