

## Draft Derbyshire Sport Equality Action Plan 2007-2010

**Deadline for receipt of comments is Monday January 8th 2007.** You can enter your comments in the boxes beneath each output or make changes (in a different colour) to the actual text. E-mail your comments to [margaret.blount@derbyshire.gov.uk](mailto:margaret.blount@derbyshire.gov.uk) or print out and post to Margaret Blount, Derbyshire Sport, Lea Green Conference Centre, Main Street, Lea, Matlock, Derbyshire DE4 5GJ. Many thanks

### Your Details (please leave blank any sections that you do not wish to complete)

Name		
e-mail address		
Organisation		
Your Role within Derbyshire Sport		Please indicate
	Executive Group member	
	Partnership Group member	
	Employee of Derbyshire Sport	
	A member of a Community Sport Network	
	A member of a District Disability Sport Network	
	A Community Sports Coach	
	Other	
	No involvement with Derbyshire Sport	
Your Gender		Please indicate
	Female	
	Male	
	Transgender	
To which ethnic group do you consider yourself to belong to?		
Do you regard yourself as a disabled person?		Please indicate
	No	
	Yes	

## Draft Derbyshire Sport Equality Action Plan 2007-2010

### General Comments

Outputs	Targets/Actions	Evidence/KPIs	Deadline	Lead (Support) Officers
<b>Strategic Goal 1- Increasing Participation : Developing the organisation</b>				
All partner organisations within Derbyshire Sport adopt this action plan and work with Derbyshire Sport staff to achieve the targets listed.	Final plan following consultation approved by DS Executive (02/09/07) and Partnership Groups (14/03/07)	Derbyshire Sport Equality Action plan approved by 8 District authorities in county and by Derby UA	31/09/07	DJ (MB)
Derbyshire Sport has achieved the intermediate level of the Equality Standard for Sport	Comprehensive portfolio produced and submitted for independent assessment		31/03/2010	MB
5 Partner Organisations have achieved the Equality Standard for Sport or equivalent relevant equality standard	Equality Standard promoted as part of the Equality event	5 partner organisations made commitment	31/03/2008	MB and partner orgs

	Key organisations targeted to take part and support network set up	5 partner organisations achieved first 2 levels of standard	31/03/2010	MB and partner orgs
Derbyshire Sport has increased the diversity of its leadership i.e. staff, Partnership Group and Executive Group	Review and equality proof the recruitment process of staff and volunteers including materials used, how positions are advertised, the application process, induction process	New materials available including new induction pack containing equality policy, action plan, relevant statistics relating to under represented groups	31/09/07	MB
	Targets set with action plan for the recruitment of representatives from under represented groups on the Executive and Partnership Group	Agreed targets published	31/07/2007	DJ and Groups
		Proposed targets : Increase number of women representatives on the Partnership Group from 9 (27%) to 15 (33%) by 31/03/10	31/03/2010	
		Proposed targets : Increase number of members of the Partnership Groups from BME communities to 2 by 31/03/10	31/03/2010	
		Proposed targets : Increase number of members of the Partnership Group from disabled people from 2 (5%) to 4 (10%) by 31/03/10	31/03/2010	
		Proposed targets : Increase number of women representatives on the Executive Group from 5 (35%) to 7 (50%) by 31/03/10	31/03/2010	
		Proposed targets: Ensure that members of the BME community and disabled people sitting on the various CSNs in the county are encouraged and supported to put themselves forward as CSN representatives on the Executive Group	31/03/2010	MB

	Key workers in county. E.g.. Disability Sport Officer, Sport in Communities Officer, Voice EM, EFDS identify individuals who could take on these roles		31/03/2008	MB and key workers around county
	Leadership /mentoring programme developed for individuals identified as being potential members of Executive Group or Partnership Group		31/07/2008	MB
	Mentoring training set up for Executive Group members and Derbyshire Sport staff	x training courses run	31/09/2008	MB
	Mentoring partnerships set up with existing Executive Group members	minimum of 5 mentoring partnerships set up	31/12/2008	MB, DJ and Ex Group
	Mentoring partnerships set up with Derbyshire Sport staff and individuals wanting to develop their careers in sport, identified through LA, clubs, NGB, partner organisations	minimum of 6 mentoring partnerships set up	31/12/2008	MB
District based Community Sport Networks have increased the diversity of their membership	Targets set with action plan for the recruitment of representatives from under represented groups on CSN	Agreed targets published	31/03/2008	MB and CSNs
All Derbyshire Sport policy and procedures are reviewed and revised in terms of equality on a regular basis.	Policies are amended as required		31/03/08 ongoing	MB
	Equality objectives set as part of the annual appraisal process for all Derbyshire Sport staff		31/03/2007 ongoing	DJ, MB, PC, DN

	Training needs in relation to this action plan are assessed and included in the annual training plan of Derbyshire Sport staff.			
Derbyshire Sport has dedicated resource to develop sporting opportunities for disabled people	Full time disability sports officer recruited and started in the post	Officer in post	31/05/2007	MB
	Funding raised to continue post beyond 3 year Community Investment funding award	Income for officer in 2010/2011 budget	31/03/2010	MB
	Each district is covered by a functioning district disability sport network on which disabled people sit, has an action plan, and is represented on the district CSN.	District disability sport networks are functioning in all 9 districts	31/03/2008	Dis officer, SDO
	Part time worker appointed to work with Inclusive Fitness Initiatives sites in county and private gyms to promote the use of these facilities to disabled people, meeting participation, volunteering, training and funding KPIs agreed with Sport England.	KPI are reported on and targets are met	31/06/09	MB, IFI officer, IFI sites
Expertise on working with BME communities available in county	Sport for Communities funded officer employed by Derby City Council to provide advice and support to others around the county working with members from the BME community	Officer in post	31/03/2007	Derby City Council
		x one to one advice sessions held with SDOs and other development workers around the county	31/03/2010	Sport for Communities Officer

<b>Strategic Goal 1- Increasing Participation : Developing the service</b>				
All CSNs to have set district based targets and action plans for increasing participation rates in under represented groups by 1.5% year on year 2400 more members (above the Active People base line) of the BME community across the county take part in sport and or physical activity 3 times per week. 8500 more disabled people (above the Active People base line) across the county, part in	Participation targets for disabled people, BME communities, women and girls and people on low incomes to be included in CSN action plans.	8 CSN action plans to include participation targets with actions for at least 4 under represented groups	31/06/07	MB (and relevant SDO)
	District based Outdoor Sports and Recreation Groups aware of and committed to delivering against these targets.	4 Outdoor plans include sub targets with actions for at least 4 under represented groups	31/03/2008	CK (MB and relevant
	Disability Sport Networks aware of and committed to delivering against these targets	4 disability plans include targets with actions for increasing the participation levels of disabled people	31/06/07	Dis Officer (and relevant SDO)
		Further 2 disability plans include targets with actions for increasing the participation levels of disabled people	31/12/2007	Dis Officer (and relevant SDO)
	District based Physical Activity Networks (separate to CSNs) are aware of and committed to delivering against these targets	x plans include sub targets with actions for at least 4 under represented groups	31/03/2008	AC (MB and relevant SDO)
	Specialist Sports Colleges in the County and City are aware of and committed to delivering against these targets	x plans include sub targets with actions for at least 4 under represented groups	31/03/2008	SJ, Comm Sport Dev Officers

Increase by 1.5% year on year the number of people from lower income groups encouraged to use LA leisure facilities due to reduced costs and improved programmes, access etc.	Derbyshire Leisure card being used in 6 authorities	6 Local authorities using Derbyshire Leisure card to monitor attendance and develop marketing and programmes targeted at representatives from under represented groups	30/09/2007	PC (and relevant LO)
	IT system identified to allow 3 other authorities to use system	Further 3 Local authorities using Derbyshire Leisure card to monitor attendance and develop marketing and programmes targeted at representatives from under represented groups	31/03/2008	PC (and relevant LO)
	Opinion meter surveys of current users to identify what would make facility more accessible to them, their friends and family.			LO and facility Manager
	New programmes, activities developed in response to analysis and participation levels monitored and evaluated.			LO and facility Manager
Continuous Professional Development Programmes for coaches in the county to include training courses and practical sessions on the barriers faced by under represented groups and how these can be overcome.	Coach mark standard to include following 2 theory based courses; Equity in your coaching and Working with Disabled People.	x coaches met the Coach Mark standard	31/03/2008	AS, Sports Coach UK,
	Practical coaching course to be developed to supplement above 2 courses as part of the Coach Mark standard requirement.	x practical courses delivered to coaches registered for the Coach Mark standard	31/03/2008	AS, Sports Coach UK,

Coaches employed on the Community Sports Coaches programmes have appropriate targets (depending on their location, skill base, sport specialism) to deliver coaching sessions to children and young people from under represented groups	Employers of CSC to agree targets with CSC	x coaching sessions delivered to children with special needs x coaching sessions delivered to girls, x coaching sessions delivered to schools with high % BME pupils, x coaching sessions delivered in Neighbourhood Renewal areas or similar etc	31/07/2007	AS, Employer and CSC
	Employers of CSC to identify training needs of CSC in delivering these targets		31/09/2007	AS, Employer and CSC
	Derbyshire Sport to organise training to meet training needs if not available already from other sources		31/12/2007 and on-going	AS, MB, Sports Coach UK
Workforce Development Plan produced by Derbyshire Sport for employees and volunteers 'working' in sport in Derbyshire includes the training needs of these staff and volunteer groups in relation to equality	On going equality in sport training programme set up open to staff and volunteers operating within the county	X participants on equality training programme, x training courses taken place	31/03/2008	MB AS
	Training programme to take account of results of Active People survey in county			
Workforce Development Plan produced by Derbyshire Sport for employees and volunteers 'working' in sport in Derbyshire addresses the training needs of individuals from under represented groups who are part of the mentoring programme.	Training needs assessment will be undertaken on any individuals being mentored by Derbyshire Sport staff and or Executive Group members to identify any skills gaps.	X training needs assessments completed	31/03/2009	AS



	Training plans developed for these individuals and mentors to ensure delivery of the plan via shadowing, independent learning, attendance at DS organised courses or external courses	X training plans delivered	31/03/2010	MB AS
Derbyshire Sport's Coach Bursary Scheme and Coach Mark scheme are promoted to and accessed by coaches from under represented groups	Individuals from under represented groups identified by key workers in the county e.g. disability sport officer, Sport in Communities Officer, EFDS, Voice EM, Sporting Futures are encouraged to work towards Coach Mark and apply for Coaching bursaries			Key workers
	Sessions promoting Coach Mark are held for individuals identified by key workers in the county e.g. disability sport officer, Sport in Communities Officer, EFDS, Voice EM, Sporting Futures.	2 sessions per year run	31/03/2010	AS
		10% coaches with Coach Mark are from under represented communities	31/03/2010	AS
	Priority will be given to applications for Coaching Bursary awards from coaches from under represented groups	Min of 60% of coaching bursary budget to be allocated to coaches from under represented groups	31/03/2010	AS
Consultation on programme development takes place directly with representatives of under represented groups especially those not currently involved in sport or physical activity.	Consult with Derby City Council' s Gender Diversity Forum, Minority Ethnic Communities Diversity Forum and Disabled People's Diversity Forum on relevant projects.		31/03/2007	MB

	Consult with Derbyshire County Council Advisory Committees and staff representative groups on relevant projects.		31/03/2007	MB
	Identify a group of disabled people who are willing to be consulted on programme development and equality issues	Consultation group on sport for disabled people set up and met at least once	31/03/2008	Disability Sports Officer
	Identify a group of people from BME communities who are willing to be consulted on programme development and equality issues	Consultation group on sport for people from BME communities set up and met at least once	31/03/2008	Sporting Equals Development Officer, DCC
	Identify a group of women who are willing to be consulted on programme development and equality issues, possibly to be organised on an area basis.	Consultation group on sport for women set up and met at least once	31/03/2008	MB and relevant SDO
PESSCL Pilot programme is exceeding its agreed KPIs for the numbers of young disabled people and young people from BME communities that have completed the Step in to Sport programme and are signed up to the Leadership Academy	Disabled and BME young people interested in the programme are identified by Sscos, Disability Sport Officer, Sport in Communities Officer, Voice EM, Sporting Futures and encouraged to take part	x young people from BME communities have completed x hour volunteer placements	30/08/2008	SJ,Sscos
	Any additional support possibly required by these young people is identified and provided by the most appropriate organisation.	x disabled young people have completed x hour volunteer placements	30/08/2008	SJ,Sscos
	A target for girls' participation in the SIS programme is set and girls are identified by Sscos, Disability Sport Officer, Sport in Communities Officer, Voice EM, Sporting Futures and encouraged to take part	x girls have completed x hour volunteer placements	30/08/2008	SJ,Sscos

<b>Strategic Goal 2 - Improving Performance : Developing the organisation</b>				
Derbyshire Sport has dedicated resource to develop sporting opportunities for disabled people	Full time disability sports officer recruited and started in the post	Officer in post	31/05/2007	MB
<b>Strategic Goal 2 - Improving Performance : Developing the service</b>				
Every county sport development plan produced by governing bodies include participation and performance targets and actions for representatives from under represented groups	County reps of governing bodies understand REGARDS acronym and barriers faced by athletes from under represented groups	20 county development plans produced including participation, coaching and performance targets for under represented groups	31/03/2008	DN and governing bodies
	County plans support the delivery of the Equality Framework standard in the NGB			
All competition frameworks developed in county are inclusive at least up to School Sports Partnership level.		x competition frameworks produced	31/03/2008	DN, governing bodies, PDM
Performance Pathways in place for disabled athletes	Performance pathways developed with governing bodies, PDM, disability sport networks	10 performance pathways are published and activated across at least 4 districts in the county	31/03/2008	DN, DO, governing bodies, PDM

Paralympics				DJ
Every sport development plan produced by the 5 HE/FE institutes in the county include participation and performance targets and actions for representatives from under represented groups	HE/FE representatives understand REGARDS acronym and barriers faced by athletes from under represented groups	5 HE/FE development plans produced including participation, coaching and performance targets for under represented groups		DJ, HE/FE worker
<b>Strategic Goal 3 - Improving the profile of Sport : Developing the organisation</b>				
<b>Strategic Goal 3 - Improving the profile of Sport : Developing the service</b>				
Positive role models from under represented groups are promoted widely in communications around the county	Derbyshire Sport Patrons scheme to include a diversity of athletes .	2 Sports Patrons are disabled athletes, 2 Sports Patrons are from BME communities, 5 Sports Patrons are female.	31/03/2008	DJ
	Make use of Sport England's Sporting Champions	3 visits per year of athletes to encourage more participation by under-represented groups	31/03/08 on going	MB RW

The number of nominations for the Sport Awards from disabled athletes, athletes from BME communities and for females has increased from the 2006 baseline.	Sports awards promoted widely around the county to traditional and non traditional sports organisations via key workers in the county e.g. disability sport officer, Sport in Communities	Number of nominations received from disabled athletes, female athletes and athletes from BME communities increases by 10% year on year	31/03/2010	RW and partners
All promotional materials, published and web based, produced by Derbyshire Sport are equality proofed	Appropriate images are used and text is available in alternative languages and formats		31/03/2007	Dis Officer, RW
Derbyshire Sport website provides is source of expertise on equality issues including barriers to participation, good practise and available opportunities	Derbyshire Sport web site developed to become the first point of reference for any information on sporting opportunities, inclusive and dedicated for disabled athletes.	Inclusive and dedicated sections of web site set up	31/03/2007	MB RW
		Number of hits to the dedicated disability section of web site increases by 10% year on year	31/03/2010	Dis Officer,
	Promote links to the 'What Works for Women' website and other key websites		31/03/2007	RW

The amount of press coverage in the county media on women's' sport is increased.	Meetings set up with key sports correspondents in local media to make the case for increased regular coverage e.g. women's football, women's cricket, netball.	Regular columns in on female sport in Derby Evening Telegraph, Derbyshire Times and other papers in county	31/03/2008	RW