The Equality Standard
A Framework for Sport

NEWS

Edition 46 January 2009

A monthly e-news publication
supported by all Sports Councils

Welcome

Hello and welcome to the 46th newsletter. A happy, healthy and successful new year to all readers. There have recently been a number of new recipients added to the distribution list. A warm welcome to you all and we hope you find this newsletter informative and interesting. To achieve this most effectively, we need your input and you will see that in this edition there are contributions from a variety of agencies about a wide range of topics. We try to ensure that we cover all equality strands and this edition carries 2 major pieces relating to sexual orientation. Please forward this newsletter to anyone you think may be interested and get them to contact Roger Clifton at roger@vagaassociates.com if they would like a copy sent directly to them.

The main features in this edition are:

- Report on the recent equality seminar
- Proactively promoting cycling to the LGB&T community
- A chance to publicise your activities
- Stonewall's 2009 Workplace Equality Index
- An employment opportunity
- A variety of general information of interest and new resources of use
- Achievements
- Calendar of forthcoming events.

The 2008 Equality Seminar

Our thanks to Charlie Edward, Equality Policy Officer at UK Sport, for providing the report below. A page has been created on the Equality Standard website containing information relating to, and presentations made at, the event and can be accessed via 2008 equality seminar.

The third UK Equality Standard seminar was held on 4 December 2008 in Belfast and was hosted by Sport Northern Ireland. 50 delegates attended the seminar from across the UK. A range of Governing Bodies, Sports Organisations, Equality Standard Advisors and Verifiers and Sports Council staff were in attendance.

Opening Presentation – Dr Olive Brown, Sport NI Board member

In Dr Olive Brown's opening speech she highlighted the benefits of sport and how Sport NI is working towards increasing participation in underrepresented groups.

Sports Council Equity Group Presentation – the year's achievements

The Sports Councils' Equity Group (SCEG) has experienced a change in personnel with the departure of Jill Bennett and Kristi Long of sportscotland and Tim Woodhouse of Sport England. Each of their contributions have been of the highest quality and enabled the Equality Standard to go from strength to strength. Since its inception in 2004, over 120 sports bodies have achieved at least the Foundation level of the Standard, with 40 and 2 organisations reaching the Preliminary and Intermediate levels respectively. Great credit must go to all of these sports bodies for their commitment to action and delivery of change within their sports.

SCEG is committed to continuous improvement and significant changes in the assessment process have enabled sports organisations to take a more flexible approach to each outcome and presentation of evidence. Furthermore, additional resources have been invested in training Equality Standard Advisers and Verifiers to work with organisations working towards the Standard. SCEG members have made long term commitments to the implementation of the Standard as part of their own equality frameworks and four sports councils have incorporated it into their funding agreements. All sports councils will continue to work with their partners, including CCPR, to ensure a systematic and supported route to equality through the Standard.

Keynote Presentation – Paralympians – Michael McKillop, Jason Smyth and Coach Stephen Maguire

The SCEG presentation was followed by a question and answer session with Paralympians Michael McKillop and Jason Smyth and Jason's coach, Stephen Maguire. During this session, the athletes reflected on both their positive and negative sporting experiences. Stephen also gave insight into some of the barriers he had come across in his role as coach.

Foundation, Preliminary and Intermediate Workshops

These workshops provided delegates with the opportunity to learn more about the Foundation, Preliminary and Intermediate levels of the Standard. These sessions offered the opportunity to learn lessons from Governing Bodies and Sports Organisations that have achieved the level, whilst highlighting an insight into sharing their experiences.

Key Note Presentation – Olympian – Michaela Breeze

Michaela's presentation was both inspirational and thought provoking. She talked about the journey that took her from being inspired into weightlifting as a school girl through to her achievements on the international stage in the Commonwealth Games, World Championships and Olympics.

She revealed some of the challenges she faced being a woman in a predominately male sport and suggested that all sports should be questioning themselves and asking what they can do to positively encourage girls into sport.

Research workshops – Disability, BME communities and Sexual Orientation

These workshops focused on the research that is being undertaken by the Sports Councils on Disability, BME Communities and Sexual Orientation and sport.

Olympic and Paralympic Team Research

UK Sport in partnership with the British Olympic Association and Paralympics GB undertook a research project to understand the equality profile of the teams that represented GB in the Beijing Olympics and Paralympics. UK Sport and Paralympics GB presented the key findings of this research.

Seminar feedback

Overall the feedback was very positive with all delegates having found Michaela Breeze's speech in the afternoon very inspiring. Delegates also found the workshops session very beneficial.

SCEG is extremely keen to improve this seminar year on year, so any additional feedback from delegates would be very welcome and should be sent directly to Gayle Logan at gayle.logan@sportni.net.

CTC creates new LGB&T group

Within the cyclists Touring Club (CTC), a number of lesbian, gay men, bisexual and transgender (LGB&T) people have joined together to help start a new Member Group. CTC already has LGB&T members active in local groups and the new group would like to encourage more LGB&T members to join these. In addition, the new group is planning specifically LGB&T-focused rides, including a London to Brighton Ride to coincide with Brighton Pride on 2 August 2009.

The group has been formed by Barry Jordan, CTC Councillor and Equality Champion and The new Group details, along with access to the LGB&T forum, are on the CTC website at LGB& T group. Alternatively, if you require more details, contact Barry at Barry.jordan@CTC.ORG.UK.

However, the group is not just concentrating on planning future activity. They have already been part of an innovative exercise by taking a stall at last years Unison annual national LGB&T conference. Supporting the old adage that it is who you know that counts, CTC, who have good contacts within the union in the South-West region, managed to get in one of the best positions outside the door to the main conference hall. So popular was the stall that all the CTC LGB&T flyers had gone by 10 am, with the reflective snap bands and puncture repair kits not lasting much longer. But throughout the morning, and especially at lunchtime, loads of the CTC general leaflets were taken and most delegates stopped to check out the notice about the new LGB&T Group being set up. Visitors to the stall who showed an interest included UNISON's South West Region Vice-Chair and the Acting Director of the British Institute of Human Rights.

Everyone's response was positive and it was appreciated that CTC had made an effort to come to an LGB&T event and promote itself.

Some Conference delegates were already CTC members and were thrilled to hear of the new group. Others were cyclists, but either had not thought of joining CTC, or had lapsed – and for them the news of CTC's new LGB&T Group sparked an interest. Several non-cyclists also stopped at the stall, saying their partner was a cyclist. And then there were the ones who intend to start cycling.

On the whole, this was a great success for CTC and a very positive way of publicising the organisation and their activity to an underrepresented group. CTC will certainly be carrying out similar exercises in the future and would recommend this method of promotion to other sporting organisations.

The Urban UK directory and Website

Our thanks to Emma Satterford of Urban UK for providing the following piece.

Urban UK and Urban Publishing Limited are a company set up in 2006 with the aim of eliminating barriers within employment, education and training for minority groups in the UK. We also promote fostering and adoption, housing and sports within our publications. Our main aim is to show people from disabled, ethnic minority and underprivileged backgrounds that there is a need for them in all parts of today's society, and that there are now Laws and Acts in place to allow them to reach for their goals without fear of discrimination.

Our main publication to get this message across is the annual Urban UK Directory, brought out every year to coincide with Black History Month. 20,000 copies are distributed nationwide to schools, colleges and universities, libraries, job centres, youth and community groups, city and race equality councils, and citizens advice bureaus. It includes current information about equal rights, current legislation and helpful links for people who need advice about specific problems.

As well as the Directory, we have a website, www.urbanukonline.com, which we use to:

- advertise jobs and courses from equal opportunity employers and educators
- profile clients from the Directory as diverse organisations
- link to organisations that give advice and help to people in regards to employment, education and minority support.

We are proud to be promoting Kick It Out, to help raise awareness of racism within football. We are also proud to work with such organisations as DEFRA, DCMS and Everton Football Club, but we would like to be able to increase the number of sporting organisations that want to step forward and show that they are committed to equal opportunities. Sport is something that unites nations and people in a way no other activity really can, with the variety of clubs, leagues and competitions that go on throughout the year. The passion and the personal growth that sports encourage is something that everyone should have a chance to experience.

Currently we hope to increase our connections with the sporting industry, to make sure that we cover equality and integration properly. If you would like to promote your organisation with us, or share links so that we can work together for social inclusion, we would be grateful to hear from you. For more information about us please visit our website, or you can contact us on 0151 708 5775, or Email info@urbanukonline.com.

Lloyds TSB named most gay-friendly employer in Britain for 2009

The launch of the 2009 Stonewall Workplace Equality Index took place on Wednesday 7 January 2009. The top employer for 2009 is Lloyds TSB, rising from 6th in 2008. Hampshire Constabulary, one of three police services in the top ten, comes second, up from third last year. Brighton & Hove City Council are third and Kent Police are fourth in the Index. The law firm, Simmons & Simmons, are named Most Improved Employer and the Home Office wins an award for Network Group of the Year.

Fiona Cannon, head of equality and diversity at Lloyds TSB, said good diversity policies "simply make good business sense".

The top 100 employers were ranked according to criteria ranging from implementation of effective equality policies to practical demonstration of good practice in recruitment and mentoring and how they engage with lesbian and gay staff, customers and service users.

317 employers took part in the benchmarking exercise this year up from 136 in 2005 (the first year of the Index) and 240 in 2008. Professional services, police and investment banking were the top performing sectors with twenty three sectors entering the index. Some sectors, such as law and housing, have

improved markedly year on year. Other sectors, such as media, retail, construction and the NHS are not so well represented. Only one NHS trust, Tower Hamlets, was among the top 100, ranked at 58. Fourteen councils made the top 100 with three reaching the top 10. The voluntary sector did not feature strongly, although last year's overall winner, the crime charity Nacro, remained in the top 10. The media industry had just one entry in the top 100, Time Warner, in 90th place.

"There are sectors such as the police which perform exceptionally well in the index but then there are sectors such as construction and media which don't," David Shields, director of Stonewall's Workplace Programmes said. "But it can take a few years from when an organisation decides to improve in this area to begin to see some results. We are always working with organisations in [under-represented] sectors such as the NHS, retail and the media to help them improve." He continued: "I think for banks, for example, there is a real emphasis on the bottom line and they are recognising that fair employment practices directly impact on performance. I wonder if with the education or media sectors they believe they are already good and don't feel the need to measure it."

In addition to challenging employers, Stonewall also offers solutions. Of the 100 organisations making the list, 99 are part of Stonewall's Diversity Champions programme. These are the organisations that choose to work with Stonewall to improve and maintain their competitive advantage.

For further information about the Diversity Champions Programme, contact Stonewall's Workplace team by telephone on 020 7593 1868 or via Email workplace@stonewall.org.uk. To learn more about the Index, to see the full list of the top 100 organisations, or to download Workplace Equality Index resources, click on WEI.

Wanted: Doping Control Officers

Our thanks to Chris Argyle, Logistics Officer at UK Sport, for providing the information below.

Throughout the yearly sporting calendar UK Sport runs an effective and professional anti-doping programme for Olympic, Paralympic and Professional Sports. We conduct on average 7,500 tests across 45 sports and to run this programme successfully we require professional Doping Control Staff to help in this aim.

We are committed to the diversification of the Doping Control Staff and welcome applicants from all sections of the community and we would be interested in hearing from people who have the following skills:

- Ability to follow processes
- Excellent communication skills
- A successful team player
- Dealing with information in a confidential matter.

Within our Doping Control Scheme we currently employ three levels of positions:

- Chaperones: The notification and constant observations of athletes selected for doping control, from the playing area to the doping control station
- Doping Control Officer: The collection and division of an athletes urine sample
- Blood Collection Officer: The collection and division of an athletes blood sample

All work offered to our Doping Control Staff is provided on an ad-hoc basis and therefore we require applicants with a high degree of flexibility. However this does also mean that applicants do have some control about how often they work. In terms of remuneration, UK Sport offers the following:

- Chaperones: £70 per tests lasting six hours
- Doping Control Officer: £70 per tests lasting six hours
- Blood Collection Officer: £100 per test regardless of hours worked

Note: Please be aware that we offer additional payments if a tests duration exceeds six hours.

All three roles are based on Independent Subcontractor basis and Doping Control Staff are needed across the country. The UK Sport recruitment process is an open process and has no closing date.

If this opportunity is of interest to you please email Chris Argyle (Logistics Officer) at chris.argyle@uksport.gov.uk for further details.

A selection of general information of interest.

This section contains information that may be of interest as well as useful new resources.

Gamechangers - Are you changing the game for women in sport?

There is a new UK competition (backed by Nike and the Women's Sport and Fitness Foundation) to find the best examples of community projects which use sport to improve the lives of women and girls.

The website Changing the game is collecting and posting examples of good practice for people to learn from and provide comments about.

Anyone can nominate or enter a project on the website, so if you are part of a project (or you know of one) that is changing the game for women in sport, then

please enter it. It could be a girls' football team which is doing good things in the community, a running club allowing women to run safely through the dark winter or anything else that you know is happening.

There is a cash prize for the best UK entry, but it is also part of a worldwide competition (run by Ashoka) so the chance of international glory is very real. We would encourage as many entries as possible (there is no charge for entry) – even if you don't think you have a chance of winning, your project will benefit from helpful comments from across the globe.

And if you don't have a project to enter yourself, log on to the website and start to learn about how women are benefiting through sport across the world. Why not add your comments to someone else's project?

Scottish Disability Sport National conference

The Scottish Disability Sport (SDS) national conference will be held in Edinburgh on Thursday 26 February, commencing at 9.30 and finishing by 15.30. The programme includes:

- Keynote Speaker, 'An Inclusive Approach to Physical Education and School Sport?' – Maureen Watt, Minister for Schools and Skills
- Keynote Speaker, 'Is Inclusion Working?' –Doug Gillon, The Herald
- Keynote Speaker, 'Sport for All?' – John Morgan, CEO Federation of Disability Sport Wales
- Athlete(s), 'An Athletes Perspective' – GB Paralympic and Scottish Squad Athletes, Interviews led by Doug Gillon, The Herald
- A variety of seminars.

For further information and to book, visit the SDS Website and click on the "SDS conference" link. Bookings must be made by Friday 13 February.

Sport England Active People survey results

The second Sport England Active People survey was completed on 14 October 2008 and results are now available at national, regional, subregional and sport specific levels, along with comparisons to the first Active People survey, completed in October 2006.

Below are just some of the headline findings at national level (England only) from the 2008 survey, compared to 2006:

- There has been an increase in the number of adults (aged 16 and over) participating in sport three times a week for 30 minutes at moderate intensity
- Participation among females has increased
- There has been an increase in participation amongst adults from lower socio-economic groups (NS-SEC 5-8)
- There has been an increase in the number of adults who volunteer in sport for at least one hour a week
- There has been no change in the percentage of the adult population who have received tuition
- There has been a decrease in the percentage of the adult population who have taken part in organised competition, and the percentage of the adult population who are members of a club where they play sport
- Satisfaction with local sports provision has significantly declined.

To look at the data in more detail, visit Active People.

Achievements

Many congratulations to the following organisations that have achieved a level of the Standard since the compilation of the last newsletter:

Foundation level

- Camanchd Association
- Tennis Scotland

Preliminary level

- British Triathlon Federation
- Scottish Canoe Association
- Scottish Equestrian Association
- Scottish Gymnastics Association
- Scottish Rugby Union
- Triathlon England.

A full list of those that have achieved a level of the Standard can be found at Achievements and a total of the number of organisations that have achieved each level of the Standard can be found by clicking on Total.

Additionally, a full list of accredited Equality/Equity Standard Advisers and Verifiers can be found on the Standard Website at ESAs/ESVs.

Calendar of forthcoming events

Dates for your diary include:

- 26 Feb. SDS national conference in Edinburgh
- 11-12 March SCEG meeting in Cardiff
- 13-14 May SCEG meeting in Edinburgh (also SCEAG)
- 7-8 July SCEG meeting in London (Sport England).

How to Get the Most Out of this Newsletter

Hopefully you have enjoyed the variety of information in this newsletter. You can contribute! Do give us some information about your governing body, home country, sporting organisation or project. Our schedule is:

Production Date	Deadline for Contributions
16 February	6 February
16 March	6 March
20 April	10 April
18 May	8May

Please e-mail any contributions or comments to roger@vagaassociates.com.