



Equality Standard – A Framework for Sport Consultation on the Equality Action Plan

RECOMMENDATION

1.1 That the Minority Ethnic Communities' Advisory Committee consider the draft Equality Action Plan attached and feedback views on:-

- whether the actions listed will encourage more members of BME communities in the City and County to become more physically active and play a greater role in the organisation and leadership of sport in the City,
- whether there are any key omissions from the draft action plan,
- whether there are key groups or projects within the City that Derbyshire Sport should work with to develop further this action plan and to develop future projects and programmes.

SUPPORTING INFORMATION

- 2.1 Derbyshire Sport is one of 49 County Sports Partnerships (CSPs) in England. It is recognised by the Department for Culture, Media and Sport and Sport England as the strategic lead body for Sport in Derbyshire and Derby City.
- 2.2 It has this lead role because it is a voluntary partnership of all the key partners operating in the county and city with an involvement in sport and or physical activity. These partners include Derby City Council, all the district or borough councils in the county, Derbyshire County Council, Derbyshire PCT, the Peak Park Authority, school sport partnerships, HE/FE sector, sport governing bodies, community sport networks and sports clubs and coaches.
- 2.3 All the partner organisations that form Derbyshire Sport share a desire and commitment to improve the quality of life for people in Derby City and Derbyshire through sport.
- 2.4 The Equality Standard is a framework to guide sports and community organisations towards achieving equality. It is designed to assist organisations in developing structures and processes, assessing performance and ensuring continuous improvement in equality. It was developed through collaboration of the four Home County Sports Councils and UK Sport, and is supported by the Central Council for Physical Recreation, The Women's Sports Foundation, the English Federation of Disability Sport and Sporting Equals.
- 2.5 The Standard was developed because research shows that many sports have low participation levels by women and girls, ethnic minority groups and disabled people.
- 2.6 The standard focuses on two broad areas:
- Developing your organisation – how the organisation operates (internal)
 - Developing your service – what the organisation does (external).
- 2.7 There are four levels of achievement:
- Foundation – the organisation is committed to equality, has an equality policy that has been widely communicated and understood and the organisation is aware of its current profile in terms of equality.
 - Preliminary – the organisation understands the barriers faced by under-represented groups and has an equality action plan in place to address these barriers. This plan is widely communicated and staff and volunteers understand their role in delivering against the action plan.
 - Intermediate – the organisation has increased the diversity of its leadership, staff, board and key volunteers and has increased the diversity of the people participating in its programmes and or services. All internal policies pay due regard to diversity.
 - Advanced – Equality is central to the way the organisation carries out all of its work. The profile of leaders, staff, coaches, officials and participants matches the profile of the community served. More representatives from under-represented groups are involved in sport at all levels, from clubs to performance and elite sport.
- 2.8 Derbyshire Sport aims to achieve the Foundation and Preliminary levels of the Standard by 31 March 07. A requirement of the Preliminary level is the production and approval of an Equality Action plan.

2.9

Derby City Council is working towards achieving the 5 levels of the Equality Mark for Local Government hence the Equality and Diversity Plan has been produced. As a partner, Derby City Council's contribution to Derbyshire Sport's Equality Action Plan and achievement of the Equality Standard for Sport forms part of Derby City Council's actions and evidence for the achievement of the Local Government standard.

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Background papers: Draft Equality Action Plan
List of appendices: Derbyshire Sport Equality Policy

IMPLICATIONS

Financial

1.1 N/a.

Legal

2.1 The Equality action plan will help fulfil the Council's Positive Duty which comes into force in April 2007, to promote gender equality alongside disability equality and race equality.

Personnel

3.1 N/a.

Equalities impact

4.1 Members of BME communities are less likely to participate in sport or physical activity than than the population as a whole as the following research shows.

Only 17% of BME adults over 16 participated in moderate intensity sport for at least 30 minutes on at least 3 times in 1 week compared to 38% of the total adult population. (DCMS National Survey of Culture 05/06 Preliminary results)

The General Household Survey (2004) presented the following participation rates for members of different communities. This is a measure of the number of adults who have participated in sport on physical activity at least once in the previous 4 weeks to the survey. 2001)

41% White British

48% White British Male

34% White British Female

45% Other White

47% Mixed

55% Mixed Male

39% Mixed Female

26% Indian

30% Indian Male

22% Indian Female

18% Pakistani/Bangladeshi

21% Pakistani/Bangladeshi male

15% Pakistani/Bangladeshi female

34% Other Asian

25% Black Caribbean

29% Black Caribbean Male

21% Black Caribbean Female

32% Black African

37% Black African Male

27% Black African Female

38% Other Black

Corporate priorities

- 5.1 The proposal comes under the Council's objective of providing healthy, safe and independent communities
- 5.2 The proposal furthers the priorities of working in partnership to reduce crime and the fear of crime integrating and improving children's services working in partnership to achieve socially cohesive communities.

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Background papers:	Draft Equality Action Plan
List of appendices:	Derbyshire Sport Equality Policy Derbyshire Sport Equality Audit 2006 Report