



The Equality Standard
A Framework for Sport

NEWS

Edition 83 February 2012

Equality in Sport

A monthly e-news publication

Welcome

Hello and welcome to the 83rd newsletter. A number of equality leads have raised concerns that, with it being Olympic year, it will be very difficult to promote the equality agenda. The worry seems to be that, others in their organisation will be so focused on medals and high performance, that they will not believe there is time or resource to work on equality matters. But, as argued in the first article below, 2012 should be an ideal time to promote equality. So, whether you are looking to achieve self assurance, whether you already have achieved a level of the Standard, or even if you aren't a Sports Council funded organisation, read on!

Firstly, it is not only Olympic year, but it is also Paralympic year, which means that the profile of disability sport will be higher than at any other time. There will be TV and radio coverage, as well as numerous pieces in national, regional and local press. If your Governing Body includes Paralympic athletes, what an excellent opportunity to promote their successes and hence the achievements of your own organisation. Many Paralympians will be retiring after competition this year, so take the chance to ask how you can utilise their skills and experience in other ways. And if you aren't a Paralympic sport, don't worry; you can ride on the back of the Games to promote disability sport and your own organisation. After all, there will be many others with far less of a claim that will be taking the opportunity to do this!!

Secondly, in no order of priority, use the Games to promote the success of females in sport, in all the different ways that entails. For example, over a third of the British medals in the Beijing Olympics were won by women and there are a number of hopefuls for 2012. But don't forget, even the Prime Minister has recently been highlighting the need for more women to be on the Boards of major businesses, so why shouldn't the same be true for sporting bodies.

Finally, one of the strong selling points of the UK winning the opportunity to host the Games was the legacy it would deliver. This has to mean attracting more people to sport and keeping them involved. You won't achieve this by targeting the same old groups, so use the "legacy" promise to convince others that it's time to get out there and push back a few boundaries. Because, one thing's for sure, if you don't, other organisations will!

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 9 March.

This edition contains features on:

- The case for equality as made by the English Institute of Sport
- An explanation of the Inclusive Sport programme
- An inspirational story of how Mark Colbourne overcame sudden disability
- Training opportunities
- A round up from the world of football
- A variety of general information of interest and new resources of use
- Calendar of forthcoming events.

Produced by VAGA Associates

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High performance and equality can go hand in hand

Our thanks to James Skitt, Communications Officer at the English Institute of Sport, for providing the piece below.

The English Institute of Sport (EIS) are the team behind the team, delivering a range of performance impacting sport science and sport medicine services to over 40 Olympic and Paralympic sports - along with a select number of non-Olympic sports – with the aim of improving performance.

Established in 2002, the organisation, which currently employs over 250 practitioners and administrative personnel based at numerous locations throughout the country, achieved the Foundation Level of the Equality Standard for Sport in 2010 and has now committed to achieving the preliminary level. EIS Regional Director, Peter Elliott, explains: “The EIS have long had policies in place to ensure equality is at the heart of what we do, but by achieving the foundation and now working towards the preliminary level we wanted to demonstrate the value we place in ensuring our policies are up to date and well communicated. Improving performance is at the core of everything we do, not just in a sporting context, but at an operational level too.”

With this in mind, the EIS audited staff and board members last year, resulting in the commissioning of an Action Plan to ensure implementation of best practice. The plan, communicated to all staff and also freely available to view online, sets out the organisations objectives, the actions involved in achieving them, states who is responsible and provides a realistic delivery time frame. Peter Elliott continues: “The plan aims to address a range of objectives such as ensuring key staff have appropriate equality and diversity training, that all interview panels contain trained staff and that new employees receive sufficient information on the organisations policies. A number of these objectives have already been achieved and we have set up an internal Equality Group to monitor progress and report to the Senior Management Team and Board. We hope to have achieved the preliminary level by March this year, but our aim is to continue to progress through the rest of the framework for sport standards.”

Further details on the English Institute of Sport, including the [Action Plan](#) , are available on the [EIS Website](#) or telephone 0870 759 0400.

Inclusive Sport programme helps to increase number of disabled participants

In last month’s newsletter, brief mention was made of Lee Dolby’s recent appointment as the National Inclusive Sport Advisor at UK Deaf Sport. Our thanks to Lee for the piece below that explains the Inclusive Sport programme. This is primarily from the UK Deaf Sport point of view, but if any of Lee’s colleagues with the other National Disability Sports Organisations (NDSOs) would like to contribute to a future newsletter, then we are sure it would be of interest to readers.

What is the Inclusive Sport programme?

Last year, in addition to the English Federation of Disability Sport (EFDS) receiving national partner funding from Sport England, several of the NDSOs were also pleased to receive further National Lottery funding.

Those to benefit are British Blind Sport, Cerebral Palsy Sport, Dwarf Sports Association, Mencap Sport, Special Olympics GB, UK Deaf Sport and Wheelpower. The money is to be used to enable each NDSO to employ an Inclusive Sports Advisor to support National Governing Bodies of sport (NGBs) to deliver more opportunities for disabled people.

UK Deaf Sport will operate through a collaborative approach that connects disabled people to the NGB's interventions and targets. The five key strands of work that will support this purpose are:

1. Growth and engagement

To support UK Deaf Sport to develop strong partnerships with Deaf people's organisations, ensuring we are recognised as the leading strategic agency in the development and representation of physical activity and sport for Deaf, Hard of Hearing, Deafened and Deaf-blind people.

2. NGB connection

To establish clear interventions for partnership working with priority NGB's. These plans will be a positive start to connect NGB initiatives and programmes into the Deaf community.

3. Wider sports development sector connection

Sport is delivered at a local level, so it is vital that UK Deaf Sport work with the wider sports development sector at a local level. UK Deaf Sport needs to be linked into these mechanisms to ensure our membership and client groups can access NGB interventions and sports development work on the ground.

4. Events and programmes

There are three main areas that can add value to more Deaf people participating in sport and physical activity. These programmes can originate from:

- NGBs - mass recreational participation programmes such as Big Splash and Sky ride.
- EFDS/NDSOs - Inclusive Fitness Initiative, Playground to Podium, Disability Sport Events, Festivals of Sport.
- Disabled people's organisations - such as; Me 2 you and Yoodo Sports Campaign (National Deaf Children's Society and Leonard Cheshire respectively).

UK Deaf Sport needs a greater understanding of each of these partners' agendas and how to share programmes collectively at a local level to attract more deaf people into sport.

5. The improvement journey

It is important for UK Deaf Sport to improve continually as an organisation. To do this effectively, we recognise that we must further develop several themed areas such as leadership, business planning and strategy, partnership working, resource development, fundraising, capacity building, performance measurement etc. Adopting the strong principles and using proven toolkits to support the improvement agenda will support UK Deaf Sport in becoming an effective and efficient organisation.

What is the UK DEAF SPORT focus?

The overall aim of the project is to work with the National Deaf Sports Associations and a selection of NGBs to get 900 Deaf people, participating, staying & excelling in sport.

We will achieve this through supporting an agreed number of priority NGBs to develop specific plans to increase deaf participation. These plans will be integrated into the EFDS sports plans where sports align.

Key areas of work

- To work with partner organisations to provide bespoke, expert advice on how to identify, develop and deliver more inclusive or dedicated opportunities to the Deaf community, encouraging them to get involved in sport.
- Developing a series of pilot programmes. These may focus on participation, coaching and officiating or in the governance and development of the sport at a local, regional or national level.
- We will ensure that Deaf issues are raised with key partners and decision/policy makers at all levels to ensure that programmes become increasingly accessible to Deaf people and act as a critical friend to influence change.
- We will undertake some specific research on barriers and drivers for participation for the Deaf community and use the information we gather to lobby for change where it is needed and to support the justification of need for additional resources.
- We will work to raise the profile of Deaf sport and share examples of success and good practice where it exists.
- We will promote and develop resources that will educate and enable partners to understand the issues that Deaf people face in accessing sport and physical activity.

How can we work together?

To achieve all the objectives above, we need to work together with other partners and organisations. By working collaboratively we will be able to share knowledge, experience and workload, pool resources and ensure we do not duplicate effort and can achieve more on an ever decreasing budget.

Further information

If you are interested in how we might be able to work together and want to discuss how UK Deaf Sport can contribute to your aims and objectives, then please contact Lee on leed@ukds.org.uk or 07850 796241.

If you want to find out more about UK Deaf Sport then please take a look at our website www.ukdeafsport.org.uk or Twitter: @deafsport or Facebook: facebook.com/ukdeafsport

Contact details for the other NDSO National Sport Advisors are:

National Sporting Body	Name	Telephone	Mobile	Email
BBS	George Ferguson	01926 424247	07792 710570	sportdevelopment@britishblindsport.org.uk
CP Sports	Dermot Dolan		07954 655539	dermot.dolan@cpsport.org
DSAUK	Nigel Burton		07712 572884	nigel.burton@dsauk.org
MENCAP/SOGB	Sara Lunn		07432 636639	Sara.Lunn@mencap.org.uk
MENCAP/SOGB	Patricia Brennan		07432 636637	patricia.brennan@mencap.org.uk

Wheelpower	Steve Snelling	Tel: 01296 395995 Fax: 01296 424171	07889 716669	Steve.snelling@wheelpower.org.uk
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From paragliding to Paracycling

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

If you need inspiration, look no further than Mark Colbourne. He broke his back in May 2009 in a paragliding accident. Fast forward two and a half years and the 41-year-old won silver at the Paracycling World Road Championships. Here is the story explained by Mark.

The accident happened on 2 May 2009 at Rhossili Beach in the Gower by means of a crosswind folding the canopy 40 feet above the ground. "I was fully conscious from the moment I fell to the moment I hit the floor. The canopy then reinflated and I was dragged across the ground for about 80 metres. It felt as if I was a rag doll in a washing machine. When I actually stopped, I realised I couldn't move my legs. I couldn't sit up. So I thought I'd broken them - or even much worse. The astonishing thing was that I wasn't in any pain because I was completely paralysed.

The Wales Air Ambulance was called and they carefully stabilised me on a spinal board. I was taken to Morriston Hospital. I stayed there overnight and was admitted to Heath Hospital in Cardiff for a spinal operation where pins were inserted into my spine. I had broken the T12 vertebrae in the middle of my back. I was told the extent of my injuries that night and I thought: "Well, this is it. This is the end of my life." However, it was just the start of a new chapter...

The first four months in Rookwood Hospital meant ten weeks horizontal in bed, then into a wheelchair, lots of physio, and then they put me on the walking frames. I made small, gradual steps of improvement. It gave me light at the end of the tunnel.

While I was in Rookwood, I met Anthony Hughes at Disability Sport Wales and I thought sport could be the opportunity for me and that it could open new doors. He showed me how many sports I could get involved with. I realised there were opportunities for people like me who'd had terrible accidents or had severe illnesses. The worst thing in the world is when you've had something taken away from you and you have no control over it. It's difficult to focus on anything positive. I tried rowing, shooting and cycling - anything at all to take my mind of this disability that wasn't going to change. But life doesn't have to stop!

I left hospital in September 2009 and then went to meet Neil Smith at the Velodrome in Newport. I started a training programme and I felt at that point that I was returning back to society. In May 2010, I took part in my first race. It was the Wales Grand Prix - a track race - and I won two golds in the 1km time trial and the 3km pursuit. Even though the times weren't very good when I look back now - it was staggering. After a long year of rehabilitation, all of a sudden I found myself on the start line at a world ranking cycling event.

I then spent the 2010 winter in Crete and I became stronger, quicker and I lost weight. I moved up a gear! I flew back home on 1st May and six days later I was racing in Doncaster. I achieved a top five time in the world and I realised the potential was there to race at an international level. We contacted British Cycling and they decided to try me out.

Less than two years on from learning how to ride a bike again, I was wearing a GB jersey and I'd won bronze at a World Cup event in Spain. And then I won a silver in Canada. 18 months of preparation and all the hard work had all fallen into place.

It's surreal - my hamstrings don't work, I have no movement in my feet or my gluts (that's basically my bum muscles) but I can work my quads and I've found I can actually ride a bike! Having suffered a near fatal accident, it was a dream come true when I won a silver and 4th at the Paracycling World Road Championships and I can now start looking at the bigger stage of London 2012.

Mark would like to thank:

- Neil Smith at the Velodrome in Newport
- Anthony Hughes for noticing my skills in various different sports
- If it wasn't for Wales Air Ambulance, I may not even be walking with sticks or competing in any sports
- My friends and family - my parents and my daughter Jessica
- The staff at Rookwood - it's a phenomenal place for rehabilitation. They helped me through the worse time of my life
- The staff at Heath Hospital and the surgeon who has done a great job on my back
- British Cycling and Welsh Cycling for giving me this opportunity.

A couple of training opportunities for employers

Our thanks to Gillian Appleby, Communications and Events Executive at the Employers Network for Equality and Inclusion, for the following information.

Tomorrow's Workplaces - The future business case for diversity & inclusion?

Event details:

- Date: 14 March 2012
- Time: 09.00-17.00
- Location: BT Centre, 81 Newgate Street, London EC1A 7AJ.

This major event from the Employers Network for Equality & Inclusion (enei) brings together leading thinkers and national experts to explore the key issues and challenges facing 21st Century employers. This expert led seminar focuses on four cross-cutting issues:

09.00-13.30 Business Case and Barriers

- Inclusion in a global context: Our expert explains how a commitment to inclusion maintains competitive advance in a global market place. Leading employers will also share their experience of diversity and inclusion in a global business.
- Exploring the impact of Unconscious Bias: Unconscious Bias is a 'hot topic' for employers. Dr. Pete Jones, the UK's most authoritative figure on the subject will present findings from our research project which seeks to identify the nature of bias within the performance management process.

13.30-17.00 The Future of Diversity and Inclusion

- Workforce Representation - Business Case: Achieving real diversity in Boardrooms. This session provides case studies from leading employers on how they are removing barriers to achieving greater diversity.
- Beyond Flexibility: Peter Thomson, co-author of Future Work explores agile working including the TRUST model presented in the book which asks, do we need a radical new way of work if we are to move forward our inclusion hopes and goals?

Keynote speaker: Jonathan Rees, Director General, Government Equalities Office

Confirmed speakers include:

- Dr Pete Jones, the UK's foremost expert on bias and bias reduction
- Peter Thomson, Co-Author, Future Work
- John Sharman, Policy Manager-Education, Skills and Employability, Equality & Human Rights Commission

Workshop leaders:

- Rachel Dineley, Partner, DAC Beachcroft
- Ceri Fuller, Associate and Head of Client Training, DAC Beachcroft

Cost per person, half day/full day:

- Full rate: £295+VAT/ £495+VAT
- Public sector/charities/not for profit (20% discount): £236+VAT/£396+VAT
- Various discounts for members.

Unconscious Bias Workshops

Event details:

- Dates: 17 April 2012 or 19 June 2012
- Time: 13.30-17.30
- Location: enei Offices, 32-36 Loman Street, London SE1 0EH

As organisations struggle to recruit, retain or promote diverse talent and to create workplace cultures that reflect new social attitudes, the concept of 'unconscious bias' has, in recent years, emerged as a possible explanation to patterns of exclusion. Led by a respected diversity and inclusion expert, our cutting edge seminar will be structured in the following way:

- What is unconscious bias? We will provide participants with an overview of the science of bias and how implicit associations can and do impact on individual and group attitudes, behaviours and decision-making processes within an organisational context.
- The impact of Unconscious bias within an organisational context. Building on our understanding of the science behind unconscious bias, we will explore the impact of bias on actual decision-making processes within an organisational context. We will provide real world examples, scenarios and case studies across key people management areas such as recruitment and selection, performance management and career progression.
- Our session will provide participants with recognised tools to help measure implicit associations and bias and evidence based bias reduction techniques.

Cost: Various for members, £199+VAT for Non Members.

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Booking

To book for either event, contact gillian.appleby@enei.org.uk or visit [ENEI events](#).
Football equality and diversity news

As the UK's major sport, football is always in the news. Below is a round up from various sources, but primarily from Kick It Out, football's equality and inclusion campaign that uses the brand name "*Let's Kick Racism Out of Football*" and can be found at [KIO](#).

Lesbian, Gay, Bisexual and Transgender (LGBT)

Football campaigners, players, administrators and fans visited Nottingham for a discussion around homophobia in the game on Tuesday 21 February. Nottingham Ball Bois, a gay-friendly football club with players from across Nottinghamshire and Derbyshire, played host to the panel event at Nottingham Trent University, which was held as part of LGBT History Month. Supported by The FA, Kick It Out, and Pride Sports, the UK's LGBT sports development and equity organisation, the event saw a number of highly-respected figures, including Nottingham Forest Chairman Frank Clark, Notts County stars Sam Sodje and George Nicholas, Barnsley goalkeeper David Preece, and The Justin Campaign Director Megan Worthing-Davies, coming together to talk about how football deals with the issue of homophobia, and whether the game is ready for an 'out' gay player.

The issue of homophobia in football has been thrust into the spotlight of late, and is a topic Burnley defender Clarke Carlisle, currently on loan at League Two side Northampton Town, is particularly vocal about: "I think it's [whether we will see an openly gay Premiership footballer] an issue, not just in football but generally in sport, and it's a reflection of the nation we live in." The PFA Chairman continued: "There is a stigma about homosexuality and this is why the coming-out process is such a traumatic one. When you transpose that into a sports environment, it's very alpha-male dominated, so you don't want to show any signs of weakness."

Taking place throughout February on an annual basis since 2004, LGBT History month celebrates the lives and achievements of the LGBT community. This year's theme is sport, with local activities, educational workshops, and discussion forums being held nationwide to raise awareness. One highlight was on February 19, when The Justin Campaign launched "Football v Homophobia" for the third consecutive year. The international initiative provides an opportunity for individuals, communities and teams across the world to communicate their disapproval of homophobia in the game. To find out more about the campaign, visit [FVH](#).

Disability

Level Playing Field (LPF) was established in 1998 as The National Association of Disabled Supporters (NADS). In March 2011 NADS changed its trading name to Level Playing Field as they feel this name better embraces the social model of disability and their works and projects. The 2012 Level Playing Field weeks of action will take place from the 10th to the 25th of March. This is a real opportunity for clubs to highlight the positive work that they do for their disabled supporters, and LPF urges all Clubs to get involved. The two week period should give each club and/or organisation the opportunity to have a home game or an event in which they can showcase the work they are doing. LPF would like to know what is happening beforehand so that they can help publicise events via the e-newsletter and on the

website LPF. Please contact them if you are planning any events via email info@levelplayingfield.org.uk or phone on 0845 230 6237.

Race

The only black managers in the Football League have both received Manager of the Month awards for January. Birmingham City's Chris Hughton and Charlton Athletic manager Chris Powell won their respective awards due to their sides' excellent starts to the year. City won six and drew two of their eight league fixtures in January, and also eliminated Premier League team Wolverhampton Wanderers from the third round of the FA Cup. League One leaders Charlton Athletic captured 13 points from a possible 15 last month and their only defeat came at the hands of Premier League club Fulham in the third round of the FA Cup. This is Powell's second consecutive Manager of the Month award this season, while Hughton was also given the monthly gong in October. However, despite this apparent good news, Chris Powell isn't afraid to dispel the myth that racism had been eradicated only suddenly to resurface this season. "The mistake is that we thought we'd finished with it. You can't ever think that. It's not strictly just football's problem. We know it was part of football in the bad old days but it's a problem that emanates from society. I look at football as a game, it should be available to anyone regardless of where they're from. I shouldn't be talking about it in 2012, I should be talking about football." And more of his views can be found at [Chris Powell](#).

Speaking at the opening of a Downing Street anti-discrimination summit with former players and football bosses on 22 February, the Prime Minister expressed confidence that the good work of two decades in battling prejudice in the sport would not be lost. He said: "If everyone plays their role, then we can easily crush and deal with this problem. What happens on the field influences what happens off the field. So this is not just important for football, it's important for the whole country." Mr Cameron said the UK should be proud of the "fantastic achievement" of the campaign to rid the sport of racism over the past two decades, "But we have some problems still today. We need to act quickly to make sure those problems do not creep back in. I hope what we can agree today is to make sure that everybody who has the ability to deal with this issue takes the steps they can. I am sure we can crack this problem."

Working for Equality conference

Villa Park played host to an inaugural joint conference on 8 February highlighting the collaborative work undertaken by Show Racism the Red Card and Kick It Out. The 2 organisations, along with representatives from over half of all professional clubs, debated and discussed a range of issues related to equality and inclusion. Hugh Robertson, Minister for Sport and the Olympics, gave the campaigns his backing during the event's opening address: "The events from this season prove there is still work to be done - anyone that feels this issue has been cracked is in dreamland. I stand absolutely full-square behind both organisations and felt it was important for me to come down here to show my support for the strides that have been made in combating racism."

The day consisted of a set of workshops, one providing an introduction to Show Racism the Red Card's educational training, focusing on the importance of recognising prejudice and promoting equality, and the other demonstrating how Kick It Out delivers sessions on homophobia in the game to academy scholars and County Football Associations, where attendees were given an idea of how to implement equality work into their own practices. Matt Lawson, Notts County's Community Liaison Officer and Club Nutritionist, found the

workshops extremely beneficial: “It’s really important to talk about the different issues surrounding diversity with other clubs. It’s all about partnerships. We’ve been able to have some frank and open discussions, and it’s allowed us to look into how we can work together to convey a single, strong message.”

Rounding off the day, a panel discussion was held featuring representatives from Show Racism the Red Card and Kick It Out alongside Tony Higgins, Board Member of FIFPro and Simone Pound, Senior Equality Executive at the PFA. Ex-Wolverhampton Wanderers goalkeeper Matt Murray, Watford and England striker Luther Blissett, and former Oldham Athletic, Aston Villa and Everton defender Earl Barrett, completed the panel, giving a player’s perspective when it comes to race issues and how they’re handled within the professional game. Whilst reflecting on his time at Molineux, recently-retired Matt focused on the key responsibility clubs have in eliminating discrimination within the dressing room: “If you’re going to ban a fan for life, or two or three years, for using a racist comment, then if a player does it, the club has to take a similar, very strong stance. At the end of the day, those on the field are role models to those in the stands. Change has to come from the top.”

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.

Keep up-to-date on a weekly basis

Sport and Physical Activity Link (SPAL) is a weekly current awareness service that helps people working in the sports sector keep up to date with news and developments in a variety of areas including: policy, successes/good practice, events and publications. There are three key outputs to the service: the weekly information bulletin, the weekly cumulative events sheet and a monthly cumulative publications list. If you want to know more about SPAL (subscription service), or submit your own news for circulation, please email:

jenny.warner2009@btinternet.com.

Tackle IT!

Tackle IT! is the Rugby Football League’s programme to tackle discrimination and abuse across all the equality strands as well as celebrating the diversity within the sport. The Tackle IT! DVD and posters are now on the [RFL](#) website. Sarah Williams, Equality and Diversity Manager at the RFL is keen for people to make maximum use of these: “Please feel free to either provide a link to the site from your website or save the resources directly to your site. If you require a hard copy of the DVD or posters please do not hesitate to contact me on 01132 375 037 or sarah.williams@rfl.uk.com.”

Physical Education fund for Scottish schools planned

A new funding package is being put together to encourage physical education in Scottish schools. The Scottish government is expected to release the details shortly. In its election manifesto, the SNP promised to deliver two periods of PE in secondary schools - and two hours in primary schools - for every pupil. The target date of 2014 coincides with the Commonwealth Games coming to Glasgow. When secondary schools were inspected in 2010, only 60% were found to offer pupils two periods of PE each week. A greater emphasis on physical education has been called for by sports bodies such as the Scottish Football

Association. Their Director of Football Development, Jim Fleeting, said: "All young people, they need to have these skills, these physical literacy skills. It's so important for them. We believe at the Scottish FA that we should be doing that as a group, as a team and as a nation."

Annual search to find the UK's favourite Lottery-funded projects.

The National Lottery Awards have seven categories - each reflecting an area of Lottery funding: Arts, Education, Environment, Health, Heritage, Sport and Voluntary/Charity. If you want to see a project celebrated in this year's National Lottery Awards, or you are involved with a Lottery-funded project and want to enter it, visit www.nationallotteryawards.org.uk to find out more. Entries must be received by Monday 12 March 2012.

New arrangements for information and support on discrimination and human rights

The Government is commissioning a new Equality Advisory and Support Service to provide a service helping individuals in England, Scotland and Wales who have problems with discrimination. It will give expert advice and support, tailored to people's individual circumstances, with a particular focus on providing in depth support to vulnerable and disadvantaged individuals to find early and informal solutions where possible. Everyone will be able to use the new service, whatever their means. It will strive to meet the highest standards of accessibility for everyone – including people with disabilities and those for whom English is not their first language. Its services will be available in Welsh. In addition to telephone based support for advice on discrimination, the service will provide lay independent advocacy support for people who need face to face help. If someone's problems cannot be resolved informally or through alternative dispute resolution and they do not have access to legal advice, the service will be able to help them in preparing to issue a claim. More information is available in the new arrangements for information, advice and support on discrimination and human rights PDF documents below:

- [Executive Summary](#)
- [Consultation Responses](#)
- [Policy Equality Statement](#)

Race and recruitment

Race for Opportunity (RFO), the Business In The Community workplace campaign committed to improving employment opportunities for the ethnic minority community across the UK, has published 'Race and Recruitment: exposing the barriers', looking at how recruitment agencies and employers deal with job seekers from black, Asian and minority ethnic (BAME) backgrounds. Key findings of the research are:

- In the past 12 months 29% of BAME candidates were offered a job compared to 44% of white candidates when going through recruitment agencies
- In the past 12 months 57% of BAME applicants were invited to interviews through a recruitment agency, compared to 73% of white candidates
- In the past 12 months, when applying directly to employer, outcomes were much more equal, with 29% BAME applicants and 29% white applicants securing jobs.
- This is despite BAME job seekers being on average more qualified than their white counterparts:
- 28% of BAME respondents had a post-graduate qualification, compared to 15% white respondents
- 31% of BAME respondents had a degree, compared to 22% white respondents.

Race and Recruitment identifies the barriers BAME job seekers face and RFO has developed factsheets for employers, recruitment agents and job seekers for equal recruitment of BAME candidates. For more information, including access to the report, visit [Race and recruitment](#)

EHRC monitoring and enforcement work on the Equality Duty

From February 2012, the Equality and Human Rights Commission (EHRC) will be assessing the information published by relevant public authorities in England (and non-devolved public authorities in Scotland and Wales) as part of its monitoring and enforcement work on the equality duty. Links to the latest Equality Duty guidance appeared in the last edition of this newsletter, but visit [EHRC monitoring and enforcement](#) for more information on this topic.

Calendar of forthcoming events

Dates for your diary include:

- Feb 2012 LGBT History Month, throughout the UK
- 3-10 March Swimming Paralympic test event, London Aquatics Centre
- 10-25 March Level Playing fields weeks of action throughout the UK
- 14 March Tomorrow's Workplace employer's training, London
- 17 Apr or 19 Jun Unconscious Bias Workshops, London
- 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:

Production Date	Deadline for Contributions
19 March	9 March
23 April	13 April
21 May	11 May

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