

ACTIVE TOGETHER EQUALITY AND DIVERSITY ACTION PLAN 2021/23 PROGRESS JULY 2022

To develop and maintain a strong organisational commitment to Equality and Diversity			
Priorities	Actions	Resource	Progress to date
Ensure there is a strong organisation commitment to tackling inequalities and inactivity levels across the physical activity and sport sector in Leicestershire, Leicester and Rutland	Ensure there is an unrelenting focus within the Active Together Physical Activity and Sport strategy to tackle inequalities across LLR.	AT Board / AT Team	Framework launched in April 2022. Consistent theme of tackling inequalities and reducing physical activity levels running throughout the framework. Board sign off February 2022, political sign off by a number of local authority partners. https://www.active-together.org/framework
	Provide equality and diversity training opportunities for the Board, core team, partners and wider workforce, including unconscious bias, and intersectional awareness.	AT Team	Successful application made to enable the team to participate in the Leading for Renewal programme led by Inclusive Employers. 16 team members participating in a year-long programme. Several Unconscious Bias, Gendered Intelligence and Inclusive Activity Programme training workshops organised for partners and the wider workforce. https://www.active-together.org/learningopportunities
	Ensure AT comply with all aspects of the UK Code for Sport Governance	AT Board	Active Together continue to comply with the UK Code for Sport Governance. The Business, Oversight & Audit (Board sub-committee) continues to check and challenge compliance.
	Rebrand AT, to make the organisation more relatable to the communities we target and to align closer to our core purpose.	AT Team	Leicester-Shire and Rutland Sport rebranded to Active Together in September 2021. We continue to extend the breadth of partners we work with, to reach different audiences.

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	Consider and take action to further diversify the Board and team, including training for aspiring Board Members, reflecting on our current recruitment methods, consulting with workforce panel.	AT Team	We continue to aspire to diversify the Board and Team. As at 30/06/22 our Board make-up was 8 women, 4 male. 3 of our Board Members are from ethnically diverse backgrounds. We are working with Sporting Equals to develop an Aspiring Leaders programme, working to attract members of ethnically diverse communities into leadership positions. We are reviewing our recruitment practices to attract a broader range of applicants to vacant positions.
	Utilise data and insight to ensure that our programmes and services are being delivered across targeted communities.	AT Team	We use local and national data and research to shape our investment decisions. This thinking is embedded in our teams practices. Our strategic framework supports how and where we operate. We undertake an annual residents physical activity survey which has helped us understand our communities behaviours, intentions and barriers to physical activity. This has assisted the team and partners shape local business planning.
	Play an active role within the Regional Disability Officers network, enabling the sharing of knowledge and good practice to increase awareness and practical solutions.	AT Team	Supporting the new regional network established by the Activity Alliance. At a strategic level Active Together is working with the Activity Alliance through the CEO Forum.
	Work with Public Health to ensure strategic commissioning plans tackle inequalities. Ensure place-based action plans are focussed on our least active populations	Strategic Commissioning Locality partners AT Team	The principles of the Active Together Strategic Framework have been embedded into the Public Health/AT commissioning plan. Locality partners have produced 7 local physical activity and sport action plans which are addressing health inequalities and targeting our least active populations. £565,000 of public health funding

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			has been secured to invest into the delivery of these plans, generating over 280,000 attendances in local programmes.

To develop and implement interventions that raise physical activity levels in under-represented groups			
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Women and Girls	Work with partners to co-design and deliver a AT This Girl Can action plan. Maximise the opportunities to engage women and girls through the reach of the national campaign weeks.	AT Team Locality partners	An action plan has been developed and just over £5,000 has been secured from Sport England to support its delivery.
	Deliver welcoming events such as This Girl Can Charity Evening's and the Positive Pause events that target inactive women.	AT Team	Delivered 10 Positive Pause Events, a mixture of face to face and online for both targeted community organisations, workplaces and the general community. 202 women engaged in the Positive Pause Events so far. See article here for PP Events from Feb this year - https://www.active-together.org/news/2022/03/positive-pause-februarys-successful-events March 2022 – This Girl Can parkrun takeover – see link for info https://www.active-together.org/news/2022/03/active-together-visit-watermead-park-for-iwdparkrun

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	Utilise relatable role models such as This Girl Can Ambassadors and Active Together Champions to provide inspiring messaging to engage with inactive communities.	AT Team	We have been working with partners and communities to recruit and support 10 Active Together Champions. The Champions come from a range of different backgrounds and each have inspiring story to tell. They have supported a range of local events and campaigns. The Active Together Champions page is the most visited on website. Their stories are resonating well with our audiences.
	Ensure gender specific opportunities for girls to participate in the 3 tier school sport and physical activity and PE pathway	AT Team Leicestershire Sport England	There were specific opportunities developed to target girls through our level 3 School Games summer festival. A This Girl Can festival was organised, as well as a DanceMaynia event. Both targeting girls that would not normally have the opportunity to participate at a level 3 event. There have been a range of gender specific competition programmes for girls operating across the academic year, including, badminton, football, hockey and netball.
	Work specifically with women in ethnically diverse communities to support people into leadership, activator and coaching roles	AT Team, Community based organisations, Sport England	Currently working with local community organisations in Leicester to develop a mentoring network for women from ethnically diverse communities. Examples of success include mentoring an individual who has secured work in gym sector and a DMU student supporting community activity at Leicester City in the Community programmes.
Older people	Work with CCGs and locality partners to deliver a targeted physical activity and sport offer for older people that	Clinical Commissioning Groups,	£250,000 secured from the 3 Clinical Commissioning Groups to deliver falls prevention programmes across Leicestershire, Leicester and Rutland

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	specifically focuses on falls prevention, strength and core stability.	locality partners / AT Team	
	Develop and deliver the Twilight Games Programme, targeting those in care and residential settings. Provide subsequent support and training to enable partners to replicate and deliver these interventions locally.	AT Team Community Foundation grant aid	The Twilight Games is a free programme of adapted sports for residents in care settings with the objective of enhancing the resident's day to day life through increased mobility, coordination, mental health, wellbeing and increased social interaction. Encouraging care homes/setting to sign up to receive a kit bag and access to range of user videos.
	Support older people through the Live, Longer Better initiative to feel more in control of their lives and that they are empowered to understand how best to protect themselves physiologically, as well as psychologically	AT Team Active Partnership Network, National and local charities	Active Together continue to be involved with the Live Longer Better programme, promoting CPD sessions to the health, social and voluntary sector
Ethnically Diverse Communities	Work with ethnically diverse communities to increase sustainable workforce deployment and employment opportunities, within both the voluntary and professional sector.	AT Core Team Sport England Community Orgs Commercial Orgs	A mentoring project has been established to support women EDC into leadership, volunteering and employment. Our Coach Core Apprentice programme is a good example where we have worked successfully to deploy people from EDC into paid roles within the sector.
	Empower organisations, including faith centres and community-based charities, to embed physical activity within the communities they operate in.	AT Team	Active Together has extended its reach to fund a number of community-based charities and faith centres through the Together Fund, inc. AgeUK, Diabetes Self-Help Group, Shree Sanatan Mandir

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			and Vista to support them provide physical activity opportunities for inactive people.
	Work with key partners, including the BAME Centre for Health (Diabetes Centre), to ensure intersectionality is tackled within programme activity.	AT Team	EDC consultation currently being led by representative partner organisation to explore this area (Waterfront). Workforce Development Panel continue to be consulted with to support safeguarding intervention decisions.
Disabled people and people with longer term health conditions.	Work 1 to 1 with pre-op cancer patients to support them develop a personal physical activity plan	AT Team NHS	Continue to work with colleagues at University of Leicester Hospitals Trust to facilitate the physical activity elements of the Fit4Surgery Cancer Prehabilitation Programme in 3 areas across LLR (Hinckley, Melton and Harborough) This involves group based physical activity sessions within our leisure centre facilities but throughout the various lockdowns, these services were adapted and converted to 1-1 walks with patients to and from their homes.
	Work with partners to ensure the development and delivery of the physical activity referral programme, targeting those whose health will benefit through regular participation in physical activity and sport	AT Team Strategic Commissioning	Traditional 'exercise referral' programme have all successful re-booted post pandemic. The service adapted very efficiently to support this audience by converted many of its session to online platforms. A virtual offer, is still part of our wider toolkit of opportunities.
	Promote the Chief Medical Officer guidelines, Sport England's We are Undefeatable campaign and national Mental Health week	AT Team	Significant promotion of the We are Undefeatable campaign, both through the Active Together website and social media feeds. https://www.active-together.org/weareundefeatable We are working

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			to simplify our messaging to make the CMO guidelines clearer for communities. Promotion of mental health week and children's mental health week in 2022.
	Work with the local Special Olympics movement to support the network to increase the number of participants and to advise them other local recreational and competitive opportunities	AT Team	Currently working to support Special Olympics with increasing the number of clubs they run and with recruiting volunteers. They will also be sitting on a regional group of representatives for Disability Sport / Physical Activity.
	Upskill Healthcare professionals through the Clinical Champion training programme to encourage them to refer appropriate patients into physical activity programmes.	AT Team Strategic Commissioning Sport England	Tutor availability has been a challenge; however sessions have been planned and we are looking to expand the training to include non-clinical staff
	Continue to develop a supported physical activity pathway and offer for individuals with specific top tier conditions – obesity & diabetes, cancer, mental health, back pain, cardiopulmonary, using specialist level 3 & 4 instructors	AT Team Strategic Commissioning	In light of the RCGP/FSEM release of their Consensus statement on risk, plans are accelerating to alter the traditional landscape of exercise referral, with a long-term ambition to move away from defaulting people with LTHC's into prescriptive 12-week schemes in leisure centre environments. Whilst there will still be a place for this particular pathway, it will no longer be the only choice. Via robust local triaging, participants will be supported to access any physical activity opportunities that will help them to move more, their own way.

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Develop a targeted approach to raising physical activity levels in lower socio-economic groups.	Support partners to deliver the Active Families project to encourage targeted inactive families to embed physical activity and sport into their daily lives	AT Team Sport England	Working alongside Local Authority and Children and Family Wellbeing service colleagues to deliver the last phase of the programme
	Work with Leicestershire County Council and a range of local public, charitable and private organisations to deliver the Holiday Activity and Food programme targeting families in receipt of Free School Meals.	AT Team LCC Dept of Education	Working with Leicestershire County Council to identify high quality local providers to deliver the HAF programme in the county.
	Recruit 7 Youth Engagement Activators to develop and deliver local physical activity opportunities to identified inactive young people	AT Team LCC	Funding secured to appoint 7 Youth Engagement Activators across Leicestershire until March 23. They have played a role to support young people with physical or mental health challenges to return to physical activity post Covid-19. During Jan-April 22, 806 CYP have been engaged in school or community interventions.
	Use insight to deploy Sport England Tackling Inequalities Funding to support local organisations provide opportunities for those people that need help the most	AT Team Sport England	Worked with Sport England to secure 4 phases of Tackling Inequalities / Together Fund, funding since May 2020. From April 21 to March 22, over £76,000 has been granted to 21 local organisations to support people from targeted communities get involved in physical activity and sport.
	Deploy officers into specific priority neighbourhoods, e.g. New Parks, to support a more systems based approach	AT	Piloting approaches to better connect systems and processes in New Parks (city) and Thringstone (county) by deploying an Active Together Officer into these places. Work should

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	to tackling inequalities and physical inactivity		make it easier for residents to access local physical activity opportunities of their choice.
LGBTQ+ communities	Engage with the LGBTQ partner organisations to promote their services and to develop sustainable, community led, opportunities that increase participation and workforce representation.	AT Team	Working to develop a programme of workforce development opportunities with the LGBTQ community in partnership with the LGBT Centre Leicester. Existing run/walk leaders are working with individuals from the community to upskill them to become deliverers and share experiences to promote sustainable practice.
	Work with the LGBTQ community to create shared workforce delivery opportunities and experiences. Engage with activity leads from the LGBTQ community to help shape and develop inclusive practice in the wider workforce.	AT Team	Currently working with centre patrons to build and develop the support created by stride with pride. Currently working with Leicester Diamonds to support development opportunities with non-binary individuals. Facility access consultation for trans, non-binary and gender fluid people being created which will go live in September.
	Promote and actively support key LGBTQ calendar events, including, Pride Month, Leicester Pride and the Rainbow Laces Campaign. Ensure all positional messaging is clear throughout events.	AT Team	Actively promoted LGBT Pride Month changing branding to match and working with key partners to promote this and the sustainability of it. We are going to be launching an Inclusion Story of the month which will include an LGBTQ focus.

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	Facilitate and support the creation of an LGBTQ Physical Activity Network within LLR. Continue to develop key national links with the Sport Park LGBTQ network to support activity on a local scale.	AT Team	Added the LGBT Centre representatives to Loughborough University existing network. Developing links with Wildcats, Diamonds and the LGBT Centre. More work needs to be done in this area to allow ownership of workforce development.
Mental Health	Deliver a practical and robust programme of mental health awareness to support those delivering sport and physical activity in order to create the most appropriate environment for those with mental health challenges to access physical activity.	AT Team	We have supported 80 professionals (inc. deliverers) and volunteers to attend UK Coaching level 1 Mental Health and Wellbeing workshops.