

EDI (EQUITY, DIVERSITY AND INCLUSION) PLANS 2025

Inclusion matters. Becoming a more inclusive organisation will help us to save lives at sea for another 200 years. We will continue to welcome in new volunteers and staff and will be able to harness the expertise and experience of a more diverse workforce.

Now we have welcomed our inclusion lead, Amy has been working to update our Equity, Diversity and Inclusion plan, adding in detail and new objectives. By listening to people across the organisation we have finalised an EDI plan which should carry us through the next two years and beyond. It will allow us to build a good foundation to deliver the change to our culture that we aspire to.

The EDI plan centres on 7 areas of focus to promote inclusivity.



We are one crew

1. Improved data collection.

This will help us have a better understanding of who our people are and their diversity. It will also help us to be more aware of our pay gaps beyond the gender pay gap. We will need to build confidence and trust so people feel able to share their sensitive personal information with us. While it cannot help us identify the barriers people experience it can help us develop approaches to remove these barriers and monitor their success.

2. Identify key barriers to inclusion and address.

This area will help us get a deeper understanding of the barriers people experience when they work, volunteer or engage with us. We will be more aware of the reasons why people may not feel connected to the RNLI or feel it is the right fit for them. We can then build a more inclusive culture and develop actions to remove the barriers that people experience.

3. All RNLI people to understand their personal responsibility.

Inclusion is about people. We want people to feel connected to our EDI work and understand that we all have a role to play in building inclusivity. We want to collectively improve and will share best practice and lessons learned with each other. We will be open and transparent with our progress. Celebrating successes, but also discussing when we have missed the mark.

4. Zero tolerance for behaviours which do not align with our EDI values.

We want all our people to feel safe and supported. We want them to know they can raise concerns and they feel heard when they do. Our people trust that we will act and respond to these behaviours. Our people have confidence that negative and exclusionary behaviours are challenged and over time reduce.

5. Improved communication to volunteers.

All our volunteers understand the importance of inclusion for the RNLI. They understand that EDI is a way of working for us and it will help us to continue to save lives at sea. Our volunteers will also become more proactive at promoting inclusion in their roles and will feel more confident to address and challenge negative behaviours and inequality.

6. Networks and business areas have EDI plans to achieve agreed targets.

Our networks feel empowered to support our EDI work and we celebrate and recognise their contributions. Each business area also understands how they support our EDI work. We share and collaborate to create long lasting change.

7. Changing our ways of working to embed EDI.

We will be able to understand more about the impact of our work and mitigate against any potential risks of discrimination or marginalisation. All our work is viewed through an inclusion lens. At the RNLI we have a growth mindset and learn from others to improve our ways of working and culture.



2025 PRIORITIES

The first year of our EDI plan focusses on building a solid foundation to create a more inclusive RNLI. Below we share these initial actions under each of our priorities.

1. Improved data collection.

- Review and standardise our EDI questions, which ask people about their identities.
- Make sure they are inclusive and we use the same set across the whole organisation.
- Develop a communications plan to build confidence for people to provide this sensitive information.

3. All RNLI people to understand their personal responsibility.

- Develop a network of inclusion champions to promote, support and champion Inclusion initiatives across the RNLI.
- Roll out new EDI training module to all staff and volunteers.
- Develop an EDI specific communications plan.

5. Improved communication to volunteers.

- Gather feedback from our volunteers to understand more about their awareness and understanding of inclusion.
- Develop an EDI communications plan to ensure engagement of our volunteers with initiatives, training and our people networks.

7. Changing our ways of working to embed EDI.

- Review our approach to equality impact assessments.

2. Identify key barriers to inclusion and address.

- Review our policies through an inclusion lens and develop new policies to promote inclusion, for example, pregnancy loss and menopause policies.
- Develop and launch an EDI glossary to increase awareness and understanding of EDI related terms and phrases.
- Develop inclusive practices for example around bank holiday leave.

4. Zero tolerance for behaviours which do not align with our EDI values.

- Review our approach to zero tolerance, what do we mean by this? How can we ensure this is consistently applied across the whole organisation?

6. Networks and business areas have EDI plans to achieve agreed targets.

- Support each team and business area to develop an action plan to support delivery of the EDI strategy and embed inclusion in their area.
- Support and promote our People Networks to ensure equal visibility across the whole organisation.
- Ensure each people network has an executive team sponsor to elevate, promote and escalate actions and initiatives.
- Support each colleague to have an EDI objective in their RADAR plans.



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