



DIVERSITY ACTION PLAN

2018 – 2021

ABOUT US

The Sports Partnership Herefordshire & Worcestershire, established in 2001 as a hosted partnership became an independent organisation in 2015. The partnership is a not for profit organisation and part of a network of County Sports Partnerships across England. We have been established to be the strategic lead for Sport and Physical Activity across both counties and we work closely with the eight local authorities, two public health teams, Sport England, the University of Worcester, National Governing bodies of Sport and other key organisations to lead on the delivery and discovery of sport and physical activity across Herefordshire & Worcestershire.

The Sports Partnership is based at the St Johns Campus of the University of Worcester and covers the geographical area of Herefordshire & Worcestershire. The two counties are predominately rural although we do have significant populations living in urban areas.

The demographics of the 2 counties is 93% white british which demonstrates little diversity though more recently there has been a notable increase in migration from Eastern Europe across both counties.

The Sports Partnership Herefordshire & Worcestershire recognises that inequalities exist within sport and is committed to addressing these inequalities. We aim to ensure all its activities, programmes and schemes are accessible to all individuals and groups within the communities of Herefordshire and Worcestershire, and will endeavour to remove existing financial, physical, political, psychological and social barriers to participation in sport and physical activity. The partnership is fully committed to the principals of equal opportunities and will work towards eliminating discrimination on the grounds of the following characteristics:

- Age
- Race
- Religion/Belief
- Disability
- Gender
- Gender reassignment
- Sexual orientation
- Pregnancy & Maternity
- Marriage & Civil partnership

SPHW recognises the diverse make-up of the two counties and accepts that a pro-active approach must be adopted and additional resources allocated towards project & programmes that target those individuals who do not traditionally access services.

The Sports Partnership Herefordshire & Worcestershire were awarded the Foundation level of the Equality Standard: A Framework for Sport in July 2013 and our equality statement is:

'SPHW acknowledges that inequalities exist within sports participation and provision. It is therefore proactively committed to ensuring that everyone has an equal opportunity to take part in sport and physical activity at the appropriate level.'

Barriers to participation and inequalities will be identified and positive action taken to change the structure and culture of local sport.'

In order to address some of the equalities faced across the two counties we have identified 3 priorities groups to focus the majority of our work on over the next 3 years, those being Women & Girls, Older people and hard to reach children & Young people.

OUR PURPOSE

Create a more active and healthier Herefordshire & Worcestershire by enabling a thriving, sustainable environment of physical activity and sport

OUR VALUES

We have identified 5 key values that we feel reflect the organisation as a whole. They are:

Energy: We are a vibrant organisation that makes sport and physical activity happen, with a hardworking and enthusiastic approach

Quality: We are dedicated to delivering high standards and are motivated to achieve the best results with the greatest impact

Teamwork: We work with integrity and in unity, complementing one another to establish and realise shared goals

Respect: We consider, understand and value other's opinions and circumstances

Inclusive: We are committed to transparency, equality and champion diversity.

Message from Our Chair

The Sports Partnership Herefordshire & Worcestershire is fully committed to equality and diversity across the organisation as a whole and also ensuring that equality is embedded in all of the projects and programmes that we are responsible for delivering. We are also committed to ensuring that this is reflected within our board of Directors and Trustees.

The board of directors will proactively ensure that the organisation and partners we work with uphold the principles identified within the equality policy in that everyone has the right to participate in sport at whatever level and will not be treated less favorably on the grounds of age, gender (including gender reassignment), marriage or civil partnership, disability, race, religion, sexual orientation or pregnancy/maternity (also referred to as the protected characteristics).

Discriminatory behavior by any person working under the SPHW banner will not be tolerated and the Board will take very seriously any allegation of such.

We recognise that we live in a diverse and complex society and because of this we are passionate about promoting equal opportunities in sport and physical activity and enhancing opportunities for under-represented groups to participate.

As chair of the Sports Partnership it is also my job to ensure that the board of directors promotes equality and diversity and we comply with the Sport England Code of Sports Governance. As a board we are committed to meeting the target of encouraging a minimum of 30% each gender on the board. Currently 66% of our board is female – bucking the trend somewhat but we must not rest on our laurels and we will continue to ensure over the course of the next three years that the board is fully represented and that we continue to actively encourage applications from a diverse range of individuals through open and effective recruitment.

The organisation and the board of Directors and Trustees are fully committed to equality and we will continue to review not only our overarching equality policy but also to ensure that the Diversity Action plan is delivered and reviewed appropriately.

Jem Teal
Chair
Sports Partnership Herefordshire & Worcestershire

Recruitment How the organisation will attract an increasingly diverse range of candidates		Code for Sports Governance					
Objective: Embed good diversity and inclusion practice into our recruitment activities and decision making processes	✓		✓	✓			
Priorities	Actions			Person(s) Responsible	Completion Date	Progress	
Short Term:	<ul style="list-style-type: none"> Address gaps in current board through the board skills matrix State a commitment to equality and diversity in all Board of Director's adverts Recruit additional board members to reach target of 30% of each gender on the board Ensure all recruitment processes reflect the organisation's equality policy Advertise board vacancies across a broader range of networks to include but not restricted to Sport England, CSPN, Women in Sport, EFDS, UK Sport, Sporting Equals 			Chair/CEO	<ul style="list-style-type: none"> Nov 2017 Jan 2018 onwards Ongoing – currently 66% female, 33% male Ongoing Jan 2018 onwards 	<ul style="list-style-type: none"> Board skills matrix completed Dec 2017 – gaps identified for 2018 board recruitment Board Advert Oct 2018 – stated boards commitment to equality Board advert Oct 2018 advertise UK 	

	<p>and other agencies and stakeholders</p> <ul style="list-style-type: none"> • Ensure Equality monitoring forms part of all board recruitment to better understand the diversity of applicants • Where possible ensure interview panels have at 1/3rd female representation • Ensure Board induction packs contain copies of equality policies 		<ul style="list-style-type: none"> • July 2018 and beyond • Feb/March 2018 and beyond • Dec 2018 and beyond 	<p>Sport, Reach Volunteering, LinkedIn, CSPN, Via social media & Partners</p> <ul style="list-style-type: none"> • Equality forms part of application process
Medium Term:	<ul style="list-style-type: none"> • Ensure all recruitment processes allow us to attract candidates from a diverse variety of backgrounds • Complete an annual board evaluation and equality monitoring to gather insight into the board make up, barriers, issues and to make recommendations to ensure we continually appoint appropriately. 	<p>Chair/CEO/SMT</p> <p>Chair/CEO/HofBD</p>	<ul style="list-style-type: none"> • Oct 2018 • Nov 2018 	<ul style="list-style-type: none"> • Board advert circulated to a wide range of outlets to attract a diverse candidate base
Long Term:	<ul style="list-style-type: none"> • Review recruitment processes against equality policy • Diversity to be included as part of board effectiveness • Appoint directors/trustees from underrepresented groups (BAEM, Disabled) if identified from within the board matrix 	<p>HofBD/Office Manager</p> <p>Chair/CEO</p> <p>Chair/CEO</p>	<ul style="list-style-type: none"> • Jan 2020 • Jan 2020 • March 2020 	

Engagement		Code for Sports Governance						
Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally		Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board	Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board	Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGBT and socio-economic)	Demonstrate a strong and public commitment to progressing towards achieving greater diversity targets set out in Reg 2.1	Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 2.1	The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)	The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Reg 2.2
Objective: communicate effectively the organisation's commitment to equality and diversity			✓			✓		✓
Priorities	Actions	Person(s) Responsible			Completion Date		Progress	
Short Term:	<ul style="list-style-type: none"> Board to write and agree a diversity statement to be published on the website Publish details of the diversity of staff and directors within the annual report To maintain the foundation level of the Equality Standard Publish Diversity Action Plan on website following board approval Equality & Diversity to become a standard agenda item at Board meetings 	<ul style="list-style-type: none"> Board of Directors / Head of Business Development CEO/Marcomms Officer Head of Business Development 			<ul style="list-style-type: none"> Jan 2018 April/May 2018 Ongoing Sept 2018 Ongoing 			
Medium Term:	<ul style="list-style-type: none"> Review Equality policy in line with review dates 	<ul style="list-style-type: none"> Head of Business Development 			<ul style="list-style-type: none"> Jan 2019 		In progress - Feb 2019	

	<ul style="list-style-type: none"> • Ensure all board details on SPHW website are regularly checked and updated • Review equality pages on SPHW website to ensure communication is up to date and relevant • Review stakeholder engagement to ensure it meets the organisations priorities and that we are engaging in the right sector • Identify an equality champion from current board members who will support the Board & SMT to deliver the DAP and champion E&D across the organisation 		<ul style="list-style-type: none"> • Ongoing • April 2018 • Jan 2018 and ongoing • Sept 2018 	
Long Term:	<ul style="list-style-type: none"> • To achieve the Intermediate level of the Equality Standard for Sport 	<ul style="list-style-type: none"> • Head of Business Development 	<ul style="list-style-type: none"> • End 2019/Early 2020 	

Progressing talent from Within		Code for Sports Governance						
		Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board	Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board	Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGBT&T and socio-economic)	Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGBT&T and socio-economic)	Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 2.1	The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)	
Objective: A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.		✓						
Objective: Implement effective processes to develop staff/board, encourage employees to undertake CPD and ultimately develop a diverse and talented board of directors and employees								
Priorities	Actions	Person(s) Responsible			Completion Date	Progress		
Short Term:	<ul style="list-style-type: none"> Ensure staff appraisals identify training and development required All staff to complete on line diversity training Diversity training to be part of new staff & Board inductions Allow staff members to attend board meetings as observers to gain an understanding how a board works 	CEO / Line Managers			<ul style="list-style-type: none"> Dec 2017 and annually March 2018 As an when required Each board meeting commencing Sept 2018 	<ul style="list-style-type: none"> Educare training modules purchased and all staffs have completed equality & Diversity training 		
Medium Term:	<ul style="list-style-type: none"> Review training and development needs using information from the board skills matrix to determine future board training Directors to mentor staff as and when appropriate to enhance their 	<ul style="list-style-type: none"> Chair/CEO Board of Directors/Line Managers/operational staff 			<ul style="list-style-type: none"> Dec 2018 Late 2018 			

	<p>understanding and competence of key areas of specialisms</p> <ul style="list-style-type: none"> • Develop staff succession plan to promote from within if suitable and appropriate 	<ul style="list-style-type: none"> • CEO/SMT 	<ul style="list-style-type: none"> • Late 2018 	
Long Term:	<ul style="list-style-type: none"> • Ensure the diversity of the staff and board continually reflects the demographic profile of H&W and improve if required 	<ul style="list-style-type: none"> • Chair/CEO/SMT 	<ul style="list-style-type: none"> • January 2020 	

Who are the key people responsible for the delivery of this plan?

The Board of Directors, led by the chair of SPHW, are key to the successful implementation of the Diversity Action Plan. It is their involvement, commitment and leadership that will drive the success of this plan. It is also key that the team within SPHW led by the CEO and Senior Management Team understand and support not only the delivery of the DAP but also the wider equality policy and action plan. A champion for equality and Diversity will be identified from the existing board to support the organisation and board to achieve the actions outlined in this plan.

How will we measure overall success?

Success will be measured by achieving what is laid out in the DAP over the next 3 years and that we see greater representation by under represented groups across all out the organisations project programmes, staffing and board of directors. The DAP and demographic makeup of the organisation and the board will be reviewed annually and where necessary any under-representation will be addressed.

How does your Diversity Action Plan (DAP) cross-reference other parts of the code or other relevant equality or diversity monitoring standards/framework?

It will be reviewed annually and linked to the Equality Standard for sport and the organisations equality policy and action plan. The DAP will also form part of the annual board review.