

## DEI Action Plan

	Action taken to date	Next steps
<b>Governance</b>	<ul style="list-style-type: none"> <li>Identified as strategic priority area for the charity</li> <li>Used the Association of Charitable Foundations’ ‘Stronger Foundations’ tool to audit our DEI practice</li> <li><a href="#">Statement of intent</a> agreed to set framework for activity</li> <li>Since 2020, internal working groups have focused on DEI issues</li> <li>Training on social model of disability for Trustees and staff</li> <li>Initial background reading circulated to all Trustees, with ongoing sharing of DEI resources</li> <li>Annual DEI audits of Trustees and Committee Members carried out since 2020, with results now published on our website</li> <li>Worked with local Council’s Black on Board programme on targeted Trustee recruitment</li> <li>Recruitment of additional co-opted committee members, targeting younger people and people from minoritised communities</li> <li>Eastside ESG survey undertake to assess Cloudesley’s performance against charity benchmark</li> <li>Review of disability inclusion practice using ACEVO’s Hidden Leaders’ recommendations</li> <li>Opted into Foundation Practice Rating’s 2025 assessment and received A rating overall (diversity – B; transparency – A; accountability – A)</li> </ul>	<ul style="list-style-type: none"> <li>Address the Board and Committees’ underrepresentation of people with long term health conditions and/or disabled people</li> <li>Continue annual DEI audits and use results to inform future recruitment</li> <li>Consider DEI and anti-racism training options for Board and staff</li> <li>Take forward work on areas identified as part of Foundation Practice Rating assessment</li> </ul>
<b>Staff &amp; operations</b>	<ul style="list-style-type: none"> <li>Disability Confident Committed status renewed</li> <li>Accessibility a key factor in new office search</li> <li>Involvement in <a href="#">2027 programme</a> as host organisation and mentor, including hosting in 2025/26, programme’s final year</li> </ul>	<ul style="list-style-type: none"> <li>Explore opportunities for hosting disabled student for work experience/job shadowing</li> </ul>

<p><b>Grant programmes</b></p>	<p><b>General</b></p> <ul style="list-style-type: none"> <li>• To make our grants application process as accessible as possible, we offer an Access Bursary to assist with additional access costs, such as the cost of employing a support worker to complete our application form</li> <li>• Agreed to ongoing membership of Funders for Race Equality Alliance. Audit now undertaken for three years</li> </ul> <p><b>Health Grants</b></p> <ul style="list-style-type: none"> <li>• Health Grants programmes 2019-24 and 2025-29 have prioritised health inequalities</li> <li>• Survey developed by London Funders/Inclusion London/HEAR Network used to review funding for Disabled People and Disabled People’s Organisations and related issues</li> <li>• Our last two Small Grants Fund rounds have prioritised people most badly affected by the impacts of Covid-19, projects working with young people, projects led by and for marginalised communities, projects for people with learning disabilities or neurodiversity</li> <li>• Improved monitoring practice, including revised categories to better reflect local Islington community</li> <li>• Monitoring data used to: <ul style="list-style-type: none"> <li>○ better target individual grants to particularly disadvantaged communities, adding new partner organisations to distribute grants</li> <li>○ inform new multi-year funding arrangements with different organisations</li> </ul> </li> <li>• Member of <a href="#">Funders for Race Equality Alliance</a> – used FREA’s funding audit tool to assess Health Grants programme in three consecutive years</li> <li>• Support offered to funded organisations facing racist and far-right activity</li> </ul>	<ul style="list-style-type: none"> <li>• Regular audits of Health Grants using Funders for Race Equality Alliance audit tool</li> <li>• Further support for funded organisations facing racist and far-right activity, reviewing options for direct support and broader involvement with sector campaigns</li> <li>• Evaluation of Church Access Project to be undertaken, sharing lessons learnt</li> </ul>
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	<p><b>Church Grants</b></p> <ul style="list-style-type: none"> <li>• Ran 3-year Church Access Project from 2022-25, which offered all eligible churches a free access audit by Centre for Accessible Environments, non-competitive grants up to £10k to address audit recommendations, learning and information sharing</li> <li>• Commissioned Inclusion London to run disability equality training sessions</li> </ul>	
<b>Communications</b>	<ul style="list-style-type: none"> <li>• Trustee recruitment materials re-written to be more accessible and inclusive</li> <li>• Initial work to make governance materials more accessible</li> <li>• Internal style guide created including guidance on accessible communications</li> <li>• New website launched with AA rating as defined by W3C Web Accessibility Initiative Web Content, with accessibility-focused user testing undertaken</li> <li>• Photography used on website reflective of broader Islington community</li> <li>• EasyRead information on individual grants added to website</li> </ul>	<ul style="list-style-type: none"> <li>• Further work to be carried out to make governance materials more accessible</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Updated accessibility statement added to the website</li> </ul>	

Updated April 2026