LEAP Equality, Diversity, Inclusion: our values and accountabilities

Our values

At LEAP we are determined to make a difference to the lives of children and families in our local community. LEAP is committed to ensuring that equality, diversity and inclusion (EDI) run through every element of the programme. We use data and listen to our communities to understand what people want and need.

The conditions in which people are born, grow up and live are not the same for everyone. We know that some children in Lambeth experience different outcomes because of unequal social conditions and this isn't fair. As a public-health programme, LEAP strives to narrow gaps in health outcomes and wellbeing. We are fully committed to social justice in everything we do. We seek to reduce inequalities and improve equity for the people we serve. By supporting families in the early years, we can address these inequalities and achieve good health and wellbeing for all children, now and in the future.

LEAP is a 10-year programme. We are naturally evolving as we go, reflecting on our processes and how we engage with our communities. We recognise that there is important and intentional work to do in all areas of the programme to strengthen our anti-racist and anti-discriminatory practices.

We will scope out opportunities to do this better. We will listen and develop a culture of learning where everyone is treated with respect and feels able to contribute fully.

We recognise and celebrate the beautiful diversity of Lambeth as one of our greatest strengths. We commit to creating a warm and inclusive environment where everyone - families, staff, service providers, volunteers - feels welcome.

Our EDI accountabilities plan (presented in the table below) complements our values. It summarises how the LEAP core team aims to address equality, diversity and inclusion across the entire programme, including in our work with partners. It also sets out the measures that hold us accountable for our actions.

Our accountabilities

The EDI accountabilities table will be used to:

• Guide monthly LEAP EDI working group meetings

• Guide the EDI agenda item at the monthly Core Implementation Leadership Team (CILT) meetings

• Support working relationships with our partners

• Support analysis, eg during quarterly Partnership Board meetings and in reports to our funder

• Develop deeper understanding of how LEAP works to achieve equality, diversity and inclusion as a programme.

LEAP's EDI Working Group will lead on developing, reviewing and reporting on our accountabilities. However, all LEAP Core team members are responsible for acting and working in accordance with the LEAP values statement.

There are many interdependencies across LEAP functions and, as a Core team, we will learn from each other by:

• Sharing insights from the community and the workforce

• Contributing perspectives and expertise from our different professional fields

Area of work	Link to EDI	We will (how we are accountable)
Public Health	**Population data** Addressing health and social inequalities to identify affected groups, the degree to which they have been affected, and ongoing trends. Our access to large datasets about children and pregnant women allows us to carry out detailed analysis: comparing those living in the LEAP area to those living in other parts of Lambeth.	Monitor when considering engaging target groups. Track relevant antenatal and early-years indicators to ensure inequalities intelligence is up to date. This will help us to understand the gaps.
Public Health	**Service design** Collaborating with parents to design LEAP services that are suitable to LEAP families. Considering age, disability, faith, culture, gender, sexuality, race and relationship status. Running parent focus-groups.	Monitor the cultural suitability of our services during quarterly service reviews. Explore and track language trends to identify translation needs. Translate resources into commonly used, non-English languages. Provide interpretation and sign-language interpreters. Reflect local cultures in our services. Ensure the venues we use are accessible.
Public Health	**Public Health learning** Supporting research and learning that aligns with LEAP's aims. This may include supervising public health MSc students; providing work placements for healthcare providers, as part of their training; and more.	Support these opportunities and make the learnings available to all - reflecting on them and disseminating them widely.

Area of work	Link to EDI	We will (how we are accountable)
Public Health	**Service improvement** Improving services across the LEAP portfolio; this includes changes to recruitment to achieve a welcoming environment for all families.	Invite feedback from parents and practitioners, and proactively adapt our services to support all LEAP families. This includes recruitment and referral processes, and service content and delivery. Use Quarterly Service Reports (QSRs) data to make improvements, especially to reach and engagement. Use Family Feedback questionnaires to understand how participants from different backgrounds experience our services. This will help us ensure that services are inclusive.
Public Health	**Evidence-based** Making our services culturally relevant and appropriate by using an evidence-based approach.	Review new evidence as it emerges, share it with LEAP service providers and ensure that it informs our service delivery.
Communications	Ensuring that everyone who is eligible for our services knows about what we offer and how to access it regardless of age, disability, faith, culture, gender, sexuality, race or relationship status. Representing our communities accurately and fairly and engaging them through appropriate language, imagery and channels. Listening to families, the workforce and partners.	Create clear, accessible and inclusive content. Use quantitative and qualitative data from local families to guide our work. Translate resources into commonly-used, non-English languages when needed. Seek feedback from parent-focus groups about the relevance, clarity and cultural appropriateness of our materials.

Area of work	Link to EDI	We will (how we are accountable)
Data collection	Collecting user data to measure our reach, engagement, impact, and service feedback. Revealing who we are and aren't reaching within the community. Exploring the results of sustaining individual contact with people. Gathering insights about individual feelings and experiences. Identifying the long term impact our services are having on individuals and the community.	Support our services to collect data regularly to get a fuller picture and avoid overloading people. Provide QSRs to services to help them improve their impact and data collection. Support our services to collect data regularly to get a fuller picture and avoid overloading people. Evaluate QSRs during quarterly service reviews – sharing them with services to help them improve their impact and data collection. Use QSRs to inform services of how they are performing in reaching their target audiences, including disparities. Review terminology in our data collection system (eg gender options) and seek solutions to any issues. Monitor gaps in data collection. Address concerns about data-sharing and Data collection - identifying gaps in our reporting (especially where groups are under-represented in our data).
Evaluation and research	Recognising the diversity of the LEAP population, and the long history of Black communities settling in Lambeth and Brixton. Acknowledging Lambeth's status as one of the most diverse boroughs in the country in our evaluation activities.	Present and consider the wider context and history of Brixton in our evaluation activities.

Area of work	Link to EDI	We will (how we are accountable)
Evaluation and research	Assessing how we have improved outcomes for all LEAP children, with substantive improvement for those at greatest risk of poor outcomes. Applying an equalities lens to all evaluation and research activities. Ensuring that LEAP families are adequately involved and represented in our activities, including reporting and publications. Building evidence of how to reduce inequalities in early years outcomes. Intending to inform future policy and practice. Developing theories of change to measure and test our progress. Routinely analysing child-and-parent outcomes to test if services are equitable and inclusive in their reach and impact.	Use QSRs to to test if services are effective and equitable. Reflect on our overall intended impact in Annual Learning Reports. Support Dartington Service Design Lab (DSDL) to lead a formative and summative evaluation of LEAP's impact. Support DSDL in applying an anti-racist approach and involving community peer-researchers at all stages of the research. Support DSDL in avoiding activities which are extractive, tokenistic or of little value to the LEAP community.
Evaluation and research	Making our reports and publications accessible to all, including LEAP families.	Develop lay summaries of our reports in partnership with parents and ensure these are open access and disseminated widely. Produce clear and accessible reports, using plain English to be inclusive to all, including people with dyslexia and colour blindness.

Area of work	Link to EDI	We will (how we are accountable)
Community engagement, including working with families	Connecting families with young children to each other and to services. Doing so through strong partnerships, high-quality activities and community delivery. Taking informed, timely and tailored approaches to be representative, inclusive and sensitive to the wide range of families within LEAP communities.	Capture parent feedback and improve our understanding through working with volunteers, running focus groups and supporting groups that work on initiatives with the community. Offer events that incorporate feedback from families and reflect the diversity of the community. Recruit volunteers who are peers of the parents they represent: providing effective outreach and support to diverse communities. Review data, feedback and other insights to improve how parents engage with LEAP, focusing on families with the greatest needs. Work with local partners, including those we fund through our CoCreate programme, to improve learning and strengthen delivery.
Governance	Governing through a Partnership Board comprised of parent representatives, senior staff members, and representatives from local agencies and organisations. The Partnership Board is jointly chaired by the Chief Executive of the National Children's Bureau and Lambeth Council's Strategic Director of Children's Services.	Help people access Partnership Board meetings and information, eg by providing digital support or a creche. Amplify parent voices and clarify the purpose and function of the board, while retaining the co-productive feel of the board. Maintain the board as a welcoming and inclusive space.

Area of work	Link to EDI	We will (how we are accountable)
Partners and stakeholders, partnership working	Expecting our partners to embrace, embed and prioritise equality, diversity and inclusion in their work. We created The LEAP Partnership Agreement to provide a mutual understanding between partners. It contains an expectation of the active promotion of anti-discriminatory practice within their organisations and service provision.	Support and work with local contractors and suppliers where possible. Include our expectations of equality, diversity, inclusion and the Living Wage in contracts with partners - covering service planning and delivery. Support and contract diverse local-level stakeholders as part of our offer. Work with local voluntary and community sector partners to reach diverse communities. Support our Family Engagement Workers to deliver activities that invite diverse communities into the LEAP network.
Legacy	Leaving a lasting legacy through: • Enabling systems change • Contributing evidence on services and collective impact • Investing in local workforce development • Improving outcomes for LEAP families • Improving partner understanding of early years • Using data to persuade decision makers to sustain the model beyond the LEAP programme.	Work towards, and measure progress on, this outcome in LEAP's theory of change: Families, and particularly Black and ethnic minority families, feel empowered to promote inclusion and safely challenge prejudice or racist attitudes and behaviours across the community.