



COMMUNITY SPORT: FRAMEWORK FOR EMBEDDING

EQUALITY

Key point: Equality groups or characteristics include socio economic disadvantage and Welsh Language.

Area for consideration Expectation

Live operation	
<p>Strategic Leadership Commitment is demonstrated from the top of the organisation and is embedded within core values and principles.</p>	<p>Ensuring board composition adequately reflects the community served by the organisation and wider diversity of society. (Governance & Leadership Framework (GLFW) principle 4)</p> <p>At least 60/40 gender spilt with evidence of greater diversity within this including, but not limited to, Black, Asian, minority ethnic (BAME) diversity, disability.</p> <p>Diversity is championed on the board</p> <p>The leadership team are the strategic lead for equality. Setting and leading equality objectives and driving equality within the organisation.</p> <p>The organisational core values reflect equality and well-being.</p> <p>Competency and behavior frameworks includes ‘inclusive leadership’ behaviours</p> <p>Inclusive Leadership behaviours are demonstrated by the leadership team</p> <p>Staff are reassured of the organisation’s commitment to well-being, Equality, Diversity and Inclusion through staff communications.</p>
<p>Staff engagement development and performance review</p>	<p>Staff should be familiar with the organisation’s equality policy.</p> <p>The organisation undertakes a whole staff training needs analysis annually.</p> <p>A rolling programme of equality training (including well-being) is put in place.</p> <p>Well-being and Equality is embedded into organisational core values and behaviours, and performance is evidenced through the performance appraisal system.</p> <p>Staff Training needs in relation to equality, diversity, inclusion and well-being are discussed and actioned in personal development plans.</p>



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<p>Planning Strategy and annual planning</p>	<p>The organisational strategy should outline local demographics and areas of under representation or inequalities, particularly, <i>those living in poverty, women and girls, BME, Disabled people, older people, other inequalities and/or groups identified by specific local communities.</i></p> <p>Strategic objectives should contribute towards achieving the following KPI</p> <p>A narrowing of the gap in physical activity between the general population and identified focus groups as highlighted above.</p> <p>The Annual Plan should include:</p> <ul style="list-style-type: none">• Specific action that will impact against the KPI: A narrowing of the gap in physical activity between the general population and identified focus groups.• Strategies for involving different groups and local communities in shaping delivery so that it meets the needs of all community groups.• Strategies for collaboration with different agencies who have a role in delivery.• Application of the Wellbeing of Future Generations Act (WFGA) 5 Ways of working. <p>Annual Plans should be accompanied by a current Equality Impact Assessment.</p> <p>All staff should understand their role in delivering the business plan and meeting the KPI: A narrowing of the gap in physical activity between the general population and identified focus groups.</p>
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	<p>Impact in relation to the following KPI should be monitored</p> <p>A narrowing of the gap in physical activity between the general population and identified focus groups.</p> <p>Insight is used to develop sustainable positive action schemes.</p> <p>A system for capturing profile data. (Full profile data including Welsh language and socio-economic disadvantage) of participants and the workforce is in place from the outset.</p> <p>The organisation should ensure that key delivery partners are committed to advancing equality, diversity and inclusion and should understand how they must contribute to the KPI.</p> <p>The organisation should consider a best fit approach in relation to the delivery workforce and working environment. Insight and engagement should inform this, e.g. Women and girls might prefer female coaches or instructors, instructors from local communities might be preferred.</p>
<p>Organisation Performance review (Internal)</p>	<p>Equality (and well-being) is embedded into the following:</p> <ul style="list-style-type: none">• Mission, vision, values• Competency/behavior framework• Risk management• Strategic Planning• Annual Planning• Annual reporting• Continuous improvement



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<p>Annual Report: Progress and impact reporting</p>	<p>The annual performance report should include:</p> <p>Organisational information</p> <ul style="list-style-type: none">• Equality marks and standards• Progress of steps to advance equality• Profile of staff and Board• Staff survey results• Gender pay gaps• Training taken place• An account of impact assessments undertaken. (EQIA Log) <p>Delivery information</p> <ul style="list-style-type: none">• Full profile of participants and delivery workforce.• Partner organisation and delivery partners.• Engagement and involvement strategies applied.• Training opportunities for the delivery workforce.• Progress against output and outcome measures.• Progress against planned action in the annual action plan that will contribute to achieving the following outcome: <p><i>Community Sport- Long term KPI</i></p> <p><i>A narrowing of the gap in participation in physical activity between the general population and identified focus groups;</i></p> <p><i>(Those living in poverty, women and girls, BME, Disabled people, older people, other inequalities and/or groups identified by specific local communities.)</i></p>
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Equality Impact Assessments	All policies, strategies and plans should be impact assessed.
Communication	<p>Staff should have a clear understanding of the needs of different groups and communities when choosing the method and content of communication.</p> <p>Outward facing strategies and plans should be available in accessible formats and Welsh Language</p> <p>Information materials are accessible to people whatever their background, age, disability, ethnicity, religion, Socio economic status and preference to communicate through the medium of Welsh.</p> <p>The organisation should ensure that positive messages and stories about sport and physical recreation are tailored to provide the right and appropriate messages to a range of audiences and communities.</p> <p>The organisation's reputation within the community in relation to championing and improving equality</p>