The Equality Standard
A Framework for Sport

NEWS

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supported by all Sports Councils

Welcome

Hello and welcome to the 48th newsletter. Congratulations to the England women's cricket team for winning the World cup in Australia. Hopefully this third World cup success (the previous ones being in 1973 and 1993) will lead to an increased interest in women's sport as a whole and in team sport in particular, both amongst participants and the media.

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:

- Participation opportunities for the BME community in the West Midlands
- A chance to engage with the LGBT sports community
- Sports Councils Equity Group update
- Competition opportunities for the LGBT community
- A variety of general information of interest and new resources of use
- Achievements
- Calendar of forthcoming events.

New Sports and Active Recreation Project for BME groups in Rugby

Our thanks to Doreen Wallace, Administration Officer at the Warwickshire Race Equality Partnership, for providing the article below.

Warwickshire Race Equality Partnership (WREP) is delighted to announce it has been awarded three years funding from the National Lottery through Sport England's Community Investment Fund to deliver a project to tackle inactivity and inequality in sport and active recreation amongst black and minority ethnic (BME) communities in the Rugby area. It is expected that an increase in participation will occur amongst BME communities by widening access to sporting and active recreational opportunities.

WREP will conduct initial research to establish the needs and aspirations of BME communities in Rugby and will then set up taster sessions to promote popular activities. WREP also aim to identify and facilitate activities in sports practiced in other countries and specific cultures that are not currently available in the Rugby area.

The project will be focused solely in the Rugby area for the initial pilot, with the view to extending the project across Warwickshire at the end of the three year trial. James Shera, Chair of WREP stated, "This project is the only one of its kind across the whole of the West Midlands. Hopefully the project will be used as a benchmark for future BME sport projects across the region."

Benjamin Evans has been appointed as the BME Sport and Active Recreation Co-ordinator and will establish close working relationships with key partners from the public, private, voluntary and community sectors. He expressed his excitement about the project stating "Sport and active recreation is a powerful tool to empower and encourage people to become more active. I look forward to listening to people and finding out the needs of the BME community and developing activities thereafter."

Director of Coventry, Solihull and Warwickshire Sport, Vanessa Brown, congratulated WREP on this exciting project. "To shape sport in a way that engages all communities we need community lead projects and this is one project that will be able to do this for communities in Rugby."

Hannah Bladen, the Regional Strategic Lead for Sport England commented, "Delivering targeted programmes through a dedicated officer will make a real difference to the take up of sport in the black and minority ethnic communities in Rugby. I really look forward to receiving news of this work".

For further information please contact the Project lead, Junaid Hussain, 07917 034 207, or junaidhussain@wrep.org.uk.

National Lesbian Gay Bisexual transgender sports summit

Our thanks to Louise Englefield, Director of Pride Sports, for providing the press release below.

The 2nd National Lesbian Gay Bisexual Transgender (LGBT) Sports Summit is to be held in Brighton on 13 June 2009. The event welcomes representatives of LGBT sports organisations, as well as representatives from National Governing Bodies, to set the national agenda for LGBT sports development in the UK.

The first National LGBT Sports Summit, which was held in 2008 and was attended by over fifty delegates, launched a Steering Group for a National Network of LGBT sports organisations. It is this Steering Group, which is delivering the 2009 Summit with the support of Pride Sports; the UK's only LGBT Sports Development organisation (www.pridesports.org).

Louise Englefield, Director of Pride Sports says: "The Summit provides a unique opportunity for National Governing Bodies to engage directly with the LGBT sports community. As the UK's representative on the board of the European Gay and Lesbian Sports Federation (EGLSF), I feel it is imperative that we have a robust UK strategy that contributes meaningfully to the global LGBT sports development agenda."

This year, the Summit will be an Open Space Event, bringing together LGBT and mainstream sports organisers from around the UK to create an interesting and productive, action-oriented event. 'Open Space' empowers and challenges every participant to engage in setting the agenda for the summit and encourages lively and engaging dialogues on subjects delegates themselves identify as important.

Feedback from last year's Summit includes the following:

- Sarah Williams, Equality and Diversity manager from the Rugby Football League: "It was an opportunity to network with other NGBs and to hear directly from the LGB community about their needs, barriers to participation and how we can all work together."
- Elias Devries, Tennis London (organisers of the UK's largest LGBT tennis tournament): "It was inspirational being around my fellow sports groups and the summit got us all thinking about how best to share resources and work together. Assuming there is a major follow up of action points, it will make a big difference for LGBT sports in this country"

The Summit is free to all delegates, but places are limited. To register your interest and reserve a place, please email summit@pridesports.org.

Other useful links:

- Last year's summit report: www.pridesports.org.
- European Gay and Lesbian Sports Federation: www.eglsf.info
- Gay and Lesbian International Sports Association: www.glisa.org
- Federation of Gay Games: www.gaygames.com.

Sports Councils Equity Group (SCEG) update

SCEG held its first meetings of 2009 across two dates – 15 January in Birmingham and 19 February in London. The following is an update from both these meetings.

Welcome and Goodbyes

Patricia Cassidy, newly appointed Head of Strategic Planning and Monitoring at sportscotland, was welcomed to the February meeting of the group. SCEG also said goodbye to Kelli Boyles from Sport Northern Ireland and David Nuttall from Sport England, both of whom were moving on to new positions outside their respective Sports Councils.

Equality Standard Resubmission Process

In the next twelve months, a number of organisations will be approaching the end of the three-year period of validity for their current level of achievement of the Equality Standard. A number of these organisations will be in a position to progress onto assessment for the next level of the Standard, but SCEG recognised that others (for a variety of contextual/organisational reasons) may need to maintain their current level and continue development work to enable future progression. SCEG therefore agreed a process by which organisations can resubmit at their current level. The process is outlined below:

- Re-confirmed that a level is only valid for a three year period
- Sports Councils will work with funded organisations to track the dates their awards are due to expire. If it has not already commenced, Sports Councils will aim to initiate the conversation with the organisation 12 months before the expiry date, to ensure plans are put in place for them to be assessed at either the same or next level
- Prior to the expiry date, in agreement with the sports organisation, the Sports Council will appoint an ESA. In line with the usual Standard process, the ESA will undertake an initial assessment and indicate whether the organisation is ready to move on to the next level or resubmit at the current level
- If the initial ESA assessment identifies that the organisation will not be ready to move on to the next level, the organisation will need to resubmit for its current level
- The final assessment for the current or next level will be conducted by the ESA and will be verified within the standard protocols and templates

ESA/ESV Annual Workshops

At the January SCEG meeting, SCEG discussed the key outcomes from the Annual ESA/ESV workshop held in December. Following the SCEG February meeting the second ESA/ESV Annual Workshop took place. All the outcomes and decisions will be discussed and agreed by SCEG at the next meeting.

Sports Council updates

The individual Sports Councils provided updates on their activities:

- **Sport Northern Ireland:** Sport NI has been undertaking business case assessments for each National Governing Body (NGB). It will be a condition of award for all NGBs to achieve Foundation level of the Standard, and optional for NGBs to progress through Preliminary level.

- **sportscotland:** sportscotland is undertaking a new research project focusing on female participation. There will be a quantitative survey undertaken with a large sample of girls in S2 (aged 14) followed up by a comparative study with girls in S4 (aged 16). There will also be a qualitative element to the research. sportscotland will move to their Glasgow offices by 31 March 2009.

- **Sport England:** To effectively support delivery of the Sport England Strategy 2008-11, Sport England will move to a new structure from 1 April 2009. The organisation will have a Head of Equality and Diversity and Senior Equality and Diversity Manager within the NGB and Sport Team. The organisation is also undertaking an equality and diversity review which includes examining the effectiveness of the Standard as a tool for driving equality improvements in the community sport sector in England. Sport England is also currently considering how it will invest in its national partners. The Women's Sport and Fitness Foundation, Sporting Equals and the English Federation of Disability Sport are each producing a submission of how they believe they can contribute to the organisation's strategic outcomes, and for the first time the organisation has asked StreetGames to bid for investment to assist the work it does to support young people into organised sport in the most disadvantaged communities.

- **UK Sport:** UK Sport Funding Agreements for 2009 – 2013 will require all funded partners to work towards the Equality Standard. UK Sport participate in the Stonewall Workplace Index on an annual basis and this year UK Sport rating increased to 168th out of 317. The independent National Anti-Doping Agency has been given the go ahead by DCMS and will be established by the end of 2009.

- **Sports Council for Wales:** The new Sports Council for Wales structure is established and the organisation has begun the process of developing its new Equality Scheme. Staff have undertaken equality training and all departments have an identified Equality Champion.

Best Practice Guidance

As part of the Equality and Human Rights Commission (EHRC) funding the Central Council of Physical Recreation (CCPR) received, CCPR are looking to create a Best Practice Guidance Document for the Equality Standard. SCEG agreed to support CCPR in this process and to suggest examples of Best Practice identified from NGBs and ESA's.

Future meetings

The next SCEG meeting has been planned for 19-20 May in Wales.

International and domestic competitions for the LGBT community

Our thanks to Gerry Hail, Media contact for the World Outgames 2009, for providing the following piece.

After a fantastic event in Montreal, World Outgames moves across the Atlantic to Copenhagen, Denmark from July 25th to August 2nd, 2009. A truly exciting program is emerging as organizers get ready to welcome athletes, artists and activists from all over the world to the Danish capitol. There will be competitions in 38 sports (disciplines from aerobics to volleyball), a wide variety of cultural activities and parties including film, tango and choir festivals, and the Love of Freedom, Freedom to Love LGBT human rights conference.

The sports programme is the centrepiece of World Outgames 2009. With tournaments in 38 different disciplines for enthusiasts at all skill levels, it is one of the most comprehensive programmes in the history of LGBT sport. With 4 full-time staff, 3 part-time associates and hundreds of volunteers, the sports department at World Outgames is working in close cooperation with: the Gay and Lesbian International Sports Association, the European Gay and Lesbian Sports Federation, national and local teams and government agencies to provide first class facilities and logistical support that will make World Outgames 2009 an open, competitive, fair and fun experience for all participants and spectators alike.

More than sports, World Outgames 2009 is going to be a fantastic celebration of LGBT life. Among the most innovative activities on offer is the OutCities projects. The squares and streets of Copenhagen will showcase the best of queer art and culture from major cities around the world. Artists, dancers, musicians and performers from Amsterdam, Melbourne, Mexico City, Rio de Janeiro, Tel Aviv and Denmark's very own Aarhus will captivate and entertain the more than 20,000 participants and tourists expected to attend.

In addition to sports and culture, World Outgames 2009 will also host the Love of Freedom, Freedom to Love LGBT Human Rights Conference. Building on the success of the 1st World Outgames International Conference in Montreal in 2006, the conference will take place at the Danish Broadcasting Corporation's majestic new Concert centre designed by Jean Nouvel and at the new IT University just opposite.

Marking the 40th anniversary of Stonewall and the 20th anniversary of legally recognized same sex civil unions, a central goal of the conference is to collect and highlight a series of good examples, initiatives and projects to inspire and empower. An amazing list of keynote speakers from around the world including

Thomas Hammarberg, the Commissioner for Human Rights, Council of Europe, will share their stories and visions.

For more information or to register for World Outgames please visit the website www.copenhagen2009.org. The deadline for registration is May 1, 2009.

Meanwhile, thanks to Louise Englefield for providing the information below about a domestic competition opportunity.

The UK's only annual LGBT multi sport festival (Pride Games 2009) is due to take place from 31st May to 7th June 2009 in Manchester. The festival includes tournaments, which will attract competitors from throughout Europe as well as sports tasters, which help encourage participation amongst LGBTs across North-West England. The festival also includes an LGBT Youth Games thought to be the only one of its kind in the world and activities for LGBT families.

Pride Games celebrates its fifth anniversary this year and welcomes support and involvement from the wider community as well as from LGBT participants.

Pride Games Director, Trevor Burchick said: "Last year saw an increase of more than 80% in participation on 2007. We are hoping for further growth this year. We are also very excited to be including new sports such as golf and sailing this year and new delivery partners such as Irons Golf Society"

Sponsors of the event already confirmed include the Co-operative Group and the teaching union NASUWT.

Online registration for all events opened on 21st March at www.pridegames.org and Directors Trevor Burchick and Louise Englefield can be contacted by email: trevor@pridesports.org or lou@pridesports.org.

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.

PARALYMPIC WORLD CUP: WORK EXPERIENCE OPPORTUNITY

BBC Sport and Radio Manchester are looking for a talented person with a disability, someone who's interested in learning about broadcasting and loves sport. If you're that person, then this is an ideal opportunity.

They are able to offer a 2-week work experience placement, during which you'll see how programmes are made (both radio and television) and how web pages are put together. It's also great experience for your CV.

Your principal assignment will be the BT Paralympic World Cup, which is taking place in Manchester from 20th to 25th May 2009. You will experience all the things which go towards covering an event of this nature: creating packages from press conferences, setting up stories and interviewing competitors at the event itself. You'll have the opportunity to work alongside BBC staff as they write and record packages for Radio Manchester; or as they shoot footage for BBC Sport using digital cameras and edit it for broadcast or upload to the bbc.co.uk website.

If you are, or know anyone that might be, interested in this opportunity, please visit Job placement. If you have any problems with accessing the online application, please contact the BBC's recruitment team on 0370 333 1330.

The time table is as follows:

- Your application should be submitted by Tuesday 31st March
- Interviews will take place in the week commencing Monday 20th April
- The successful person will start their placement on Monday 18th May and it will continue until Friday 29th May.

For more about the event itself, go to Paralympic World Cup.

Employers and Sector Skills Councils Equality and Diversity Website

This Website has been produced to help employers and Sector Skills Councils address the practical issues in implementing good equality and diversity practice in the workplace and allows you to:

- Get the **basic facts** about legislation issues and the business development opportunities that open up when "equality and diversity" is part of the business

- See how **good practice** in equality and diversity can work for you by looking at some case studies
- Find out about **resources** in Sector Skills Councils that help deliver good equality and diversity action
- Use the **strategy** and **action plan templates**
- Find helpful business case briefings, action tips and guidance that will make it easier for you to implement equality and diversity action plans
- Follow some **useful links** for more helpful information and resources.

"Doing the Duty" conference

In order to celebrate the second birthday of the Disability Equality Duty (DED) Radar organised a major conference to look at the impact that this relatively young piece of legislation has been having. For a full copy of the conference report and copies of PowerPoint presentations used by speakers, please go to Radar. For guidance on the Disability Equality Duty, visit DED.

List of religious festivals

An extensive list of religious festivals, grouped by faith and date, can be found on the BBC Website at Religious calendar.

Achievements

The following organisations currently have assessment reports being verified, with a result due by the end of March.

Foundation level

- British Gliding Association
- Cricket Scotland

Preliminary level

- Scottish Amateur Swimming Association.

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:

- 23 April — Access To Technologies conference in London
- 19-20 May — SCEG meeting in Cardiff
- 20-25 May — Paralympic World Cup in Manchester
- 31 May-7 June — Pride Games 2009 in Manchester
- 13 June — National LGBT Sports Summit in Brighton
- 25 July-2 August — World Outgames in Copenhagen Denmark.

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
20 April	10 April
26 May	15 May
22 June	12 June
20 July	10 July

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