



Document History & Version Control Principles	
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## LRS EQUALITY AND DIVERSITY ACTION PLAN 2017-2019

PRIORITIES AND ACTIONS FOR THE LRS BOARD				
Ensure that LRS complies with the UK Code for Sports Governance				
Priorities	Actions	Resource	Timeframe	Progress (as at 31.03.19)
The LRS Board will adopt a target of 30% of each gender on the LRS Board.	<ul style="list-style-type: none"> <li>a. The Board will update its Terms of Reference to specifically reference a commitment to gender balance</li> <li>b. The Board will update its Equality and Diversity statement to demonstrate its aspiration to exceed the 30% gender target for females.</li> <li>c. The Board will appoint a Nominations Committee to lead the recruitment of new Board Members.</li> <li>d. The Nominations Committee will take responsibility for the recruitment of 2 to 4 new Board Members</li> </ul>	<ul style="list-style-type: none"> <li>LRS Board</li> <li>LRS Board</li> <li>LRS Board Nominations Committee</li> </ul>	<ul style="list-style-type: none"> <li>Oct 2017</li> <li>Feb 2018</li> <li>Oct 2017</li> <li>May 2018</li> </ul>	<p>The LRS Board approved a new Terms of Reference at its meeting on 6.10.17. The Terms of Reference make specific reference under the "Membership and Recruitment" section to LRS's commitment to achieving a minimum of 30% of each gender represented on its Board. The LRS Board appointed a Nominations Committee to lead the recruitment of new Board Members. Of the 11 current Board Members, 6 are male, 5 are female. The Chair is Bev Smith who officially commenced her role at the May 2018 Board meeting.</p> <p>The Equality and Diversity statement has been updated and posted onto the LRS website. Part of the statement indicates "The Board is committed to achieving a minimum of 30% of each gender (but aspires to exceed this in</p>

## PRIORITIES AND ACTIONS FOR THE LRS BOARD

### Ensure that LRS complies with the UK Code for Sports Governance

Priorities	Actions	Resource	Timeframe	Progress (as at 31.03.19)
				relation to female representation) on the Board”
Demonstrate a strong and ongoing public commitment towards achieving greater diversity generally on its Board	<p>a. The Board will update its Terms of Reference to specifically reference its commitment to achieving greater diversity on its Board</p> <p>b. The Board will update and publish on its website its Equality Policy statement. This will specifically reference the Boards commitment to ensuring its membership is more reflective of the communities it serves.</p> <p>c. The Board will produce a succession plan that sets out its procedures for recruiting both senior Board Members and Leadership team.</p>	<p>LRS Board</p> <p>LRS Board</p> <p>LRS Board / Leadership Team</p>	<p>October 2017</p> <p>February 2018</p> <p>October 2017</p>	<p>The LRS Board have updated and approved a new Terms of Reference and Equality Policy statement. Each document makes an explicit statement highlighting the Bards commitment to ensuring its membership is more reflective of the communities it serves.</p> <p>Both documents are now publicly available on the LRS website.</p> <p>A continuity and succession plan has been produced and agreed by the LRS Board that sets out its procedures for recruiting senior Board Members, i.e. the Chair, Vice Chair and Senior Independent Director. In addition, the plan establishes recruitment procedures to replace senior and specialist members of the core team as well as proposing interim cover arrangements, should they be required.</p>
To ensure that the organisation prepares and	a. The Board will request that the team produce and publish an annual report that demonstrates	LRS Board / Leadership Team	June 2018	An annual review was developed and published that reflects progress made to deliver the LRS Physical Activity and

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publishes on its website an annual progress update against this plan	<p>progress against all business areas.</p> <p>b. The Board will prepare a statement demonstrating progress against its Equality and Diversity Plan</p>	LRS Board	November 2018	Sport Strategy (2017-2021). The 40 page review document reflects the Board, team and partners work in communities of Leicestershire, Leicester and Rutland to address inequalities and physical inactivity levels.
To take action to address inequalities in sport and physical activity.	<p>a. To lead the development of Physical Activity and Sport strategy that sets out a clear plan to address physical inactivity and local inequalities</p> <p>b. To request that the LRS team regularly report on the progress made to deliver against the published strategy and related business plan. Hold the team to account for the actions it takes.</p>	LRS Board / Appointed Consultant LRS Board / Leadership Team	October 2017  3 times a year	A new 4 year Physical Activity and Sport Strategy (2017-2021) was approved by the Board at its meeting in October 2017. The strategy broadly sets out LRS's approach to address physical inactivity levels in priority areas and groups. An associated 18 month business plan has been produced. The Board request a written and verbal report from the team twice each year.

## PRIORITIES AND ACTIONS FOR THE LRS TEAM

### To develop opportunities that address physical inactivity and local inequalities

Priorities	Actions	Resource	Timeframe	Progress
Develop a targeted approach to raise physical activity levels in low participating groups.	Work with localities to develop opportunities for communities (especially under-represented groups) to participate in Sport and Physical Activity, for example Twilight Games and the Whole School Approach	LRS Core Team / Grant aid	Ongoing	Twilight Games training delivered to 39 care homes to support the physical and mental wellbeing of elderly residents. This Girl Can events delivered to increase female participation and increase knowledge to support through life stages; i.e TGC Charity Night Out and Positive Pause awareness events which attracted 260 women. Engagement with disability organisations made to support effective delivery of programmes to meet the needs of impairment groups i.e Learning Disability Round the World Challenge in Charnwood, Safe, Well Happy Programme in Charnwood, Harborough and Leicester City, British Blind sport HAGD in Leicester City. LRS officer support to the LLR Special Olympic network.
Develop physical activity referral pathways to enable entry into appropriate physical activity and sport opportunities.	Ensure that the Health and Physical Activity sectors are working cohesively to develop appropriate pathways targeting those whose health will benefit through regular participation in sport and physical activity. Review the GP Referral Scheme	PH Specific Grant / LRS Core Team	Ongoing	Review of GP Referral Scheme taken place with all locality partners subscribing to the process. Funding received to manage and co-ordinate the Steady Steps (Falls Prevention) programme within Leicestershire, Leicester and Rutland.

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Priorities	Actions	Resource	Timeframe	Progress
Develop and deliver relevant targeted physical activity and sport campaigns to reduce inactivity and increase participation.	Work with locality partners to develop targeted physical activity and health campaigns which encourage greater participation in physical activity and sport programmes amongst our inactive / low participating population. Specifically, focus on promoting the Chief Medical Officer guidelines, the Public Health England One U campaign and national Mental Health week	LRS Core Team	January May Sept 2018	Make Your Move campaign in place across all life stages to simplify and promote Chief Medical Officer guidance in relation to appropriate levels of physical activity. Mental Health Awareness Week campaign in place to support the LRS Core Team and partners. Promotion of national mental health messages promoted via social media to highlight campaign.
To influence and support new and existing partners, both locally and nationally, to ensure that strategic plans and policy reflect positively the role that physical activity and sport can play to improve health and strengthen our communities.	As required aim to present an LRS perspective when invited to comment on local policy and strategy.	LRS Core Team	Ongoing	LRS team respond to local communities to increase their knowledge of how local and national sport and physical activity initiatives can support their groups. Funding support provided to community groups to enhance their sport and physical activity offer.
	Support staff and partners to become more equitable in their approach to physical activity and sport by ensuring Equality and Human Right Impact Assessments are produced and acted upon	LRS Core Team	Dec-18	LRS adheres to the equality policies of Leicestershire County Council and submitted an Equality and Human Rights Impact Assessment (EHRIA) based on the strategic priorities of the LRS Sport and Physical Activity Strategy.

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Priorities	Actions	Resource	Timeframe	Progress
				Regular CPD opportunities for LRS core team to raise awareness and support inclusive delivery.
That LRS and its partners embrace the Code for Sports Governance to ensure high standards of good organisational practice.	Ensure that LRS act in accordance to the Equality Standards established by Sport England	LRS Board & LRS SLT	March -19	LRS Core Team work programmes reflect actions to be taken to ensure all programmes have appropriate measures for accessibility for all.
	LRS to submit a portfolio of evidence to demonstrate compliance with the Foundation Level of the Equality Standards for Sport.	LRS Core team	Mar-19	Foundation Level of the Sport Equality Framework submitted to Sport England in February 2019.
Grow our partnership wide understanding and evidence base of our communities.	Identify existing knowledge from across the partnership to build a more granular understanding of the communities we collectively work with.	LRS Core Team	Ongoing	LRS officers engaging with local communities to promote sport and physical activity programmes whilst ensuring that the most appropriate delivery methods are in place to meet the specific needs of the groups. Ie East Park Sikh Community Centre.
Work with our partners to develop a common evaluation framework and ensure that we consistently monitor and	Advocate and implement the roll-out of the East Mids Evaluation Framework (Sport England collaboration) at a local level.	LRS Core Team	Ongoing	Standard evaluation framework developed to support the LRS team and partners become more consistent in the methods it uses monitor, evaluate and demonstrate impact. To implement from April 2019.

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evaluate interventions.				
Deliver consistent physical activity, sport and healthy lifestyle messages and to support the principle of 'making every contact count with partners'.	Work within and beyond the physical activity and sport sector to upskill the workforce to be able to confidently deliver physical activity and health messages to the communities of LLR.	LRS Core Team	Mar-19 and beyond	LRS team engaging with local networks to promote the Make Your Move campaign and access to local programmes such as Steady Steps, Twilight Games and Twilight Tots. Engagement made with local charitable organisations such as Age UK and Alzheimer's Society to train their volunteers to deliver physical activity session for older people.
Ensure a coordinated approach to developing coaches, activators and volunteers, in order to increase and retain the numbers actively deployed in the sector, and ensure the workforce is more representative of	Develop and implement a workforce action plan, with a particular emphasis on how LRS intend to diversify the workforce and become more customer focused	LRS Core Team	Nov-18	Workforce Development Plan in place. Successful funding application to Sport England made to support the delivery of the 19/21 development plan. Behaviour change and Customer service training planned for 19/20. Targeted interventions also planned that will diversify the workforce to ensure it is more reflective of the communities it serves.
	Work specifically with women and BAME communities to support them into leadership, activator and coaching roles	LRS Core Team	Ongoing	Successful Take the Lead programme to continue focussing on the development of local female workforce/role models. 40 women supported during the last 12

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the local community.				months. This Girl Can (TGC) action plan to support the rollout of further walk/run programmes in Leicester City. TGC Ambassador programme planned to support a wider workforce with a female focus.
	Put into place an inclusive equality training programme to support the local physical activity and sport workforce.	LRS Core Team	Ongoing	90 individuals attended Awareness Raising programme which has included Mental Health, Learning Disability, Autism and Visual Impairment awareness workshops.
Use a range of platforms and methods to promote opportunities that encourage all people get active or stay active.	Achieve a greater understanding of which are the most inclusive marketing and communication tools and techniques to reach a variety of intended target audiences	LRS Core Team	Dec-18	Consultation undertaken with young people to develop the Daily Boost; a local programme that supports primary aged children undertake 15 minutes of physical activity each day. Young people provided feedback regarding branding development, programme name, website, materials and merchandise.