CSSC EDI Inclusion Plan 25

Our Commitment

At CSSC, inclusion is central to our mission of helping members and potential members. We believe everyone deserves to belong, feel valued, have equal access to wellbeing, sport, and recreational opportunities.

We are committed to embedding **equity, diversity, and inclusion (EDI)** across every part of our organisation — in how we recruit, how we deliver activities, how we listen to our staff, volunteers, members and potential members and how we partner with others.

By doing so, we will create meaningful, long lasting cultural change and ensure CSSC is a place where everyone can thrive.

"CSSC, a place where everyone belongs."

Our Pillars of Inclusion *(How We Deliver)*

Belonging:
Embed inclusion across governance, policies, and recruitment. Executive Team and SLT to model behaviours, with board-level oversight.

Valuing Difference:
Equip our people with the skills and confidence to embrace diversity and foster innovation through education and a culture of belonging.

Access and Partnerships:
Increase engagement in wellbeing, sport, and recreational opportunities while building partnerships that extend our reach to more diverse communities.

Goal	What is the measure of success?	What is the current status?	How will we know if we've achieved it?	Timeline
a) To reach and represent the diverse communities (staff, volunteers, and members) we serve at CSSC. **b) Disability and Ethnicity – Currently we do not measure this.**	Our goal is to see a year-on-year improvement across our communities (gender, disability, ethnicity for staff, volunteers, and members) until we match ONS (Office of National Statistics) data.	At present, CSSC collects data ssolely on gender representation. **At CSSC in 2025:** **Staff**: Male 33 % Female 68 % **Members**: Male 47% Female 42% Prefer not to say 11% Measurements for other diversity attributes will be obtained via the member survey scheduled for November 2025. Diversity attribute options to be included on the member dashboard by end Q1 2026. We will set annual goals at the end of 2025 following review of baseline data from survey.	When we match the ONS Data which is: **Ethnicity: 20 %** **Disability: 18%** **Gender: 49%** (Census Data 2021)	**Q4 2025:** Baseline member data from results of member survey. **Q4 2025:** Review and set goals to enable us to track progress against our success criteria. **Q1 2026:** Update member dashboard to include options for disability and ethnicity. **Q4 2026:** Review member data and progress against goals every quarterly.
CSSC is committed to removing barriers and promoting equity across our organisation	New activities and events at CSSC will meet our Web Content Accessibility Guidelines (WCAG) and inclusion standards, supported by annual web content audits.	Every CSSC project kick-off form now features an EDI assessment section, embedding inclusion considerations into all projects we deliver.	WCAG audits will be conducted annually, focusing on web content, to guarantee that all new activities and events are compliant	Q4 2025 – undertake baseline WCAG audit. Q4 2026 – undertake first WCAG audit. Q4 2025-update NU Tickets to include a tick box question around the event being inclusive and welcoming to all.

Goal	What is the measure of success?	What is the current status?	How will we know if we've achieved it?	Timeline
At CSSC, we are committed to creating an inclusive environment where everyone can work, volunteer, and feel a sense of belonging, whilst feeling confident and modelling inclusive behaviours.	All staff and volunteers to complete annual EDI training, including harassment awareness. KPIs will be set for training completion and monitored annually. Quantity of escalation rates to DCC to be measured for reduction. Belonging score to be added to staff, volunteer, and member surveys to track progress. CSSC Board to complete bespoke EDI training by November 2025.	ACAS EDI training has been completed by all staff and will be extended to volunteers during Q4 2025 and Q1 2026.	All staff and volunteers will have completed the initial training by the end of Q1 2026, with a sustained emphasis on learning and year-on-year progress towards making CSSC a genuinely inclusive place to work, volunteer, and belong.	Q3 2025 – staff EDI initial training completed (completed). Q4 2025, Q1 2026 – volunteer EDI initial training completed. Q4 2025 – develop KPIs and monitoring to track annual training. Q4 2025 – set baseline data for DCC escalations. Q4 2025 – develop 'belonging' score for inclusion in all surveys from 2026. Q2 2026 – deliver deeper staff EDI training via an external provider. Q4 2025 and Q1 2026: Deliver bespoke Board EDI training.
a) CSSC is committed to EDI and will work to ensure that our partners and associated groups uphold the same standards of commitment and accountability. **b) CSSC will reinforce its EDI commitment by ensuring that our partners and related groups maintain equivalent levels**	Develop an EDI Partnership Charter by the end of Q4 2025. Ensure new and existing partners are assessed against the Charter and have formally committed to its principles.	Partner audits are a priority for Q4 2025. Currently, audits happen quarterly, looking at benefits use and email click-throughs to compare partners and products.	The EDI Partnership Charter will be finalised in 2025. After launch, all new partners will adopt it, and existing partners will be assessed and required to commit by the end of 2026.	Q4 2025 - Completion of partnership charter. Q4 2025 – embed EDI commitments into 2026 Operational Plan. Q1 & Q2 2026 – undertake baseline assessment of existing partners against the quarter.