

Equality, Diversity & Inclusion Action Plan 2021-2026

1. About Sport Birmingham

Sport Birmingham is here to improve lives through sport and physical activity. We are the city's strategic sports and physical activity partnership, working as a leading charity to join up policy and investment with delivery partners who bring inclusive and accessible opportunities to communities. Our strategy [Uniting Birmingham](#) details our five-year framework and priorities for an active, healthy city for everyone to 2026.

We provide leadership and support through insight, knowledge and expertise to anyone in Birmingham working towards our vision of a more active city and a healthier place to live, learn, work and play.

Our Mission

Improving lives through sport and physical activity.

Our Vision

An active, healthy city for everyone.

Our Values

*We are **collaborative**:* We build partnerships, connect people and convene groups within and outside the sport and physical activity sector. We listen, learn and share.

*We are **inclusive**:* We are committed to creating and promoting inclusive opportunities, within our own organisational practices and with all our sport and physical activity partners.

*We are **adaptable**:* We learn, respond and change to ensure we continue to meet the needs of people, places and organisations that we work with and for.

2. Statement on behalf for Sport Birmingham team

This statement is our public commitment to promoting diversity and equality in line with the Public Sector Equality Duty (Equality Act 2010). It covers the Board and the staff of Sport Birmingham, our delivery partners across our delivery network, their staff, and the beneficiaries of our activities.

We are committed to equality of opportunity and the promotion of an inclusive society by delivering services in a manner that is relevant, responsive and sensitive.

We will apply our equality and diversity, safeguarding policies and associated procedures to our delivery of all projects and programmes and in all of our interaction with the people and partners with whom we work as well as members of our own Staff and Board. Our Staff handbook and policies will be used to enable, upskill and support our employees as part of our commitment to enabling diversity and equality in the workplace, continuing to support all aspects of their employment and their delivery with us including, considering and supporting their mental and physical health and wellbeing.

We value diversity and recognise that different people bring different perspectives, ideas, knowledge and culture, and that this difference brings great strength. We will use these values to underpin and drive our strategic direction, business planning and implementation across all aspects of the organisation.

We expect commitment and involvement of all Board members, Employees, Partner organisations and providers of goods and services in working towards the achievement of a fair and just society where people are treated with dignity and respect, inequalities are challenged and we anticipate, and respond positively to different needs and circumstances to help everyone can achieve their potential.

We do not tolerate any form of direct discrimination (including by perception or association), indirect discrimination, harassment or victimisation of staff and/or service users on any grounds including in relation to the following protected characteristics: Age; Disability; Gender; Gender Reassignment; Race/Ethnicity; Religion or Belief; Sexual Orientation; Marriage and Civil Partnership; Pregnancy and Maternity.

Within all of the organisation's activity our commitment will translate into actions that:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not;
- Remove or minimise disadvantages suffered by people due to their protected characteristics;
- Take steps to meet the needs of people from protected groups where these are different from the needs of other people.

Sport Birmingham endeavours to embed its equality and diversity values into everyday practice, policies and procedures so that equality and diversity becomes the norm for all. This culture will be driven from the top by the Board and senior staff, and will be promoted and communicated through our delivery network and all of our work with partners.

3. Action plan – objectives

We outline our objectives in three areas:

Personal – these are the personal commitments we will make as individual team and board members.

Team – these are the commitments we will make as a team, including both Trustees, leadership and officers.

Partnerships – these are the commitments we will make for our work with our delivery partners across our delivery network, their staff, and the beneficiaries of our activities.

4. Our action plan

Action		Next Steps/Progress	Date
Personal			
1	Commit to a continuous learning, educating ourselves.	Share relevant reading and resources; Schedule (at least) quarterly team training.	Ongoing
2	Attend and contribute to team meetings, building confidence, knowledge and understanding.	Schedule monthly EDI-specific team thinking environment meetings.	Completed Feb 21
3	Be open, actively listen and share opinion without judging or fear of judgement.	Commit to prepare for and attend monthly EDI-specific team meetings.	Ongoing
4	Challenge any behavior that is perceived to be inappropriate, by speaking constructively to raise the concern and issue – do not be passive or avoid the issue, but seek to raise awareness of it and mitigate any reoccurrence.	Confidence building through conversation and sharing of resources, stemming from a greater appreciation (micro-aggressions reference).	Ongoing
5	Talk to other colleagues about their experiences (1-1 or small groups).	Encourage and actively contribute to conversations.	Ongoing
Team/Operations			
6	Team Development – structure of regular meetings and sharing of experience and knowledge.	Focused sessions scheduled every 4 weeks.	Feb 21
7	Team Development – set up EDI Steering Group and open invitation to be a member.	Group established.	Completed Nov 20
8	Team Development – external EDI group training.	Innate Consultancy – EDI workshop.	Ongoing
9	Team Development – sign up for Race Code and commit to assessment process.	The Governance Forum – pre-assessment, Governance assessment and facilitated self-assessment completed.	May 21
10	Team Development – use the Active Partnership network progress and commitment, particularly the anti-racist stance, and use examples of best practice.	Share materials and pledge to network stance and commitment.	Ongoing
11	Board Diversity – Commit to record	Consultation.	Mar 21

	and publish targets for Race, Sex and Disability at aggregated level.	completed	
12	Board Champion(s) - confirm a minimum one trustee to take the role of EDI Champion, and engage with the SB EDI Steering Group.	Trustee confirmed (additional Trustee confirmed to support work/role).	Completed
13	Data/reporting – Publish and provide data on race for board meetings. Disseminate race data information through internal employee communication channels. Ensure all race data is reflected within the next annual report.		
14	Team Diversity – Commit to record and publish targets for Race, Sex and Disability at aggregated level.	Consultation completed.	Mar 21
15	Recruitment – Commit to diversify the board through updated recruitment processes, giving extra weighting to candidates who have the right skill-set but also the personal characteristics to improve the targeted elements of diversity.	Reviewed recruitment materials and circulation of opportunities for last trustee post, and weighted shortlisting towards diversity characteristics that were currently below target.	Dec 20
16	Recruitment – Commit to diversify the team through updated recruitment processes, giving extra weighting to candidates who have the right skill-set but also the personal characteristics to improve the targeted elements of diversity.	Review recruitment materials and circulation to ensure reach particularly to target people with characteristics currently under-represented within the team.	Feb 21 onwards
17	Review recruitment forms and survey to see if all staff are reporting. Present overall findings to the board and SMT to reinforce the importance of reporting within the organisation.		
18	Add EDI objective within the role descriptions of all board and SMT roles. Add EDI objective to the Terms of Reference (TOR) of the HR Committee.		Q3 21
19	Consider appropriate EDI objective for all role appraisal processes. Decide upon appropriate EDI targets		Q3 21

	and key implementation dates. Include chosen EDI objectives and targets within annual appraisal framework.		
20	Review evaluation processes to ensure it reflects EDI.		Q3 21
21	Ensure board practices regarding performance management are mirrored within SMT practices. Consider what general EDI KPIs can be included across the organisation.		Q3 21
22	Progression – Commit to support progression within the team towards more senior roles through training and development opportunities, with a particular focus on addressing the shortfall in ethnic minority representation in management positions.	Support T&D opportunities ensuring deliberate encouragement for those team members from ethnic minority groups.	Ongoing
23	Staff induction – Add Equality Act training within the formal induction process. Include as a regular and formal educational activity within HR processes.		Jun 21
24	Improve exit interview process for all staff.	Implement ways to better capture leaver information and identify any trends regarding equality trends around leavers.	Jun 21
Partnerships			
25	Communication - Website review and update of accessibility, language, imagery, look and feel from a specific and focused EDI lens (specific immediate action to remove BAME terminology, and re-order team profiles alphabetically).	Website review underway.	Apr 21
26	Communication – Update SB website with this action plan once finalised.	Replace existing diversity information.	May 21
27	Communication – Continue to improve the accessibility, inclusivity and reach of our information, for example by better using our channels to reach people with the right content for them.	Website review in progress.	Mar 21
28	Communication - Social Media review	Marketing and	Ongoing

	across all platforms ensuring full EDI consideration.	communications review and summary recommendations brought back to EDI Steering Group.	
29	Communication – specifically promote our stance as an ‘Anti-Racist’ organisation.	Network pledge and common messaging.	Ongoing
30	Recruitment practices.	Review recruitment materials, circulation and channels to ensure reach particularly to reach people with characteristics currently under-represented within the sector. Use partners to ensure this is effective.	Ongoing
31	Programme Delivery – ensure our own delivery has the right focus, reach and impact.	Review programme participation and beneficiary (locations and demographics).	Ongoing
32	Training and Development – Coaches and Volunteers – pathways work.	Educare Skills 360.	May 21
33	Relationship building – providing support, sustaining organisations and partners to use sport and physical activity to tackle inequalities and engage priority audiences.	Use learning and networking events to share learning and good practice.	Ongoing
34	Influencing - our partners and networks, to ensure those who we work with share our values and are committed to EDI principles.	Provide workshops to share learning and best practice.	Ongoing
35	Advocating, sharing and learning – we commit to share our approach and support organisations in our network to do the same.		Ongoing
36	Ensure our projects/programmes are inclusive.	Review programme recruitment and engagement.	Ongoing

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