



The Equality Standard
A Framework for Sport

The Equality Standard for Sport

A brief overview

March 05



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The Ideal

- “Sport has the power to unite people in a way little else can. Sport can create hope where there was once despair. It breaks down barriers. It laughs in the face of discrimination. Sport speaks to people in a language that they can understand.”

Nelson Mandela



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Far From Ideal

- By the age of 15 to 16 years nearly 3 out of 10 girls(29%) say that they do not want to take part in sport when they leave school compared with one in 6 (16%) boys (Young People and Sport Survey 1999)
- Only 15% of secondary aged boys with a disability and 10% of girls are members of sports clubs compared with 56% of boys and 36% of girls without a disability. (National Survey of young people, disability and sport 2000)



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Far From Ideal

- Ethnic minority participation is 6% lower overall than the national average (National Survey of ethnic minority participation and sport 1999)
- People from ‘Professional’ backgrounds are over 4 times more likely to take part in sport than people classified as ‘unskilled manual’ (15.9% compared with 3.6%) (GHS 1996)

Is This True of Your Organisation?



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- Discriminatory practices
- The gap between policies and practice
- Tradition of excluding people
- Lack of effective consultation
- Poor Image and lack of positive action
- Under representation in employment
- No on going strategic equalities training programme
- Inconsistent and ineffective monitoring



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Context

- Government's 'Game Plan' for Sport
- Sport can be the lead sector in addressing inequalities
- Public monies - responsibility and accountability, meeting expectation and linked to a Modernisation process
- Mandatory requirement within funding agreements (Whole Sport Plans) for NGBs and national sports organisations in England
- What is right, fair and proper



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Benefits

- Work towards ensuring democracy and the sound governance of sport
- Increase the number and diverse representation of participants, members, coaches, officials, spectators and volunteers by reaching new audiences
- Help to meet legal duties thereby reducing the likelihood of litigation



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Benefits

- Enhance the skills and knowledge base of staff and volunteers
- Increase active involvement in equality throughout an organisation
- Identify and build on the existing good practices currently taking place
- Improve the chances of accessing funding and sponsorship

The Equality Standard for Sport Explained



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- A framework for sports organisations to achieve equality in all aspects of their work
- It will assist organisations to develop their structures, processes and performance assessment to ensure continuous improvement in equality
- Draws on lessons from the Achieving Racial Equality: A Standard for Sport, published by Sporting Equals in 2000
- Collaboration of the 4 Home Country Sports Councils and UK Sport, and is supported by the CCPR, WSF, EFDS and Sporting Equals

The Equality Standard for Sport Explained



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- Based on 2 broad areas of activities
 - Developing your organisation/Developing your service
- 4 Levels
 - Foundation/Preliminary/Intermediate/Advanced
- Portfolios of evidence
- Accreditation
 - Independent Panel including representatives from sports organisations, Equity Partners and equity specialists



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Support

- Training/workshops for lead equity officers within NGBs, Sports organisations including Home Country Sports Councils and also for Consultants
- Website including guidance documents, facts sheets, templates and examples of good practices for each level
- One-to-one support where possible
- Help line



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Time-scales

- NGBs and sports organisations can indicate their intent to address inequality now
- Website will be up and running by March 2005
- Workshops for Lead Equity Officers and consultants will be designed and ready to be delivered from March 2005
- Accreditation process will be available to access from May 2005
- Expectation that NGBs and sports organisations will be in a state of readiness to achieve the Preliminary Level by March 2006



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Regional Impact

- Sport England Regions and/or RSBs to sign up
- County Sports Partnerships should also be working towards the Standard
- As should local authority sports and leisure services



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Final Thought

- “It only takes a good man to do nothing for evil to triumph.”

(Edmund Burke)