

 LRS LEICESTER-SHIRE & RUTLAND SPORT PHYSICAL ACTIVITY & WELLBEING	Document History & Version Control Principles	
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	Contact Officer: Noel Haines	Next Review: April 2023

LRS EQUALITY AND DIVERSITY ACTION PLAN 2021/23

To develop and maintain a strong organisational commitment to Equality and Diversity			
Priorities	Actions	Resource	Timeframe
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.	LRS Board / LRS Team	Nov 2021
	Provide equality and diversity training opportunities for the Board, core team, partners and wider workforce, including unconscious bias, and intersectional awareness.	LRS Team	Annual programme
	Ensure LRS comply with all aspects of the UK Code for Sport Governance	LRS Board	Ongoing
	Rebrand LRS, to make the organisation more relatable to the communities we target and to align closer to our core purpose.	LRS Team	July – Nov 2021
	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.	LRS Team	

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Priorities	Actions	Resource	Timeframe
	Utilise data and insight to ensure that are programmes and services are being delivered across targeted communities.	LRS Team	Ongoing
	The LRS Board will review annually its Equality statement and publish it on the LRS website.	LRS Board	October 2021
	Play an active role within the Regional Disability Officers network, enabling the sharing of knowledge and good practice to increase awareness and practical solutions.	LRS Team	Ongoing
	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 LRS Team	Jan 2022

To develop and implement interventions that raise physical activity levels in under-represented groups			
Priorities	Actions	Resource	Timeframe
Women and Girls	Work with partners to co-design and deliver a LLR This Girl Can action plan. Maximise the opportunities to engage women and girls through the reach of the national campaign weeks.	LRS Team Locality partners	Annual plan (from June 21)
	Deliver welcoming events such as This Girl Can Charity Evening's and the Positive Pause events that target inactive women.	LRS Team	Ongoing

To develop and implement interventions that raise physical activity levels in under-represented groups			
Priorities	Actions	Resource	Timeframe
	Utilise relatable role models such as This Girl Can Ambassadors and Active Together Champions to provide inspiring messaging to engage with inactive communities.	LRS Team	Ongoing
	Ensure gender specific opportunities for girls to participate in the 3 tier school sport and physical activity and PE pathway	LRS Team Team Leicestershire Sport England	Ongoing
	Work specifically with women in ethnically diverse communities to support people into leadership, activator and coaching roles	LRS Team, Community based organisations, Sport England	Ongoing
Older people	Work with CCGs and locality partners to deliver a targeted physical activity and sport offer for older people that specifically focuses on falls prevention, strength and core stability.	Clinical Commissioning Groups, locality partners / LRS Team	Ongoing
	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.	LRS Team Community Foundation grant aid	Ongoing
	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	LRS Team Active Partnership Network, National and local charities	Ongoing

To develop and implement interventions that raise physical activity levels in under-represented groups			
Priorities	Actions	Resource	Timeframe
Ethnically Diverse Communities	Work with ethnically diverse communities to increase sustainable workforce deployment and employment opportunities, within both the voluntary and professional sector.	LRS Core Team Sport England Community Orgs Commercial Orgs	Ongoing
	Empower organisations, including faith centres and community-based charities, to embed physical activity within the communities they operate in.	LRS Team	Sept 2021
	Work with key partners, including the BAME Centre for Health (Diabetes Centre), to ensure intersectionality is tackled within programme activity.	LRS Team	Sept 2021
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	LRS Team NHS	April 2022
	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	LRS Team Strategic Commissioning	Ongoing
	Promote the Chief Medical Officer guidelines, Sport England's We are Undefeatable campaign and national Mental Health week	LRS Team	Ongoing

To develop and implement interventions that raise physical activity levels in under-represented groups			
Priorities	Actions	Resource	Timeframe
	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	LRS Team	Ongoing
	Upskill Healthcare professionals through the Clinical Champion training programme to encourage them to refer appropriate patients into physical activity programmes.	LRS Team Strategic Commissioning Sport England	Ongoing
	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	LRS Team Strategic Commissioning	Ongoing
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	LRS Team Sport England	April – March 2022
	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.	LRS Team LCC Dept of Education	Easter, Summer, Christmas
	Recruit 7 Youth Engagement Activators to develop and deliver local physical activity opportunities to identified inactive young people	LRS Team LCC	April 2020

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Priorities	Actions	Resource	Timeframe
	Use insight to deploy Sport England Tackling Inequalities Funding to support local organisations provide opportunities for those people that need help the most	LRS Team Sport England	Ongoing
	Deploy officers into specific priority neighbourhoods, e.g. New Parks, to support a more systems based approach to tackling inequalities and physical inactivity	LRS	Ongoing
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.	LRS Team	Ongoing
	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 practise in the wider workforce.	LRS Team	April 2020
	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.	LRS Team	Ongoing

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Priorities	Actions	Resource	Timeframe
	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.	LRS Team	Ongoing
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.	LRS Team	Ongoing