

Jayne Owen  
Wales Squash and Racketball  
Sport Wales National Centre  
Sophia Gardens  
Cardiff  
CF11 9SW

19<sup>th</sup> March 2014

Dear Jayne

## **Equality Standard Assessment – Preliminary Level**

Thank you very much for submitting your evidence and Assessment Form for the Preliminary Level of the Equality Standard and for attending the Sport Wales Equality Panel session on 5<sup>th</sup> March 2014.

I am delighted to inform you that that Wales Squash and Racketball has met the criteria for the Preliminary Level of the Equality Standard – many congratulations.

The Panel and the EQSA were unanimous in their praise for the work you have done in developing a comprehensive submission to achieve the Preliminary Level of the Standard. It is very positive to see that the work is being driven by senior officers within the organisation, and fully supported by the Board. The nomination of the Equality Champion further demonstrates the NGB's commitment to equality. They also recognised some key strengths including:

- The responsibility for equality is held at a senior level within the organisation.
- Improved data collection since Foundation level with a commitment to continue to collect quality data.
- An Equality Action Plan that is realistic and deliverable based on NGB resources with a focus on women/ girls, disability, ethnic minority communities and improving the diversity of the Board. The audit data has enabled the NGB to identify where there are pockets of activity by equality groups, which can be supported.
- A commitment to training through the training plan linked to the Equality Action Plan.

We would like to offer some other feedback that you may find useful in your deliberations going forward:

- Address how the lead officer and Chair has the support of people who can advise the WSRB in areas of equality or in areas of partnership working (e.g. with lesbian and transgender groups) that it may not have specific expertise in.
- Undertake a careful consideration of how disabled people can participate fully in all aspects of squash and racketball, and especially in the mainstream player pathway as well as whether there is a need for co-ordinated and planned disability-specific pathways.

- Establish a section on equality on the website to ensure that the profile of equality is raised with members and the general public. This area can also be used to publicise the Equality Action Plan and progress towards achieving the goals.
- Consider recommending that staff members undertake the free online equality training provided by ACAS.
- Based on the current strategy running from 2011-14, ensure that equality is a key objective in the next 3-Year Business Plan.
- Consider developing links to equality partner who represent ethnic minority communities, girls and women, and disability, so that the evolving Equality Action Plan can identify when, where and how future programmes could be delivered.
- Continue to improve the quality and quantity of equality monitoring data, especially of members/participants, by collecting this on an annual basis.
- Establish an Equality Advisory Group with representation from equality partners to gain access to new groups of potential participants.
- Consider working towards In-sport Ribbon with Disability Sport Wales.
- Review what other Home Nations are doing with regards to modified equipment for participants with a disability.

Sport Wales will follow up this letter with you to discuss a joint communication about your success, to agree an appropriate date when the certificate can be awarded publicly; they will also provide details on how you can use the Equality Standard logo on publications.

Please note that the award is valid for three years from the date of assessment indicated on the Assessment Form at which stage you would have to have, as a minimum, started on the next level or redo the Preliminary Level.

Jayne – once again many congratulations on meeting the criteria for the Preliminary Level of the Equality Standard and I look forward to hearing how Wales Squash and Racketball progresses in the future.

Yours sincerely



Lucy Faulkner  
**Equality Standard Assessor**

cc Lowri Devey, Sport Wales, Louise Tideswell EQSA