

# Sport Wales

## PUBLIC SECTOR EQUALITY DUTY REPORT

Reporting Period: March 2016-April 2017



The Equality Standard  
A Framework for Sport



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# 1: THIS IS SPORT WALES

Sport Wales is the recognised authority on sport, established by Royal Charter in 1973 by HM Queen Elizabeth II; with the aim of fostering the delivery of sport and physical recreation for the public in Wales.

As a Welsh Government Sponsored Public Body (WGSB), we advise the government on all matters relating to sport and physical activity and distribute Welsh Government and National Lottery funding. As custodians of public funding and a National Lottery distributor we have a clear duty as the national investor for sport to ensure that the millions of pounds invested annually deliver our aspirations **to get every child hooked on sport for life and develop a nation of champions.**

The impact sport has across all sections of society is well documented. As an official supplier of research we apply evidence and intelligence that demonstrates the incredible impact sport has in developing the lives of people and in shaping future thinking and delivery. We also hold a unique role with the responsibility for uniting the voices of sport to tell the powerful story of how it contributes towards creating an active and prosperous nation.

## 1.1: Our Role

- The uniting voice of sport
- The national investor of sport
- An official supplier of applied research
- A first class provider of services to sport

## 1.2: Our Aspirations

Working with partners and stakeholders from across the sporting sector and beyond, Sport Wales aspires to;

- Get Every Child Hooked on Sport for Life
- Develop A Nation of Champions

## 1.3: Our Strategic Aims

Sport Wales has set out 5 Strategic Aims and through our ‘This is Sport Wales’ document we clearly set out how we deliver against these aims.

WE WILL...	HOW WE WILL...
Tell the compelling story of sport	By communicating at every opportunity the benefits of sport
Lead the development of sport in all communities	By transforming sport to make it more diverse, accessible and enjoyable for all
Enable success on the international stage	By creating a successful and sustainable elite sport system
Set sport up for success	By investing in expertise, innovation and organisations that deliver
Build a brilliant organisation	By developing further our diverse group of people, arming them with the confidence, skills and resources to excel and: <ul style="list-style-type: none"> <li>• Attract, develop and reward the very best people</li> <li>• Create a dynamic working environment to deliver excellence</li> <li>• Celebrate and recognise the impact of our achievements</li> <li>• Continually learn and seek new knowledge to enhance our delivery</li> </ul>
	By developing further our inspirational National Centres that provide exceptional service

## 2: LEADERSHIP AND ACCOUNTABILITY FOR EQUALITY

**Sport Wales Executive** is accountable for compliance with well-being and equality legislation.

**The leadership team** are the strategic lead for well-being and equality, setting and leading objectives and driving change throughout the organisation. They are accountable for understanding impact and creating a culture that promotes equality and well-being.

**Sport Wales Board** is accountable for scrutinising the performance of Sport Wales with respect to well-being and equality, and compliance with legislation. They are responsible for agreeing Sport Wales Strategic Equality Plan and Well-being Objectives. In addition they should scrutinise impact in relation to well-being and equality across all business areas

## 3: OUR EQUALITY OBJECTIVES 2016-2020

Sport Wales's equality objectives reflect and support both our internal work to build a brilliant organisation and our outward facing work meeting the outcomes set in our Community Sport and Physical Activity Strategy, Elite Strategy and Workforce Strategy.

1. Understand the diverse profile of the sporting infrastructure.
2. Collate and report intelligence-based research to better understand how to reduce inequalities in regular participation in Community Sport.
3. Engage with organisations that represent those who share a protected characteristic.
4. To deliver appropriate communication highlighting Sport Wales' work and that of partners in attracting a broader range of participants.
5. Using evidence and intelligence to develop positive action that will impact on reducing inequalities in regular participation in Community Sport.
6. Building a diverse and inclusively aware workforce within Community Sport.
7. Understanding the diverse profile of Elite Athletes, the workforce and depth of talent.
8. Establishing a High Performance System in Wales that can recognise and respond effectively to the changing needs of prioritised sports and athletes as guided by the Elite Sport Strategy.
9. Elite environments and programmes should reflect competitive requirements and are available to elite athletes with identified equality characteristics.
10. Embed Equality and safeguarding within the infrastructure of sport in Wales, through the provision of support and challenge to our partner organisations.
11. Create a culture in Sport Wales that recognises and responds to individuals needs.

## 3.1: Thematic Areas

- 1. Research and insight:** A greater understanding of the profile of sport and our elite athletes, further insight to understand customer needs and improved reliability of data.
- 2. Embedding culture change for Sport Wales:** Equality objectives reflected in all of Sport Wales' functions and greater quality assurance of Equality Impact Assessments. The governance and workforce of Sport Wales to better reflect diversity. Staff to have the skills to manage diversity.
- 3. Embedding culture change for funded partners:** Improved scrutiny in relation to equality and diversity, clear expectations for partners, the sporting workforce to understand diversity and better represent the community that it serves. Sports boards to better reflect diversity, and equality is embedded into planning and monitoring processes.
- 4. Customer need:** A greater focus on customer needs and satisfaction.
- 5. Education and Training:** Educate the sport sector in culture and diversity awareness.
- 6. Engagement:** Collaboration and involvement with organisations who represent those who share a protected characteristics.

## 3.2: Focus for Year 2016-17

The focus for the first year of our second strategic Equality Plan has been to progress the embedding of equality into the culture of Sport Wales. We were keen to understand what 'embedding equality' looks like in terms of outcomes and impact. Developing and

publishing our second Strategic Equality Plan (SEP) has provided a great opportunity to progress engagement across the organisation and amongst partners. It has also provided a flat-form for influencing organisational policy.

## 3.3: Well-being of Future Generations Act, 2015 and Equality Act, 2010 working together

The Well-being of Future Generations Act, 2015 requires Sport Wales to publish Well-being Objectives. This has provided an opportunity to reinforce Sport Wales Equality Objectives. Sport Wales has taken the approach to

recognise Well-being and Equality as interdependent and organisational policy and processes are starting to reflect this.

## 3.4. A sample of headline successes 2016-17

- Achievement of Intermediate Level of the Equality Standard for Sport.
- The development of a 'Framework for embedding well-being, equality, diversity and inclusion' into the organisational culture.
- The development of an Inclusive Leadership programme for Senior Management.
- Appropriate duties in relation to equality are included in revised job descriptions.
- Impact Assessment processes have been redeveloped to include impact against Well-being and Future Generations Act, 2015 Goals and Ways of Working.
- An analysis of staff competencies and behaviours in relation to well-being, equality, diversity and inclusion has been undertaken at Leadership level and Senior Officer Level (Community Sport).
- Reducing the participation gap is one of the 3 key outcomes for the new Community Sport Model.
- A framework for embedding well-being and equality into the new Community Sport Model (CSAP) has been developed.
- Sport Wales delivers an annual communications plan to promote equality and diversity in sport. Social media campaigns are aligned with sporting events, festivals and celebrations. (e.g. Mental health week, LGBT Awareness week)
- Further developments to promote flexible working through our IT systems have been developed e.g., SharePoint.
- Sport Wales has revised its dress policy to allow for flexibility.

## 4: FOSTERING GOOD RELATIONS WITH THOSE WHO SHARE A PROTECTED CHARACTERISTIC AND THOSE WHO DO NOT

### Consultation and Engagement

Sport Wales has developed working relationships with organisations that represent equality or specifically work with under representative groups. We are keen to engage and work together with organisations that are ‘best placed’ and have expertise in the area of equality. For example, Sport Wales has recently commissioned WCVA to manage a project working with BME Communities across Wales. Through this work BME Networks have been established across Wales and provide opportunity for engagement.

Equality networks that were originally established by Sport Wales now operate independently. LGB&T Sport Cymru is now a constituted organisation and has accessed Sport Wales funding to develop a website and deliver training.

This year we have started to engage in large scale stakeholder engagement and have commissioned work to specifically ensure that our engagement is as diverse as possible. Examples of this include our Community Sport remodelling work and consultation work in relation to our Well-being Objectives.

New Impact Assessment systems will enhance the requirement to involve and engage with those who share a protected characteristic. Engagement and involvement is an area for further development.

## 5: ELIMINATING DISCRIMINATION AND ADVANCING EQUALITY OF OPPORTUNITY AMONGST THOSE WHO SHARE A PROTECTED CHARACTERISTIC AND THOSE WHO DO NOT

### 5.1. Impact Assessment

Impact Assessment processes have been revised to include impact against the Well-being of Future Generations Act, 2015 Goals and Ways of working.

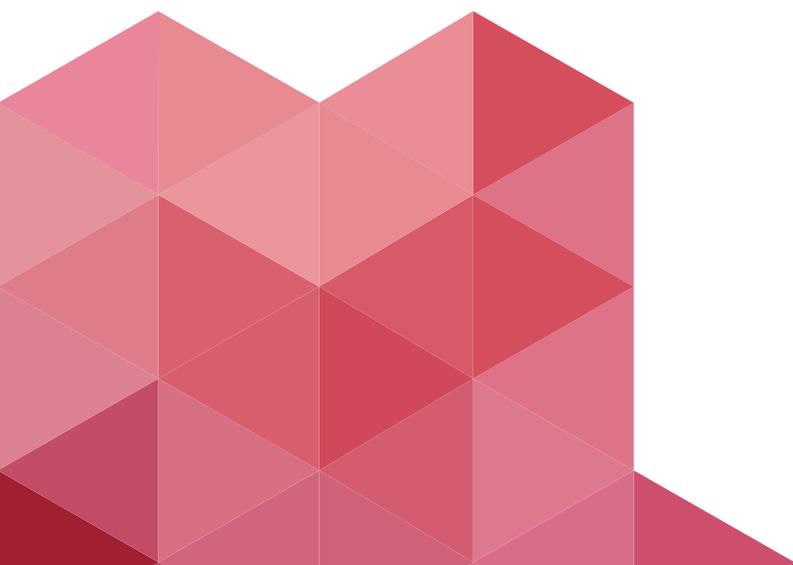
The role of Sport Wales Leadership Team in relation to ensuring impact assessments are undertaken and kept up to date and that impact is understood.

Sport Wales Leadership have agreed to action the following steps:

1. To undertake screening across business areas.
2. To agree the key areas of work in the Business Plan that will require a live impact assessment during the Business Planning Year, and alongside this undertake work to understand how the impact assessment of work areas will constitute to the impact of the whole Business Plan.
3. Undertake initial impact assessments which then the policy lead will keep updated.

## 6: ADVANCING EQUALITY OF OPPORTUNITY IN PARTICIPATION IN SPORT

Case study examples are detailed in the appendix.



## 7: ELIMINATING DISCRIMINATION AND PROMOTING EQUALITY IN EMPLOYMENT

### Embrace Equality and Diversity within Sport Wales and through our Policies

The key outcome from this objective is that we become an organisation that is: *‘Diverse, where our staff feel valued and treated fairly’.*

We want our staff to excel regardless of their gender, ethnicity, national origin, sexual orientation, religion or belief, culture, disability, background or life experiences, and therefore look to develop a diverse and inclusive working environment where staff are allowed to be themselves, their differences are recognised and their contributions are valued.

Our 3 goals for diversity and inclusion in the workplace are therefore:

1. **Workforce Diversity:**  
Ensuring we have a diverse, high performing workforce.
2. **Workplace Inclusion:**  
Developing a culture that encourages creativity, flexibility, and fairness to enable individuals to be themselves, have their differences recognised, perform to their full potential and have their contributions valued.
3. **Sustainability and Accountability:**  
Developing structures and strategies to equip managers and supervisors with the ability to manage diversity within their teams, be accountable, measure and act on results of these measures, and embed a culture of inclusion within their team and the wider organisation.

## 7.1. Current Equality Statistics For Sport Wales (31st March 2017)

AGE	%
less than 20	<5
20-24	5.5
25-29	9.3
30-34	12.6
35-39	16.5
40-44	14.3
45-49	12.1
50-54	12.6
55-59	10.4
60-64	4.9
65-69	<5
70-74	<5
75-79	<5
Over 80 years	<5
No age listed	<5

DISABILITY	%
Yes	<5
No	7.1
Nothing detailed	91.8

RELIGION	%
Prefer not to say	<5
Other Philosophical, Spiritual Belief or Religion	<5
No Religion	26.4
Christianity	35.2
Church of England	<5
Nothing detailed	35.7

SEXUAL ORIENTATION	%
Prefer not to say	<5
Heterosexual/Straight	63.2
Gay Woman/Lesbian	<5
Gay Man	<5
Nothing detailed	31.9

ETHNICITY	%
Prefer not to say	<5
White	78
Asian-Chinese	<5
Black/African/Caribbean - Caribbean	<5
Mixed/Multiple - Other Backgrounds	<5
Mixed/Multiple - White & Black Caribbean	<5
Nothing detailed	20.3

NATIONALITY	%
British	36.8
English	<5
Scottish	<5
Welsh	37.4
Other	<5
Nothing detailed	19.5
Prefer not to say	<5

GENDER	Male	Female
All Staff	48.4	52.2

<b>GENDER BY WORKING HOURS</b>	<b>Male</b>	<b>Female</b>
Full Time	59.1	40.9
Part Time	23.6	76.4

<b>GENDER BY CONTRACT TYPE</b>	<b>Male</b>	<b>Female</b>
Permanent	47.3	52.7
Fixed Term	37.5	62.5
Seasonal	80	20
Secondment	100	<5

<b>GENDER BY GRADE</b>	<b>Male</b>	<b>Female</b>
Seasonal	90	10
O	15.4	84.6
A	70	30
Scale 1	100	<5
B	21.2	78.8
C	56.8	43.2
Scale 3	100	<5
D	40.8	59.2
E	56.3	43.8
F	100	<5
CEO	<5	100

<b>GENDER BY PAY QUARTILE</b>	<b>Male</b>	<b>Female</b>
Quartile 1 (Lower)	40.5	59.5
Quartile 2	48.9	51.1
Quartile 3	56.6	43.4
Quartile 1 (higher)	50	50

<b>GENDER PAY GAP</b>	<b>%</b>
Median	9.3
Mean	2.7

<b>WELSH SPEAKER</b>	<b>%</b>
Fluent	5.5
Partial	<5
Beginner	1.1
Non	20.9
Prefer not to say	69.8

<b>MARRIAGE &amp; CIVIL PARTNERSHIPS</b>	<b>%</b>
Divorced	<5
Married	45.6
Partnership	7.7
Separated	<5
Single	15.4
Widowed	<5
Nothing Detailed	24.2
Prefer not to say	<5

<b>MATERNITY</b>	<b>No's</b>
Leavers in 12 months to 31/03/17	3

According to the 'Office of National Statistics ASH Survey, 2016' the gender pay gap for Wales (Median hourly earnings) for 2016 was recorded as 9.4%.

## 7.2. Equality Statistics For Sport Wales Board (31st March 2017)

Our Board consists of 45% female and 55% male. 18% are from BME backgrounds. Religion and Disability were not detailed. 9% are heterosexual/straight with the remaining 91% not detailing sexual orientation.

The age breakdown of candidates is as follows:

AGE	%
<25 years	<5
<25-34 years	<5
<35-44 years	27
<45-54 years	37
<55-64 years	18
65+ years	18

## 7.3 Specific Equality Training

TRAINING OPPORTUNITY	PROTECTED CHARACTERISTIC	OFFERED TO	DATE OF TRAINING
Impact Assessment	Age, Sex, Disability, Sexual Orientation, Gender Reassignment, Ethnicity, Religion and Belief, Marriage and Civil Partnership, pregnancy and maternity, Welsh Language, Socio Economic Disadvantage.	Leadership Team and Senior Officers	January 2017
An Introduction to Equality and Diversity	Age, Sex, Disability, Sexual Orientation, Gender Reassignment, Ethnicity, Religion and Belief, Marriage and Civil Partnership, pregnancy and maternity, Welsh Language, Socio Economic Disadvantage.	All new starters	On-going for all new starters
LGBT Awareness	Sexual Orientation & Gender Reassignment	All Staff	March 2017
Welsh Language	Welsh Language	All Staff	On-going
Addressing inequalities in Wales	Age, Sex, Disability, Sexual Orientation, Gender Reassignment, Ethnicity, Religion and Belief, Marriage and Civil Partnership, Pregnancy and Maternity, Welsh Language, Socio Economic Disadvantage	Senior Officers	July 2016

## 7.4. Complaints, Grievances, Disciplinary:

Sport Wales has an Anti-Bullying, Harassment, Discrimination and Victimisation policy which clearly sets out standards of behaviour, detailing in particular those that are deemed unacceptable by the organisation and the likely consequences if any breach of these behaviours is founded. Processes are also available for complaints made by the general public. During the reporting year no grievances were raised.

Two disciplinary hearings were conducted during 2016/2017, but none were related to bullying, harassment, discrimination or victimisation. The employees were 50% male and 50% female. Due to the small number of disclosures in relation to age, ethnic origin, religion, disability and sexual orientation, we have not been able to report on these areas.

## 7.5 Leavers

2016/17 saw a staff turnover rate 8.26%. The Sport Wales leavers spanned all age ranges with the majority falling within the 25-39 years age category (52%). Furthermore, 52% were women and the remaining 48% men.

None of the leavers were disabled. Due to the small numbers of disclosures in relation to ethnic origin, religion, disability and sexual orientation, we have not been able to report on these areas.

## 7.6 Recruitment

Equality monitoring data is provided voluntarily by applicants for Sport Wales vacancies.

181 individuals applied for 9 roles within 2016/17. 13% of applicants were from BME backgrounds. 18% were female, 63% male, with 20% preferring not to say. The age breakdown of candidates is as follows:

AGE	%
<25 years	31
<25-34 years	38
<35-44 years	10
<45-54 years	5
<55-64 years	<5
65+ years	<5
Prefer not to say/blank return	16

## 8: AREAS FOR PROGRESSION

- The embedding of the principles of impact assessment, accountability and scrutiny.
- Engagement and involvement of those who share a protected characteristic.
- Increasing workforce diversity at Sport Wales.
- Completion of employee and board profile data (there are currently high levels of ‘nothing detailed’).
- Inclusive leadership: Driving a culture that promotes Well-being, equality, diversity and inclusion.
- Driving forward of well-being and equality as one policy area.
- Working with partners to address board and leadership diversity.
- Working with partners to understand the membership and workforce profile data of sports.
- Working with sports bodies to recognise where to target work to achieve sustainable impact in tackling inequalities.

# 9: APPENDIX 1

## 1. Research and Insight

Sport Wales School Sport Survey (2015), illustrates an increase in participation in relation to our ‘Hooked on Sport’ measure (participating at least 3 times a week) amongst girls, disabled people, ethnic minority

communities, children from deprived communities.

Sport Wales recognise that priority should be given to tackling inequalities in sport.

school sport survey arolwg ar chwaraeon ysgol



### Who is ‘hooked on sport’?/Pwy sydd ‘wedi gwirioni ar chwaraeon’?

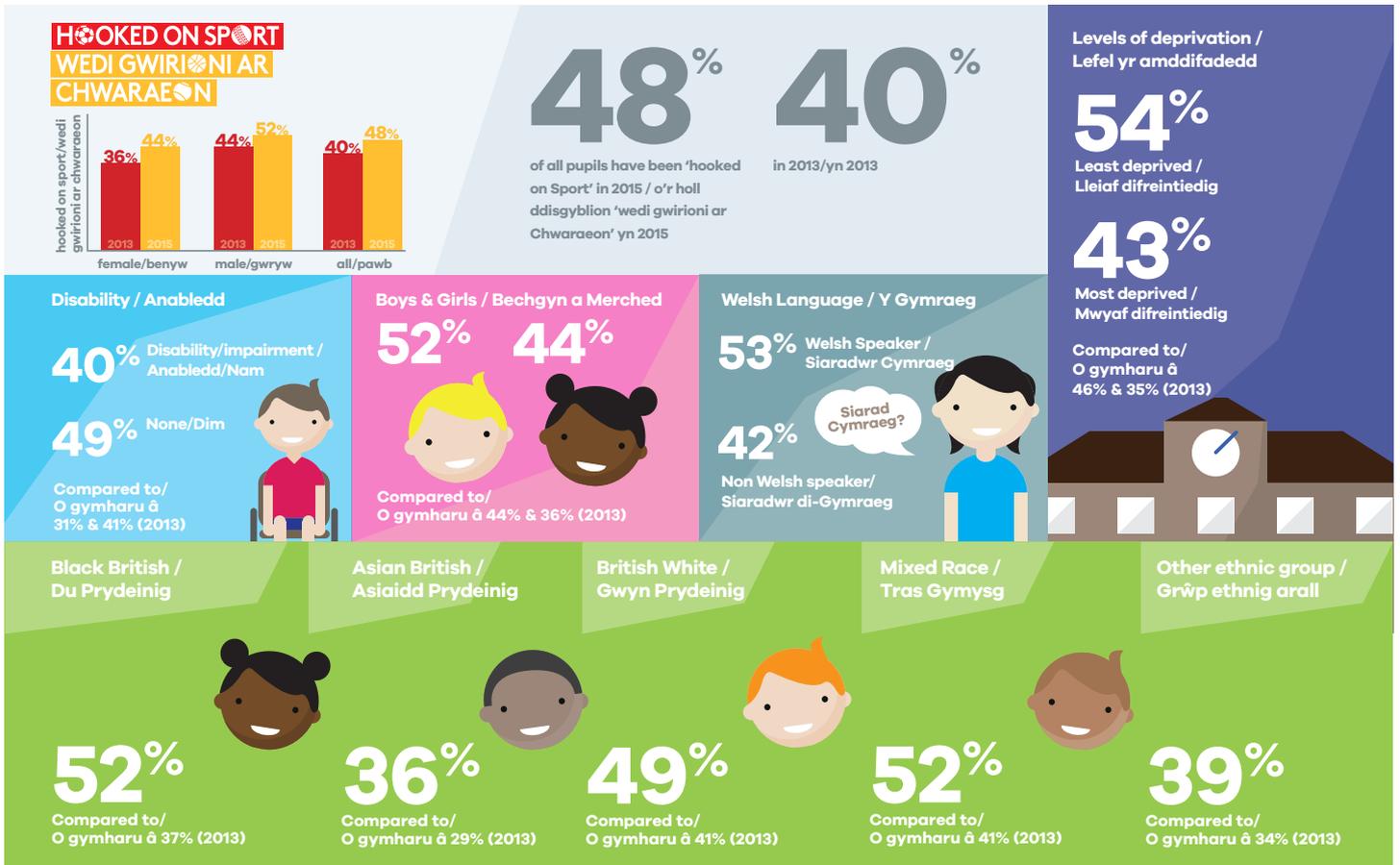
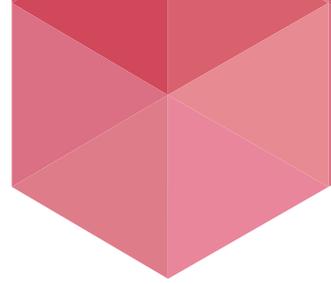


Fig 3: (Sport Wales School Sport Survey Diversity Stats 2015)

## Sport Wales Active Adult Survey: 2014

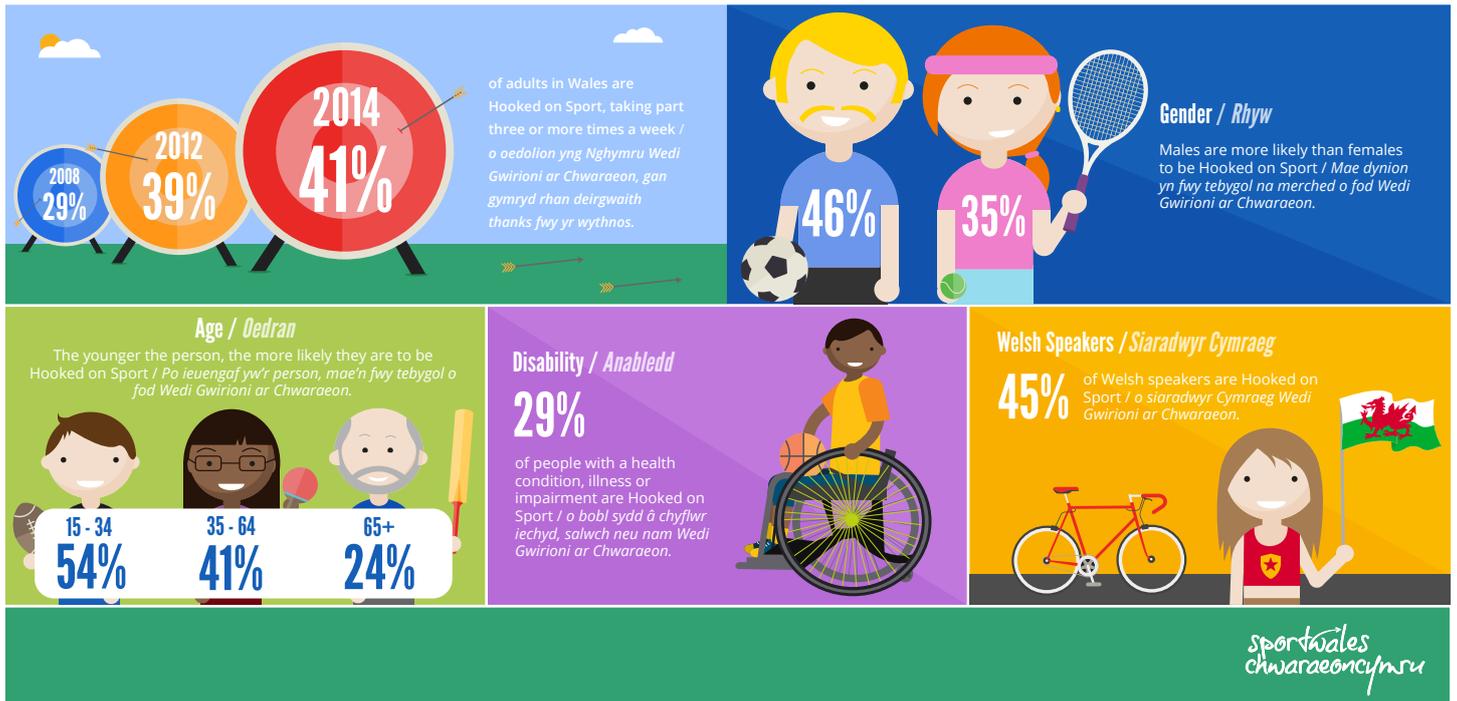
The 2014 results show an increase in the ‘hooked on sport’ measure (participating at least 3 times a week) since 2012 (41%), building on the rise in Welsh sport participation seen since 2008 (29%) and sustaining participation since the London 2012 Olympics and Paralympics.

The survey reveals that there are still gaps in participation between males (46%) and females (35%), disabled (29%) and non-disabled (48%) and those from Wales’ most deprived areas are less likely to be hooked (39%). The survey revealed that 45% of Welsh speakers are hooked on sport.



**HOOKED ON SPORT**  
**WEDI GWIRIONI AR**  
**CHWARAEON**

**Who is Hooked on Sport? (2014)**  
**Pwy sydd Wedi Gwirioni ar Chwaraeon? (2014)**



## Sport Wales Further Education (FE) Survey 2015

The Survey reveals gaps in participation between males (59%) and females (40%). A difference in frequent participation rates between students with or without disabilities is shown. 32% of students with a disability were hooked on sport compared with 51% of those with no reported disability. By ethnic group, students from mixed/multiple ethnic groups were more likely to be hooked on sport than white students, with 59% reporting taking part three or more times a week compared with

49% of white students. As with the School Sport Survey findings, fewer Asian/Asian British students reported being hooked on sport (38%). On this occasion, we are unable to report the percentage of Black/Black British students who were hooked on sport due to a smaller positive response to this measure from this cohort. students who were hooked on sport due to a smaller positive response to this measure from this cohort.

## Hooked on sport and Welsh language speakers

The School Sport Survey and Active Adults Survey both show that Welsh speaking respondents are more likely to be frequent participants than non-Welsh speaking

respondents. The FE Sport Survey reflects this pattern – overall, 58% of Welsh speakers are hooked on sport compared with 46% of non-Welsh speakers.

## Diversity in the Governance of Welsh Sport, 2017

### Summary

The 2016 Welsh Leadership Audit data provides quantitative information on the diversity of Senior Leadership Teams and Boards across 43 Sport Wales-funded National Governing Bodies (NGBs) in Wales. It also provides qualitative information on awareness of Women in Sport's work. This briefing note summarises the key findings from preliminary analysis of this data.

According to the data provided, there were 521 individuals holding leadership positions, of those individuals.

- 31% (163) were women;
- 4% (22) were defined as having a disability; and
- 1% (6) were defined as BME.

However, these averages mask a large range. For example, female representation ranged from 0% at Angling Cymru, Cambrian Caving Council, Wales Rugby League, and Welsh Billiards & Snooker to 92% at Welsh Gymnastics.

Diversity also varied depending on the leadership role. For example, while women made up 46% of Development Directors/ Managers, they made up only 20% of Performance Managers.

More data was provided on the profiles of Board Members. Of the 316 Board Members:

- 31% per women
- 5% were defined as having a disability
- 1% were defined as BME
- 22% (72) were Welsh speakers;
- Less than 1% (1) were aged 24 or under; and
- 39% (122) were defined as independent (GLFW definition used in survey).

## Understanding participation and nonparticipation in sport amongst Black and minority ethnic groups in Wales, 2015

The research identified a wide-range of constraints which reduce the likelihood of people from BME communities taking part in sport. These broad factors are not unique to BME communities, nor will they be new to those working in sports development, yet their prevalence and intensity should not be underestimated.

**Social alienation** – For asylum seekers as well as older migrants who lack language skills this was particularly an issue. Without contacts and friendly support people are less likely to be aware of sporting opportunities or have company to go with them. For those with children they are also less likely to have family or friends who can provide childcare.

**Racism** – Many viewed racism as an unremarkable and inevitable aspect of everyday life in Wales with accounts ranging from hatred to misunderstanding. The findings suggest that racism was more common in rural areas such as ‘the valleys’ and may be most frequently experienced by white minorities (such as Polish and Gypsy Travellers). While many experienced racism playing sport, for others sport provided a space to escape the discrimination experienced in their everyday life.

**Inappropriate provision:** A lack of ethnic minority coaches is particularly an issue for those lacking English skills, while for South Asian (predominantly Muslim) women and those women conscious of their bodies a lack of single-sex facilities/sessions is a major barrier.

### Cultural Expectations:

- a) **Gender roles:** The research highlighted evidence of some females receiving less support or being actively deterred from participating in sport by their family and wider community.
- b.) **Sport vs. Academic priorities:** For many adults that took part in the research there was an acknowledgment that their parents (first and older second generation migrants) had not seen the value of sport, and that education, viewed as a passport to a better life, had been their main priority.

## 9: APPENDIX 2

### 1. Advancing equality of opportunity in sport and physical activity. A sample of case studies

PROJECT	BME SPORT CYMRU PROJECT
Purpose (Expected outcome)	<p><b>Outcome 1:</b> Increased Participation: More individuals from BME communities will take part in sustainable sporting and physical activities resulting in improved health and wellbeing.</p> <p><b>Outcome 2:</b> Building Capacity: Individuals and groups from BME communities will be supported and capacity built in the areas of volunteering, training, governance and funding to improve sustainability.</p> <p><b>Outcome 3:</b> Tackling Inequality: Mainstream community-based sporting organisations and NGBs will develop stronger links with and understanding of BME communities improving equality of access to sustainable sporting activities.</p>
Level of investment	£538,339 (2016-2018)
Characteristic groups/ Community groups	BME communities in Newport, Cardiff, Swansea and North Wales
Headline impact 2016-17:	<ul style="list-style-type: none"> <li>• Significant engagement with ‘new’ BME communities, where existing sports development teams either were not successful or were unaware of the groups.</li> <li>• Local projects have proactively generated new activities/clubs through Community Chest funding.</li> <li>• BME awareness training has been provided for NGBs which has positively impacted on those NGBs wanting to plan/engage with BME communities, via NGB Development Managers Forum and NGB Equalities Leads Workshop.</li> <li>• 4 local BME Sport Forums have been rejuvenated, leading to a wider engagement with BME communities allowing for a greater focus on development work and prioritising community needs.</li> <li>• Specific activity development – Filipino basketball, female only swimming sessions, female self-defence classes,</li> <li>• Developing volunteers - achieving level 1 and level 2 sports leaders awards, safeguarding and first aid courses</li> <li>• Supporting existing groups in becoming more sustainable.</li> </ul>

PROJECT	ELITE SPORT STRATEGY: WORKFORCE DEVELOPMENT PROGRAMME
Purpose (Expected outcome)	Improved workforce engagement Services fully informed by partner needs and feedback (athlete voice) Delivery of an impactful service
Level of investment	HR and Institute CPD budget
Characteristic groups/ Community groups	Internally – age, pregnancy and sex Externally – age, disability and other characteristics in the long term
Headline impact 2016-17:	<ul style="list-style-type: none"> <li>• Better understanding of the needs of our current athletes and how best to seek these (limited pool of diversity)</li> <li>• Supporting staff to be confident in seeking the needs of elite athletes and responding accordingly and appropriately.</li> <li>• Developing potential in the staff team to cater for the needs of a more diverse athlete population as this develops through work with the community sport team.</li> <li>• Targeted recruitment (e.g. female S&amp;C coach) through our internship programme to improve our own diversity profile.</li> </ul>

PROJECT	PLAS MENAI WOMEN & GIRLS WEEKEND OCTOBER 2017
Purpose (Expected outcome)	Provide residential experience for girls from disadvantage areas of Conwy & Denbighshire
Level of investment	
Characteristic groups/ Community groups	Women & Girls, Economic Disadvantage
Headline impact 2016-17:	<ul style="list-style-type: none"> <li>• On the weekend of October 8 &amp; 9th Plas Menai worked in partnership with Us Girls and the Outdoor Partnership to host a weekend of adventurous activity for girls from disadvantaged areas of Conwy and Denbighshire.</li> <li>• In total 43 girls attended a 2 night residential experience and had opportunities to take part in rock climbing, mountain biking and stand up paddle boarding to list a few of the adventurous activities on offer.</li> <li>• The event formed part of Women's Sports Week and lottery funding was sourced by the Outdoor Partnership to enable the event to go ahead. Anecdotal evidence suggests that this was the first time some of the participants had been away from their local area for a residential experience.</li> </ul>

PROJECT	<b>DEVELOPING LEADERS: IDENTIFY AND DEVELOP THE LEADERS REQUIRED TO FUTURE-PROOF SPORT IN WALES</b>
Purpose (Expected outcome)	12 CEO's and 12 future leaders having completed leadership development programmes and impact assessed.
Level of investment	Up to £90k
Characteristic groups/ Community groups	Women / BME
Headline impact 2016-17:	<p>An Executive Leadership Programme (ELP) and The Leadership Programme (FLP) running with a total of 30 candidates across 25 organisations. An impact assessment promoted the widening of access particular to females.</p> <p>Delegate information:</p> <p>ELP : 13 male &amp; 2 female</p> <p>FLP: 7 male; 8 female; 1 BME</p>

PROJECT	<b>COMMUNITY CHEST – “TACKLING INEQUALITIES” ADDITIONAL INVESTMENT (LOTTERY).</b>
Purpose (Expected outcome)	Additional Community Chest investment awarded to each of the 22 LA s to incentivise proactive work to seek to address local inequalities (based on evidence of need) and under-represented groups in relation to the development of sport and physical recreation activities.
Level of investment	Additional £500k across Wales (allocated to each LA on a per-capita basis )
Characteristic groups/ Community groups	All Protected Characteristic Groups – projects were developed based on local need and evidence with a focus on using investment to kick start grass roots level activity which can then be sustained beyond the life of the initial grant.
Headline impact 2016-17:	<p>A total of £460k was invested to support projects identified as “Tackling Inequalities”. This was 27% of the total 17/18 Community Chest Budget. Evidence of impact in terms of local project outputs and outcomes will be available via the Project Completion forms once this is stage is achieved. A total of 364 applications were supported across 22 LA s</p>

PROJECT	EQUALITY STANDARD FOR SPORT
Purpose (Expected outcome)	Embedding equality into the infrastructure of sport in Wales, supporting partners to achieve equality standards and demonstrate good practice. A clear understanding of the equality profile of NGB leadership teams and appropriate actions identified
Level of investment	20 k
Characteristic groups/ Community groups	All Characteristics
Headline impact 2016-17:	<ul style="list-style-type: none"> <li>• 32% of High Impact Sports (HIS) have Intermediate Level</li> <li>• 44% of HIS have preliminary level (76% of High Impact Sports have preliminary/intermediate equality level)</li> <li>• 20% of HIS have Foundation level</li> <li>• Only 1 (4%) of HIS has not achieved a level</li> </ul> Evidence includes <ul style="list-style-type: none"> <li>• Many sports now using impact assessment.</li> <li>• Athletics have changed the categories in their National Championships</li> <li>• Engagement with BME, LGB&amp;T and Disability networks on many initiatives</li> </ul> Leadership Profile <ul style="list-style-type: none"> <li>• For the first time we have data on equality characteristics of leadership team across High and Low Impact NGBs</li> </ul>

PROJECT	POSITIVE FUTURES ACROSS ACTIVE GWENT
Purpose (Expected outcome)	Purpose (Expected outcome) - increase participation opportunities to take part in sport in deprived communities and increase participation opportunities that act as diversionary activity supporting reductions in ASB.
Level of investment	Level of investment - £70,000 from the Active Gwent additional funding (Local Sport Plan) budget (SW funding) plus funding from Police Crime Commissioner
Characteristic groups/ Community groups	Characteristic groups/ Community groups (Including Welsh Language and Socio Economic Disadvantage) - young people from deprived communities who are at risk or involved in anti-social behaviour
Headline impact 2016-17:	Headline impact 2016-17: Positive Futures projects being delivered across all 5 LA's coordinated by Newport through PCC office. Over 5000 young people from across Gwent have engaged in Positive Futures activity in 2016/17.

<b>PROJECT</b>	<b>PEMBROKESHIRE DISABLED BOWLERS CLUB</b>
Purpose (Expected outcome)	Increased opportunities for wheelchair users to participate in bowls
Level of investment	£7,414
Characteristic groups/ Community groups	Disability
Headline impact 2016-17:	No project completion form has been received yet, however the purpose of the grant was to purchase bowls-friendly wheelchairs to enable disabled users to participate on the indoor green at the Meads Leisure Centre, Milford Haven. The club works closely with Disability Sport Wales (DSW) and Sport Pembrokeshire around increasing participation on the back of purchasing new chairs.

<b>PROJECT</b>	<b>OASIS CARDIFF</b>
Purpose (Expected outcome)	BME Sports Hub
Level of investment	£4,924
Characteristic groups/ Community groups	BME (Refugee and asylum seekers)
Headline impact 2016-17:	Oasis Cardiff helps refugees and asylum seekers to better integrate into their local community. It has over 100 visitors each day from countries such as Iran, Iraq, Afghanistan, Sudan, Mali and Congo, most of whom are new arrivals. The grant enabled the purchase of new equipment (as well as coach education) in line with an audit of preferred sports amongst the visitors to the centre.

### Contact Details

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