



The Equality Standard
A Framework for Sport

NEWS

Edition 79 October 2011

Equality in Sport

A monthly e-news publication

Welcome

Hello and welcome to the 79th newsletter. The last quarter saw the 6th and 7th organisations achieve the Intermediate level of the Standard. Taking nothing away from any of them, especially British Cycling who were one of those to achieve in September, we would particularly like to highlight the success of the National Association of Karate and Martial Art Schools (NAKMAS).

The reason we make specific mention of their achievement of the Intermediate level is that it is often thought that, to progress this far through the Standard, you need to be a large organisation in receipt of significant funding. NAKMAS shows that this certainly need not be the case. They have only 2 paid staff, receive no funding from any of the Sports Councils and actually persuaded their insurers to pay for them to work towards the Intermediate level. Yet, with a committed band of volunteers and a methodical approach that started as soon as they had achieved Preliminary level, NAKMAS has clearly shown that they are increasing opportunities for a diverse range of people and are even making noises about working towards the Advanced level. Sandra Beale-Ellis, Director of Operations for NAKMAS, said: "Our insurance company have already agreed to continue to sponsor us for moving through the advanced level, although of course, this will be some years in the future!"

One of the elements of the Intermediate level that can cause concern for applicants is Equality Impact Assessments (EIAs). This is partly because it is often a new concept to get to grips with and, if you search the Internet for information, you may well find examples that appear as though they will be very time consuming to complete. Also, the title is not overly attractive, making it difficult to convince colleagues of their value for the perceived effort required. To make EIAs effective within your organisation, you need to design a process and template to meet your own organisational needs and this should ensure that people performing the assessment should have knowledge of the equality profile of the relevant sector of the population for that EIA and should have the mechanism to be able to consult with representatives of a particular protected characteristic if this is required.

Please forward this newsletter to anyone you think may be interested, or get them to contact Roger Clifton at roger@vagaassociates.com if they would like a copy sent directly to them. The deadline for material for the next edition is Friday 18 November.

This edition contains features on:

- An update on the work of England Netball
- A round up of Lesbian, Gay, Bisexual, Transgender (LGBT) news
- More opportunities for people with disabilities to participate
- How some footballers cope with Ramadan
- A report on the European Women and Sport conference
- A variety of general information of interest and new resources of use
- Achievements
- Calendar of forthcoming events.

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VAGA

Netball spreads their own net

Our thanks to England Netball's Safeguarding & Equality Manager, Emma Gibson, for providing the update below on what's happening in the sport.

Upon receipt of Active Women funding earlier this year, England Netball have employed ten full time Netball Development Community Coaches (NDCCs) to deliver the Netball in the City project. The funding was intended to promote inner city opportunities to play netball with a focus on women who have children and those from disadvantaged communities.

Within a 6 month period the uptake of netball has been outstanding. By the end of August, 76 new Back to Netball programmes had been initiated attracting 1232 participants into the sport. To begin transitioning those that would like to play in more formalised netball structures, a number of local Back to Netball tournaments also took place across the summer with a particularly successful one being run in Nottingham which attracted 56 women.

As of the beginning of September, all areas have traditional Back to Netball sessions, mums morning Back to Netball sessions, mums and kids afterschool sessions and FE based social netball sessions running. To ensure a well-communicated, co-ordinated approach to local netball development, year 1 will see the creation of Local Action Groups (LAGs) in each local delivery area, led by the NDCCs which will bring together local authority partners, local netball infrastructures and the Netball Development Officer. The LAG will initially establish the current netball landscape, identify where there are opportunities for development and then determine what netball will look like locally by 2014. An action plan will be put in place and the group will meet bi-annually to review progress.

All of the NDCCs report astounding positivity for netball in their project areas and strong links with the communities in which they are delivering. In addition, virtually all have impacted on Black and Minority Ethnic (BME) communities, with one also reaching a learning disability group, a small selection of the local success stories are noted here:

Learning Disability

In September, in partnership with the Elfrida Society, the NDCC ran a dedicated session for women and girls in Islington with learning disabilities. The Elfrida Society will also help to promote netball to other learning disability groups in the area.

BME groups

In Bristol a session was started at Millpond School for Somalian ladies who had no previous knowledge of the game. The session takes place in their school hall, with curtains drawn and no men allowed to enter the room. The ladies work hard every week with different exercises and greatly enjoy their experience, they are realising the benefits to health as well as enjoyment.

In Haringey, a session commenced at St Pauls and All Hallows primary school just off Tottenham High Street. The session is run afterschool in the playground which doesn't even have proper netball markings. The session instantly began attracting 15+ mums of children at the school and the women are happy to be active again, they feel a part of a family and are very happy helping out and promoting the session. They enjoy the fact that their kids can run about in the cordoned playground while they get fit.

The netball session is now part of the school community and the Head Teacher provides the mums with refreshments each week. Five coaches that are already volunteering to assist the delivery of Back to Netball in Haringey have received funding to complete their Level 2 coaching award.

In Newcastle, Wingrove Primary School has approximately an 80% BME intake. In partnership with the PE coordinator and the Parent Liaison Officer parents were invited into school to meet with the NDDC, with the support of 2 interpreters (learning support assistants speaking Urdu and Arabic). There are now 15 women playing with the regular support of the 2 Learning Support Assistants translating. The Head Teacher believes engagement of those women within the school community has improved. 2 have also confirmed that they are going to ask for maths support sessions so they can help the children with their homework.

In Tameside in April a local group of ladies from the Prajapati community expressed their interest in playing netball but they did not know where to begin. After a lot of encouragement within the Shree Prajapati Association, they began attending a Back to Netball session in Tameside with the aim of performing well in the SPA UK sports day in Warwick. Not only did they win the tournament, they have also embraced netball in their community and it has changed their lifestyle.

For further information about these developments, take a look at the Back to Netball link on www.EnglandNetball.co.uk or contact Katy Ritchie, National Development Manager (New Games; New Markets) 07540 126604, katy.ritchie@EnglandNetball.co.uk.

LGBT History Month plus Rugby, Olympic and research news

LGBT History Month

In LGBT History Month in February 2011, there were over a thousand events across the country, many of them sport based, and the aim is to equal, and preferably exceed, that figure in February 2012. The pre-launch event will be held at The Oval in London on 21 November. This all-day event starts in the morning with a series of Equality in Sports Practice sessions and is followed by a session mid-afternoon with Sports Minister Hugh Robertson. Late tea-time there will be a show by the Pink Triangle Theatre, followed by an evening session with a range of events and speakers. Tickets for all or any of the sessions are still free. To keep up-to-date, including registering for events, visit [Pre-launch event](#) and the latest general LGBT news can be found in October's edition of the [LGBT History Month Bulletin](#).

Gay Rugby team inspired by Bingham Cup

The North West's only gay and inclusive rugby team, The Manchester Village Spartans, got off to a flying start in the University of Salford Division 5 East league, finding themselves top after consecutive victories in their first 3 matches. "This is a great start to a very important season for the Spartans as we gear up to host the Bingham Cup in June 2012" said Matthew Whitely, 1st team captain. The 2012 Bingham Cup (commonly referred to as the "Gay Rugby World Cup") will take place in Manchester, between 1 and 3 June 2012. The Bingham Cup is the world championship of gay and inclusive rugby teams and is the largest men's 15-a-side rugby union tournament in the sporting calendar outside of the International Rugby Board (IRB) Rugby World Cup. Manchester 2012 will be the sixth Bingham Cup and is officially sponsored by the Rugby Football Union.

“We’ve had a massive influx of new players and interest shown in the club since we announced that we beat Sydney in the bid to host the Bingham Cup. It’s great that we’re putting gay sport and rugby in general on the map for the whole world to see and we’re looking forward to developing a 2nd team from the new recruits that we’ve attracted so far.”
Said Dean Bee, 1st team vice captain.

Further information about the forthcoming competition can be found at: [Bingham Cup](#).

London bid to make the Games the most diverse and inclusive ever

A man who is undergoing a sex change has been appointed as an ambassador for transsexuals visiting the 2012 Olympics. David Johnson, 55, from Newport Pagnell, Buckinghamshire, took the first steps towards becoming a woman named Delia 18 months ago after feeling that he should have been born female. He has now been appointed to the role which will help to promote the London games as the most diverse and inclusive ever. His new job will also see him checking public, press and VIP passes at the Olympic Park.

Speaking about the new role, Delia said: “It’s more than being a token transgender person. They wanted someone confident and media-savvy who won’t be scared of talking to the public, the press and foreign statespeople if necessary. I’m really looking forward to it. However it is a little bit daunting to think that I could be meeting dignitaries from some parts of the world where people like me would face execution. I think it is fantastic. The online Olympic shop even sells pin badges with the official rainbow colours for diversity.” Delia, who runs an advisory service for transsexual people, added: “Maybe it is the female hormones, but now I realise that as a businessman I spent my time manipulating people and taking from them. Now the new me wants to put back into society all I have taken in the past.”

The job advert describes the role as: “To ensure the Olympic accreditation process for all employees, visitors, franchisees and suppliers runs smoothly, timely, at low stress and at a low risk to the business.” A spokesman for the London 2012 Organising Committee said: “Delia has been taken on because she was the best candidate for the job.” Asked why the committee needed someone from a transgender background, he said: “I am not going to comment on that. She was taken on because she met the requirements for the post.”

Research

A recent research report on the needs and experiences of LGBT people in Glasgow can be viewed at [Needs of LGBT people in Glasgow](#).

Projects targeting people with disabilities

AEGON Schools Tennis Programme

Mention of this programme was made in September’s edition of this newsletter, but thanks to Holly Hamilton of the Tennis foundation, more details can be found below.

The Tennis Foundation (TF) and the Lawn Tennis Association (LTA) have been working together to get tennis firmly on the curriculum in schools across the country and have recently been focussing on the benefits it can bring to students who attend Special Schools.

For this reason, a new Special Schools resource and equipment pack has been developed by the TF and is currently being distributed to schools all over the UK.

The common misconception is that you need access to pristine tennis courts in acres of space in order to enjoy the game fully, but the truth is that the sport can be played almost anywhere including school halls, playgrounds and sports halls. And it can be played by all ages and abilities with boys and girls playing together, so it's ideal for mixed classes at school.

The AEGON Schools Tennis Equipment Pack is worth a retail value of £500 and includes a range of modified and adapted equipment, specifically designed for use within Special Schools. Almost 200 Special Schools have already taken advantage of the new tennis resource while over 10,000 mainstream schools have been supported by AEGON Schools Tennis since the programme began in April 2009. Through Mini Tennis, the modified version of the game, and the wide range of innovative equipment available, the resource provides guidance to empower teachers to deliver tennis effectively in Special Schools.

The TF organises a number of coaching weekends and competitions each year for players with a learning disability. They also work in partnership with Special Olympics GB and the UK Sports Association to provide opportunities for athletes to compete in national and international events such as the Special Olympics World Games. In fact, Great Britain's tennis squad came back from last year's Special Olympics European Summer Games in Warsaw with a hugely impressive seven medals. And a four-strong GB team has just returned from competing in Italy at the 3rd INAS Global Games for players with a learning disability.

For more information, please visit [Support for Special Schools](#).

Equal Adventure – Resourcing and inspiring inclusive adventure and active lifestyles.

So reads the strap line of Equal Adventure's website. But what does it mean in the real world where many individuals with a physical disability struggle with finding opportunities to participate in any outdoor adventure activity let alone pursue it as a lifestyle? Inclusivity will of course mean many different things on many different levels to many different individuals both as a facilitator/provider and as a participant, just as it should be. But there can be little doubt as to what the word 'Inclusive' means across the board to Equal Adventure.

Equal Adventure believes that 'inclusive participation' in most adventure activities is possible given the right equipment being available, the right approach to problem solving by programme facilitators/providers and of course the will, motivation and enthusiasm to overcome obstacles by facilitators/providers and the disabled people themselves to make this happen.

Some 20 years ago the Director of Equal Adventure – Dr Suresh Paul – started to design, develop, build and test various pieces of equipment that individuals with a physical disability could use in order to participate in adventure activities and expeditions. Over the years this has grown into Equal Adventure, a registered Scottish Charity [SC039133] based in the highlands of Scotland, just north of Aviemore.

Since the inception of Equal Adventure, they have moved towards ensuring that adventure is accessible to all people with disabilities through equipment development, facilitator/provider training, expeditions and events and other initiatives such as:

- 'Make some Noise' – a vehicle for anyone to tell their story
- 'Make a Mark' – an opportunity for students, undergraduates and trainees to make a substantial contribution to the holistic approach to 'Inclusive Adventure' opportunities
- 'Be There' – a photo competition
- The 'You Can' bursary – an opportunity for teachers, carers, youth leaders, activity instructors, social workers etc to nominate a young person aged between 16 and 24 for an Equal Adventure Bursary to allow them to participate in their first ever adventure expedition.

Along with his dedicated team at Equal Adventure, Suresh Paul has built up a plethora of equipment for both disabled participants and facilitators/providers – water sports, climbing, expeditions, field hygiene, postural support, hand function, mobility, clothing and moving and handling being just a few major areas of involvement. Equal Adventure also welcomes ideas and suggestions from the public and is capable and willing to design, test and develop bespoke equipment to individual requirements.

In addition, they have drawn up appropriate and much needed practice guidelines, product manuals and training seminars and workshops for those wishing to run adventure based programmes firmly based in a truly inclusive approach. In effect, Equal Adventure's range of equipment and training has evolved from a very functional people-centred process, ensuring that the final product meets the needs of real people. They seek to support participation by disabled people with a range of functional impairments, including devices to overcome deficits in: Postural Stability; Hand Function; Limb Amputation; Cognitive/Sensory Function and Skin Sensitivity.

In furtherance of Equal Adventure's working perspective and remit they are available to deliver training seminars, workshops and practical sessions on request and offer a consultancy service.

For further information about Equal Adventure, please check out their website at www.equaladventure.org.

Coping with Ramadan

Ramadan will coincide with the 2012 Olympic and Paralympic games, requiring Muslim athletes to find ways to cope with their religious fasting. The month-long festival stipulates that Muslims should abstain from food and drink during daylight hours, but in exceptional cases, alternative solutions can be found. The article below shows that, for Premiership footballers, the solutions they adopt are very much a personal choice.

Clubs increasingly like to control every aspect of their players' fitness, testing them regularly, providing individual exercise plans and dictating diet. For the increasing number of Muslims in the English Premier League, around 20 at present, alternative arrangements have to be found during Ramadan. The requirement to refrain from taking in food or liquid between

sunrise and sundown is intended to teach devotees patience, spirituality, humility and submissiveness to Allah.

It is one of the five pillars of Islam, the others being:

- a declaration of faith
- giving to charity
- praying the five daily prayers
- the Haj pilgrimage to Mecca.

Managers and coaches may question the wisdom of a footballer having to train and play when fasting, but this is something that Muslims know is part of their life. Some, like the former Tottenham and West Ham striker, Frédéric Kanouté, are strict observers. Kanouté has been a practising Muslim since the age of 20. His faith, insists Kanouté, has never presented itself as a problem in his relationship with the coaching staff, team-mates or fans. But when it comes to Ramadan, they pepper him with questions. "They're quite curious, yes. They wonder why I don't eat and ask all these questions, but you have to answer them. It's good also because it's witnessing the religion and we can talk about that. They see me praying in the dressing room, I don't think of how people look at me, I'm just natural and it's my way. Islam has helped me to be this way, so this is normal. It's a path you take to keep you calm, to help you think about the place you live in, to love your neighbour. It's strange when I hear about all these problems of terrorism because it's the opposite of what I understood for Islam."

In a diverse Premier League, an increasing number of players are followers of Islam. You'll see them cup their hands in silent prayer before kick-off, then brush them over their face. Kolo and Yaya Touré, Nicolas Anelka and Samir Nasri are all players who would not want any fuss over their faith, but during the month of Ramadan, games can become even more of a challenge than usual. In 2009, after only half an hour of Inter's 1-1 draw with Bari, the fasting Sulley Muntari was substituted, with manager Jose Mourinho stating that Ramadan had "not arrived at the ideal moment for a player to play a football match". His comments drew widespread criticism, which Mourinho later clarified by saying: "Muntari's decision is not to be criticised because it is a question of faith and religion. That means that I accept it. I never said Muntari should forget his religion and practice."

Some players compromise. Anelka has said that he initially fasted in daylight hours as prescribed, but "I realised I often got injured just after the period of Ramadan, so I don't observe it strictly any more". A similar approach is followed by Arsenal striker Marouane Chamakh: "I have no problem fasting during Ramadan, it becomes normal. The day before a game and on match days I do not fast, but I'll make up the lost days later."

Ipswich striker Nathan Ellington converted to Islam seven years ago, and has just set up the Association of Muslim Footballers, whose purpose is to inform non-believers. He said educating the footballing authorities will help alleviate the type of comments that Mourinho came out with, which he described as "unfair". Ellington added: "When I'm playing, I won't fast, but I'll make up for the missed day afterwards. For training, there's not a problem either, as you can get your hydration and nutrients with the suhoor [the early pre-dawn breakfast] which then helps. The only difference is afterwards when the rest of the players go off [to eat] and you have to hang on for a while longer, until the iftar meal at sunset."

The issue of fasting and playing is a tricky one with the religious needs of the player somewhat at odds with the footballing needs of his manager and the club. As more Muslim

players find a place in the top leagues of Europe the issue of fasting during the holy month – which arrives annually 10 days earlier than the previous year – will not be going away.

Much praise for the European Women and Sport conference

Our thanks to Amanda Bennett, Chair of European Women and Sport (EWS) from 2009 to September 2011, for the report below.

“The London Conference was the best that EWS has held in its history and one of the best sports conferences some people had attended in their careers.” This was a feedback comment received from one of the 175 delegates who attended the 10th European Women and Sport Conference (EWS2011), held in London between 15 and 18 September.

With 42 speakers from 16 countries and delegates from as far afield as Japan and Canada, the task for EWS was to ensure it delivered a conference that met the challenge set out in the theme, namely, high performance.

Set against the backdrop of London 2012, EWS2011 brought together high performance coaches, athletes and leaders of sport to debate and celebrate the best of women and sport. The opening reception, held at the Olympic Park Handball Arena with the British squad in action preparing for the Euro 2012 qualifying games, included the launch and presentation of the London Organising Committee of the Olympic Games and Paralympic Games’s (LOCOG’s) Gender Pin Badge. Paul Deighton, LOCOG CEO and Minister for Sport, Hugh Robertson, both highlighted the need to include women in all facets of sport before EWS Chair Amanda Bennett formerly opened the conference.

EWS2011 was held in partnership with the Council of Europe and sponsored by UEFA, and undoubtedly one of the highlights of the conference was the debate that followed a keynote speech by William Gaillard, Adviser to the President of UEFA. Whilst many will applaud the progress made by, and for, women in football, that no women have a vote on the UEFA Board generated considerable debate.

Feedback from delegates noted the number of truly inspiring speakers including Baroness Sue Campbell, UK Sport Chair, Asa Linares, former Paralympic athlete and researcher, and Genevieve Shore, Chief Information Officer and Director of Pearson Publishing. In addition, there were opportunities to hear from elite athletes, coaches and innovators during workshop sessions many of which created healthy discussions.

This is the first international women and sport conference to be held in the UK since the World Conference on Women and Sport in Brighton 1994 when the Brighton Declaration was drafted and published. As co-author of Brighton Declaration, Sallie Barker of the Sport and Recreation Alliance was invited to co-ordinate the production of the EWS2011 declaration ensuring that it had genuine practical application and would encompass sport at all levels in all capacities. The outcome was London Calling: Guidance for Gender Equal Sporting Events, which aims to inform anyone planning a sporting event no matter how small or large, guiding them through a process that will help mainstream gender equality and increase access for women and girls in sport. The full declaration is available at [London Calling](#).

A rousing final dinner included the presentation of the European Women and Sport Trophy to Sallie Barker for her long, influential and illustrious career in sport, in particular the work she has led for the benefit of so many women in sport.

The programme and speaker presentations are all available on the [EWS2011](#) Website. Amanda Bennett said “As Chair of European Women and Sport from 2009 to September 2011, I would like to thank all organisations and people who worked so hard to make EWS2011 a success including: the Sport and Recreation Alliance, Women’s Sport and Fitness Foundation and the Media Group.”

A selection of general information of interest

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

Barriers for people with disabilities

This [Disability Now](#) article highlights some of the perceived barriers that prevent people with disabilities participating in regular sport & physical activity, as well as looking at potential solutions.

Could the Rooney rule be introduced here?

The Rooney Rule, which has been instilled in America’s National Football League (NFL) to address the lack of ethnic minority presence in coaching and management positions, continues to cause much debate regarding the creation of an English football version. One of the driving forces behind the Rooney Rule in the NFL, US lawyer Cyrus Mehri, recently addressed the Football Association, Premier League, Football League and League Managers Association, emphasising the benefits which can be reaped from introducing such a policy. He said: “The Rooney Rule does not tell you who to hire. It just gets everybody to slow down, don’t put on blinkers, open their mind to a broad slate of candidates, including minority coaching candidates. Instead of taking two days to do the search, it might take two weeks. This Rooney Rule has also helped white coaching candidates who would have been overlooked. Rather than interview one candidate, teams interviewed 10.”

Named after Dan Rooney, the owner of the Pittsburgh Steelers, the Rooney Rule ensures that at least one ethnic minority candidate is considered for a vacant coaching position within the NFL. Out of 92 managers at Premier League and Football League clubs, only Chris Powell at Charlton Athletic and Birmingham City’s Chris Hughton are black, making up just 2%. In comparison, 25% of the English game’s 4,500 professional players are from ethnic minorities. Shortly after the Rooney Rule was established in 2003, two black head coaches became seven, and there are currently eight Ethnic Minority head coaches. Having had just one black general manager, there is now five, meaning 13 out of 32 clubs in the NFL are led by an Ethnic minority head coach or manager. Supporting calls for an English football equivalent of the Rooney Rule, Blackpool manager Ian Holloway commented: “There isn’t a more multicultural nation than ours and we should be proud of that. I’m an advocate of anything that makes this world better and if this new idea can help bring an end to the ignorance of any shallow people in football, I am all for it.”

Participation in Sport: Turning the Vision into Reality

We have received the following information about this event being held on 29 November in London.

“Dear Colleague,

Are you interested in improving current efforts to increase participation in sport? In light of Government funding announcements and the proximity of London 2012, this forthcoming event will provide a chance to debate how schools, colleges, councils, NGBs and universities can establish stronger links and utilise investment effectively, in order to meet demanding participation targets.

Speakers include:

- Tim Lamb, Chief Executive, Sport and Recreation Alliance
- Jane Ashworth, Chief Executive, StreetGames
- Stuart Johnson, Head of Development, Volleyball England
- Amanda Kevern, Sports Development Officer, University of Bournemouth

For full details, visit the [Conference](#) Website.”

Two new sportscotland equality-related case study publications

The “Fit for Girls” programme aims to increase physical education, physical activity and sport participation in Scotland amongst girls aged 11 to 16 years. Funded through the Scottish Government, the programme is driven by sportscotland and the Youth Sport Trust, in partnership with local authorities and schools across the country. These case studies can be viewed at [Fit for Girls](#).

Some disability inclusion case studies have been collated by sportscotland and written by Scottish Disability Sport, along with a number of local and national partners. They cover case studies of inclusion of people with a disability in the Active Schools Network, in developing high performance athletes, coaching, sport development and support for emerging sports and can be viewed at [Disability Inclusion](#).

Employment advice

The Government has recently announced employment law changes regarding employment tribunals, which they believe will make life easier for employers and relieve some of the burden. But some people question whether this will be the case in reality?

The changes suggested are twofold. Firstly, from April 2012, the qualifying threshold for claiming unfair dismissal will move from one year’s employment to two and the Government anticipate this will reduce the number of employment tribunal claims. The proposed changes only affect unfair dismissal claims; not other types of claims such as discrimination, whistle blowing etc. Nearly all claims made to an employment tribunal are for more than one issue, so preventing employees claiming unfair dismissal will not stop them from claiming for

something else. In fact it may make it more likely for them to claim discrimination to meet the qualification requirements and this could actually prove even more costly for employers.

The second change is that employees will start to be charged for bringing claims from 2013, although details are sketchy as yet. Whilst again in principle this may discourage employees from pursuing claims, it's important to remember that the fees may be waived for the low-paid or unwaged.

In the current economic climate, it is likely that most of those who have been dismissed and not yet found alternative work will meet this requirement and as such will qualify for the waiver. The costs of administering such a scheme may, in fact, cause more red tape for both the Tribunal Service and the employer.

A Commons Library Standard Note entitled "The Equality Act 2010 and positive action" has been produced to provide guidance on these provisions. The note can be viewed at [Positive action](#).

Please note that the authors of this newsletter are not qualified lawyers and it is recommended that professional legal advice is sought for any specific matters.

Craig Hunter named as GB's 2012 Paralympic Chef De Mission

Craig Hunter has been named as the Chef de Mission for the British team at next year's Paralympics. He has been involved in high-performance sport for 13 years and was chef de mission for the England team at last year's Delhi Commonwealth Games. He said: "I'm proud to take on this role. It's a great opportunity to work with an outstanding team. Whilst everything that we do will be focused on winning medals, I'm also hugely excited that the team's performance can go beyond that and inspire many young people to get involved in sport and help shift attitudes towards disability." Tim Hollingsworth added: "In Craig we have a hugely experienced, inspirational chef de mission whose operational knowledge, eye for detail and leadership qualities will ensure that everything is done to support lifetime best performances by British athletes. Craig will lead our team preparations while, as CEO, I will be better placed to ensure we maximise the opportunities provided by a home Games and to develop the organisation's wider long-term interests, setting us up for Sochi, Rio and beyond."

Guide on equality objectives

With the passing of the Equality Act Specific Duties Regulations, public authorities now have a duty to devise and publish one or more equality objectives. brap has published "Equality objectives and public authorities: Tips, hints, and bright ideas", which is a guide to help public authorities create effective equality objectives. Having said that, non-public authorities may well find some of the content of use too. The guide can be accessed at [Equality objectives](#).

Achievements

Many congratulations to the following organisations that we have been told have achieved a level of the Standard since the compilation of the last newsletter:

Foundation level

- London County Football Association.

Intermediate level

- British Cycling
- National Association of Karate and Martial Art Schools (NAKMAS)

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 Nov BHFNC annual conference, Nottingham
- 21 Nov LGBT History Month UK pre-launch, London
- 29 Nov Increasing Participation in Sport conference, London
- 3-4 Dec Goalball Paralympic test event, Handball arena
- Feb 2012 LGBT History Month, throughout the UK
- 3-10 March Swimming Paralympic test event, London Aquatics Centre
- 2-6 May Wheelchair Tennis Paralympic test event, Eaton Manor
- 4-6 May Archery Paralympic test event, Woolwich
- 5-7 May Boccia Paralympic test event, Basketball Arena
- 8 May Athletics Paralympic test event, Olympic Stadium
- 25-29 June National School Sport Week, throughout the UK
- 27 Jul-12 Aug Olympic Games, Various UK venues
- 29 Aug-9 Sept Paralympic Games, Various UK venues.

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
28 November	18 November
19 December	9 December

16 January	6 January
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Please e-mail any contributions or comments to roger@vagaassociates.com.