

Equality and Diversity Recommendations

Date: April 2021

This piece of research has served to highlight the gaps in sports provision in Norfolk. This provides evidence for the areas that need to be focussed on in order to readdress the inequalities of provision.

BAME Groups

To target BME groups to increase participation in sports clubs, there is a need to:

1. Identify and engage BAME groups in Norfolk
2. Establish consultation with BAME groups to identify their choices
3. Offer a range of activities to meet their needs
4. Identify training requirements and awareness raising for coaches, club member, staff etc. on culturally sensitive issues.
5. Identify preferred languages and any potential language barriers.
6. Use Intran (Translation) services to provide interpreters to meet language needs
7. Contact Active Norfolk for equality advice and support

Overall, BAME groups should be able to access mainstream clubs, local leisure centres etc. Performance pathway routes for elite performers should be mapped out. There should be no barriers to accessing mainstream facilities.

Disability

Active Norfolk will:

1. Engage with and encourage disabled people to participate fully in sports and physical activities
2. Consult with disabled people to find out their choices/opinions
3. Promote equal opportunities for disabled people
4. Promote positive attitudes towards disabled people
5. Raise the profile of disability sports
6. Provide training for coaches, staff, club committee member and volunteers
7. Create pathways for disabled people to progress. E.g. mainstream club has a section for disabled athletes with a view to possible integration.
8. Work within the social model of disability
9. Monitor and review regularly

Gender and Sexuality

Active Norfolk will:

1. Promote fairness, equity and inclusiveness for heterosexual men, women, lesbians, gay, bi-sexual and transgendered people
2. Engage with and encourage women/girls to participate fully in sports and physical activities
3. Increase participation of women and girls in sports
4. Engage with Women Sports Foundation (WSF) and work within their guideline to deliver sporting activity opportunities for female
5. Encourage and provide opportunities for women to become coaches

Religion, Belief and Faith

Active Norfolk will:

1. Respect individual's religious beliefs
2. Be sensitive in the use of language to avoid offence
3. Be aware of customs/culture associated with religions E.g. to provide privacy in changing rooms
4. Consult with users to gain an understanding of religions customs and to provide services to meet their needs

Age

Active Norfolk will:

1. Engage and encourage young and older people to participate in sporting activities
2. Consult carefully with young and older people to ensure their needs are met
3. Work with groups to monitor ages of participants and, where appropriate, organise sessions for age specific groups
4. Work with groups to offer a range of sporting activities to meet the needs of young and older people