



The Equality Standard
A Framework for Sport

NEWS

Edition 39 June 2008

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

Welcome

Hello and welcome to the 39th newsletter. With this being a monthly publication, information is often received that doesn't fall entirely inline with the schedule. This has happened with regard to 2 events which are due to take place next week. Although it is short notice, details of these can be found at the beginning of the "A selection of general information of interest" section later in this newsletter.

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:

- Increasing participation in sport and physical activity by girls in Scotland
- A chance to win £250 towards your continued professional development
- More opportunities for disabled people in South London
- Sports Councils Equity Group update
- Paralympic preview
- A variety of general information of interest and new resources of use
- Achievements
- Calendar of forthcoming events.

Girls in Sport and Physical Activity Initiative

Between 2005 and 2007, 27 secondary schools in Scotland took part in the Girls in Sport and Physical Activity initiative; a training programme for PE staff and Active Schools Coordinators designed to facilitate new ways of engaging girls and young women in physical activity.

The programme grew out of a desire to put in place ideas stemming from a wealth of research and experience of issues influencing girls' participation in sport and physical activity. Investment from BIG Lottery and Health Promoting Schools presented the opportunity to pilot the programme and a partnership between secondary schools, the Youth Sport Trust and **sportscotland** began.

There is now a DVD and collection of case studies that provides an opportunity to share the difference that the programme made to girls in many of the participating schools. By sharing this information, **sportscotland** hope that it will be a source of inspiration to other schools facing similar issues and assist organisations looking to support girls participate in sport and physical activity. More information about the DVD and case studies can be found via the sportscotland Website.



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Monitoring of the programme clearly demonstrates an increase in girls taking part in PE and extra-curricular activities:

- In the first year of the programme, 72% of schools saw an increase in participation in physical activity and sport
- In that same year, the percentage of girls participating in physical activity and sport rose from 18% to 27%
- Six of the schools have seen girls' participation exceeding or matching boys'.

Thanks to the success of the Girls in Sport and Physical Activity programme, **sportscotland** and the Youth Sport Trust are seeking additional funding for a national roll out of the programme under the name "Fit for Girls". The aims of the Fit for Girls programme have never been more important. Studies show that 65% of 14 year olds do not reach recommended levels of physical activity and 43% of adult women do little or no exercise. Fit for Girls aims to bring about a sustainable change that builds a positive future for girls' participation in lifelong physical activity.

In the current climate of increased concern for girls' and women's health, childhood obesity and the economic, physical and mental health cost of inactivity, the programme aims to stimulate discussions around inventive approaches to reverse the trend.

UK Working in Fitness survey

Our thanks to Liz Smith, a member of the SkillsActive research team, for providing the information below. Readers may recall that the March edition of this newsletter featured findings from the Working in Fitness survey 2007. Now may be your chance to contribute towards the 2008 survey and win yourself £250 for your own continual professional development.

The fifth UK Working in Fitness survey, which is the largest annual survey of people working in the health and fitness sector in the UK, has been launched. This survey gives an insight into how the fitness industry is rewarding those employed in it by examining salary levels, job satisfaction and spending on training and development.

The Working in Fitness Survey is a well established, confidential survey conducted online by SkillsActive and the Register of Exercise Professionals (REPs). Last year over 1,800 employees working in the industry completed it.

The survey is open to all those working in the industry, be it on a full or part-time basis or someone who is self employed. Anyone who works within a leisure centre, private health club or directly with clients should complete the survey.



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Liz Smith, research manager at SkillsActive, said: “In previous research for our Sector Skills Agreement we estimated an average 8,500 job openings a year to meet staff turnover and the creation of new positions. One of the survey aims is to find out whether the industry is doing enough to attract new, as well as retain existing staff to meet these future demands.

It's really important that as many people take part as possible to get a good representation of jobs in the industry. By representing your views we can show what the industry is doing well and where improvement is needed. For example, last year we found fitness professionals were positive about remaining in the industry but needed improvement in the areas of salary and career progression.

Those completing the survey can be assured that the results will be totally confidential and will be analysed anonymously. The results will be reported at regional and occupational levels only, ensuring no one will be able to identify individual answers.”

Anyone completing this year's Working in Fitness survey has the opportunity to enter a prize draw, with the prize of £250 toward a training course to aid continual professional development.

The survey will run throughout May to 14 July, with the results and findings being reported at Leisure Industry Week at the NEC, Birmingham in September.

To express your views, visit [Survey](#).

Funding obtained by PRO-ACTIVE South London for disability sport

Our thanks to Justin Webb, Marketing and Information Manager at PRO-ACTIVE South London (PASL), for the following piece.

Capital 95.8's Help a London Child have awarded PASL (one of the 5 County Sports Partnerships in London) £20,000 to develop and sustain some of the activities from their ABLE2 Disability Sport Awareness week.

From 26 March to 1 April 2008, PASL, which covers the London boroughs of Bromley, Croydon, Kingston-upon-Thames, Merton, Richmond-upon-Thames, Sutton and also Wandsworth, coordinated a Disability Sport Awareness Week – ABLE 2 (Achieve, Believe, Learn and Enjoy). During the week, over 300 disabled people from South London were engaged in 19 activities. The activities on offer included disability sports such as Boccia and Goalball as well as main stream sports such as Volleyball and Table Tennis. A number of the activities were attended by both non-disabled and disabled people.



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The Active People survey shows that disabled Londoners currently have fewer opportunities or choice of sports, sports activities and facilities than non-disabled people, leading to fewer than one in five disabled adults in London regularly taking part in any sport or physical activity. Christine Double, Partnership Director for PASL, has said: "We are delighted to receive the money from Help a London Child. The success of our ABLE2 week has shown that disabled Londoners want to take part in sport and physical activity. We need to ensure that they are provided with the opportunity to do so. This money will go some way to helping us achieve that aim."

Richard Horsnell from Capital 95.8 has said, "We are delighted that our funding will give young people with disabilities in South London the opportunity to access regular sporting activities for the first time."

For more Information visit [ABLE 2](#).

Sports Councils Equity Group (SCEG) update

SCEG met in Cardiff on 23 May, with the extended group, the Sports Councils' Equity Advisory Group meeting the day before and below is a variety of updates from both sessions.

2008 equality seminar

This will take place on 4 December in Belfast. A full programme will be available in due course, but, as with previous seminars, it is likely to comprise of: a series of Key Note speakers, an update from SCEG, a number of workshops (both related to the Standard and to other more general topics) and possibly an item relating to the Olympics and Paralympics.

Equity/Equality Standard Website

With the new "Requirements and Evidence" now implemented and functioning, SCEG will be updating the Standard Website to bring the structure and content inline with the new process. Updates will be made on an ongoing basis, with the aim of completing the major reorganisation by end of July.

Future work

Members attending the Advisory Group meeting provided information about the following forthcoming work:

- The Welsh Assembly Government is developing a Single Equality Scheme covering the six equality strands and this is currently out for public consultation



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- The Secretary Of State for Sport has commissioned the Women's Sport and Fitness Foundation to lead a task force to consider the future of women's sport, in particular leadership and media investment
- Stonewall are involved with a study which will provide information relating to the attitudes of young people and this will be the largest study outside of the US.
- Sporting Equals intend to undertake work to support National Governing Bodies in ensuring an awareness of what is acceptable behavior in the workplace, legislation, and how to deal with situations that may arise.
- UK Sport is to undertake research to determine the profile of the 2008 British Olympic team.

Paralympic Summer sports

There are 19 Paralympic Summer sports. Below is a brief piece about 6 of these. The remainder will be covered in future newsletters. More information including: eligibility, classification, rules and records can be found on the British Paralympic Association Website [Sports](#). The information below has been taken from this site.

Archery

Archery has been a Paralympic sport since Rome 1960. Archers compete both standing and in a wheelchair in women's and men's categories. The Paralympic program includes singles and team events, and the competition and scoring procedures are identical to those used in the Olympic Games. Team competition is an open competition for both men and women and includes 3 archers of any class (standing or sitting). Archery opened the first International Games for the Disabled at Stoke Mandeville in 1948. It reached a new pinnacle 44 years later when Paralympian, Antonio Rebollo ignited both the Olympic and Paralympic flames in Barcelona with a fire arrow.

Athletics

Athletics became a Paralympic Games sport in Rome, 1960 and has more events and competitors than any other sport in the Paralympic Games. Track events include Olympic distances: 100m, 200m, 400m, 800m, 1500m, 3000m, 10000m, marathon, 4 x 100m relay and 4 x 400m relay. Field events comprise, shot put, discus, javelin, club throwing (for severely disabled athletes), pentathlon, long, high and triple jump. Wheelchair racing, 60m sprint, was included in the Paralympic Games for the first time in Tokyo, 1964. This continued to be the standard racing distance until Toronto, 1976, when 200m, 400m, 800m and 1500m events were introduced.



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Wheelchair Basketball

Wheelchair Basketball was developed by Sir Ludwig Guttmann at Stoke Mandeville Hospital following World War II as a form of rehabilitation for injured war veterans. It became a Paralympic Games sport at the first Games in Rome in 1960. Wheelchair Basketball is open to male or female athletes and is played by two teams of five players each. Players are allocated points from 1 to 4.5 depending on their functional ability. Five players out of 12 from each team are on the court at any one time and throughout the game the total point value of each team on court must not exceed 14 points.

Boccia

Boccia is refined from an ancient Greek ball tossing game by the Italians in the 16th century. Men and women compete together in team, pairs and individual events. It is a game of precision with leather balls thrown as close as possible to a white target ball (the jack) on a long, narrow field of play. Boccia became a Paralympic Games sport in Barcelona, 1992.

Cycling

In the 1992 Paralympics in Barcelona, there were competitions for 3 different disability groups: visually impaired, cerebral palsy and amputees. Handcycling was introduced in Athens and is for athletes who normally require a wheelchair for general mobility, or athletes not able to use a conventional bicycle or tricycle because of severe lower limb disability. Athletes with cerebral palsy compete using standard racing bikes and, in some classes, tricycles. Athletes who are visually impaired compete on tandem bicycles with a sighted pilot. Amputees and cyclists with permanent locomotor deficiencies compete using cycles specifically constructed for their needs.

Equestrian

Riders compete only in individual and team dressage and develop creative ways to communicate with their horses if they are unable to give signals with their legs, such as utilising a dressage whip or other aids. In dressage competition, riders perform individually and they must ride a pattern which includes various changes in pace and direction. At the Paralympics, all riders are grouped according to their functional profiles and they are judged on their ability to control and manoeuvre the horses. Prior to Athens, athletes competed on borrowed horses, but since the 2004 games they are allowed to use their own horse. Equestrian became a Paralympic Games sport in Atlanta 1996.



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A selection of general information of interest.

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

Designing for all

'Designing for all' is a practical seminar created to introduce organisations to the importance of designing accessible, easy to read Web, print and electronic information for a range of different audiences including older people, people with disabilities and people for whom English is not their first language.

Specifically, this course will help you:

- Assess current design and content of information
- Follow an inclusive model to improve accessibility across your communications mix
- Assess specific audience needs, identifying ways to communicate in an accessible way
- See how different formats/styles work for different audiences
- Keep abreast of the latest developments in accessible formats and assistive technologies
- Carry on learning, with an inclusive takeaway guide and checklist to designing and producing accessible information.

This course will be of interest to anyone who is involved in the design and delivery of information in print, electronic and web formats including web content teams, marketing and communications officers and publications staff.

The trainer is Katie Grant, former publications manager at the Disability Rights Commission. The course will be held on Tuesday 24 June in central London. To book a place, see [Access training](#).

Physical education for children who are visually impaired

Children who are blind or partially sighted often need extra support and encouragement in order to increase their participation in physical education. To provide advice about this, the Royal National Institute of Blind People (RNIB) has organised a one-day training course, to be held on Wednesday 25 June in Nottingham.

Through a mixture of practical and theory based sessions, delegates will look at participation, safety implications, mobility, useful equipment, resources and the adaptation of activities. There will also be the opportunity to hear from a parent on their perspective and view of their child's physical education. By the end of the course delegates will have:

- An awareness of eye conditions and how they impact on vision



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- An understanding of how you can make physical education accessible through orientation, adapting equipment and games, resources available, and working with other specialists
- An awareness of the health and safety aspects of physical education including, using personal aids, the environment, mobility and orientation
- The opportunity to share personal perspectives on how delegates have worked with young visually impaired people.

For more information, please contact Helen Barnett at the RNIB, by telephone 01509 632400 or via email, rnibeastmidlandsandeast@rnib.org.uk.

Equity/Equality Standard Website

The host provider for the Standard Website has had to be changed and the Homepage can now be accessed by clicking on [Homepage](#). Please change this if you have it in your “favorites” list. Addresses for all other pages have had to change as well. Some commonly used ones are now:

[Foundation](#)

[Preliminary](#)

[Support, assessment and Verification process](#)

[Resources and Templates](#)

[Achievements](#)

[Previous newsletters](#).

If there are any other pages that you cannot access, please contact roger@vagaassociates.com.

The page that contains the full list of those that have achieved a level of the Standard has been enhanced. It is now possible to filter the information you view by supporting agency and level. Supporting agency is the organisation that ensured the applicant could submit for the Standard. This usually means provided the funding for them to do so. The level will show all organisations that have achieved that level. For example, Supporting agency = **sportscotland** and level = Preliminary will only display those organisations that have achieved the Preliminary level and are supported by **sportscotland**.

Draft standard on access to buildings for disabled people

BSI British Standards has issued a new draft standard on access to buildings for disabled people. To comment on the draft of BS 8300:2008 (Design of buildings and their approaches to meet the needs of disabled people – Code of practice) please visit [Draft standard](#). This standard gives recommendations for the design or modification of domestic and non-domestic buildings to meet the needs of disabled people. It applies to car parking provision, access routes to and around all buildings, and entrances to and interiors of buildings.



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BS 8300:2008 also includes recommendations regarding facilities within buildings and is applicable to any organisation or individual involved in the design and construction of domestic or non-domestic buildings.

This standard, which will supersede BS 8300:2001, explains how the built environment can be designed or modified to anticipate, and overcome, restrictions that prevent disabled people making full use of premises and their surroundings. The guidance covers a wide range of disabilities and the use of the built environment by disabled people who can be residents, visitors, spectators, customers, employees, participants in sports events, performances and conferences or those involved in public life.

Dr Patricia Pay, Chair of the BSI committee responsible for the draft, said, "I urge interested parties to study this document, and provide suggestions for improvement or modification. The committee is particularly keen to have the views of disabled people and organizations, of and for, disabled people. What BSI publishes following this consultation will shape the built environment for years to come."

The closing date for comments is 31 July 2008.

RFL require Equality and Diversity Steering Group Members

The Rugby Football League (RFL) are looking to identify key individuals with a commitment to and experience of equality and diversity to form a voluntary steering group to support the work of the RFL Equality and Diversity Manager. The steering group will address all 6 equality strands and interested individuals should have one or more of the following skills/experience:

- A commitment to equality and diversity
- Experience of delivering equality and diversity outcomes
- Conducting impact assessments,
- Monitoring and evaluation
- Equality and Diversity training
- Community development approach to working with under represented groups
- Experience of working in sport.

Group members will be required to:

- Attend bi monthly meetings – days and times to be decided by the group
- Participate in Action based meetings not 'talking shops'
- Attend meetings at RFL in Leeds.

If you would like to know more or to apply to become a member please contact Sarah Williams, Equality and Diversity Manager, RFL, Red Hall, Red Hall Lane, Leeds, LS17 8NB or email sarah.williams@rfl.uk.com, Tel 0113 2375037.



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Mapping migration from the new EU countries

Using data provided by the Institute of Public Policy Research, a series of maps and articles is available on the BBC Website to show the effect of migration to the UK from the 8 Eastern European nations that joined the EU in May 2004. The pattern of migration has been unlike previous significant influxes because every local authority in the UK has seen migration, but about half of those who came have already left the country. More details can be found at [BBC](#).

Paralympic World Cup

Because the report in the last edition of this newsletter only covered the British team, success for one of the Irish athletes was unfortunately omitted. Twenty year old Jason Smyth, of London Derry in Northern Ireland and competing for the all Ireland team, broke his own 100m World record in the T13 class whilst winning gold at the Paralympic world Cup. Smyth had previously set the record at the Paralympic Athletics World Championships in 2006 and set a new time of 10.85.

Achievements

The following 6 people of Sport Northern Ireland have been approved as Equality/Equity Standard Advisors to Foundation level: Norma Bowman, Kelli Boyles, Paul Johnston, Mike McClure, Chris Moore and Declan Steele.

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

Foundation level

- Badminton Scotland
- CCPR
- Exercise, Movement and Dance
- Lancashire Sport
- National Association of Karate and Martial Arts Schools
- Scottish Squash

Preliminary level

- Amateur Rowing Association
- British Canoe Union
- British Gymnastics Association
- British Orienteering
- Canoe England
- English Gymnastics Association.



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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:

- 17 June Equality workshop in Loughborough
- 24 June Designing for all seminar in London
- 25 June RNIB physical education for children course in Nottingham
- 30 June National School Sport Week
- 7-8 July SCEG meeting in Edinburgh
- 6-17 Sept. Paralympic games in Beijing China
- 18-19 Sept. SCEG meeting in Belfast
- 4 Dec. Equality seminar in Belfast.

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
23 July	11 July
18 August	8 August

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