

Active Gloucestershire Equality and Diversity Action Plan, 2017-2018.

Key Aims of the Action Plan.

To maintain the Foundation Level for the Equality Standard developed by the Sports Council Equality Group. (Key areas 1-3).

To support and make real the aspirations of the Active Gloucestershire Equality Policy and Diversity Policy.

To develop a whole organisation approach to equality and diversity.

Key Area	Requirement	Current	Action required	Deadline	Person responsible for key area.
1. The organisation demonstrates a clear commitment to equality and diversity.	An identified organisational lead for Equality and diversity.	The organisation has an identified lead officer for Equality and diversity, (Rowland Clark Head of Inclusion).	None	Completed	Deborah Potts
	The organisation has an identified Board Champion for Equality and diversity.	Board member identified (Candace Plouffe)	None	Completed	Deborah Potts
	Equality and diversity workshops are delivered to staff and to the Board Champion.	4 Staff have accessed 'mental health and sport training', and two staff have accessed best practice inclusion training relevant to disabled people ('Inclusion Needs You')	Identify suitable 'Equality and Diversity' training. All staff and the Board Equality Lead to have undertaken 'Equality and Diversity' training	March 2018	Rowland Clark Kerry Dexter Candace Plouffe
2. The Organisation have policies for equality and diversity and these have been communicated.	Policies have been communicated to the Board, the staff, volunteers, participants and other	Policies are on the AG website and have been reviewed in August 2017.	Review in six months	March 2018	Rowland Clark

	stakeholders.				
	Staff, the Board and volunteers have the opportunity to review policies and to contribute to their development.	Staff and the board are aware of the policies	Staff and the Board to be made aware of changes to policies and have the opportunity to review and feedback	October 2017	Geetha Dean
3. The organisation is aware of its current profile and position in terms of equality and diversity.	HR Policies are up to date	HR Policies.	Review policies as required.	Review policies as per annual deadlines.	Geetha Dean.
	Marketing and communications are accessible and seek to promote equal opportunities for all.	AG website has been developed following consultation with partners including EFDS	None	Review March 2018	Marketing Lead
	The organisation has completed a profile audit of its staff volunteers and Board members.	Profiling exercise of the Board completed October 2016	Complete profile of AG staff and volunteers. Agree re -audit date.	Profile staff and volunteers by January 2018 Agree date re annual profiling audit.	Geetha Dean
4.Diversity Targets	The Board demonstrates a public and strong commitment towards achieving gender parity and greater diversity both for the Board and the organisational leadership.	The Board have formally adopted a target of 30% of each gender on the Board.	Target adopted.	Completed	Board of Trustees
		Commitment to the above and to greater	Through the Diversity Policy on website.	Completed	

		<p>diversity is expressed clearly on the AG website.</p> <p>Profile audit of Board complete, audit of staff and volunteers to be completed. No assessment of audit by the Board.</p>	<p>Audit completed. Board to assess the findings of the audit, and undertake any necessary actions to increase diversity.</p>	<p>February 2018</p>	<p>The Board</p> <p>Deborah Potts</p> <p>Candace Plouffe</p>
<p>5. Training</p>	<p>The CSP demonstrates an ongoing commitment to the engagement of hard to reach groups.</p>	<p>The CSP is co-ordinating a broad training offer to support the ethos of equal opportunities county wide. Training includes: EFDS ICT Training EFDS Inclusive Communications, Autism Awareness, Coaching Disabled Performers. Mental Health and Sport.</p>	<p>To develop rolling programme of courses supporting equal opportunities.</p>	<p>February 2018</p>	<p>Kerry Dexter/Rowland Clark</p>

6 Volunteering	The CSP demonstrates an ongoing commitment to engaging people of all abilities in volunteering.	The CSP has engaged three disabled people as interns or volunteers in the last 12 month period. The CSP have a strong track record in engaging people of all ages and abilities including disabled people and adults as volunteer School Games Makers. The CSP have developed a peer led volunteering programme, 'Active4life'.	To review volunteering opportunities across all programmes.	December 2017	Rowland Clark (Disability and mental health) Sarah Haden (Older people) Tom Hall (Education/school games.) Kirsty Dunleavy (BME, women and low social economic groups)
7 Evidence of pro-actively engaging diverse groups.	The CSP actively seeks to engage a diverse range of people.	The CSP has developed programmes in the following areas: Mental Health. Disability. Older People.	To continue to develop these areas of work through staff work programmes.	Review February 2018	Rowland Clark

		<p>Women and Girls. Workplaces. The CSP engage with the following forums to support Equality: EFDS SW Forum. Good Mental Health Group. Physical and sensory impairment group. Learning Disability Partnership Board. Friendship and Assistance Group Our Voice to live (young disabled people's group.) The CSP are actively working with local DPULO's. The CSP are developing new work areas to engage low social economic and BME groups.</p>			
8. Self evaluation	To develop the EFDS LEAD Toolkit as an audit tool for wider equalities.	The CSP are working with the EFDS as a target CSP.	Agree whole team training with the EFDS as part of 'Inclusion' business plan.	February 2018.	Rowland Clark. Kerry Dexter Deborah Potts.
	Diversity in the organisation is reviewed by the Board.	No annual review of the diversity audit is undertaken.	Board to review the results of the Diversity audit and levels of diversity.	February 2018	Deborah Potts

			Board to review policies to ensure that they meet the diversity aims of the organisation.		Candace Plouffe
	Key information from the diversity audit is included in the annual report	No information about diversity is included in the annual report.	Board to ensure key information about diversity is included in the Annual report.	February 2018	Deborah Potts Candace Plouffe
9 SE Funded programmes	CSP can evidence the equitable deployment of SE resources and programmes.	Sportivate, Satellite Clubs, School Games schemes actively encourage uptake by hard to reach groups and under- represented people.	Review support for hard to reach groups	February 2018	Sarah Haden Tom Hall Liam Nicholls
10 Strategic Influence	The CSP demonstrates strategic influence to develop Equal opportunities for All.	The CSP has engaged with the key players in the County including the CCG, Public Health, Gcc, and the VCS to influence strategy in order to ensure that physical activity and commissioning for physical activity for all is a key consideration in the planning of services.	Review influence at strategic level.	February 2018	Deborah Potts.