

The Equality Standard: a Framework for Sport

Shropshire and Telford & Wrekin Sport and Physical Activity Partnership

Equity Policy

Introduction

The Shropshire and Telford & Wrekin Sport and Physical Activity Partnership ('the Partnership') is a partnership of key agencies and providers committed to establishing a sustainable infrastructure to provide an integrated and unified system for all the community to benefit from sport and physical activity.

Equality is about fairness in sport and physical activity, 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 shown that the following factors play a part in reducing participation in sport:

- Age
- Gender
- Ethnic origin
- Disability
- Social or economic status
- Religious belief
- Sexual orientation
- Gender reassignment

Specifically, the groups listed below have lower levels of participation in sport and physical activity either as players, coaches, officials or volunteers:

- Women and girls
- Black and Minority Ethnicities (BMEs)
- People with a disability
- People from disadvantaged social or economic areas
- Older people

The Partnership is committed to working to ensure access to sport and physical activity across the County, regardless of individual circumstance or background.

Policy Aim

The aim of the Equity policy is to:

- help eliminate discrimination
- ensure that both the culture and structure of sports and physical activity are addressed and challenged to ensure accessibility, and
- encourage women and girls, BMEs, people with a disability, older people and people from a social or economic disadvantaged area to participate fully in sport.

This policy links with the relevant policies of our key Partners such as local authorities and the governing bodies of sport. The Partnership will also fulfil its legal obligations and this policy complies with all relevant equalities legislation.

Policy Objectives

Corporate objectives

1. The Partnership is committed to widening access to sport and physical activity to increase representation, involvement and participation by the above-mentioned groups, both amongst children and adults.
2. The Partnership will work towards the implementation of the four levels of the Equality Standard: a Framework for Sport and achieve intermediate level by 2009.
3. The Partnership will ensure no job applicant, employee or volunteer receives less favourable treatment on the grounds of age, colour, gender, disability, ethnic origin, parental or marital status, religious belief, social or economic status or sexual preference.
4. The Partnership will challenge discrimination, either direct or indirect, where it exists in our areas of service delivery, and of those individuals and organisations who are involved in the work of the partnership.

Service delivery

5. The Partnership will ensure that all staff are familiar with the principles, practices and policies in regard to equal opportunities and equity.

Learning and development

6. The Partnership will ensure that staff responsible for the implementation of this policy have the appropriate training and support to do so effectively.
7. The Partnership will provide training to key partners on this policy and the Equality Standard for Sport.

Promotion and communication

8. The Partnership will promote positive images and text particularly of and to women and girls, black and minority ethnicities, people with a disability, older people and people from a social or economic disadvantaged area.
9. We will meet the information needs of all communities and promote equality and diversity.

Enabling sport and physical activity to be a part of everybody's everyday life in Shropshire and Telford & Wrekin

Monitoring and evaluation

The Partnership will regularly monitor and evaluate the policy, equality action plan and practices. An action plan will be drawn up and progress against the action plan will be presented to the Management Board on a quarterly basis.

The success of the policy and action plan will be judged by the increase in representation, involvement and participation of currently under-represented groups.

Responsibility

The following will have responsibility for this policy:

1. A Management Board Equity Champion will be appointed.
2. Louise Osborne, Business Development Manager is the officer responsible for ensuring that the Partnership achieve the various levels of the Equality Standard: a framework for sport.
3. An Equity group will be established to develop an implementation plan.
4. The Management Board is responsible for ensuring that this Equality Policy is followed and will deal with any breaches.

3 October 2006
Next review date: 3 October 2007