Equality Action Plan 2017-19

Year two annual report summary
Our Vision

more people  more active  more often

Through delivery of our Equality Action Plan, Kent Sport is working towards developing both our organisation and our services with a particular focus on those who are less active and from underrepresented groups.

Kent Sport has achieved the intermediate level of the Equality Standard for Sport. The first Active Partnership to reach this level of the Equality Standard.

Our Commitment

Kent Sport is committed to embedding the principles of equality & diversity, and safeguarding young people & adults, across all our work, and expects all staff, board members, partners and volunteers to share that commitment.
Training & Development
Improving understanding of equality and diversity issues by staff and board members.

Staff and board members have undertaken training in:
- equality and diversity
- community engagement
- unconscious bias.

We have delivered training in:
- behaviour change
- engaging with underrepresented populations
- safeguarding children and adults
- inclusive activity training
- time to listen
- how to coach disabled people
- workplace champion training
- mental health awareness
Partnerships & Service Users
Improving awareness of our commitment to equality and diversity.

Worked with a wide range of partners to support delivery and co-ordination of events and projects including:

- Activity Alliance
- MIND
- Kent FA and Kent FA Foundation
- Alzheimer's Society
- Housing Associations
- National Governing Bodies of Sport
- Clubs
- Voluntary Organisations
- Educational Establishments
- Workplaces
- Leisure Trusts and centres
- Local Authorities
- Kent Trust for Youth Sport
- Community Wardens
- Caring All Together on Romney Marsh (CARM)
- Sporting Memories Foundation
- Sahrudaya - The West Kent Keralites
- Parkinson's UK

- Kent's Sporting Memories project
- KUDOS Award
- Get Out Get Active (GOGA) programme
- Get Active project with Golding Homes
- Kent School Games and Kent Infant Games
- Kent and Medway Business Games
- Kent and Medway Everyday Active Conference
Objective

Policies & Strategies
Ensuring promotion of equality and opportunity for all

Provided equality and diversity updates to staff and board members.

Undertaken equality impact assessments of policies and activities.

Responded to the consultation on the proposed reform of the Gender Recognition Act.

Supported Kent and Medway Sports Board with delivery of diversity action plan.
Objective 04

Funding

Evaluating funding streams internally and externally.

Secured funding from the Heritage Lottery Fund to deliver the Kent Sporting Memories project in Folkestone and Hythe to reduce social isolation and loneliness for older people.

Prioritised applications from underrepresented groups and awarded funding for delivery of projects focusing on increasing participation by: females, older people, young people with disabilities and disadvantaged young people.

Monitored recipients of funding grants.

Developed new contacts and awarded funding to a wide range of organisations, including:

- Queenborough Bowling Club
- Fishing for Schools
- Parkwood Youth Centre
- Ramsgate Girls Football Club
- Olympia Boxing
- Active Life Ltd
Olympia Boxing

Olympia Boxing received £400 grant funding towards providing therapeutic exercise sessions for young people with learning and sensory disabilities.

The Sports Directory UK funding was a huge help for our Thera-Box project. It helped us deliver our award-winning programme in five SEN schools, allowing more young people with additional needs to take part in sport.
Active Life Ltd received £400 grant funding towards establishing Back to Netball sessions for ladies in Herne Bay.

Thanks to the funding we now have extra equipment, a coach and access to an indoor facility over the winter enabling more people to have opportunities to improve their game.
Objective 05
Human Resources & Staffing
Ensuring procedures and practices promote equality.

- Provided equality updates and information for all new staff members.
- Circulated vacancies and job adverts to key equality group contacts.
- Staff involved in interviewing have undertaken training regarding equality and diversity in recruitment and selection.
- Designated equality lead officer for Kent Sport and equality board champion.
Objective 06

Research, Insight, Monitoring & Evaluation

Analysing research and insight and ensuring monitoring and evaluation methods are in place.

Delivering three pilots through the Everyday Active campaign in Thanet, Swale and Tunbridge Wells which include community engagement and sharing learning.

Working to develop new partnerships in four focus areas - Swale, Medway, Folkestone and Hythe, and Thanet to encourage joint working to tackle inactivity.

Improved collection of equality and diversity information at point of application for FANS (Free Access for National Sportspeople) Scheme membership.

Over 5,700 young people in Kent completed the new national Active Lives children and young people survey.
Objective 07

Marketing & Communications
Evaluate methods used and ensure accessibility by all.

Developed and utilised webinars to share best practice, including how to engage inactive young people.

Produced infographics, short films and blogs for communication and promotion.

Used media forms/channels such as Twitter and Facebook to promote opportunities and to celebrate achievements.

Developed Everyday Active campaign promoting opportunities and case studies.
If you require this publication in another format or would like further information about our equalities work then please contact us:

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