



Sport Equality Policy

For

**Coventry Solihull &
Warwickshire**

May 2007



Introduction

Coventry Solihull & Warwickshire Sport (CSW Sport, or The Partnership) is a partnership of key organisations that are committed to work together to contribute to the development of sport and active recreation across Coventry, Solihull and Warwickshire. It is one of 6 County Sports Partnerships within the West Midlands and one of 49 across England.

Our Vision:

“Together getting Coventry, Solihull and Warwickshire active through Sport.”

Our Values:

“People centred, inclusive and outcome orientated.”

Our strategic aims are to:

- Contribute to raising levels of participation and improving the quality of life for local communities by widening access to sport.
- Develop player-centred development pathways, with a strong network of quality local clubs.
- Raise standards of participation through high quality physical education and sport programmes.

This policy has been produced by the Partnership It aims to provide a framework for the partnership to address and implement a co-ordinated approach to tackling sport equity issues. The policy will be embedded throughout the CSW Sport areas of Coventry, Solihull and Warwickshire and includes the:

- CSW Sport Executive Board
- CSW Sport Team
- National Governing Bodies
- Partnership Development Managers
- Local Authority Sport Development Officers involved in the Coventry Solihull & Warwickshire, Local Sport Networks
- Volunteers, Coaches and Officials

It has been developed to inform staff and partners as well as ensure that services provided are equally accessible for people who wish to participate in all aspects of sport.

The purpose of the CSW Sport is to work together to champion participation, enjoyment and success through sport, physical activity and active recreation. The partnership currently consists of:



- CSW Sport Executive Board
- CSW Sport Team, who provide support and service to The Partnership
- 7 Local Authorities; Coventry, Solihull and Warwickshire County Council (Nuneaton and Bedworth, Stratford, Warwick, Rugby, North Warwickshire)
- Networks for Community, Education and Sport

Game Plan, the Framework for Sport in England and the Regional Plan for Sport have all identified a need to widen access to sport and physical activity for disadvantaged groups through addressing inequalities. It is the role of the partnership to build accessible, integrated and progressive pathways in order to achieve a 1% increase in participation year on year.

As a result of developing this policy an Equality Action Plan will be produced.

What is Sports Equity?

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address inequalities that may occur.

“Sport equity is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexual orientation, gender reassignment, religious beliefs or socio-economic status or any other condition or requirement that cannot be justified.”
(Sport England, 2006)

Research has predominantly shown that the key priority groups listed below demonstrate low levels of participation in sport either as players, coaches, officials, volunteers or spectators. It is the aim of CSW Sport to increase participation with these groups:

- Black and Ethnic Minorities
- Women and Girls
- Disabled People
- Age
- Socio-economic Status

Why have a Sport Equality Policy?

The adoption and implementation of a sport equality policy is necessary to:

- help to address discrimination
- meet legislative requirements and provide equal access to services for all sections of the local communities in the Coventry, Solihull and Warwickshire areas
- ensure that both the culture and structure of sports are addressed and challenged to ensure accessibility



- complement existing equality policies for other partner organisations such as Local Authorities, National Governing Bodies and other partners

This policy has been informed and links to the CSW Sport Safeguarding and Protecting Children in Sport Policy and the CSW Sport Business Plan October 2005 – March 2009. These policies can be found on the CSW Sport Website @ www.cswsport.org.uk.

CSW Sport has achieved the Racial Equality Charter in June 2003 for Sport and the partnership recognises that by having this Sport Equality Policy and implementing an Equality Action Plan will widen its opportunity to engage with all sections of local communities and enable underrepresented groups to obtain the benefits of taking part in sport, physical activity and active recreation.

Statement of commitment to equality

CSW Sport is committed to working proactively to ensure access to sport and physical activity across the partnership for anyone, regardless of individual circumstance or background.

We will address barriers to participation and promote positive actions to ensure under represented communities have the opportunity to participate in their chosen activities. In order to achieve this we will produce and implement an Equality Action Plan with staff and partners.

We recognise the diversity of our community and accept that we have to be more pro-active and put additional resources into engaging with individuals and groups who have not traditionally accessed our services.

The CSW Sport Executive Board has recognised the need to champion equality with key partners and have endorsed this policy in November 2006. The Lead Officer for the CSW Sport is Jane Waterhouse however it is recognised that is a co-ordination role and that all partners are aware and engaged in the delivery of the Equality Action Plan.

CSW Sport aims to achieve the Foundation Level of The Equality Standard – A Framework for Sport by April 2007 and the Preliminary Level by September 2007. The target dates to achieve the Intermediate and Advanced levels are still to be confirmed.

Statutory Obligations

CSW Sport recognises its statutory obligations under the relevant equalities legislation. These include:

- Equal Pay Act 1970
- Rehabilitation Offenders Act 1974
- Race Relations Act 1976 & Race Relations Amendment Act 2000
- Disability Discrimination Act 1995
- Human Rights Act 1998



- Disability Rights Commission Act 1999
- Sex Discrimination Act 1975, 1986, 1999
- Employment Relations Act 1999
- Equality Act 2006
- Civil Partnership Act (2004)
- The Employment Equality (Age) Regulation (2006)
- The Protection From Harassment Act 1997
- Employment Equality (Sexual Orientation) Regulation (2003)
- Employment Equality (Religion or Belief) Regulation (2003)

In addition to the above there are other relevant Regulations and Directives.

Sport Equality Policy Objectives

Corporate and Management Objectives

Coventry Solihull & Warwickshire Sport:

1. is committed to widening access to Sport and Physical Activity and to increase participation by under-represented groups.
2. will work towards the implementation of the four levels of The Equality Standard: A Framework for Sport. Foundation to be achieved by April 2007 and Preliminary Level by September 2007.
3. is 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.
4. will 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. CSW Sport will do this by closely examining and regularly reviewing the structure, processes, procedures, attitudes and culture of the partnership to ensure prejudice does not exist and that the needs of all individuals are taken into account.

Service Delivery Objectives

Coventry Solihull & Warwickshire Sport:

5. will 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 Sport will also advocate these practices to all volunteers through recruitment, training and development.



6. will seek to influence procedures to ensure equality of access and will strive to meet the needs of the wider community it seeks to serve.
7. 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.

Employment Objectives

8. The host Local Authority for 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.

Learning and Development Objectives

Coventry Solihull & Warwickshire Sport will:

9. ensure that staff have a responsibility for the implementation of this policy are adequately equipped to do so through appropriate training.
10. commit to train and educate staff, coaches and volunteers on what constitutes good practice in equality and diversity.

Communication Objectives

Coventry Solihull & Warwickshire Sport will:

11. communicate to all staff, partners, volunteers, coaches and officials and others its commitment to equality.
12. 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.
13. ensure that the commitment to this policy is communicated to all staff and to partners.
14. develop new and existing consultation networks through the CSW Sport Equality Group.
15. promote positive images and text relating to diverse groups.



16. feedback outcomes of the consultation through publication on its website.

Monitoring and Evaluation

Partners and staff have been consulted as part of the development of this policy and will also be involved in the production of the Equality Action Plan.

CSW Sport has the responsibility to regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis.

This Sport Equality Policy will be reviewed every 2 years and ongoing monitoring and evaluation of the Equality Action Plan will be co-ordinated by the CSW Sport's Lead Officer for Equality. The Executive Board will be provided with annual reports on the outcomes of the Equality Action Plan.

The work to support the achievement of the Foundation and Preliminary levels will be reviewed to support the progress to Intermediate and Advance levels to identify any additional actions.

Implementation

A copy of this document will be available to all staff and partners. This Sport Equality Policy forms the basis of CSW Sport's commitment to sport equity and will be implemented through the partnership's Equality Action Plan.

Accountability

The Executive Board is responsible for ensuring that this Sport Equality Policy is followed and for dealing with any actual or potential breaches.



Key Contacts

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Glossary of Terms

Direct Discrimination	Direct Discrimination means treating a person less favourably on grounds of their colour, race nationality, ethnic or national origin, gender or marital status or for reasons relating to a person's disability.
Diversity	Respecting and celebrating individual and community differences.
Equal Opportunities	Equal opportunities is about giving people the right to be treated fairly in employment, education and services and not discriminated against on the grounds of their sex, race or disability. Equal Opportunities legislation protects these groups of people but employer's policies usually extend this protection to cover discrimination on any grounds.
Equity	In its simplest sense, 'fairness'; the process of allocating (or reallocating) resources and entitlements, including power, fairly and without discrimination. It covers inclusion for all, respecting individuals and all sectors of society, fairness in opportunity and the upholding of individual human rights through social justice.
Equality	The state of being equal – treating individuals equally, which is not necessarily the same as treating them the same. In some cases the need for equality may require unequal effort to ensure that the principle of equality is achieved. Equality tends to be used as a quantitative measure.
Indirect Discrimination	Indirect discrimination is treatment which is seen be equal to all employees but discriminates against people of a particular national, racial or ethnic background, gender, because of a person's disability or religion or belief or sexual orientation, because they are being subjected to an unjustifiable condition of employment.
Institutionalised Discrimination	A complex form of discrimination which is knitted into the fabric of society, or an organisation through the culture and working practices that have evolved.
Prejudice	Means to pre-judge someone, knowing next to nothing about them but jumping to conclusions because of some characteristics, like their appearance.
Positive Actions	Taking steps to overcome past disadvantage or under representation. This might involve advertising to encourage candidates from a particular group to compete for jobs; or training to help develop the potential of under-represented groups.



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