



The Equality Standard
A Framework for Sport

NEWS

Edition 36 March 2008

**A monthly e-news publication
supported by all Sports Councils**

Welcome

Hello and welcome to the 36th newsletter. We have had a number of enquiries, particularly about the series of articles on terminology, as to whether these can be used by readers. Unless otherwise stated, the information that appears in any of these newsletters can gladly be used and reproduced by recipients. All we would ask is that you acknowledge the source and that you publicise the existence of the newsletter so that, if they wish to, others can receive it direct. Hopefully that will help in spreading the equality and diversity message. Alternatively, please forward this newsletter to anyone you think may be interested and get them to contact roger@vagaassociates.com if they would like a copy sent directly to them.

The main features in this edition are:

- Volunteering opportunity for Black and Minority Ethnic people
- Keeping up-to-date with discrimination law
- Sport and physical activity workforce profile
- Paralympic preview
- A variety of general information of interest and new resources of use
- Achievements
- Calendar of forthcoming events.

Sporting Equals Launches “Volunteering For Communities”

Our thanks to Shaheen Bi, Policy and Research Officer at Sporting Equals, for providing the article below.

The ‘Volunteering for Communities’ project was recently launched by Sporting Equals with the aim of getting 168 young people (16-25 years) from black and minority ethnic (BME), refugee and migrant communities volunteering within the sports sector. The project aims to increase the diversity of sports volunteers by building the capacity of the BME voluntary sector and mainstream sports/volunteer sectors to engage with each other.

By working closely with our target communities during the development of the project, it will provide essential learning to the mainstream sport and volunteering sectors on how to effectively engage a more diverse range of volunteers.

The project aims to create 154 part time opportunities and 14 full time opportunities through various sporting organisations and clubs. The volunteers will be encouraged and supported to access industry accredited awards such as National Governing Body Level 1 coaching, NVQ level 1-2 fitness awards etc.



The Equality Standard
A Framework for Sport

NEWS

Edition 36 March 2008

**A monthly e-news publication
supported by all Sports Councils**

Four regions have been identified for the launch and the following Volunteer Centres have been selected to co-ordinate the project within their respective areas:

- London - Tower Hamlets & Newham Volunteer Centres
- North West – St Helens & Halton Volunteer Centres
- West Midlands – Nuneaton and Coventry Volunteer Centres
- Yorkshire – Calderdale Volunteer Centre.

The project aims to be informed and led by young ethnic minority people through the recruitment of full time Volunteer Champions to help in the planning, delivery, and monitoring for each region. The project will measure both the number of volunteers gaining new skills and qualifications and collect data on volunteers, organisation and community impact. Regional events will take place in May to assess the impact of the project and inform the final report.

To find out more about the project or to take part in offering opportunities within the above regions, please contact Shaheen Bi or Nik Trivedi at Sporting Equals on 0121 777 1375.

An Introduction to the Discrimination Law Association

The following information has been taken from the membership form of the Discrimination Law Association (DLA).

The DLA was founded in 1995 and now has over 400 members.

Our aims are:

- To promote and improve the giving of advice, support and representation to individuals complaining of discrimination harassment or abuse on grounds such as race, gender, religion or belief, disability, sexual orientation, age, health status, political opinion, marital or family status and trade union affiliation or activity
- To raise awareness and encourage debate on discrimination law and practice
- To promote the teaching of discrimination law
- To secure improvements in the scope and enforcement of UK anti-discrimination legislation
- To share information and ideas internationally.

Briefings and E-mail News

The DLA has produced more than 300 legal briefings on current developments in discrimination law, written for lawyers and non-lawyers and sent free to members three times a year. Now re-launched as a printed journal, Briefings also provide information about conferences, training events and other matters relating to discrimination law.



The Equality Standard
A Framework for Sport

NEWS

Edition 36 March 2008

**A monthly e-news publication
supported by all Sports Councils**

We also use e-mail to alert members to the latest developments and news in law and practice and to circulate member's queries.

Training and Conferences

The DLA holds regular conferences and training events for which members get priority bookings. We have an annual conference which is always very successful and very popular.

Member and Referrals Directories

We maintain a database of members as well as a database of members willing to take referrals. Any member may have an entry on either of these directories free of charge.

Practitioners' Groups

A London practitioner group meets regularly to discuss matters of interest to those advising and representing complainants. The Disability Discrimination Act Advisers Group is now also part of the DLA with an emphasis purely on disability discrimination matters. The group meets alternately in London and Manchester.

Keeping members up-to-date

Members of the DLA find it easy to keep abreast of change since, with members in every area of practice, we are uniquely placed to bring you up-to-the-minute news of debates and progress in legislation both at home and in Europe.

Joining the DLA

Membership of the DLA is open to any organisation or individual interested in discrimination law and who is in general agreement with the Association's aims. Further information about the DLA, including latest membership rates and how to join, can be obtained via their Website <http://www.discrimination-law.org.uk>.

Understanding equality within the Sport and Physical Activity workforce

Our thanks to Liz Smith, a member of the SkillsActive research team, for providing the information for the second part of this article. The first part, which appeared in February's edition, focused on the Sector Skills Agreement. The piece below will look at the Working in Fitness survey 2007, enabling a closer look at the health and fitness industry to see some of the detail behind the headline figures shown last month.



The Equality Standard
A Framework for Sport

NEWS

Edition 36 March 2008

**A monthly e-news publication
supported by all Sports Councils**

The distribution of gender varies across roles. The occupational areas of yoga, pilates or Keep Fit Association (KFA) teachers, group exercise & aqua instructors / teachers (level 2) and exercise referral / clinical exercise / active programme managers are heavily dominated by females, accounting for 92 per cent, 81 per cent and 69 per cent respectively. The two areas of college lecturer / teacher and studio or fitness manager / supervisor / team or group leader are also well represented by women.

The male workforce appears to have a stronger representation in management roles, ranging from 51 per cent in club / duty management to as much as 76 per cent for general managers. Otherwise, males feature strongly as personal trainers (54 per cent) and sports / physiotherapists (55 per cent).

The Working in Fitness survey shows that overall male respondents have a much younger age profile than females, nearly two-thirds of males are under 35 years whereas over half of women are aged between 35 and 64 years. This may be indicative of women returning to work or a change of career later in life.

An older age profile is evident in senior management and roles requiring higher levels of skills and / or experience such as personal trainers and in exercise referral. The age composition of yoga, pilates or KFA teachers and group exercise & aqua instructors also show particularly high levels of those aged 35 years and over (80 per cent and 58 per cent respectively).

At an occupational level (where sample sizes allow), the prominence of a white workforce is similarly seen, but some roles do demonstrate higher levels of diversity. The Asian / Asian British feature most strongly in gym instructors (2.4 per cent of gym instructors) and this role also has above average levels of Chinese (1.2 per cent). The Black / Black British have higher than average representation in physical training instructor, studio / fitness manager and personal trainer roles (5.1 per cent, 2.9 per cent and 2.3 per cent respectively).

Seven per cent of respondents indicated they had some kind of disability or impairment; the most commonly cited after health or other impairment (2 per cent) was a learning disability (1.5 per cent). The client facing roles appear to experience the highest levels of disability or impairment notably advanced instructors (9.6 per cent), group exercise and aqua instructors (8.7 per cent), personal trainers (7.9 per cent) and yoga, pilates or KFA teachers (7.8 per cent).

There is very little variation between the sexes in pay for permanent staff – both full and part-time. However, differences in salary are evident between the sexes when looking at occupations with males earning, on average, 20 per cent more than females (similar to the 2006 survey that reported males earning £2,900 more than females).



The Equality Standard
A Framework for Sport

NEWS

Edition 36 March 2008

**A monthly e-news publication
supported by all Sports Councils**

In fact across the eleven occupations featured men are earning more than women in all roles except assistant (club) manager and yoga, pilates and KFA teachers. The largest differences between male and female salaries are seen in physical training instructors (males earn £4,500 more than females), personal trainers (males earn £3,600 more) and general managers (males earn £3,500 more). This will in part be due to the composition of part time and full time employment within the roles.

The disparity of pay is also apparent when examining the number of hours worked with females not earning more than males in any of the hourly bands. The largest differences found in the 21 to 30 hour band is partially explained by the higher proportion of yoga, pilates or KFA teachers that pull the average female salary down. The 50 plus hourly band contains a larger proportion of men in management and in personal training. Females are typically working 20 hours or less (34 per cent) or 31 to 40 hours (26 per cent) whilst men are mainly working 31 to 50 hours (34 per cent working 31 to 40 hours and 28 per cent 41 to 50 hours). As expected, average salaries increase the longer the working week.

To find out more about the Working in Fitness survey and the Sector Skills Agreement (covered last month) visit www.skillsactive.com or email research@skillsactive.com. We are aiming to increase our data bank of equality and diversity information through expanding our Working in Fitness survey into sport and recreation. The next survey will be collecting responses during this spring. In producing this data we aim to highlight areas of need and encourage our employers to tackle the issues raised.

Beijing and beyond

The third article in the series of previews leading up to the 2008 Paralympics shows the different priorities for a number of people. For some athletes, the selection wait is over and they know they will be on the team plane to Beijing. Others have an opportunity to take part in the last elite multi-sport event before the games. But for Talent Pathways Officer at ParalympicsGB, the focus is well and truly on identifying potential for 2012.

ParalympicsGB announce first athletes for Beijing Games

Ten table tennis players were the first athletes to be officially named as members of the British Team for Beijing by ParalympicsGB. The group is a mixture of experience and youth, with 3 members competing in their sixth consecutive games and 3 others making their Paralympic debuts. Qualification was based on positions in the world ranking list after it closed on December 31 2007.



The Equality Standard
A Framework for Sport

NEWS

Edition 36 March 2008

**A monthly e-news publication
supported by all Sports Councils**

The Beijing 2008 Paralympic Games opens on September 6 and closes on September 17. The table tennis events at the Games take place from September 7 to 16 at the Peking University Gymnasium. Team Manager, Steve Ward, said: "To be the first team selected by ParalympicsGB is a great honour for table tennis and the athletes who have achieved the tough qualification standards. We are planning to defend the two medals won in Athens as well as take others. Beijing will however be much tougher than Athens and all players will need to perform at the highest level to challenge the Chinese in their backyard. The sport over there is like football here and we are being told the tickets are selling out already."

Paralympic World Cup to take place in Manchester in May

Beijing Paralympic athletes will have an opportunity to compete in Manchester from 7-11 May 2008 in the Paralympic world Cup. This event, first staged in 2005, is one of the biggest multi-sport competitions for elite athletes with a disability outside the Paralympic Games. The competition was created to provide an annual world-class multi-sport disability event, to give elite athletes more opportunity to compete with their international counterparts in between the four yearly Paralympic Games. 340 of the world's best athletes from 47 countries competed for 143 medals in four sports at last year's event. The 2008 competition will once again showcase athletics, swimming, track cycling and wheelchair basketball at three of the city's world class venues, with the schedule being specifically designed to closely replicate conditions expected in Beijing.

Planning for 2012

The second ParalympicsGB Talent Identification Day will be held in London on 12 April. The event, which will give talented athletes with a disability the chance to be trialed in athletics, cycling, powerlifting, rowing, shooting, fencing, alpine skiing and judo, will take place at Brunel University, with the aim of fast tracking people into Paralympic sporting programmes and eventually represent Britain at elite disability sport. ParalympicsGB are looking for people aged between 15 and 35, who are physically active and have the desire to win, and from one of the following disability groups: cerebral palsy, visually impaired, spinal cord injuries, amputees or dwarfism. Talent Pathways Officer at ParalympicsGB, Tabo Huntley, said: "With just over four years until the London 2012 Paralympic Games and around two years until the Vancouver Winter Paralympics in 2010 we still have time to identify exceptionally talented athletes who can be fast-tracked to success in a number of sports."

The first of these Paralympic Talent Days, held in Loughborough in October, was a success with a number of athletes being identified and placed on to sports pathways. Anyone interested in more information about these days should email Tabo at tabo.huntley@paralympics.org.uk.



The Equality Standard
A Framework for Sport

NEWS

Edition 36 March 2008

**A monthly e-news publication
supported by all Sports Councils**

A selection of general information of interest.

This section contains information that may be of interest as well as useful new resources.

Updated “requirements and evidence” tables

Based on feedback received, the Sports Councils Equity Group (SCEG) has made minor amendments to the Foundation, Preliminary and Intermediate tables since they were first issued at the SCEG Equality Seminar in November. Future assessments will be carried out against these versions, which can be found via the [Support, assessment and verification process](#) link on the Equality Standard Website, or direct at [Requirements and evidence](#).

Funding available for football projects targeting BME groups

A new Football Development grant is being made available by Kick It Out and the Football Foundation. The ‘One Game, One Community’ Development Grant is targeted at community groups and amateur clubs working with black and minority ethnic (BME) groups on football projects. The aim of the grant is to help support participation from BME communities in all areas of the game including playing, coaching and refereeing and to help grassroots clubs develop closer links within mainstream football. The grants offer a cash sum of up to £2,000 for development activities in 4 priority areas:

- BME Women & Girls
- Displaced groups such as refugees, and traveler and gypsy groups
- Young people from a BME background not otherwise involved in football development activities
- Faith Based Organisations.

The closing date for applications is 7 April and more information can be found at [Kick It Out](#).

Sport can contribute towards social change

A huge opportunity exists to harness sport’s potential to address development issues in health, gender equality, youth development and social inclusion, a new, recently published report has found. The report, entitled 'Shared Goals Through Sport', has been published by the International Business Leaders Forum, with its findings endorsed by UK Sport, Nike and Standard Chartered. The report aims to show governments, companies and civil society organisations that there is enormous scope for sport partnerships that achieve social change.



The Equality Standard
A Framework for Sport

NEWS

Edition 36 March 2008

**A monthly e-news publication
supported by all Sports Councils**

Some of the key findings of “Shared Goals through Sport” are:

- Partnerships with sport can help companies achieve social investment objectives, better motivate their employees and help access new markets
- General awareness of the business opportunities represented by sport for development remains relatively low
- Governments have been slow to use sport for development, with requests for support in this area often falling through the gaps between ministries (e.g. sport, health, education, international development), which leads to inaction
- There are too few effective partnerships of this kind worldwide, but those that exist demonstrate their potential for good
- The use of sport for development is of significance to the private sector as well as the development community, and should be accelerated to help meet the Millennium Development Goals
- To date, almost no practical guidance exists on how companies might use sport to meet development goals through cross-sector partnerships.

The report is available at [Shared Goals Through sport](#).

Work begins on British Standard for accessible Websites

Work has begun on the development of a full British Standard for developing accessible websites. The move follows the publication by the British Standards Institution (BSI) in March 2006 of initial guidance known as a 'PAS' or 'Publicly Available Specification'. This was 'PAS 78: a guide to good practice in commissioning accessible websites'. When finished, likely to be in the first quarter of 2009, the British Standard will be available for purchase from the BSI at a price comparable with other standards, usually between £30 and £100. PAS78 was made available for free download by the Disability Rights Commission, which sponsored its development and bought a distribution licence, though this type of arrangement is not possible for full standards. The PAS has been downloaded more than 54,000 times to date.

The new standard will relate to procurement or development of accessible websites. It will not set out the technical requirements of accessibility, but will outline a process developers can follow to ensure they are taking all the right actions to make their websites and services as inclusive as possible.

NOTE: This information has been taken from an e-access bulletin, a free monthly email newsletter, available from <http://www.headstar.com/eab>.

Healthy Weight, Healthy Lives

This is a recently published, cross Government strategy for England to support people to maintain a healthy weight. The strategy, along with an Equality Impact Assessment, can be downloaded from [Govt publications](#).



The Equality Standard
A Framework for Sport

NEWS

Edition 36 March 2008

**A monthly e-news publication
supported by all Sports Councils**

Equality South-West newsletter

The latest Equality South-West newsletter is packed with information that may, not only be relevant to those living and working in the region, but also to others with an interest in this topic. Some examples of the content of the newsletter are:

- Information about the Equality and Human Rights Commission
- The Regional Development Agency's gender and disability equality schemes
- An equality law update
- Launch of a new transgender network in the region
- Diversity management guide for businesses
- Addressing inequalities through public service agreements
- News from partners.

The newsletter can be accessed via a link on the [ESW about us](#) page.

Legislation on incitement to hatred on sexual orientation grounds

The Criminal Justice and Immigration Bill is currently before the House of Lords. This Bill includes provisions to outlaw stirring up hatred on the grounds of sexual orientation. Both Stonewall and the Equality and Human Rights Commission have produced briefings on the sexual orientation provisions in this Bill and are available via [Stonewall](#) and [EHRC](#).

Achievements

In addition to those listed in last month's edition, Jill Bennett and Gill Penfold, both of sportscotland, have been approved as Equality/Equity Standard Advisors to Foundation level.

The following organisations currently have assessment reports being verified, with a result due by the end of March.

Foundation level

- Lancashire Sport
- Scottish Disability Sport

Preliminary level

- Scottish cycling
- Triathlonscotland
- British Mountaineering Council
- Lawn Tennis Association.



The Equality Standard
A Framework for Sport

NEWS

Edition 36 March 2008

**A monthly e-news publication
supported by all Sports Councils**

A full list of those that have achieved a level of the Standard can be found at [Achievements](#) and a total of the number of organisations that have achieved each level of the Standard can be found by clicking on [Total](#).

Calendar of forthcoming events

Dates for your diary include:

- 12 April ParalympicsGB Talent Day in London
- 7-11 May Paralympic World Cup in Manchester
- 21-22 May SCEG meeting in Belfast
- 9-10 July SCEG meeting in London (Sport England).

How to Get the Most Out of this Newsletter

Hopefully you have enjoyed the variety of information in this newsletter. You can contribute! Do give us some information about your governing body, home country, sporting organisation or project. Our schedule is:

Production Date	Deadline for Contributions
21 April	11 April
19 May	9 May
16 June	6 June
21 July	11 July
18 August	8 August

Please e-mail any contributions or comments to roger@vagaassociates.com.