



The Equality Standard  
A Framework for Sport

# NEWS

Edition 82 January 2012

**Equality in Sport**

**A monthly e-news publication**

## **Welcome**

Hello and welcome to the 82nd newsletter. A happy New Year to all readers and, as always, a new year brings a new batch of honours.

12% of honours were awarded to people from ethnic minority communities, significantly up from 7.6% last year. There are 420 successful women candidates in the list, representing 43% of the total, down 2% from last year. Women candidates include: 1 GBE, 7 Dames, 27 CBEs and 3 CBs.

Awards for sport make up 3% of the total, down from 4% last year. Professor Sarah Springman, former British and European triathlon champion and President of the British Triathlon Federation, receives a CBE for services to Triathlon. Sarah Stevenson, the Taekwondo World Champion and 2011 Sunday times Sportswoman of the Year has been awarded the MBE and said: "I hope this will continue to help raise the profile of this great sport." Neil Robinson, a seven-time Paralympian and multi-medallist in table tennis, now works as part of the GB table tennis coaching set up and receives the MBE for services to disabled sport.

Those of you with long memories might be interested to know that Roger Biggs, a major player in the establishment of the English Federation of Disability Sport and now the CEO for the International Resources for the Improvement of Sight (IRIS), has been awarded an OBE for services to Health in Asia. Someone else known to many readers is Professor Celia Brackenridge, who has been awarded the OBE for services to equality and child protection in sport. Joyce Cook, the chair of Level Playing Field (National Association of Disabled Supporters) also receives an OBE for services to disability sports, as does Ian Reid, chief executive of Scottish Sports Futures, for services to young people in Scotland.

More information, with a link to the full honours list, can be found at [NYH](#).

Please forward this newsletter to anyone you think may be interested, or get them to contact Roger Clifton at [roger@vagaassociates.com](mailto:roger@vagaassociates.com) if they would like a copy sent directly to them. The deadline for material for the next edition is Friday 10 February.

This edition contains features on:

- Stonewall's 2012 Workplace Equality Index
- Developments within Gymnastics for people with disabilities
- Support for Muslim women to participate in sport
- Governing Body training
- Making sport accessible to all in Wales
- A variety of general information of interest and new resources of use
- Achievements
- Calendar of forthcoming events.

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**VAGA**

## ***Rugby League continue to lead the way for sport***

Our thanks to Sam Dick, Head of Policy at Stonewall, for providing the bulk of the information for the piece below.

The launch of the 2012 Stonewall Workplace Equality Index (now in its 8<sup>th</sup> year) took place on Wednesday 11 January. For the second year running, the Rugby Football League (RFL) remains the only sporting organisation to appear in the top 100 employers on the Index. The RFL has progressed from 169<sup>th</sup> in 2010 to 93<sup>rd</sup> last year and now up an amazing 40 places to 53<sup>rd</sup> in this years Index. Despite this massive achievement from one organisation, education and leisure is the lowest performing sector in the Index.

RFL Chairman, Richard Lewis, said: “We were delighted to enter the Stonewall Top 100 last year and to rise 40 places this year is a tremendous achievement for everyone involved with the RFL and Rugby League in general. The RFL is committed to becoming one of the most LGB-inclusive employers in the country and the challenge for us now is not to rest on our laurels, but to keep developing our entire equality and diversity programme and continue the impressive progress we have made in recent years.”

The RFL’s rise up the rankings follows a year which witnessed Co-operative Championship side Sheffield Eagles become the first British sports club ever to wear a playing kit displaying an anti-homophobia message. The Eagles were joined by all 14 Super League clubs in showing their commitment to eradicate prejudice by signing the Government’s charter for action against homophobia and transphobia.

RFL Equality and Diversity Manager, Sarah Williams, commented: “To be named in the Top 100 organisations in the country for a second successive year is a fantastic achievement for us. We’ve put a lot of hard work into our policy implementation in recent years and it is great to see the RFL receiving public recognition for the efforts of everyone involved. Our aim now is to continue the improvements we have made in the past twelve months and continue rising up the Stonewall Index in the years to come.”

The top employer in the whole Index for 2012 is Ernst and Young, rising from 3<sup>rd</sup> in 2011. In second place and continuing their record of being the top Government department in the Index since 2007 is the Home Office. Following their award for Employee Network Group of the Year in 2011, Barclays came third and Sussex Partnership NHS Foundation Trust are fourth. The Department of Energy and Climate Change are named Most Improved Employer, Accenture wins the award for Employee Network Group of the Year and Bill Payne, former Chief Executive of Metropolitan Housing Partnership, was named Individual Champion of the Year.

Liz Bingham, Managing Partner for People at Ernst & Young, said: “To say we are thrilled and proud to be named Stonewall’s Employer of the Year 2012 is truly an understatement. A strong commitment to diversity and inclusiveness is not only important for our people, but is also a business imperative in what is an increasingly competitive and interconnected world.”

Coming in 62<sup>nd</sup>, MI5 secured a position on the Top 100 for the first time, and is one of 25 new entries. Jonathan Evans, director general of MI5, said: “The Security Service has worked hard in recent years to promote equality and diversity across all areas of its work. We are pleased to be recognised by Stonewall, but there is still more we can do. We will continue to support lesbian, gay and bisexual staff to make MI5 a truly inclusive place to work.”

The Index is based on a range of key indicators which this year included a confidential survey of lesbian, gay and bisexual (LGB) employees, with over 7,500 participants. This consistently confirmed that the satisfaction levels of gay staff were highest at the top-ranking organisations in the Index. The 2012 Index was also revised with the most demanding criteria to date, introducing new weighting for global employers that recognises worldwide support for LGB equality. 98 organisations ranked in the top 100 are part of Stonewall's Diversity Champions programme.

Ben Summerskill, Chief Executive at Stonewall said: "Competition for a place in the Top 100 was fiercer than ever this year. With new, more demanding criteria, every employer securing a position in the Top 100 has performed impressively – and the participating employers collectively employ over 1.9 million people. The Index remains a powerful tool used by Britain's 1.7 million gay employees and 150,000 gay university students to decide where to take their talent and skills. Congratulations to all of the employers in the 2012 Top 100. If your organisation isn't featured, it may be time to ask why?"

To see the full list of the top 100 organisations, or to download the Workplace Equality Index booklet, which contains a full analysis of the results, click on [WEI](#).

## **A successful year of development for GMPD**

Our thanks to Patrick Bonner, Equality and Standards Manager at British gymnastics for the update below.

The end of 2011 saw the culmination of much planning and development in the Gymnastics and Movement for People with Disabilities (GMPD) discipline of gymnastics.

## **GMPD International Training Camp, 26<sup>th</sup> – 28<sup>th</sup> October 2011**

On the 26<sup>th</sup> – 28<sup>th</sup> of October 2011, British Gymnastics (BG) held its first ever international Gymnastics Training Camp for disabled gymnasts. The training camp was designed to provide disabled gymnasts from the UK and abroad with an opportunity to be coached by our top class team of National Coaches in 4 gymnastics disciplines: Men's Artistic, Women's Artistic, Trampoline and Rhythmic Gymnastics. 32 gymnasts attended the training camp, including representation from England, Wales, Northern Ireland, Scotland and South Africa.

All 4 of the National GMPD Performance and Development squads attended the training camp. A number of non-squad gymnasts and coaches from the UK were also invited to the camp to act as a development opportunity for them. The gymnasts that attended certainly benefited from the elite training environment and their coaches, having been mentored by the GB National Coaches throughout the 3 days, came away with exciting new ideas to incorporate back at their clubs.

Alongside the training camp, BG ran a GMPD Add-On Module. This is the disability specific coaching module which provides gymnastics coaches with in-depth practical and theoretical knowledge of how to coach disabled gymnasts. The group of coaches that took the module commented that this was an excellent opportunity to gain valuable experience of working with disabled gymnasts across all disciplines, as well as having the opportunity to learn from an experienced expert GMPD tutor.

During the training camp, BG also assessed a group of coaches who had applied for a National GMPD Women's Artistic Gymnastics Coaching Role. We were very pleased with the standard of applicants and were delighted to appoint Victoria Jones from Haverfordwest, Wales as the new Assistant National Coach for GMPD Women's Artistic Gymnastics. Victoria's appointment will certainly add to the strength of the GMPD National Squad Programme and will ensure that our disabled British gymnasts continue to develop to their full potential in 2012.

### **GMPD National Planning and Review Meeting, 29<sup>th</sup> October 2011**

One day after the International Training Camp, BG invited Regional GMPD Gymnastics Representatives from across the UK to the first Annual National Planning and Review Meeting for GMPD. BG have invested a considerable amount of resource in this initiative, in the hope that it will provide a forum for Regions and Home Nations to give the GMPD National Technical Committee feedback on the year's national programmes to date and the resources and events, as well as for the Committee to share its vision for the GMPD discipline looking forward. The meeting certainly provided all that it intended to, with both the GMPD National Technical Committee and the Regions and Nations engaging in constructive development talks across many subjects including:

- increasing the participation of disabled people in gymnastics
- increasing the profile and communication of the GMPD discipline to the gymnastics community and wider
- developing greater capacity to educate coaches and clubs about coaching and engaging disabled gymnasts.

2012 will certainly be a challenging year, but it will be one where we look to create more quality opportunities for disabled people to participate in gymnastics through both a quality network of GMPD specific and inclusive clubs, and through the provision of more competition opportunities for disabled people in gymnastics

### **GMPD Women's and Men's Artistic British Championships, 30<sup>th</sup> October 2011**

Two days after the International Training Camp, 37 gymnasts arrived at Rossmore Leisure Centre in Poole to take part in the 2011 GMPD British Championships. It was evident that the International Training Camp had provided the gymnasts with the perfect preparation, as the crowd witnessed a fantastic display of flair, grace and technical proficiency at the Championships.

The 2011 Championships was also the first occasion that the BG Electronic Scoring System 'BG Score' had been used at a GMPD championship. BG Score is the system which BG uses at gymnastics World and European Championships, so it was certainly good to see this fantastic technology being used to professionalise the GMPD British Championships. The BG Score System also films the gymnasts' performances so that technical feedback can be relayed to National Squad Coaches after the competition, thus enabling National Coaches to analyse performances in greater detail.

British Gymnastics Television, BGtv filmed the competition and interviewed several gymnasts, coaches and officials. BGtv will also be playing a huge part in the promotion of the

GMPD discipline in 2012 by making several films, highlighting and sharing best practice, which will be put on the BG website.

BG would like to thank its team of dedicated experts who volunteer their time to ensure that Gymnastics in Great Britain develops opportunities and pathways for disabled people to access, enjoy and excel in our sport. In particular, thanks must go to the members of the GMPD National Technical Committee who provide British Gymnastics with expert guidance on the development of gymnastics for disabled people. For more information about GMPD, contact Patrick Bonner via telephone on 0845 129 7129 ext 2601 or 07585 900 722, or via email [patrick.bonner@british-gymnastics.org](mailto:patrick.bonner@british-gymnastics.org).

## **Making participation possible for Muslim women**

Our thanks to Ayesha Abdeen, CEO of the Muslim Women's Sport Foundation (MWSF), for the following article.

MWSF is a volunteer led charity set up in 2001 with the overarching aim to provide opportunities for women from black and minority ethnic (BME) communities to participate in a variety of sports without compromising their religious or cultural values. Through catering to and raising awareness of their needs, our aim is to increase the numbers of BME women involved in sport through playing, coaching, refereeing and/or volunteering.

Initially, the existence of the MWSF was centred on training a squad of British Muslim women to compete at the Muslim Women's Games, now known as the International Women's Islamic Games, a quadrennial international sporting event similar to the Olympics catering to the requirements of Muslim women. We successfully entered teams in the 2001 and 2005 Games, which resulted in the realisation that Britain had much to do when it came to providing sporting opportunities for women from a BME background. This was particularly surprising considering the nations we competed against aren't known in the West to be "forward-thinking" in terms of women's issues, however their attitude, opportunities and facilities far exceeded that which we had access to here in Britain. This helped us realise the enormity of the challenge we faced, but it was one for which we were armed with the right experiences and knowledge.

As a result of this determination, over the past 11 years we have developed a distinct reputation nationally and internationally for our extensive work in the field of women's sport. Up until 2009 the MWSF was a completely volunteer-led organisation, however support from numerous bodies, in particular the FA, enabled us to obtain a large grant from the Football Foundation allowing us to expand our workforce and commence a three year project titled "Born to Succeed". Since receiving the grant, thousands of women across the UK have accessed and benefited from our services, which have included:

- the establishment of three basketball clubs
- two futsal (small-sided indoor football) clubs
- the first exclusively female basketball and futsal leagues and tournaments in the UK with community teams participating from England, Scotland and Wales
- development and mentoring of female coaches and referees
- schools programmes
- a nationwide research project
- numerous other smaller projects in partnership with organisations such as Kick It Out, Football Against Racism in Europe (FARE), Sporting Equals and the Active Women's

Consortium to name but a few, enabling us to train and advise facilitators as well as get women and girls from the ages of 5 to 65 years active.

In addition, we have also had the opportunity to mentor and work with other community groups who don't necessarily have a sporting background, allowing them to take advantage of our network and experiences to implement projects and, most importantly, contribute towards sustainability.

Since our conception we have achieved many a milestone. Much work has been done to change the way sport is accessed by women from BME communities. We can quite confidently say that the situation has definitely changed for the better, however there is still much to do and as an organisation we're only beginning our work. We do still come across barriers and, despite our accomplishments, funding is always an issue as well as how the sporting world still wishes, to a large extent, to do things the "traditional" way where success lies only in numbers. Flexibility is key as well as patience and we know from experience one success story will result in role models being created to ensure that future projects are even more successful.

2012 will be a very exciting year for the UK and Europe with the London Olympics and Euro 2012 championships just around the corner, but it will be an especially exciting year for the MWSF as not only will it be a great opportunity to get more women and girls enthusiastic about sport, we will also be celebrating and highlighting for the first time Muslim sportswomen and those facilitating women's sport in the Muslim community at our inaugural Ambassador Awards supported by the FA, which will take place at Wembley Stadium in April. These Awards will enable us to showcase the talent and role models that have emerged and be of inspiration to the community. Other events we are planning include our annual basketball tournament, Summer Fusion, and Futsal Festival, which we are hoping to expand to include European BME women's teams, making it the largest exclusively female tournament in Europe. We will also be looking to extend our range of sports and look forward to developing relationships with many more national governing bodies.

Whilst we are making strides in the field of physical activity, one of the areas we are still keen to make an impact on is the attitude of health and mental wellbeing. BME communities make up a small percentage of the UK population, however they take up a large percentage of those suffering from preventable lifestyle health conditions. We are currently working toward a healthy living campaign to address these issues which we will launch at our Awards and, subject to funding, implement throughout the UK.

For further information about MWSF please visit [www.mwsf.org.uk](http://www.mwsf.org.uk) or email [info@mwsf.org.uk](mailto:info@mwsf.org.uk).

### **Scottish Swimming – the focus has been on training**

Our thanks to Gillian Innes, Lead Equality Officer with Scottish Swimming, for the following piece.

Sharon MacDonald, Scottish Swimming's Healthy Living Manager, delivered equity training to all staff members towards the end of last year. There were three areas of raising awareness, namely:

- Equity in general terms and the Equality Act 2010

- Equity in sport
- Equity specific to swimming and the governing body.

Training was well received by staff and prompted questions for further clarification. By focusing on three key areas a clearer picture was established of the scope of equity within Scottish Swimming.

Regional Swimming Development Manager, Eilidh McCall-Lawrie found the staff training very productive, especially in relation to communication and volunteer development. Eilidh commented: "The Equity training was very informative. The use of language was highlighted as being important, by being consistent with language and the use of plain English. Through discussions, we became aware how language is used, and the way it is interpreted is not always consistent with everyone. On evaluation of this area, we agreed improvements could be made, especially when our organisation deals with a large number of volunteers. There was a lot of information given that I wasn't aware of prior to the training, or different laws / acts that could have an effect on our business. In relation to the volunteering side of things we certainly have to ensure that we are breaking down as many barriers as possible to allow opportunities for individuals to take part, which is where the workshop came in useful.

Roger Clifton, Scottish Swimming's Equality Standard Advisor, provided clarification on questions raised at the staff training. For example, one of these was "What is the preferred terminology - gender or sex?" The answer provided was: "I now tend to use sex rather than gender, simply to keep inline with the Equality Act terminology and I'd encourage others to do this. But gender isn't wrong and, for example, I wouldn't suggest organisations rewriting their policies or data collection forms just to change gender to sex. However, I would suggest they made that change next time documentation is altered."

Roger also delivered a training session to Board members. This helped address some concerns around the Equality Act and there was a strong sense of positive feedback, with members enhancing their awareness of the implications of equity in swimming. One point for the Board was to look into the possibility of recruiting young members where appropriate.

Overall, staff and Board members of Scottish Swimming now feel they have a stronger awareness of what Equity means at different levels, what the implications are specific to swimming as a sport, and how they can contribute in shaping and moulding the governing body in developing Equity within the organisation.

### ***Sporting poverty gap must be filled says Chair of Sport Wales***

Our thanks to Lowri Bunn, Equality lead at Sport Wales, for providing the article below.

It is a fact of sporting life that areas with a below average household income have below average levels of participation and sports club membership. Activity rates in sport can see those in the highest social grade in Wales almost five times more likely to be a member of a sports club than those individuals sitting in the lowest grade. But while that correlation might not be limited to sport, it is a trend that Professor Laura McAllister, Sport Wales Chair and therefore Wales' top sports administrator, is keen to tackle: "Whilst our Vision focuses on the improvement and development of Welsh sport it specifically recognises sports ability to positively influence an array of personal, community and nationwide developments. Those of us who work in sport see these positive influences on a daily basis and can identify people and communities that sport has helped to unite and prosper. We are determined that the

sporting sector will do everything it can to ensure opportunities are there for everyone, regardless of where they live.

I have the same determination when it comes to getting more females and those from BME groups into volunteering or coaching. We must do our bit to ensure that it is as easy as possible to hook them into sport."

The statistics in the table below highlight that social grade makes a huge difference. In the table, social grade = the Household's chief income earner's occupation as follows:

- A: Higher managerial, administrative or professional
- B: Intermediate managerial, administrative or professional
- C1: Supervisory or clerical and junior managerial, administrative or Professional
- C2: Skilled manual workers
- D: Semi and unskilled manual workers
- E: Casual or lowest grade workers, pensioners and others who depend on the welfare state for their income

<b>Social grade</b>	<b>A</b>	<b>B</b>	<b>C1</b>	<b>C2</b>	<b>D</b>	<b>E</b>
Any participation	78%	72%	64%	57%	53%	35%
Any sports club membership	31%	28%	21%	16%	11%	6%
Any sports volunteering	15%	9%	6%	4%	3%	3%

*Source: Active Adults Survey 2008/09*

But there are signs that new schemes can make a dent in the sporting poverty gap. In North Wales a cash injection from Sport Wales is helping families to get fit through sport in Wrexham's Caia Park Communities First area. Organisers of the Caia Park Family Support Group were able to invest nearly £600 of Community Chest funding to buy badminton and rounders equipment and pay for an instructor to give weekly salsa taster sessions. The sports and fitness sessions are aimed at boosting the confidence of families, and particularly mothers, from the estate who wouldn't normally take part in sport.

Pat Kearsley, from the Caia Park Family Support Group, said: "We had a starter grant from Sport Wales earlier in the year to start fitness sessions and our members have absolutely loved it. It's taken off like a rocket! We've had a lot of help from the Caia Park Health Group, who have set up classes and lent us equipment. But members decided that if they had their own equipment then they could take part in sport whenever they wanted. This is part of a wider package, that includes cooking and nutrition classes, to help improve health in the Caia Park community. We also do a weigh in each week to give an added incentive and an element of competition. We've had parents bringing their older children along, which we hadn't anticipated, and we've even had a few dads along. So what started off as a small private exercise class has grown and we want to keep that momentum going."

High levels of unemployment and long term illness, combined with low income levels have plagued Blaenau Gwent in recent years, often putting sport at the bottom of the 'to do' list. But the introduction of StreetGames has utilised sport in tackling some of those wider community issues. Running for just over two years, Blaenau Gwent County Borough Council introduced the programme to compliment the already existing opportunities for young people to get involved in sport, but also to reach some of the disengaged youngsters within the community. Whether down to lack of access to sporting opportunities, a lack of interest in traditional or mainstream sport, or because they're from an area of high deprivation, StreetGames gets to the heart of the community and offers sport and physical activity to

those youngsters not already involved in structured club sport, at the right time and price and in the right style.

And it certainly seems to be making its mark. To date, almost 2,500 individuals have participated in the sessions that take place at least once a week across 12 different sites across the borough. From dance to basketball and predominantly multi-sport sessions, the activity most often takes place in the early evening during the week and also involves tournaments and festivals for those interested in the more competitive side of sport.

Gareth Gunter, Active Communities Officer at Blaenau Gwent County Borough Council, said: "StreetGames was added to the sporting programme in Blaenau Gwent to help plug some of the gaps in participation in those areas of deprivation. Not only are we seeing encouraging numbers of youngsters taking part in the activities, we've also been able to enrich the lives of local young people through volunteering and coaching opportunities. 52 volunteers have been involved in the programme so far, with 30 of those regularly running and contributing to sessions in their communities. We've been able to establish alternative volunteer programmes off the back of StreetGames, which in turn is helping to ensure that we can continue to provide sustainable opportunities."

In south west Wales, with boxing proving a popular choice of sport with youngsters, a former Commonwealth medallist is hoping his effort to get more women and girls involved will prove a knock-out. The Prizefighter Gym in Carmarthen, owned by three-time Commonwealth Games medallist Kevin Evans, has been given a Sport Wales grant of £3,450 to get more young people, particularly women and girls, through the gym doors. The National Lottery development grant funding will help purchase a new custom made boxing ring, underlay and canvas, gloves, headguards, bags and pads. It means the club can run new sessions for junior males and females and meet the growing demand.

The gym was opened by renowned boxer Kevin Evans in 2007 and has attracted members from Aberystwyth and Swansea, as well as from across Carmarthenshire. He said: "This is another step for us in improving what we offer at the gym. It means more equipment for those who want to come in and train and we can accommodate more people at the same time. We've made a commitment to try and get more youngsters through the door, which is one of the hopes I had when I first opened the gym. If I can get more youngsters interested in boxing, and produce some good fighters along the way, it goes a long way towards what I wanted to achieve."

### ***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.

#### **National award for Scottish duo**

It's rare, but on the odd occasion when we call it right, it is very satisfying! One of these was the feature in the last newsletter that Janice Eaglesham and Ian Mirfin had won the 2011 BBC Scotland Sports Unsung Hero award. The pair then went on to win the BBC Sports Unsung Hero award for 2011 at the Sports Personality of the Year event. It is the first time a joint nomination has been chosen out of the 15 regional winners from across the UK. Now in its 9th year, the BBC Sports Unsung Hero award recognises and rewards outstanding

contribution by individuals at the grassroots level of local sport, who give up their time on a voluntary basis so that sport can be played and enjoyed by people throughout the UK.

On receiving the award from England footballer Michael Owen, Ian Mirfin, a staff development officer with South Lanarkshire Council, said: "I'm a bit shocked and stunned. Thanks to BBC Scotland for the support, it's resulted in more coverage of disability sport. We know many other people who are involved to a greater extent than us and this is an award for volunteers everywhere." Janice Eaglesham, who recently retired as a sports development officer with Glasgow City Council later told BBC Radio 5 live: "We've had so many wonderful athletes through our doors. We're getting disabled sport into sports pages, which is where it belongs. We're talking about elite athletes here, regardless of whether or not they have a disability." Runners-up, in no particular order, were Sean McGoldrick, a dedicated servant of Eoghan Rua Gaelic Athletic Association Club in Coleraine, Northern Ireland, Steve Pateman, a former Sumo wrestler who set up a community gym in the centre of Derby and Peter Thatcher, from Bath Judo club in Larkhall, Bath.

### **British Blind sport volunteer wins Torch Trophy Award**

David Gavrilovic is 27 years old, totally blind and volunteers whenever he can for one of the National Disability Sports Organisations, British Blind Sport (BBS). This often requires him to attend:

- Meetings, to promote sport
- Exhibitions, to explain how sport for visually impaired people can be adapted
- Conferences, to represent the views of disabled people.

But the majority of David's voluntary time is spent running the BBS cricket section. Like most organisations with a small staff team, BBS relies on dedicated and hard working volunteers to function. David was presented with his Torch Trophy Award by HRH Princess Alexandra. Also present was Sir Bobby Charlton, President of the Torch Trophy Trust, who was keen to know more about the contribution David makes. But of course he may have sneakily had prior knowledge as his brother, Jack, has previously assisted the charity!

### **Equality Standard: Expert Resource Opportunity**

Sportscotland is going out to tender for an expert resource to support sports in their work towards achieving levels of the Equality Standard for Sport. The scope of this work will also include verifying assessments. The first stage of the tender process, a pre qualification questionnaire (PQQ), is now advertised on public contracts Scotland. Sportscotland would like to invite all interested parties to register with public contracts Scotland for more information at [PQQ](#) by the closing date of 30 January 2012.

Sportscotland has been lucky enough to have a range of experienced consultants working on the Equality Standard for some time now and they would like to take this opportunity to thank them all for the hard work they have put in to help Scottish governing bodies achieve against the Standard. However the rules of fair competition and procurement mean that it is time to go back to the market. In addition they hope to streamline their equalities work by having one consultant rather than many; this will greatly reduce the administration costs of delivering the Standard.

### **EHRC updated guidance on the equality duty**

The Equality and Human Rights Commission (EHRC) has published a revised version of 'Equality information and the equality duty: A guide for public authorities'. This edition reflects the final version of the specific duty regulations and it replaces the first edition of January 2011. The guide is for public authorities in England and for non-devolved public authorities in Scotland and Wales. The updated guide can be accessed by clicking on [EHRC](#).

## **Sportscotland Website – Equality Update**

sportscotland have been developing the [equality section](#) of their website to provide up to date advice, guidance and links for governing bodies and the public on equality issues in sport and the Equality Act. One recently added section discusses the Equality Act and the new duties it places on sportscotland as a public body. There are also specific pages for each characteristic which gives information on the legal definition, the broader picture regarding that characteristic, sport participation data (where available) and also links to a series of websites and resources. This is a work in progress and they plan to continue to update this and they hope that this will prove useful and would be delighted to hear your feedback and suggestions at [sportscotland.enquiries@sportscotland.org.uk](mailto:sportscotland.enquiries@sportscotland.org.uk)

sportscotland were very pleased to contribute to the work of the Sydney Scoreboard on women's representation on sports governing bodies around the world. The Sydney Scoreboard provides current data from across the UK and the globe on numbers of women on boards and as chairs or chief executives of sporting organisations. On the new equality section of their Website is an article about women on boards, including information about the benefits a balanced board can bring and their contribution to the Sydney Scoreboard. To read this, please visit [Women on boards](#).

## **New appointment at UK Deaf Sport**

Lee Dolby has recently been appointed as the National Inclusive Sport Advisor at UK Deaf Sport. In addition to Lee, similar posts have been filled at 6 of the other National Disability Sports Organisations, thanks to funding provided by Sport England. One of the prime aims of this network is to support National Governing Bodies deliver disability sport programmes. More information about this programme will appear in February's edition of this newsletter.

## ***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**

- Cambridgeshire County Football Association
- Golf Union Wales
- Sheffield and Hallamshire County Football Association.

### **Intermediate level**

- British Rowing.

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:

- 2 Dec 2011-6 Feb 2012 Paralympic tickets on sale
- 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
- 1-3 June Bingham Cup, Manchester
- 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:

<b>Production Date</b>	<b>Deadline for Contributions</b>
20 February	10 February
19 March	9 March
23 April	13 April

Please e-mail any contributions or comments to [roger@vagaassociates.com](mailto:roger@vagaassociates.com).