

Sport Wales

PUBLIC SECTOR EQUALITY DUTY REPORT

Reporting Period: March 2017-April 2018



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 DO IT...
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"> • Attract, develop and reward the very best people • Create a dynamic working environment to deliver excellence • Celebrate and recognise the impact of our achievements • Continually learn and seek new knowledge to enhance our delivery
	By developing further our inspirational National Centres that provide exceptional service

2: LEADERSHIP AND ACCOUNTABILITY FOR EQUALITY

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

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

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

3: OUR EQUALITY OBJECTIVES 2016-2020

Sport Wales’ 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. Deliver appropriate communication highlighting Sport Wales’ work and that of partners in attracting a broader range of participants.
5. Use 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.

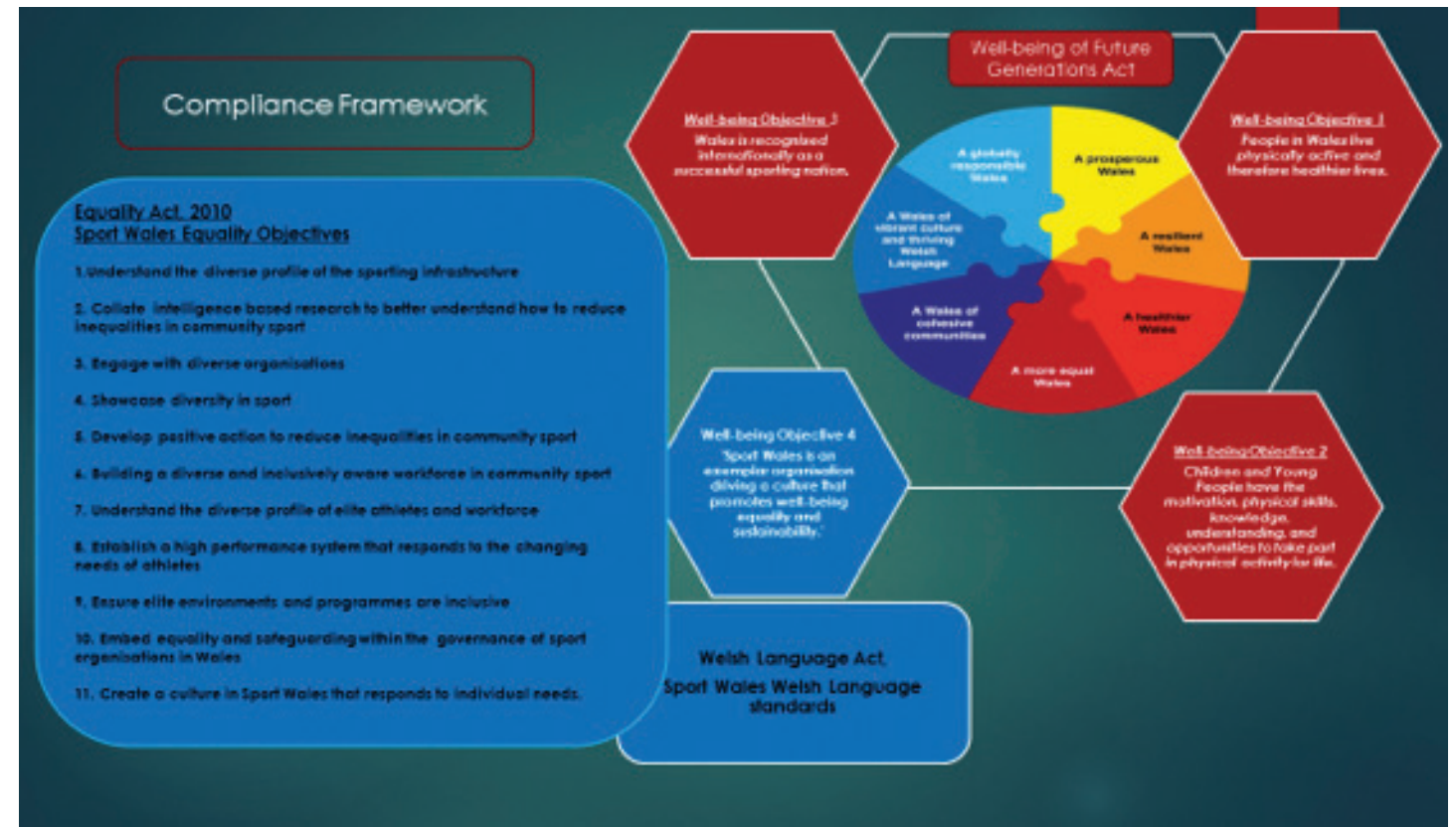
3.2: Focus for Year 2017-18 Driving a Culture of Well-being, Equality and Sustainability

The well-being, equality and sustainability agendas continue to be targeted as critical challenges for the organisation to address. In April 2017 Sport Wales published 4 Well-being Objectives

1. People in Wales live physically active and therefore healthier lives.
2. Children and Young People have the motivation, physical skills, knowledge, understanding, and opportunities to take part in physical activity for life.
3. Wales is recognised internationally as a successful sporting nation.

4. Sport Wales is an exemplar organisation driving a culture that promotes well-being, equality and sustainability.

Objective 4 is an internal organisational objective that has been established to drive change in organisational culture through changing systems, ways of working and behaviours. It brings together Sport Wales work under the Equality Duty, Well-being of Future Generations Act and Welsh Language Standards. (as shown on page 7)



Sport Wales Business Plan 2017/2018: Tackling inequalities

Long term Impact

‘Sport Wales will have a culture that reflects equality, well-being and sustainability. Advancing equality of opportunity and tackling inequalities in sport and physical activity is a clear investment outcome. Policy and strategy should be informed by insight and through involving those who share protected characteristics. Collaboration with other public sector bodies will help to achieve greater impact’

Annual outcomes 2017-18

- Embed use of impact assessment to inform policy and strategy.
- Develop an organisational approach to increasing the involvement of women and girls in all aspects of sport.
- Achieve 2017/18 outcomes set out in the equality and well-being framework.

Sport Wales’s current Welsh Language report can be accessed [here](#)

3.3: A Sample of Headline Successes 2017-18

Sections 4, 5 and 6 demonstrate examples of positive action under the 3 aims of the Equality Act, 2010 (Reference is made to Sport Wales Equality Objectives)



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

My Welsh Sport -The Conversation (Equality Objectives 2,3,4,5,11)

In October 2017 the Welsh Government asked Sport Wales to develop a future vision for sport in Wales. Through engaging in a national conversation a future vision has been shaped to reflect the needs of people in Wales and to demonstrate alignment to Welsh Government policy (Prosperity for All), and to legislation including; (the Well-being and Future Generations Act Wales 2015 and the Equality Act, 2010).

Impact assessment

To ensure equality of opportunity to participate in 'The Conversation' an on-going impact assessment was put in place.

Real life experiences: Information around emerging themes affecting the citizens of Wales and communities were developed. The issues have been referred to throughout the conversation as 'Real life experiences' and have been used to develop thinking around things that might impact on an individual's ability to access sport.

Examples include:

A young person who has suffered Adverse Childhood Experiences, through sport she found a purpose, has developed skills and has found employment.

A female from a BME community shared her story of cultural acceptance and how sport has brought together females from BME backgrounds in her local community, including refugees.

Stories regarding mental health and how sport has helped the lives of those suffering mental health related issues.

Involvement: We have worked with Barod to access the citizen view through their 'coffee shop conversation' approach. The conversation was launched in Roath Park Primary School in Cardiff, children of diverse backgrounds shared stories about their experiences of sport.

Staff across all levels and departments in Sport Wales were involved in facilitating discussion at the events, a small group of staff were empowered to run their own 'coffee shop' conversations in their communities.

Collaboration: The vision has been informed by the conversation and co-produced with stakeholders. A consultation phase will allow further co-production with stakeholders and citizens as equals, consultation documents are available in Easy Read formats.

Community Sport and Activity Programme: Implement a new approach to delivering sport regionally across Wales (Equality Objectives 2,3,4,5,10)

Ambition is that:

- People live physically active lives.
- People have the skills and motivation to be active.
- Everyone has the opportunity to participate in sport and physical activity.
- Everyone is able to fulfil their own potential.

An impact assessment has been undertaken with key actions being carried forward, for example putting steps in place to ensure that sector engagement includes key equality groups.

A framework has been developed to ensure that equality and the principles of the Well-being of Future Generations Act is embedded into the infrastructure which sits alongside the comprehensive project plan and includes guidance for the procurement phase and potential bidding partners as to the expectations of their submissions.

Public Sector Sharing Group (Equality Objectives, 3,10,11)

Sport Wales instigated the development of a sharing group with other Public Sector Organisations.

The purpose of this group is to share practice and to deliver a joint work programme

The group identified a programme of work which includes;

1. Training and awareness – setting the culture.
2. Planning – timetabling, strategy and corporate plan development.
3. Governance – scrutiny.
4. Involvement- working collaboratively to involve the people of Wales.

Progress to date;

- Sport Wales hosted an involvement session facilitated by Participation Cymru, public organisations shared involvement strategies and opportunities for joint working.
- Work to achieve improvements in how Board members better scrutinise against the Well-being of future Generations Act and Public Sector Equality Duty is progressing.

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

Examples of positive action

Sport Wales National Centres-Accessibility Audit (Equality Objectives 9,11)

Sport Wales commissioned a Buildings Condition Survey for both the National Centre and Plas Menai, recommendations will be evidenced through Sport Wales Business Planning.

Sport Wales National Centre has refurbished two disability accessible rooms offering improved access and facilities. A Centre User Survey undertaken in November 2017 gave good or very good levels of satisfaction levels of 86% for access for disability; 79% for movement around the centre for disabilities and 88% for changing and other disability facilities.

The Equality Standard for Sport (Equality Objective 1,5,10)

Supporting National Governing Bodies of Sport to achieve the Equality Standards for Sport

Headline Impact 2017-18:

- 40% of High Investment Sport (HIS) have intermediate level
- 32% of HIS have preliminary
- 24% of HIS have foundation level
- Only 1 (4%) of HIS have not achieved a level

Evidence includes

- Welsh Rugby League captures diversity information from its membership through its online registration system.
- Netball have delivered mental health awareness training to staff.
- Swim Wales – have delivered a very proactive recruitment campaign to identify new Board members for vacant positions by advertising the roles through equality stakeholders. This has resulted in a new Board with 50/50 male and female membership, LGBT and disability representation. Swim Wales will also be using their National Conference to deliver workshops on LGBT and disability awareness.
- Football Association of Wales and Welsh Football Trust have delivered Football v Homophobia workshops over the summer and have made changes to the rules for players who use racist or discriminatory language.
- Gymnastics have included a section on appropriate language and behaviour in their new Young Leaders Award and introduced an annual ‘Inclusive Club’ Award.
- Welsh Triathlon have increased the number of women coming onto coaching courses linked to the ‘Go-Tri’ programme and developed a virtual triathlon club on-line as an alternative model to the traditional club structure.

Governance & Leadership Framework for Wales (GLFW) (Equality Objective 10)

The Governance and Leadership Framework for Wales (GLFW) has been developed for the sector, by the sector. The Framework sets out good governance and leadership and is flexible, allowing adaption for organisations which may be smaller or larger; professional or entirely voluntary; national, regional or local.

28 National Governing Bodies of Sport and partner organisations are currently signed up to the GLFW. By signing up to the Framework an organisation is making a long-term commitment to aspire to good governance and leadership and to integrate the principles and behaviours across the organisation.

Promoting Board diversity with partners.

Through our GLFW work Sport Wales is working with partners to promote board diversity, during 2018 together with partners we will develop a policy position and will work together to achieve diverse and skilled boards for the future.

Calls for Action (C4A) (Equality Objectives 2,3,4,5,6)

Tackling Inequality in sports participation through:

- Generating positive action to address known areas of inequality;
- Changing lives through sport;
- Being bold and encouraging new approaches;
- Increasing the amount of regular and frequent activity taking place throughout Wales.

Programme outputs are as follows:

Headline Output measures	12month Progress	24month Progress
Number of Participants	9,904	19,184
Number of regular participants	1,793	5,062
Number of New Coaches/Leaders	443	972
Number of New Volunteers	138	216

BME Sport Cymru (Equality objectives: 2,3,4,5,6)

Outcome 1: Increased participation: More individuals from BME communities will take part in sustainable sporting and physical activities resulting in improved health and wellbeing.

Outcome 2: 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.

Outcome 3: 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.

The project has engaged with over 2500 BME individuals from diverse ethnic and religious background, of different age and gender and many of whom are from deprived areas living in poverty and a range of some of the most inactive BME communities including refugees and asylum seekers, EU communities, Roma, Gypsy and Travelers.

- The project has successfully supported 26 community groups in strengthening their governance and fundraising, assisting a number of organisations to be awarded Community Chest grants.
- Over 20 BME 'Diversity in Sport' training courses have been delivered to a range of partners, including sports development team and NGBs to increase their awareness and understanding of engagement and working with a diverse range of BME communities.
- Over 150 BME volunteers have accessed accredited and non-accredited training courses, ranging from Young Ambassadors, sports leaders courses and specific coaching qualifications.

Our Squad (Equality objective 4)

To increase the involvement of women and girls in all aspects of sport and physical activity.

Phase 1 objectives:

- To raise awareness around women's sport / physical activity and the opportunities available to get involved in Wales.
- To foster a support environment to encourage women to get involved and celebrate other's successes.

'Our Squad' has helped to raise awareness around women's sport, examples of women in all of their diversity and from our diverse communities have been promoted through social media.

- 9,850 Individual visits to the Our Squad website
- 646 direct engagements with the sport finder.
- 36,000 online views on the campaign film.
- 17,929 social media interactions.

Utilising social media channels 'Our Squad' has developed a strong female following. These channels are utilised for sharing information about sports and physical activity, for example what sessions are taking place and where, how to get involved in sports and tips for keeping up or improving. The channels have grown into an online community, the target audience now provides content themselves and offers a supportive platform for each other.

One of the most popular features of the campaign is the #OurSquad Ambassadors, which showcases inspiring stories of females from different backgrounds (age, languages, geographies) overcoming barriers to participate in sport.

Plas Menai (Equality Objectives 3,5)

Sport Wales National Outdoor Centre, Plas Menai has been working in partnership with the Outdoor Partnership to widen access to education and outdoor education for young people.

Plas Menai provided residential experiences for more than 100 young people from Communities 1st areas during October and February school holidays. The 'Find Adventure' programme was part funded by the Thomas Howell Educational Fund and enabled the young people to enjoy a range of outdoor adventurous sports. The programme was further enhanced through 'Galeri' in Caernarfon who provided free cinema tickets for the 36 participants.

Elite: System development (Equality Objectives 8,9)

Sport Wales Elite Sport function has started to undertake a fundamental change in its systems, this significant change will support equality and inclusion through;

- The right environments that better prepare a bigger pool of athletes to be ready to succeed at the highest level possible.
- Enabling all athletes to fulfil their potential.
- Provide supporting environments that can not only achieve medals, but can also develop people who can cope with and thrive in life, - before, during and after their sporting careers.
- Encouraging talent development environments that nurture and motivate as many athletes as possible for as long as possible.

6: ELIMINATING DISCRIMINATION AND PROMOTING EQUALITY IN EMPLOYMENT

Examples of positive action

Sport Wales Framework for Embedding Equality (Including Welsh Language) and Well-being (Equality Objective 9)

A framework has been put in place to coordinate system changes that are required to ensure that Sport Wales considers equality and well-being when developing policy and making decisions. An internal steering group has been established to monitor progress against the framework:

Sport Wales corporate Impact Assessment tools (Equality Objectives 3,9)

Impact assessment has been widened to:

- Understand impact against our well-being objectives and sustainable development.
- Minimise likely adverse impact to a particular group of people.
- Involve and listen to people.

Staff are embracing the new process which has encouraged the organisation to take steps to improve how we connect with, involve and understand people.

Job Descriptions (Equality Objective 9)

To ensure that every employee has a clearly identified and relevant responsibility regarding well-being, diversity and equality, a statement of responsibility, tailored according to seniority of the post, is being added to all job descriptions as and when job descriptions are reviewed.

Managers of staff

Actively promote well-being and equality, valuing diversity and difference.

Senior Officers

To actively promote equality, valuing difference and diversity.

Other staff:

Act in a fair and respectful way in dealing with others, valuing diversity and difference.

Pay and Grading

To implement a grading structure that ensures equal pay for work of equal value, that is competitive yet affordable, and allowances that are fairly and consistently applied a pay and grading group consisting of Sport Wales, Union and a representative from ACAS are working to review our job evaluation, grading structure, salary structure and application of allowances.

Our success factors are:

- Implementation of a grading structure, that ensures equal pay for work of equal value.
- Pay that is competitive whilst remaining affordable.
- Allowances that are appropriately, fairly and consistently applied.

Inclusive Leadership (Equality Objective 9)

Sport Wales Leadership Team undertook inclusive leadership training.

Success factors include:

- Developing inclusive leaders.
- Agreeing actions to achieve an 'Inclusive Culture' at Sport Wales.
- Agreeing inclusive leadership behaviours.

Inclusive Leadership Behaviours

SPORT WALES VALUES:

TEAMWORK.....

the power of working together

DELIVERY.....

making a difference

AMBITION.....

the pursuit of success

Which mean we commit to:

- Being a positive impact on others, encouraging and supporting them when required.
- Celebrating and recognising our successes together
- Respecting others and earning **respect**
- Investing time to actively **listen** and to get to know the person not just the face

- Focusing on what will make the greatest difference – no matter how big or small
- Taking responsibility for our own delivery and development
- **Trusting** and utilising the skills and experience of others to get the job

- Setting our standards high and challenging constructively
- Seeking and being **open** to new ideas and expertise from around the world
- Enjoying and taking **pride** in the work we do
- Being courageous to do things differently

And the Inclusive Leadership Behaviours that underpin our values are:

SELF-AWARENESS: monitor own responses to individuals or groups and examine any inconsistencies (unconscious bias)

EMPATHY: actively listen to others & endeavour to always understand and respond to how they feel

ACCEPTANCE: show acceptance of people, without bias. Challenge any inappropriate language and banter from others. Be authentic

SEEK DIVERSE VIEWPOINTS: actively engage with diverse networks and curiously explore individuals' perspectives

FEEDBACK: provide positive feedback to build confidence; and stretch feedback to overcome barriers and build resilience

GROWTH: encourage individuals to make their unique contributions; and coach and develop them to realise their full potential

VISION: create a diverse, engaged and talented organisation which is at the leading edge of innovation and builds future sustainability

COLLECTIVE LEADERSHIP: take full accountability for ensuring an inclusive culture and support & challenge one another to achieve this.

Changes to Technology Solutions (ICT) to promote equality and wellbeing

(Equality Objective 9)

The Technology Solutions department (formerly ICT) have made changes to the induction programme for new starters. We now offer tailored inductions to take into account different levels of knowledge and capabilities in using technology whereas previously a standard approach was taken. Computer equipment has been standardised so that all non-operational staff have access to a laptop or tablet computer which allows more effective working both in and out of the office.

The introduction of Office 365 and Skype for Business have facilitated a more flexible working environment. Most non-operational staff members are able to work remotely and stay in touch using these tools. Access to data and applications is consistent whether working in the office or remotely whereas previously remote access services were only available to limited number of staff and not all data was accessible. All permanent and contract staff members now have access to a Sport Wales email account to keep up to date with news/events distributed via email. We also communicate technology developments via the intranet and digital signage displays at all locations to ensure messages are seen by all employees.

The new Skype for Business video conferencing solution recently deployed allows staff to keep in touch regardless of location and avoids unnecessary travel which reduces stress. Overall, staff that are more mobile are able to communicate more effectively and will not feel so isolated when away from the office environment.

All of these measures contribute to the wellbeing of staff members and easy access to our services for everyone.

Women and Girls Research (Equality Objective 6,9)

Sport Wales has commissioned Women in Sport to conduct a qualitative study, exploring the experiences of women and men in the sport, physical activity and leisure workforce, particularly understanding the barriers women face in leadership roles. The report is expected during the spring.

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. We 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: Current Equality Statistics For Sport Wales Workforce (31st March 2018)

AGE	%
less than 20	<5
20-24	<5
25-29	11.8
30-34	11.2
35-39	13
40-44	12.4
45-49	14.2
50-54	13.6
55-59	12.2
60-64	5.9
65-69	1.2
70-74	<5
75-79	<5
Over 80 years	<5
No age listed	<5

DISABILITY	%
Yes	<5
No	14
Nothing declared	85

RELIGION/BELIEF	%
Prefer not to say	<5
Other Philosophical, Spiritual Belief or Religion	<5
No Religion	24.26
Christianity	36
Nothing declared	36

SEXUAL ORIENTATION	%
Prefer not to say	<5
Heterosexual/Straight	62.73
Gay Woman/Lesbian	<5
Gay Man	<5
Nothing detailed	32

ETHNICITY	%
Prefer not to say	<5
White	78.7
Asian-Chinese	<5
Black/African/Caribbean - Caribbean	<5
Mixed/Multiple - Other Backgrounds	<5
Mixed/Multiple - White & Black Caribbean	<5
Nothing detailed	18.9

NATIONALITY	%
British	37.28
English	<5
Scottish	<5
Welsh	37.28
Other	<5
Nothing detailed	18.35
Prefer not to say	<5

GENDER	Male	Female
All Staff	49.7	50.3

GENDER BY GRADE	Male	Female
Seasonal	84	16
O	10	90
A	67	33
Scale 1	100	0
B	16	84
C	55	45
Scale 3	100	0
D	45	55
E	58	42
F	100	0
G	100	0
CEO	0	100

GENDER BY CONTRACT TYPE	Male	Female
Permanent	46	54
Fixed Term	66	44
Seasonal	84	16

GENDER BY WORKING HOURS	Male	Female
Full Time	62	38
Part Time	24	76

GENDER BY PAY QUARTILE	Male	Female
Quartile 1 (Lower)	47	53
Quartile 2	42	58
Quartile 3	56	44
Quartile 4 (higher)	51	49

GENDER PAY GAP	%
Median	7
Mean	5

WELSH SPEAKER	%
Fluent	7.1
Partial	<5
Beginner	<5
Non	22.49
Prefer not to say	65

MARRIAGE & CIVIL PARTNERSHIPS	%
Divorced	5.92
Married	42.61
Partnership	8.88
Separated	<5
Single	17.16
Widowed	<5
Nothing Detailed	22.49
Prefer not to say	<5

MATERNITY	No's
In 12 months to 31/03/18	7

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%.

7.1: Equality Statistics For Sport Wales Board (31st March 2018)

Our Board consists of:

- 45% female and 55% male.
- 36% are from BME backgrounds.
- 9% consider themselves to have a disability.
- All age brackets from 30-79 are represented.

AGE	%
<25 years	0
<25-34 years	0
<35-44 years	27
<45-54 years	37
<55-64 years	18
65+ years	18

7.2: Specific Equality Training

TRAINING OPPORTUNITY	PROTECTED CHARACTERISTIC	OFFERED TO	DATE OF TRAINING
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
Inclusive Leadership Development Programme	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	Throughout 2017
Welsh Language	Welsh Language	All Staff	On-going

7.3: 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.

During 2017/18 there was one grievance hearing and three disciplinary hearings, but none were related to bullying, harassment, discrimination or victimisation. The employees subject to disciplinary were 66% female and 33% male. 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.

7.4: Leavers

2017/18 saw a staff turnover rate 16%. The Sport Wales leavers spanned all age ranges with the majority falling within the 30 - 49 years age category (66%).

7.5: Recruitment

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

551 individuals applied for 34 roles within 2017/18 (excluding those who have applied speculatively). 5% of applicants were from BME backgrounds. 15% were female, 69% male, with 16% preferring not to say and <1% citing other. The age breakdown of candidates is as follows:

AGE	%
<25 years	31
<25-34 years	22
<35-44 years	28
<45-54 years	<5
<55-64 years	<5
65+ years	<5
Prefer not to say/blank return	14

8: AREAS FOR PROGRESSION

During 2018-19 Sport Wales will continue to undertake significant change.

A long term vision for sport in Wales will be published during the summer and following this Sport Wales will develop and publish its own long term strategy. The strategy will detail Sport Wales role in delivering the vision for sport in Wales, while demonstrating how the organisation’s work will align to ‘Prosperity for All’ and contribute to national well-being goals through clear organisational well-being and equality objectives.

Given the above strategic developments, and with recognition to recommendations set out in a recent internal equality audit. Sport Wales will progress work under its internal well-being objective *‘Driving a culture that promotes well-being, equality and sustainability.’*

In particular:

- Review Sport Wales well-being and equality objectives to ensure that they support the new organisational strategy.
- Integrate planning and reporting to comply with legislation across well-being, equality and Welsh language.
- Adopt systems that will drive a culture that promotes well-being, equality and sustainability. In particular; impact assessment, ways of working, behaviours, investment principles, impact measures and scrutiny.
- Progress intervention to increase workforce diversity and a diverse aware workforce.
- Following a ‘Building Condition Survey’ undertake a specialist accessibility audit of Sport Wales’s National Centres.
- Develop a listening and involving culture, particularly in relation to those who share protected characteristics.
- Engage with partners to establish a policy position in relation to board diversity.

9: APPENDIX 1

Equality Insight by protected characteristic

Equality insight by protected characteristics can be accessed [here](#)

9: APPENDIX 2

Internal Equality Audit 2017-18

2.1: Equality Discussions at Board Level – Medium Priority

Recommendation	Priority
It is recommended that considerations around equality are discussed/challenged at Board level and consideration is given to nominating a Board member to have responsibility for challenging equality considerations. These discussions should be documented in the minutes to provide a robust evidence trail which reflects the importance the organisation places on equality.	Medium

2.2: Impact Assessments – Medium Priority

Recommendation	Priority
It is recommended that Impact Assessments are fully completed and finalised following the review of the Equality Lead. These Impact Assessments should then be retained centrally, along with any relevant supporting documentation, and kept up to date. Where any adverse impacts are identified corrective action plans should be put in place and the adverse impacts identified and actions to be taken reported to management.	Medium

2.3: Impact Assessment Log – Low Priority

Recommendation	Priority
It is recommended that the Impact Assessment Log which is available on the Equality SharePoint site is kept up to date. Sport Wales may consider assigning responsibility for the monitoring of Impact Assessments to the Senior Leadership Team in order to help ensure that the Impact Assessment Log is kept up to date.	Low

2.4: Equality Intranet Site Links – Low Priority

Recommendation	Priority
It is recommended that the Equality Intranet site is reviewed to ensure that all links are still current and working.	Low

2.5: Nominated Equality Lead – Low Priority

Recommendation	Priority
It is recommended that the nominated Equality Lead’s job title/job description is updated to reflect this role and the responsibilities that come with it.	Low

2.6: Equality Action Plan – Low Priority

Recommendation	Priority
It is recommended that the Equality Objectives that are included within the Strategic Equality Plan are incorporated into an annual action plan which details the actions to be taken in order to work towards achieving the each objective. These actions should be assigned a responsible officer and a deadline for completion, and progress against the plan monitored on a regular basis.	Low

Contact Details

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