The Equality Standard
A Framework for Sport

NEWS

Edition 52 July 2009

A monthly e-news publication supported by all Sports Councils

Welcome

Hello and welcome to the 52nd newsletter. Following the news in the last edition about a marriage, this time we have pleasure in reporting a birth. At this rate marriages and births will become a regular feature in each newsletter!! Congratulations to Charlotte (Charlie) Edward of UK Sport and her husband Eliot on the birth of their daughter, Isla Janet, on 13 July, weighing in at just over 6 lbs. Mum and baby are doing fine. Providing maternity cover at UK Sport in Charlie's absence is Hemant Mistry. Having previously worked at the London Development Agency, Hemant will take on all Charlie's areas of responsibility and he will be aiming to meet with all partners in the next few weeks.

Due to the tight timescale, it is worth highlighting an invitation to tender from the Sports Council for Wales. Details of this appear as the first item in the "A selection of general information of interest" section later in this edition.

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:

- Comments from a reader
- Children in Northern Ireland inspired by Paralympic athlete
- Initial findings from the Commission on the Future of Women's Sport
- Report on the 2009 Paralympic World Cup
- A variety of general information of interest and new resources of use
- Achievements
- Calendar of forthcoming events.

Reader's feedback

Following the publication of the "ASDS and other Syndromes – a brief guide for coaches and volunteers" article in last month's edition, we received the comments below from one of our readers:

"Thanks for the newsletter which I find very interesting and useful. However in the latest issue there were two areas which I felt should not have been included or at the very least changed as they could be considered to be insulting or at the very least insensitive to the people concerned:

High Functioning Autism (HFA) - usually implies milder autism without retardation.

When I am coaching students with any kind of special need I use the acronym: PUP - Persistence, Understanding, Patience. Appropriately, many of these tips apply to puppy training as well."

The author of the article and editor of the newsletter would like to stress that there was absolutely no intention to be insulting or insensitive and apologise if any offence was caused.

The article was based on years of research and the author's own personal work with special needs and in particular Autism Spectrum Disorders (ASDs). The author is currently researching for a doctorate in education with autism as the specialism, and has therefore read an extensive array of literature on the subject, as well as empirical research.

The first point mentioned is a widely believed description, is generally recognised as an acceptable term in this field and is quoted in literary papers and books including "Kutscher, 2005".

Given there are many complicated theories and ideas which can be put into practice when teaching students with autism, the second point was an attempt to use a comparison that could be easily understood by 'lay people'.

Prior to publication, the article was seen by several people, either with autism themselves, or parents with children with ASDs. None were offended and many thought it was an excellent explanation for others to understand.

We would like to thank the reader for alerting us to their concerns and we welcome feedback about content of any newsletter. However, we hope this response reassures readers that all reasonable steps were taken to avoid any offence when compiling the article.

Extra special sports day for St Colmcilles Primary School

Our thanks to Angharad Bunt, Development Officer (Community) at Sport Northern Ireland, for providing the press release below.

Pupils at St Colmcilles Primary School had an extra special guest at their sports day on Tuesday 16 June as Double Paralympic Gold Medallist Jason Smyth was on hand to give out medals, cheer the pupils on and even take part in some of the activities. Jason's visit was to congratulate the school on their winning Activ8 class room display they had submitted as part of the Sport Northern Ireland Activ8 campaign.

Activ8 is a new initiative from Sport Northern Ireland promoting 8 steps for children to get active and stay healthy and has been awarded the London 2012 Inspire Mark.

Primary 6 and 7 (P6 and P7) pupils at St Colmcilles participated in an Activ8 week in school with each class participating in 30 minutes of physical activity each day in school. P7 pupils then used this event as a springboard for a larger project on the science of sport where the pupils studied muscles, healthy living, effects of exercise on the body and forces in sport. During his visit to the school, Jason had the opportunity to see the class room display as well as watching the pupils in action during their sports day.

Speaking about his visit to St Colmcilles, Jason said: "It was great fun to come to St Colmcilles Primary School sports day and to find out about their involvement in Sport Northern Ireland's Activ8 programme. Activ8 is a great way for children to learn about the benefits of taking part in exercise and living a healthy lifestyle. I was extremely interested in the P7's project on sports science as sports science is an integral part of my training and has assisted me greatly in competing thanks to the support of the sports scientists at the Sports Institute Northern Ireland. The pupils at St Colmcilles put a lot of effort into their project and made me extremely welcome, it was a pleasure to be a part of their sports day."

Vice Principal and Primary 6 and 7 teacher, Terry Rodgers spoke of the children's delight at meeting Jason: "The primary 6 and 7 pupils put in a huge amount of effort into the Activ8 project and in completing the Activ8 challenge. It was great to have Jason with us at our school sports day and I am sure the children will remember his visit for a long time to come".

For more information contact Ciarrai Conlan, Marketing and Press Officer on Tel: 02890 383832 / 07792600112, or learn more about the Sport Northern Ireland programme at Activ8.

More female leaders required in sport

Conceived by the Women's Sport and Fitness Foundation (WSFF), the Commission on the Future of Women's Sport was launched in 2008 by the then Secretary of State for Culture, Media and Sport, Andy Burnham MP. Its purpose is to unlock the exceptional potential of women's sport, by addressing the problems of leadership, investment and profile in the sector. The Commission brings together leading figures from sport, business and the media to raise awareness of the issues, recommend solutions and work directly - in a spirit of positive collaboration - with the people who have the power to effect change.

The Commission's first publication Trophy Women? Why a balanced board is good business for sport, has recently been launched and calls for more women in top jobs in sport. Produced in conjunction with Opportunity Now, it reveals the extent to which men continue to dominate the running of sport and why the issue can't afford to be ignored.

The report discovered that:

- Only one in five members of national governing body (NGB) boards is a woman
- Ten NGBs – a quarter of sports primary administration – do not have a single woman on their board
- Only 22% of performance directors are women.

From previous research it is already known that over 80% of women do too little physical activity to benefit their health, while only one of ten women play competitive sport. Women's elite sport still only attracts 2% of sports media coverage, and significantly less public and commercial investment than their male counterparts.

Drawing on lessons from the world's most successful companies, the report argues that this is not an issue of fairness, but of sport's performance and profile. It cites that the lack of women at the top is preventing the sector from reaching the women's market – arguably the biggest space for sport to grow – and as we approach 2012, it is putting the UK's reputation as home to a progressive sports sector on the line.

Supporters of the findings and recommendations of the report include:

- Gerry Sutcliffe, Minister for Sport
- Hugh Robertson Shadow Minister for Sport and the Olympics
- Lord Coe, Chair of LOCOG
- Lord Triesman, Chair of the FA
- Hope Powell, Coach of the England women's football team.
- Giles Clarke, Chair of the England and Wales Cricket Board
- Ian Drake, Chief Executive of British Cycling
- Sue Campbell, Chair of UK Sport
- Jennie Price, Chief Executive of Sport England
- Heather Rabbatts, Director, Millwall Football Club
- Dame Kelly Holmes, Chair, DKH Legacy Trust.

Chair of the Commission, Dame Tanni Grey-Thompson said: "I am delighted that so many high profile figures are lending their support to our drive to see more women at the top of British sport. Our aim is to work hand-in-hand with them and sports bodies to understand the problems, identify the solutions and make some real progress".

Over the next three years, Commission members will seek to raise awareness of the issues, recommend solutions and work directly with those with the power to effect change. To find out more and to keep in touch, visit WSFF or email commission@wsff.org.uk

2009 Paralympic world Cup report

New world records and some excellent British performances ensured that the 2009 BT Paralympic World Cup, 20-25 May in Manchester, was a successful first step on the road to London 2012.

Six days of competition across four sports: cycling, wheelchair basketball, athletics and swimming, saw some keenly-contested competition and cemented GB's place as one of the leaders in Paralympic sport. It was the first major disability sport event since Beijing, crowds came out in greater numbers than previous years to hail their Paralympic heroes and, once again, many of the British big guns delivered on the big stage.

Jody Cundy became the fastest paracyclist of all-time, breaking the 11-second barrier to set a new world record of 10.998 seconds in the flying 200m time trial. It was just one of the many British highlights in the velodrome as the team continued

the run of success they enjoyed in Beijing. Darren Kenny and Sarah Storey dominated their events. The tandem pairing of Simon Jackson and Barney Storey

held off the challenge of tandem debutants Neil Fachie (a former sprinter) and David Readle in the men's races, while in the women's tandem there was also a winning debut for Aileen McGlynn and her new pilot Vicky Begg. In addition, Olympic gold medallist Jason Queally teamed up for the first time competitively with double Paralympic gold medallist Anthony Kappes with the pair setting a new British open tandem record for the kilo.

Although both the men's and women's basketball teams failed to reach their finals, there were plenty of positives for coaches Murray Treseder and Garry Peel to take out of the event. The men's team were without three of their key players and the new-look side lost narrowly in their pool games and semi-final but put in their best performance in the bronze medal play-off to beat Germany. The women's team failed to win a game but with five teenagers in the squad, one of whom, Maddie Thompson, is only 14, the future looks bright for them if they can continue to develop together.

The athletics competition was the first chance for new Paralympic head coach Peter Eriksson to assess the squad at his disposal. South African blade runner Oscar Pistorius stole many of the headlines on his return from a serious boating accident, but there were still strong performances from double Paralympic gold medallist Dave Weir and sprinters Ben Rushgrove, Katrina Hart and Libby Clegg. "I'm really enthusiastic about Peter and his ideas and he comes in with a huge amount of ambition," said Tanni Grey Thompson, who was part of the BBC team in Manchester. "Peter has brought a level of authority to the programme which can only be good and has got a clear view of where disability athletics should be.

In the Manchester Aquatics Centre, the GB team dominated the swimming events with the 14-year-old double Paralympic gold medallist, Ellie Simmonds, breaking the 100m freestyle World record by well over a second.

Sebastian Coe, Chair of LOCOG, who believes that the Paralympics will provide an inspirational finale in 2012, said: "The BT Paralympic world Cup was a thrilling event and brought all the memories of the Beijing Paralympic Games flooding back".

For further information about the 2009 World Cup event, including all results, click on www.btparalympicworldcup.com.

A selection of general information of interest.

This section contains information that may be of interest as well as useful new resources. In many cases we are simply passing on information we have been sent and the inclusion of this is purely to make readers aware and should not be interpreted as a recommendation either in favour or against what has been provided.

Invitation To Tender

The Sports Council for Wales (SCW) wishes to undertake an independent review of the Federation of Disability Sport Wales (FDSW) in the community setting. All information relating to this work can be found at ITT and interested parties need to make their tender submissions by Monday 27 July.

Standard Website update

3 documents that may be of interest have been added to the Standard Website:

- A summary of a literature review of sexual orientation in sport, produced on behalf of the Sports Councils.
- Equality profile of the Olympic and Paralympic Beijing teams, produced by UK Sport and the British Paralympic Association and which may be of use to organisations in comparing their own elite performers equality audit data.
- Following a request for comments in the April edition of this newsletter, an updated Equality Champion role description, which may be of use to organisations working towards the Foundation level of the Standard.

Coping with information overload

There is a vast amount of information coming out each week that people working to develop, deliver and support sport and physical activity need to be aware of; it is produced by a variety of key organisations, government departments and agencies. It is a job in itself to keep track of the output of key sources of information and very few people can dedicate the time they should to keep up to date. Some people may be fortunate and be part of a large organisation that has their own dedicated information officer, for others it is a constant battle to trawl through all the information that is available.

A weekly current awareness service, **Sport and Physical Activity Link (SPAL),** has been established to help people working in the sectors keep up to date, trawling for news on: policy, developments, successes/good practice, events, publications, etc. People are encouraged to send in their news and information for inclusion in each issue, as it is important to recognise that information exchange is a two-way process. One key area that people say they need more information on is evidence gathering; SPAL goes out of its way to flag up case studies and news from various sources, illustrating where things are working well and achieving results in specific delivery areas.

There are three key outputs to the service: the weekly information bulletin, the weekly cumulative events sheet and a monthly cumulative publications list. If you want to know more about SPAL (subscription service), or submit your own news for circulation, please email: jenny.warner2009@btinternet.com.

ASA audit shows steady growth in equality

The 2009 audit of the equality and diversity representation of the ASA shows that the current membership broadly reflects the ethnic population profile of England and there has been a slow but steady growth in increasing membership throughout all ethnic groupings. The fourth annual audit, which was initiated in 2006 as part of the Governing Body's submission to the Equality Standard for Sport, addresses the profile of the ASA in terms of its membership, staff, officials and committees. Within the membership of the ASA, White British is the largest sector with just under 91%, with Asian (Other), Black (Other), Mixed White Caribbean, Mixed White Asian and Mixed (Other) communities also being largely representative of the make up of the population as a whole. The ASA membership reflects

all ethnic communities to some level, with any under-representation of a specific group not vastly out of sync with the English population profiles.

ASA director of English Programmes Anne Adams-King Said: "I am delighted that the results of this Audit show that swimming's membership is broadly reflective of the diverse ethnic population in England, which is testament to our hard work and commitment to ensuring we work towards building a sport for all."

"We do however have much work to do in further developing our programmes in order to maintain this trend and redress any imbalances in under represented individuals, groups and communities. The ASA and British Swimming are holders of the Intermediate Level of the Equality Standard for Sport. We will continue to work with our partners to engage a wider range of communities and affect change on a local level as part of our strategy to achieve the Advanced Level by 2013."

Supporting people with disabilities

Our thanks to Carole Barough for advising us of 2 swimming publications that might be of interest to readers and which can both be found on the British Swimming Website at:
Inclusion of Swimmers with a Disability and LTAD leaflet for Disability Swimming

School sports must include special needs children

The following is taken from Times Online on Friday 10 July 2009.

Mixed sports teams containing children with special needs should be introduced to every school in Britain before the 2012 Olympics, a leading disability campaigner has said. Tim Shriver, chairman of Special Olympics International, challenged the government to "end the prejudice" by creating a more inclusive sports education

policy featuring unified teams. As Leicester prepares to host 2,700 athletes with intellectual disabilities at the national games this month, he said the event should serve as a wake-up call about the prejudices that persist 40 years after the Special

Olympics movement was founded by his mother, Eunice Kennedy Shriver. Shriver, nephew of the late President John F Kennedy, said: "I hope that between Leicester and London 2012, every school in this country would develop a programme welcoming of Special Olympics activities. Make every one a unified school where intolerance is not tolerated."

Fairness and Inclusion Website not currently available

The Fairness and Inclusion Website, www.fairnessandinclusion.org, referred to in the Toolkit/Guidance section of the *"2. Your organisation has a policy for equality that has been communicated and is understood by staff and key volunteers"* Outcome of the Foundation level, is not presently available. The Sports Councils Equity Group will look at addressing this issue at their meeting later this month.

Good practice disability sport case studies

The English Federation of Disability Sport (EFDS) has a number of good practice case studies highlighted on their Website, with the opportunity for you to add more. To view what's already there, or to add a new example, visit EFDS.

Sport for Change

Comic Relief has developed this new programme to support a range of innovative projects that are using sport as a tool for making a real difference in the communities in which they are based. The aim of this programme is to understand more about how sport can play a part in delivering positive change within the lives

of individuals and communities, and to meet one or more of the following outcomes:

- Increased sense of inclusion and well-being by marginalised and disadvantaged people
- Greater community involvement
- An increased understanding of how sport can help bring about positive changes in the lives of individuals and communities
- Greater knowledge across the community and sports sectors about effective work which uses sport as a tool for social change

The maximum grant size in this programme is £100,000 in total AND examples of work that Comic Relief will fund are organisations that are using sport to address a social issue or community concern such as substance use, crime related problems, integration, exclusion of older people, community cohesion, gangs or knife crime, mental health, and young people at risk. Applications from community groups and organisations using sport as part of a broader programme of work to bring about change at an individual and /or community level are welcomed.

For further information visit Sport for Change.

Belfast to host World Dwarf Games

Belfast is to host the 2009 World Dwarf Games. More than 200 athletes of restricted growth, from 15 countries, will take part in nine sports at the fifth games being held over a week from 26 July. The competitions will be held at the Mary Peters Track in south Belfast, the University of Ulster's Jordanstown campus and Larne Leisure Centre. Lord Mayor of Belfast, Naomi Long, paid tribute to the Dwarf Athletic Association of Northern Ireland (DAANI) who have been successful in bringing the games to Belfast: "Through their hard work and dedication, DAANI gives people with restricted growth conditions the opportunity to get more involved in mainstream sports and outdoor activity."

The chief executive of Sport Northern Ireland, Eamonn McCartan , added: "This promises to be an exciting and unique event, once again affording Belfast, and Northern Ireland as a whole, a valuable opportunity to showcase itself on the international stage as an ideal venue for world class sporting events."

The first World Dwarf Games was held in Chicago in 1993. They were then held in England in 1997, Canada in 2001 and France in 2005. In 2006 Belfast hosted the first European Championships which attracted more than 100 athletes from eight countries. For further information visit World Dwarf Games.

Equality Bill update

On Monday 29 June 2009, a consultation document, *"Ending age discrimination in services and public functions - a consultation"*, was published. This sets out how policy proposals for exceptions from the age discrimination ban are being

developed. The closing date for comments is 30 September 2009, but please click on each of the links below before responding:
Further information
Age consultation document
Impact Assessment
Equality Impact Assessment.

On 7 July 2009, the Equality Bill successfully passed scrutiny by MPs on the Public Bill Committee in the House of Commons. The Committee debates ranged across a number of key themes in the Bill including the socio-economic duty on public authorities; the definition of gender reassignment; the definition of disability and the distinct nature of protection for disabled people; the balance between competing rights, for example, in relation to religion or belief and sexual orientation; gender pay gap reporting; positive action; the public sector Equality Duty; equal pay; and age discrimination.

The Bill was strengthened in two important ways. A Government amendment was accepted which will protect people against dual discrimination so a black woman discriminated against because of this particular combination of characteristics could bring a single claim for combined sex and race discrimination. A change to

the Bill was also made regarding pregnancy and maternity provisions. It will now be clear beyond all doubt that a pregnant woman or a woman nursing her baby, for example, should not be treated unfavourably for those reasons.

The Bill will now progress to Report stage in the House of Commons when MPs as a whole will have the chance to debate and propose amendments. For further information about the Bill, including progress to date, click Equality Bill.

Kick It Out grants

A series of grants are offered by *Kick It Out - Let's Kick Racism Out of Football* to community groups who want to use football to tackle exclusion during the *One Game, One Community* weeks of action. Applications need to be submitted by 5 pm on 31 July. For further information visit KIO.

Achievements

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

Foundation level
- Cricket Scotland
- Middlesex County Football Association
- Sports Council For Wales
- West Riding County Football Association

Preliminary level
- Basketball Scotland
- Central Council of Physical Recreation (CCPR)
- London Organising Committee of the Olympic Games and Paralympic Games (LOCOG)
- National Association of Karate and Martial Art Schools (NAKMAS)
- Scottish Hockey Union
- UK Athletics.

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:

- 24-26 July — London 2012 Open Weekend throughout the UK
- 25-31 July — Special Olympics National Games in Leicester
- 25 July-2 Aug — World Outgames in Copenhagen Denmark
- 26 July-2 Aug — World Dwarf Games in Belfast
- 28 July — Accessibility seminars in London
- 29 July — SCEG meeting in London (Sport England)
- 22-28 Sept — 4th Women's Islamic Games in Iran
- 23 Sept — Sports Council Equity Advisory Group meeting in Glasgow
- 24 Sept — SCEG meeting in Glasgow
- 15-27 Oct — One Game One Community Weeks of Action throughout the UK
- 3 Dec — UK Equality seminar in London

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
17 August	7 August
28 September	18 September
26 October	16 October
23 November	13 November

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