



Equality Action Plan for Coventry Solihull & Warwickshire Sport Partnership

May 2007

**Draft Coventry Solihull & Warwickshire Sport
Equality Action Plan – 2007 - 2009**

1. Policy Objective: Corporate and Management				
Outcome and success measure	Action	Lead Officer(s)	Target and timescale	Resource implications
<p>1.1 Committed to widening access to Sport and Physical Activity and to increase participation by under-represented groups.</p> <p>Success measure</p> <ul style="list-style-type: none"> • Amount of funding attracted. • Number of people participating in sport from under-represented groups. 	<ol style="list-style-type: none"> 1. Develop consistency in equality monitoring data to enable more effective monitoring, evaluation and target setting. 2. Through Local Sports Networks (LSN), review the Active People and PESSCL Survey results and take actions to support widening access and increasing participation in sport. 3. Attract funding from other sectors and key partners to work together to increase 1% participation year on year. 4. Increase external partners' awareness of funding and awards of mutual benefit. 	<p>All partners</p> <p>All LSNs</p> <p>All LSNs</p> <p>All LSNs</p>	<p>From April 2007</p>	<p>From existing and new resources</p>
<p>1.2 Work towards the implementation of the four levels of The Equality Standard: A Framework for Sport. Foundation Level to be achieved by April 2007 and Preliminary Level by September 2007.</p>	<ol style="list-style-type: none"> 5. Local Authorities to include an action in their Business Plans 6. The Community Sport Improvement Network for Coventry 	<p>Leads from the Community Sport Improvement</p>	<p>2007 - 2009</p> <p>Ongoing</p>	<p>From existing resources</p>

<p>Success measure</p> <ul style="list-style-type: none"> When all 4 levels of the equality standard is reached. 	<p>Solihull & Warwickshire Sport to review progress made through the Progress Tracker.</p> <p>7. Increase the number of people from minority groups joining local community sport clubs</p>	<p>Network</p> <p>All LSNs</p>	<p>From April 2007</p>	
<p>1.3 Committed in service delivery and the development and use of employment procedures and practices to ensure that there is no discrimination, on the grounds of gender, race, colour, nationality, religion, disability or impairment, sexuality, age, employment status, gender reassignment, home address, marital status, national origin, responsibility for dependants and age.</p> <p>Success measure</p> <ul style="list-style-type: none"> %age of applicants generated via these channels All job vacancies advertised by National sport equity organisations. 	<p>8. All partners to review employment procedures and practice to ensure no discriminatory practice.</p> <p>9. Ensure that workforce profiles of organisations are representative of local communities.</p> <p>10. Ensure that the workforce profiles of CSW Sport Partnership are representative of the local community across Coventry, Solihull and Warwickshire.</p>	<p>All partners</p> <p>All partners</p> <p>CSW Sport Partnership</p>	<p>From April 2007</p>	<p>From existing resources</p>
<p>1.4 Work to challenge racism, sexism and disabalism where it exists in our areas of service delivery and of those individuals and organisations who are involved in the work of the partnership.</p> <p>Success measure</p> <ul style="list-style-type: none"> By examining and regularly reviewing the structure, processes, procedures, 	<p>11. Raise awareness through the various networks for Community, Education and Sport as well as through Local Sport Networks.</p> <p>12. Use the Active People results to ensure ongoing improvements through training and awareness raising.</p>	<p>CSW Sport</p> <p>All LSNs</p>	<p>From April 2007</p>	<p>From existing resources</p>

attitudes and culture of the partnership to ensure prejudice does not exist and that the needs of all individuals are taken into account.	13. All partners to commit to reviewing practices to ensure prejudice does not exist.	All partners		
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2. Policy Objective: Service Delivery

Outcome	Action	Lead Officer(s)	Target and timescale	Resource implications
<p>2.1 Ensure through training and raising awareness that all staff and partners are familiar with the principles, practices and policies in regard to equal opportunities and equity as well as promoting good practices. CSW will also advocate these practices to all volunteers through recruitment, training and development.</p> <p>Success measures</p> <ul style="list-style-type: none"> • Produce a summary policy leaflet. • Launch an action plan policy 	<p>14. Continue to develop the Coach Education and Development Programme so that good practice is promoted throughout the sub-region in particular through volunteers.</p> <p>15. Following the research findings to support the development of the Workforce Development Plan for the sub-region, we will take action to address the future workforce needs.</p> <p>16. Continue to undertake training and development opportunities through various in-house training programmes.</p>	<p>CSW Sport</p> <p>CSW Sport</p> <p>All partners</p>	<p>From April 2007</p>	<p>From existing resources</p>
<p>2.2 Seek to influence procedures to ensure equality of access and will strive to meet the needs of the wider community it seeks to serve.</p>	<p>17. All partners to understand their local community needs.</p> <p>18. Undertake an Audit of the hard to</p>	<p>All partners</p> <p>CSW Sport</p>		<p>From existing resources</p>

<p>Success measures</p> <ul style="list-style-type: none"> • Press release 	<p>reach groups to establish needs.</p> <p>19. Develop 7 pilot projects across the sub-region which meet the needs of the wider community.</p> <p>20. Community Sport Improvement Network to share good practice through case studies.</p>	<p>All LSNs</p> <p>Community Sport Improvement Network</p>		
<p>2.3 Through the CSW Sport Equality Group, the partnership will undertake an “equality impact assessment” and produce an Equality Action Plan, promote areas of good practice and encourage key partners to review policies and implementation of operational/business plans to address equality and access to services.</p> <p>Success measure</p> <ul style="list-style-type: none"> • Reports from the equality impact assessment. 	<p>21. CSW Sport to set up a representative group to ensure that views of the wider community are represented.</p> <p>22. Seek support from experts in areas of under representation such as women and girls, ethnicity, disability, age and socio-economic status.</p> <p>23. Encourage partners to undertake equality impact assessments to ensure services provided are inclusive.</p> <p>24. Ensure all partners include actions in their business plans</p> <p>25. Encourage partners to share good practice and ideas within the sub-region when required.</p>	<p>CSW Sport</p> <p>CSW Sport Equality Group</p> <p>All partners</p> <p>All partners</p> <p>Community Sport Improvement Network</p>	<p>From April 2007</p> <p>2007 - 2009</p>	<p>From existing resources</p>

3. Policy Objective: Employment

Outcome	Action	Lead Officer	Target and timescale	Resource implications
<p>3.1 With the host Local Authority for the Coventry Solihull & Warwickshire Sport is Coventry City Council. The host Local Authority has the responsibility for all employment policies and procedures. These include recruitment and selection, training and development, terms and conditions of service and termination of employment and all other employment related issues for those employed by the host Local Authority. It is recognised that partners not employed by the host Local Authority are required to comply with their employment policies and procedures of their employing organisation.</p> <p>Success measures</p> <ul style="list-style-type: none"> An agreement to review policy and procedures. 	<p>26. All Local Authorities to review their Employment Policies and Procedures.</p> <p>27. All Partners be aware of their employing bodies Employment Policies and Procedures.</p>	<p>All LAs</p> <p>All partners</p>	<p>From April 2007</p>	<p>From existing resources</p>

4. Policy Objective: Learning and Development

Outcome	Action	Lead Officer	Target and timescale	Resource implications
<p>4.1 Ensure that staff have a responsibility for the implementation of this policy are adequately equipped to do so through appropriate training.</p> <p>Success measure</p>	<p>28. Through personal development plans ensure training and development needs are identified and staff trained as appropriate.</p> <p>29. Through induction of new</p>	<p>All Managers</p> <p>All</p>	<p>From April 2007</p>	<p>From existing resources</p>

	and improved to meet DDA requirements.			
5.2 Endeavour to provide information on its services and policies in accessible formats and languages on request so that it does not exclude or discriminate against any group or individual.	<p>35. Undertake an accessibility audit to make sure all websites are accessible to the wider community.</p> <p>36. Review methods of communication used when communicating with the wider community.</p> <p>37. Ensure access to equipment needed to provide information produced in alternate formats</p> <p>38. Market accessible facilities to people from hard to reach communities</p>	<p>All partners</p> <p>All partners</p> <p>All Partners</p> <p>All partners</p>	From April 2007	From existing resources
5.3 Ensure that the commitment to this policy is communicated to all staff and to partners.	<p>39. Make the Sport Equality Policy available on the Website and in hard copy version.</p> <p>40. Provide regional and sub-regional Equality Updates to partners</p>	<p>CSW Sport</p> <p>CSW Sport</p>	<p>May 2007</p> <p>From April 2007</p>	<p>£1,000</p> <p>From existing resources</p>
5.4 Develop new and existing consultation networks through the CSW Sport Equality Group.	41. Refer to previous action to set up a Sport Equality Group.	See above		From existing resources
5.5 Promote positive images and text relating to diverse groups. Success measure More Images from underrepresented groups.	<p>42. Develop standards for ensuring “products” are appropriate to all.</p> <p>43. Encourage partners to share positive case studies</p>	<p>CSW Sport</p> <p>All partners</p>	<p>From April 2007</p> <p>From April 2007</p>	From existing resources

	44. Develop the online image bank for all partners	CSW Sport	Ongoing	
5.6 Feedback outcomes of the consultation through publication on its website.	45. Communicate by regular updates on the CSW Website.	CSW Sport	Ongoing	From existing resources

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