



SPORT WALES

STRATEGIC EQUALITY PLAN

2020-2024



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SPORT WALES

CEO FOREWORD

The development of our third Strategic Equality Plan (SEP) is a vital step in driving forward our action to tackle inequality in all its guises. The discussions follow the global outcry at the killing of George Floyd in the US and the subsequent debate and issues raised in relation to sport, race and ethnicity. This dialogue has reflected the fact that previous work has failed sufficiently to change the landscape or to show the leadership to move from making a commitment to change to actually achieving change.

We have clearly set out in the vision for sport, that we want Wales to be an active nation where **everyone** can have a lifelong enjoyment of sport. Underpinning this with clear actions to ensure sport is **inclusive** and provides a **great experience for all**.

We have seen progress in some areas, both in our own work and that of the sector:

- There has been a positive shift in the gender balance on the Boards of the sport sector in Wales (July 2018-Feb 2020): 7 organisations have now achieved Sport Wales' policy position on board diversity, with a further 5 only a few % points away from doing so. This picture has improved significantly from 2018 where only 4 had achieved and none were close.
- Sport Wales partnership with WCVA to establish BME Sport Cymru in a bid to connect the sport sector and local communities through training, advocacy and strategic collaborations.

Furthermore, Sport Wales board has recently established a sub group to provide additional focus and drive forward the equalities agenda. Sport Wales has also joined forces with the other Home Nation Sports Councils and UK Sport behind a collective mission to have a sporting system that is truly inclusive and properly reflective of UK society and to stamp out racism and racial inequality in sport.

We recognise there is still more work to be done and that a more systemic approach will be required if we are to see the scale of change required for us to achieve our collective vision.

Sport Wales will continue, as part of this plan, to listen, learn and involve those effected by these inequalities to ensure we take the right action, to bring about long term, meaningful change.

SARAH POWELL

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SPORT WALES HISTORY AND STATUTORY BACKGROUND

The Sports Council for Wales (known by its trade name Sport Wales) was established by Royal Charter dated 4 February 1972, with the objectives of “fostering the knowledge and practice of sport and physical recreation among the public at large in Wales and the provision of facilities thereto”. It is financed by annual funding from the Welsh Government and income generated from its activities.

The National Lottery etc Act 1993 (as amended) nominated the Sports Council for Wales (known by its trade name, Sport Wales) as the body responsible for distributing funds generated by the lottery to sport in Wales. The duties of Sport Wales in performing its Lottery functions are carried out pursuant to the account directions issued by the Secretary of State for Digital, Culture, Media and Sport, in accordance with Section 26(1) of the National Lottery etc Act 1993 and the Statement of Financial Requirements issued under Section 26(3) of the Act.

REGISTERED OFFICE

Sophia Gardens
Cardiff
Wales
CF11 9SW

SPORT WALES STRATEGY 2019

We want to unleash the benefits of sport on everyone in Wales. To do that, we know that we cannot stand still. Sport in Wales needs to keep moving.

That's why we have developed the strategy Enabling Sport in Wales to Thrive. It's been created with the help of people from every part of Wales. We have been listening to a diverse set of voices and it is clear there is a need for change.

Our Vision is of a Wales where everyone is active. From those who don't think of themselves as sporty to those who win gold medals.

WHAT WE WANT TO ACHIEVE

Within our strategy, we have outlined six levels of strategic intent that will shape the way Sport Wales works in the future:

1. TO BE PERSON CENTRED: The needs and motivations of the individual lead the delivery, whether just starting out, aiming to progress or striving for excellence on the world stage.

2. TO GIVE EVERY YOUNG PERSON A GREAT START: Every young person has the skills, confidence and motivation to enable them to enjoy and progress through sport; giving them foundations to lead an active, healthy and enriched life.

3. TO ENSURE EVERYONE HAS THE OPPORTUNITY TO BE ACTIVE THROUGH SPORT: Sport is inclusive and provides a great experience for all.

4. TO BRING PEOPLE TOGETHER FOR THE LONG-TERM: There is a collaborative, sustainable and successful sports sector, led by collective insight and learning.

5. TO SHOWCASE THE BENEFITS OF SPORT: The impact of sport is evidenced, and sport's reach is fully understood, valued, showcased and celebrated throughout Wales.

6. TO BE A HIGHLY VALUED ORGANISATION: Sport Wales is a respected organisation, striving to overachieve by delivering a first class service through our valued staff.



SHARED EQUALITY OBJECTIVES

SPORT WALES' SHARED LONG-TERM EQUALITY OBJECTIVES – WE WILL WORK TOGETHER TO:

- 1. INCREASE WORKFORCE DIVERSITY AND INCLUSION.**
- 2. ELIMINATE PAY GAPS.**
- 3. ENGAGE WITH THE COMMUNITY.**
- 4. ENSURE EQUALITY IS EMBEDDED INTO THE PROCUREMENT/COMMISSIONING PROCESS AND IS MANAGED THROUGHOUT DELIVERY.**
- 5. ENSURE SERVICE DELIVERY REFLECTS INDIVIDUAL NEED.**

Sport Wales is part of a group of public bodies known as the Wales Public Body Equality Partnership who have worked together to co-produce a suite of shared high-level equality objectives, to comply with their Public Sector Equality Duty. Sport Wales and each of the public bodies will individually publish the steps that they will take to meet the shared objectives in their Strategic Equality plans.

Future collaborative working will be captured through shared steps and joint outcome measures.

The public bodies involved are:

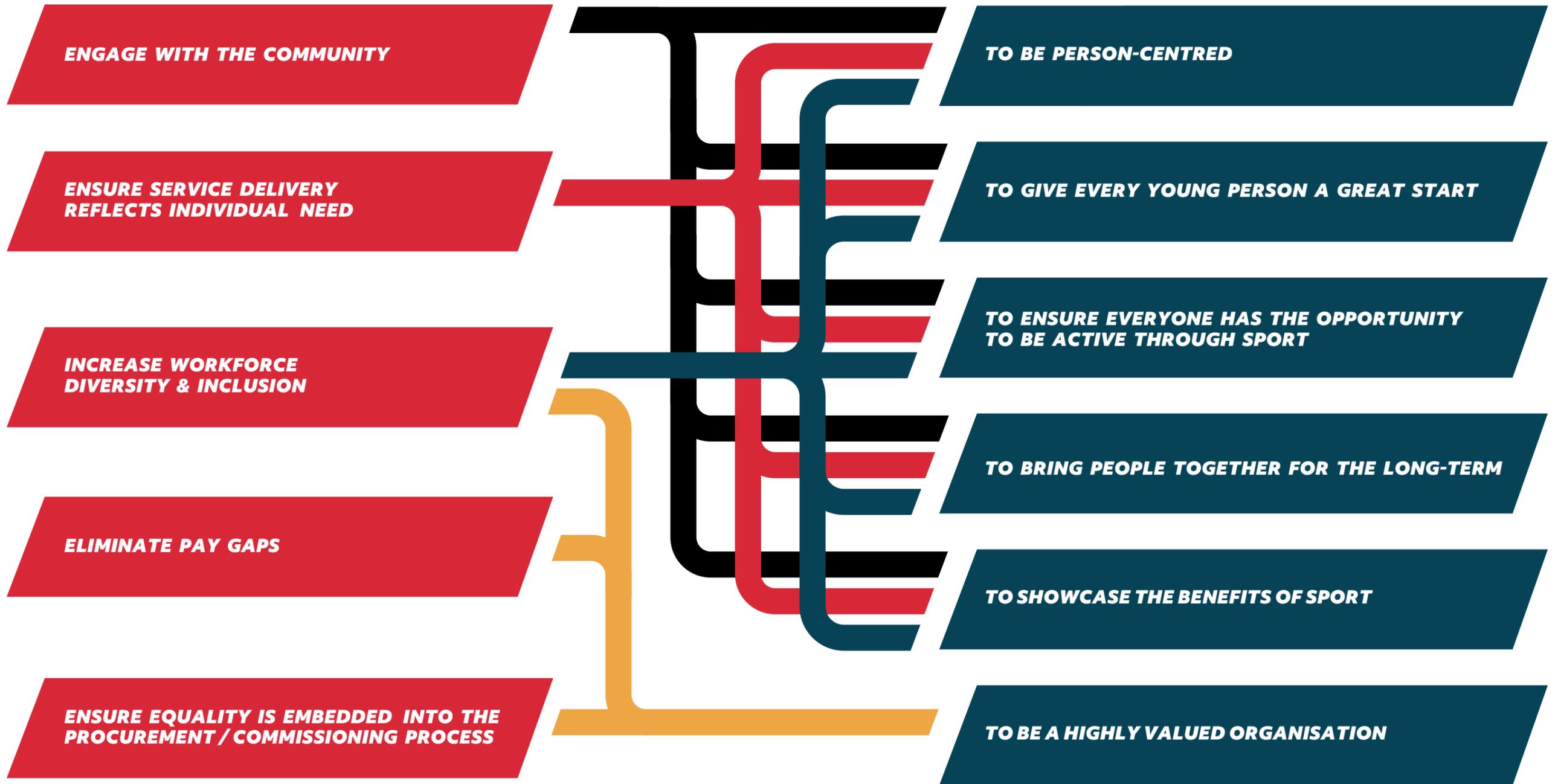
Arts Council of Wales; Careers Wales; Higher Education Funding Council for Wales (HEFCW); Health Education and Improvement Wales (HEIW); Velindre University NHS Trust; Cardiff and Vale University Health Board; National Museum Wales; Natural Resources Wales; Sport Wales; Welsh Language Commissioner; Welsh Revenue Authority.

Between November 2019 and January 2020, a formal consultation was undertaken to produce the equality objectives, these were adopted by the boards of the 11 organisations. Sport Wales Board agreed the objectives at its meeting 14th February 2020.

MAPPING THE SHARED EQUALITY OBJECTIVES TO THE STRATEGIC INTENT STATEMENTS

SHARED EQUALITY OBJECTIVES

SPORT WALES STRATEGIC INTENT STATEMENTS



SPORT WALES EQUALITY ACTIONS

SPORT WALES EQUALITY ACTIONS

Below are the actions that Sport Wales plan to implement in the next year to tackle inequality. The work will be led by a wide range of Sport Wales staff and overseen by the newly formed Diversity sub group of the Board.

1. TO BE PERSON-CENTRED.

- 1.1 We will implement a new investment model that aligns funding to our priority groups: Black, Asian, Minority Ethnic (BAME), disability, women and girls and social deprivation.
- 1.2 Y Lab – Citizen Science. Sport Wales and Cardiff University partnership for a new project co-created with participants from the community. This pilot project is for a funding bid.
- 1.3 We will trial the use of user voice in service design. The 60-plus scheme through Local Authority engagement with local groups is an example of this.

2. TO GIVE EVERY YOUNG PERSON A GREAT START.

- 2.1 We will continue to develop a National School Sport Survey that will understand the needs of the young people of Wales and will be used to allocate our resources.
- 2.2 We will establish a Youth Panel (in partnership with the Youth Sport Trust).

3. TO ENSURE EVERYONE HAS THE OPPORTUNITY TO BE ACTIVE THROUGH SPORT.

- 3.1 Establish a new Board Sub-group on Diversity.
- 3.2 Through the Be Active Wales Fund (BAWF) and Sport Resilience Fund (SRF) schemes we will prioritise applications for investment that ensure sport is open to everyone through pro-actively targeting existing inequality. By adopting a learning approach, we will continually shape and refine this process.
- 3.3 We will advocate and support programmes for Equality Standards, inclusion (insport) and Welsh Language provision with our partners.

4. TO BRING PEOPLE TOGETHER FOR THE LONG-TERM.

- 4.1 The Clip Programme – involving engagement with the sector to upskill on research and research methods, hence building the sector's capability.
- 4.2 Engagement with other Home Country Sports Councils, UK Sport, Sporting Equals and experts on race and sport to understand the impacts.
- 4.3 We have established a group of partners via the BAWF to help address inequalities and to support local communities (it involves Street Games, BME Sport Cymru and others) – we will utilise this collective network to engage with communities that participate less in sport
- 4.4 Establish 5 Sport Partnerships across Wales and ensure mechanisms are put in place so that services reflect local need.
- 4.5 Contribute to the joint Sports Councils' Race in Sport initiative to establish a forum where people can talk frankly about their lived experiences of racism, ensuring that insight from this forum is utilised and shared effectively.

5. TO SHOWCASE THE BENEFITS OF SPORT.

- 5.1 Development of the national surveys and how we utilise this insight to gain a better understanding of the barriers and enablers to individuals being active through sport.
- 5.2 Contribute to the joint Sport Councils' Race in Sport initiative through a wide-ranging piece of insight to give a stronger picture of race and racial inequalities across the sports system. We will ensure this information is shared and is used to drive effective programmes to tackle inequality.

6. TO BE A HIGHLY VALUED ORGANISATION.

- 6.1 To plan and deliver a comprehensive staff training programme around Equality, Diversity and Inclusion.
- 6.2 New work to increase the accuracy and completeness of staff diversity data.
- 6.3 Standardise staff diversity data collection to enable benchmarking with other organisations through consistent analysis and reporting of data.
- 6.4 Appoint representatives to Public Bodies Working groups to implement learning and review progress.
- 6.5 Feed-in from Sport Wales Engagement Group discussions (e.g. staff training needs). This may require consideration of surveys of staff on diversity/tackling inequality and their views.
- 6.6 Review our approach to shortlisting of candidates to maximise opportunities for under-represented groups.
- 6.7 Review approach to work experience and apprenticeship.
- 6.8 Give all staff the opportunity to feed-in to the development of Sport Wales Values to promote a fair, equal and inclusive environment throughout the organisation.
- 6.9 To continue to be a Fair Pay employer.
- 6.10 A commitment to Gender and Equal Pay Gap reporting.
- 6.11 Use standardised job evaluation for all new roles, or changes to current roles.
- 6.12 Review current HR policies in the light of the positive opportunities from Covid-19 homeworking.
- 6.13 Joint management and leadership training programme with other public bodies.
- 6.14 Sport Wales to consider the role of applications for the Equality Standards and insport programmes.
- 6.15 Review procurement principles for the organisation to commit to.
- 6.16 Work together to train and support staff to deliver the procurement principles.
- 6.17 Develop a bank of questions around equality & diversity to be used in tender processes.
- 6.18 Through the Public Bodies Equality Partnership working groups take best practice from other public bodies and update current policies to reflect equality and diversity principles.
- 6.19 The planned incorporation, as contracts are re-tendered, of payment at above the Real Minimum Wage (currently at least £10 per hr.) for any workers employed within contracts tendered by Sport Wales.





PUBLISHING EQUALITY INFORMATION

Sport Wales plans to publish the following information in its annual Public Equality Duty report:

1. Staff diversity.
2. Board member diversity.
3. Recruitment diversity monitoring.
4. Training Opportunities.
5. Complaints, Grievances, Disciplinarys.
6. Leavers diversity monitoring.
7. School Sport Survey young people's participation in sport data.
8. National Survey for Wales adults' participation in sport data.

The Race in Sport review is due to consider the data currently available to Sports Councils and its use during 2020-21, this may result in recommendations for future improvements in data availability and use.

IMPACT ASSESSMENT

All Board papers must include a detailed impact assessment. Further work in developing the impact assessment has been built into the equality actions.

SPORT WALES IS PLANNING TO REVIEW ITS IMPACT ASSESSMENT IN 2020-21 WITH THE FOLLOWING AIMS:

1. A digital solution to improve user satisfaction and ease of data collation.
2. A holistic system that considers the wide range of potential impacts.
3. Provides added value to the user to improve user satisfaction and usage.
4. The scale of assessment is proportionate to the change and potential impact.

MONITORING & REPORTING

We recognise that sport and equality exist as part of a complex and unpredictable environment. With this in mind, we will be clearly identifying where our work can have maximum value, but also reflecting on the need to be learning led in our methods. This will include taking forward new projects and ideas while also ensuring that the impact of previous actions informs each stage of development.

While the published action plan focuses on areas of immediate priority, this flexible and agile approach will see changes to the action plan as we progress through the 4 year cycle, to ensure that we can adapt to changing environments.

We will report progress and outline changes to the action plan through our Annual Public Equality Duty Report.

