



**Sport
Birmingham**
**Diversity and Inclusion
Action Plan**

This plan outlines our public responsibility to promote diversity, inclusion and equality in line with the Public Sector Equality Duty (Equality Act 2010). It goes way beyond compliance and demonstrates our unrelenting commitment, covering all aspects of our work related to our governance and operations; the board and the staff team of Sport Birmingham, all of our delivery partners across our local delivery network, their staff, and the beneficiaries of our activities.

We have been on a journey around all aspects of equality, inclusivity and diversity, particularly since the first iteration of the Governance Code for Sport, and have been proactive in our engagement with education, training and debate at a local and national level;

We committed to be an early adopter of the Race Code and became accredited in 2022, and we were asked to lead the sport and physical activity theme for the 'Birmingham Race Impact Group' (BRIG); we worked closely with partners and the University of Birmingham to convene a BRIG Summit for Sport in 2022 and develop a manifesto paper which included research into the race landscape and current environment.

At a national Active Partnership network level, we have been part of a smaller steering group of Chief Executives who have driven this agenda forward on behalf of the whole network, resulting in a strong anti-racist public statement which we are now expanding to a wider EDI remit.

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 the 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 team.

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 support for 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; where inequalities are challenged; and where we anticipate and respond positively to different needs and circumstances to help everyone 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 partners or beneficiaries 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.

We have:

- Developed an internal EDI Steering Group to take ownership of the action plan & be accountable to the Senior Management Team and Board
- Confirmed a minimum of one trustee to take the role of EDI Champion and engage with the Sport Birmingham EDI Steering Group
- Assigned wider team members thematic areas to lead on specific tasks within the Action Plan

We recognise the lead role we have and responsibility to play in terms of sharing our knowledge to support and upskill our partners, particularly the extensive delivery network of clubs and community organisations who work at the heart of our communities. We have developed a more structured network of 'anchor' organisations who have both capacity and desire to reach more inactive audiences, particularly where there is greatest social need; these anchors are being supported and funded to bring together their community partners and strengthen local ties around common purpose.

We are committed to learn from them and also embed EDI practices in all that they do, so that accessibility and inclusivity aspects are strengthened; we will make standards a condition of the relationship and any support/funding moving forward, and this will improve their sustainability, their impact and their resilience.

The following Action Plan is split into 6 sections to ensure clarity and show our focus in each area; The objectives cover all elements of an 'ABC' approach to EDI; that being 'A' for acknowledgement and awareness, 'B' for identifying barriers and blockers, and 'C' for the importance of culture:

- Objective 1 is about improving knowledge and upskilling team members through training and discussion
- Objective 2 is specifically about recruitment processes for team and board
- Objective 3 is all about buy-in across team and board, and is reflective of the culture of the organisation
- Objective 4 deals with how we collect data and insight, and report effectively
- Objective 5 is about how we communicate with our partners and how well we impart our knowledge and experience
- Objective 6 is about how we make sure our EDI principles and practices are actioned in all areas of our support, funding and collaboration



OBJECTIVE 1 - Upskill/support team's knowledge around protected characteristics

Key Action	Start Date	Completion Date	Review Date	Contributors	Progress & Evidence of Success
<p style="text-align: center;">1.1</p> <p>Benchmarking of current knowledge and understanding within the team through staff survey to help identify and prioritise training requirements.</p>	<p style="text-align: center;">September 2023</p>	<p style="text-align: center;">April 2026</p>	<p style="text-align: center;">Survey to be completed by team every 6 months</p>	<p style="text-align: center;">Internal EDI Group</p>	<p style="text-align: center;">Current Progress:</p> <p>In September 2023 all staff completed a survey to benchmark their confidence and knowledge around the protected characteristics. The team were asked to score this, based on their ability to implement their knowledge on these topics within the projects and programmes they were delivering as well as confidence in sharing their knowledge with partner organisations. Religion, Race & Gender Reassignment were identified as areas where additional support was required.</p> <p style="text-align: center;">Next Steps:</p> <p>Webinars will be delivered within the monthly EDI Teams Meets we have in place with a focus on information being shared through Lived Experience which was noted as a preference in the survey in terms of how information was delivered to the team. Two Lived Experience webinars have taken place so far delivered by an influential community leader and the EDI Lead at Aston Villa Football Club. The survey will be sent out to the team twice a year to ensure we capture this information from new starters and be able to evidence that the training being provided is increasing knowledge and confidence with the team. Supporting the development of the teams knowledge around protected characteristics will enable them to share best practice to community groups we are working with, and more confidently have conversations with individuals and groups who fall within these protected characteristics.</p>
<p style="text-align: center;">1.2</p> <p>Regular, structured team meetings every 4 weeks to ensure consistency of learning including a variety of lived experience workshops, formal training and 'open spaces'.</p>	<p style="text-align: center;">April 2024</p>	<p style="text-align: center;">April 2026</p>	<p style="text-align: center;">Ongoing</p>	<p style="text-align: center;">Internal EDI Group</p>	<p style="text-align: center;">Current Progress:</p> <p>Once a month the team come together for an meeting specifically focused around EDI. We use the time as a safe space, where people can talk openly about specific topics related to EDI, and feel comfortable to ask difficult questions and discuss challenging topics. We have embedded the principles of the Thinking Environment into all of our meetings to ensure everyone has an equal opportunity to contribute and where there is active listening and respect given to all.</p> <p style="text-align: center;">Next Steps:</p> <p>Based on the demand for additional learning on the protected characteristics stated above the sessions have a focus on training and learning opportunities for the team. We will be able to assess whether the confidence of teams members is improving based on their input throughout the meeting and through 1:1 meetings with line managers who will discuss EDI as a specific topic.</p>

<p>1.3</p> <p>Set up a bank of resources that can be accessed by the team easily, to support on-going learning in relation to EDI. This includes any resources/learning shared via the National Active Partnership Network.</p>	<p>August 2023</p>	<p>September 2024</p>	<p>Ongoing</p>	<p>Internal EDI Group</p>	<p>Current Progress:</p> <p>In August 2023, a teams channel was set up whereby the team were encouraged to add any type of resource (Video, news article, case study, document) that may be valuable to the development of the teams knowledge and understanding of the protected characteristics.</p> <p>Next Steps:</p> <p>As well as sharing national resources, we will work through our Place Based Anchor Networks and influential community leaders to collate local resources which may be useful to team development. By September 2024, we commit to share these resources more widely via our website and newsletter.</p>
<p>1.4</p> <p>Add Equality Act Training, Unconscious Bias Training and Safeguarding within the formal induction process to team members.</p>	<p>April 2024</p>	<p>July 2024</p>	<p>Quarterly</p>	<p>People & Skills</p>	<p>Current Progress:</p> <p>New starters are required to complete the Equality & Diversity Training and Safeguarding course on EduCare when they join the organisation, to ensure they have a basic level of knowledge and awareness on EDI.</p> <p>Next Steps:</p> <p>From April 2024 we still start scoping potential training providers for the training, with the whole team completing this by July 2024.</p>
<p>1.5</p> <p>Add Equality Act Training, Unconscious Bias Training and Safeguarding within the formal induction process to board members.</p>	<p>May 2024</p>	<p>December 2024</p>	<p>Ongoing</p>	<p>Operations Director</p>	<p>Next Steps:</p> <p>There is currently no formal EDI training for board members however we feel that moving forwards it should be an expectation before commencing the role. We will be recruiting for a new Chair, due to start in May 2024, where we will be piloting this with the aim of all board members completing the training by December 2024. Moving forwards, this will then become integrated into the induction of any new board member.</p>

OBJECTIVE 2 - Develop our practices around Inclusive Recruitment of Team and Board

Key Action	Start Date	Completion Date	Review Date	Contributors	Progress & Evidence of Success
<p style="text-align: center;">2.1</p> <p>Review of current recruitment materials and processes, with the aim of recruiting more diverse talent to the organisation.</p>	November 2023	April 2024	Ongoing	SMT/People & Skills	<p style="text-align: center;">Current Progress:</p> <p>The current diversity of the team isn't representative of the Birmingham demographics. In November 2023 we updated our recruitment processes (which required CV and Covering Letter) to include an anonymous application with the aim of reducing opportunities for unconscious bias. Candidates are required to complete competency based questions, with responses being sent directly to the Business Support Officer to anonymise before providing the information to hiring manager for shortlisting. In addition, we actively include positive statements in recruitment packs to encourage applications from under-represented groups .</p> <p style="text-align: center;">Next Steps:</p> <p>By April 2024 we will have developed a spreadsheet to allow us to effectively track EDI data trends of job applicants to ensure the process is as inclusive as possible and understand if there are any stages in the recruitment process which are limiting the progression of diverse candidates. In our next job recruitment we will commit to trial other application processes to ensure inclusivity, including the use of videos in addition to written competency based questions. We will also be more targeted with our recruitment channels, with a strong focus on promoting through our place based Anchor Organisations.</p>
<p style="text-align: center;">2.2</p> <p>Commit to support the progression within the team towards more senior roles, through shadowing and mentoring opportunities with a particular focus on addressing inequalities within management positions</p>	March 2024	December 2024	Ongoing	SMT	<p style="text-align: center;">Current Progress:</p> <p>The current SMT is less diverse than the whole team, from a race and gender perspective. To establish an open culture within the organisation and support progression of our 5 female & 1 ethnically diverse middle managers to Senior Level positions we have started to operate a rota system which allows managers to join SMT meetings, present on their work area & be involved in wider senior level discussions.</p> <p style="text-align: center;">Next Steps:</p> <p>From March 2024 to December 2024 we will be piloting an internal mentoring programme whereby officers and managers will have the opportunity to be 'matched' to SMT members with differing skill sets/experience . If this is successful the structure of this will be replicated to include mentoring opportunities with Sport Birmingham boards members with the aim of launching this in Jan 2025.</p>

<p>2.3 Commit to diversify the board to be more representative of Birmingham demographics</p>	<p>May 2024</p>	<p>Continue until diversity targets met</p>	<p>Ongoing</p>	<p>CEO</p>	<p>Current Progress:</p> <p>The last 2 recruitment rounds have used weighted shortlisting for any under-represented characteristics. This included double weighting as part of 5 scores along with experience and knowledge.</p> <p>Next Steps:</p> <p>Be more explicit about Sport Birmingham expectation of Board members commitment to EDI within the Board Role Description to encourage applications from individuals who align to these values. In addition, we will use statements to encourage applications from under-represented groups (female, ethnically diverse) The next recruitment will be in May 2024 when we recruit for a new chair.</p>
<p>2.4 Team members involved in recruitment panels have completed Inclusive Recruitment Training to mitigate against any potential bias and ensure a truly inclusive recruitment process.</p>	<p>April 2024</p>	<p>July 2024</p>	<p>Quarterly</p>	<p>SMT/People & Skills</p>	<p>Next Steps:</p> <p>No training around inclusive recruitment is provided to the team currently. In April 2024 we will start scoping potential training providers for Inclusive Recruitment Training with all team members completing this training by July 2024.</p>

OBJECTIVE 3 - Ensure whole team/board buy-in around EDI

Key Action	Start Date	Completion Date	Review Date	Contributors	Progress & Evidence of Success
<p>3.1 Develop processes to ensure the Senior Leadership Team understand their role in driving forward and advocating for EDI</p>	<p>April 2024</p>	<p>May 2024</p>	<p>Ongoing</p>	<p>SMT</p>	<p>Next Steps:</p> <p>To guarantee that the Senior Leadership understand their role in driving forward and advocating EDI, it will become an agenda item that will be discussed within SMT meetings on a quarterly basis. CEO and Operational Director responsible for line management of SMT will ensure EDI is part of routine 1:1 meetings and included within the SMT's Objectives and Key Results, which is Sport Birmingham's impact measurement tool. In addition, the CEO is part of national APN steering group for Race (this is soon to widen for broader diversity) and relevant information will be disseminated to the wider team via team meetings.</p>

<p>3.2 Board to review DIAP every 12 months with quarterly engagement and challenge from the Board EDI Champion through the quarterly Internal EDI Group meetings</p>	<p>May 2024</p>	<p>May 2025</p>	<p>Annually</p>	<p>CEO/People & Skills/Board EDI Champion</p>	<p>Next Steps: To make certain we are having regular feedback from the board on the implementation of Key Actions within the DIAP, the board EDI Champion will attend quarterly internal EDI meets. Moving forwards we will ensure that the board have opportunity to review the DIAP on an annual basis. Finalised DIAP will be shared with the EDI Sub Committee in May 2024 to review before being submitted to board in May 2025.</p>
<p>3.3 Sharing information about EDI Working Group as part of onboarding process for new starters.</p>	<p>April 2024</p>	<p>May 2024</p>	<p>Annually</p>	<p>People & Skills/EDI Lead</p>	<p>Current Progress: The internal EDI working group was formed in September 2023 to drive forward our EDI Agenda. The group includes the Board EDI Champion, CEO and 4 members of the Sport Birmingham team and currently information on this group and their role isn't shared within the formal induction process of new starters. Next Steps: A presentation will be developed, highlighting the EDI Working Group and their role in driving forward DIAP. This will be delivered to new starters within their induction, so they understand Sport Birmingham's commitment to EDI, as well as being provided with the opportunity to be part of and contribute to the group. The impact of this will be measured through the number of new starters we have interested in being involved.</p>
<p>3.4 Add EDI objective to the Terms of Reference (TOR) of the HR Committee and develop a TOR for the EDI Internal Working Group</p>	<p>February 2024</p>	<p>April 2024</p>	<p>6-monthly</p>	<p>CEO/People & Skills</p>	<p>Current Progress: The Terms of Reference for the HR Sub Committee was updated February 24 to include a specific objective around EDI however nothing formal is in place for the EDI Internal Working Group. Next Steps: To formalise the purpose, aims and reporting of the Internal EDI Working Group a TOR will be developed and shared at the next meeting in April 2024.</p>

OBJECTIVE 4 - Improve reporting processes around data collection related to EDI

Key Action	Start Date	Completion Date	Review Date	Contributors	Progress & Evidence of Success
<p>4.1 Decide upon appropriate EDI targets and key implementation dates.</p>	March 2023	May 2024	6-monthly	CEO/People & Skills	<p>Current Progress: We currently collect all data and only report outwards on specific characteristics.</p> <p>Next Steps: Review further expansion of several characteristics to break down further (e.g. Race, Gender, Age) for a more accurate representation of team and board diversity.</p>
<p>4.2 Publish and provide EDI data for board meetings</p>	January 2024	May 2024	Quarterly	CEO/People & Skills	<p>Next Steps: New dashboard will be introduced for next Board meeting (May 2024) and up-to-date EDI information will be included.</p>
<p>4.3 Disseminate EDI data through internal employee communication channels.</p>	March 2023	April 2024	Annually	CEO/People & Skills	<p>Next Steps: Use the Sage HR system and the Internal Wellbeing Newsletter to share internal EDI data to the wider team.</p>
<p>4.4 Ensure all diversity data is reflected within the next annual report.</p>	January 2024	June 2024	Annually	CEO/People & Skills/Insight	<p>Next Steps: The next annual report (due to be published June 2024) will include an EDI section to highlight DIAP work and team diversity for public facing use. Reinforcing the Importance of our data being publicly accessible and providing accountability of steps to improve diversity.</p>
<p>4.5 Commit to record and publish targets for Race, Sex and Disability at aggregated level around team diversity</p>	March 2024	March 2025	Annually	CEO/People & Skills/Insight	<p>Current Progress: Team and board diversity data is captured when individuals join the organisations, currently Race, Disability and Sex.</p> <p>Next Steps: Anonymised team diversity data will be published on our EDI webpage and the 2021 Census will be used to record team diversity targets. We will commit do a more indepth breakdown particuarly around race.</p>

<p>4.6 Improve exit interview process to better capture equality trends around leavers and include questions around culture and experiences of discrimination</p>	<p>March 2024</p>	<p>May 2024</p>	<p>Annually</p>	<p>CEO/People & Skills</p>	<p>Current Progress: We currently capture EDI data of all Sport Birmingham leavers to monitor trends and be able to flag alarming patterns to be addressed. Leavers can choose who the exit interview is conducted with to ensure they are comfortable to disclose any negative experiences they may have had.</p> <p>Next Steps: The exit interview form will be updated to include questions around culture and negative experiences, enabling us to address any trends and ensure a positive team culture.</p>
<p>4.7 Continue to gather data around the culture of working within the Sport Birmingham Team.</p>	<p>November 2023</p>	<p>April 2024</p>	<p>Quarterly</p>	<p>CEO/ People & Skills/ EDI Lead</p>	<p>Current Progress: Over the past 6months we have been part of the West Midlands Mental Health Productivity Pilot (In partnership with Mind and West Midlands Combined Authority) which has provided Sport Birmingham with the relevant tools, information and guidance to promote positive wellbeing within the workplace. In November 2023 an Internal Wellbeing Group was set up, to focus on implementing initiatives to improve the culture at Sport Birmingham and provide a safe space for the wider team to feed in concerns.</p> <p>Next Steps: In April 2024 a survey will be sent out to the team to monitor and capture staff wellbeing. It will also help us to assess the impact from the Internal Wellbeing Groups interventions. This will be sent out on a quarterly basis.</p>

OBJECTIVE 5 - Improved external communication processes related to EDI

Key Action	Start Date	Completion Date	Review Date	Contributors	Progress & Evidence of Success
<p>5.1 Review of the website, update of accessibility, language, imagery look and feel from an EDI specific lens.</p>	<p>April 2024</p>	<p>June 2024</p>	<p>Ongoing</p>	<p>Marketing & Comms</p>	<p>Current Progress: Within the marketing and communications teams there is an ongoing review of website regarding content; however, this has not yet been looked at from an EDI lens.</p> <p>Next Steps: To start this process off, in April 2024 we will be speaking with partner organisations who align to EDI values as part of their work to review our website e.g. Activity Alliance/British Blind Sport to review from a disability lens. An accessible widget will be made available on the Sport Birmingham website from April 24 to support users make the most of our website.</p>

<p>5.2 Ensuring the right content is reaching diverse audiences & protected characteristics across our social media channels and newsletter.</p>	<p>December 2023</p>	<p>May 2024</p>	<p>Ongoing</p>	<p>Marketing & Comms</p>	<p>Current Progress: Specific socials targeted at our EDI work are now more frequent and visible. In particular when we have delivered a lived experience webinar to the team we have shared this widely across our social media channels.</p> <p>Next Steps: To ensure we are reaching diverse audiences with our messaging we will use our Place Based Anchor Organisations to promote and share Sport Birmingham's messages and work around EDI. We need to monitor engagement with EDI specific socials and newsletter articles that are published. Furthermore, diversity monitoring of new newsletter subscribers can be provided after the user has given consent.</p>
<p>5.3 Development of a specific EDI Section on the Sport Birmingham website including an updated EDI plan as well as a links/resources section for community organisations to advocate our approach to EDI.</p>	<p>April 2024</p>	<p>June 2024</p>	<p>Annually</p>	<p>Marketing & Comms</p>	<p>Current progress: The Sport Birmingham website has an EDI section; however, this only includes our previous EDI plan and no information available for community organisations to access.</p> <p>Next Steps: Once the EDI plan has been completed, it will be put into an accessible version that sits on its own page on the website. The EDI page will also include links to relevant resources and organisations that can support develop the knowledge and confidence of community organisations around equality, diversity and inclusion, as well as advocating the value and importance we place on this. This information will be promoted across the the Sport Birmingham Anchor Networks ensuring that we are reaching our priority wards and demographics. We will measure the impact of these resources via conversations with community organisations as well as monitoring the number of webpage visits and downloads of these resources.</p>
<p>5.4 Influencing our partners and networks to ensure those who we work with share our values and committed to EDI principles (CPAC etc).</p>	<p>April 2023</p>	<p>April 2026</p>	<p>Ongoing</p>	<p>SMT/ Community/ Children & Young People</p>	<p>Current Progress: Sport Birmingham currently lead/and are part of a number of Community Networks, as well as more Strategic Networks such as the 'Creating a Physically Active City' Forum. We continue to use these networks to advocate our approach around EDI and encourage and support our partners to do the same.</p> <p>Next Steps: Our Youth Engagement Manager will be part of the Multi-Sport Fund Equalities Review Panel. This role comes with a commitment to be part of a steering group that will challenge other Active Partnerships around EDI best practice, before submitting applications to Sport England. The learning from being part of this process will then be shared both internally and externally to community organisations to support future funding applications that are submitted.</p>

OBJECTIVE 6 - Focused and inclusive project/programme delivery linked to priority audiences

Key Action	Start Date	Completion Date	Review Date	Contributors	Progress & Evidence of Success
<p>6.1 Prioritise funding and support to organisations who work with Disability & Long Term Health Conditions, Children & Young People, Ethnically Diverse Communities and Lower Socio Economic Groups.</p>	December 2023	April 2026	Ongoing	All team	<p style="text-align: center;">Current Progress:</p> <p>Throughout 2022/2023 when allocating Small Grants and Together Fund we identified within the funding criteria that Disability & Long Term Health Conditions, Ethnically Diverse Communities and Lower Socio Economic Groups were the priority focus and within the awarding panel extra marks were given to applications who focused on those audiences.</p> <p style="text-align: center;">Next Steps:</p> <p>Prioritise funding and support to organisations who work with Disability & Long Term Health Conditions, Children & Young People, Ethnically Diverse Communities and Lower Socio Economic Groups where health inequalities are often greatest by using Place-Needs Classification. The impact of this will be measured through our MEL processes which include tracking and mapping of funding, we are currently scoping mapping platforms to achieve this.</p>
<p>6.2 Through our local community Anchor Networks, continue to build relationships with organisations and partners to engage priority audience/place based need.</p>	December 2023	January 2025	Ongoing	Community/ Children & Young People/ Insight	<p style="text-align: center;">Current Progress:</p> <p>5 priority wards originally selected for Commonwealth Active Communities project based off local insight including Census, IMD, health inequalities and Sport England Active Lives Data.</p> <p style="text-align: center;">Next Steps:</p> <p>Sport Birmingham will continue to monitor new and emerging data to inform Anchor Networks regarding future place-based work.</p>
<p>6.3 Through our commitment to advocate and share our approach to EDI, we will work with organisations and community networks to develop their own DIAPs.</p>	January 2025	July 2025	Ongoing	Community	<p style="text-align: center;">Next Steps:</p> <p>We will work with the 'United By 2022' Charity to identify 2 groups who are part of the 'United By 2022' family to support with the development of their own DIAP - this will be an initial pilot that will start in January 2025 with the aim of working with more groups if this 6-month pilot is successful. This aligns to our commitment within our strategy of supporting community groups to ensure they are providing equal and inclusive opportunities for communities across the City.</p>

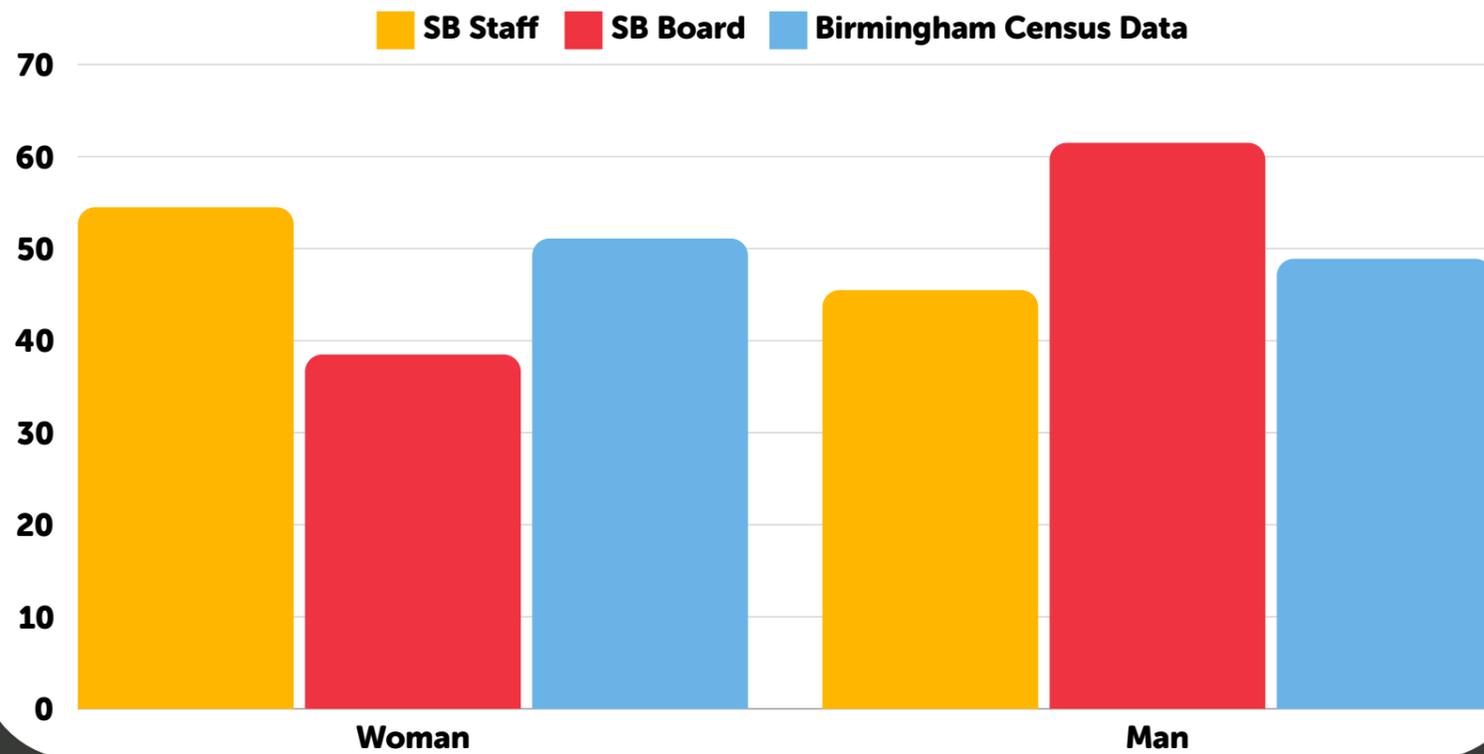
<p>6.4</p> <p>Development of an EDI checklist for organisations we are commissioning as an assurance to us, that they have the correct structures and policies in place to provide a positive, safe and inclusive environments.</p>	<p>April 2024</p>	<p>June 2024</p>	<p>Ongoing</p>	<p>Community/ Safeguarding & Welfare</p>	<p>Current Progress:</p> <p>It is important that we are confident that the organisations we are funding have the correct policies in place to ensure they are providing safe, accessible and inclusive places for the communities they are working with. As part of our Service Level Agreement when awarding funding to organisations, we currently have a very basic checklist in place, mainly focused around governance and safeguarding. As an additional means of gathering relevant data, In January 2024 we developed a basic form for community organisations to complete prior to us meeting them, where we ask specific questions related to EDI allowing us to identify where additional support is required.</p> <p>Next Steps:</p> <p>By June 2024 we will have expanded our SLA, to include a focus around EDI, e.g. equality act training, disability inclusion training. Although we will not enforce this as part of the funding, it will allow us to provide the appropriate support/training to organisations so we can be confident they are providing inclusive sessions.</p>
<p>6.5</p> <p>Through our system partnerships work, identify and fill gaps in the Active Lives Survey.</p>	<p>April 2024</p>	<p>April 2026</p>	<p>Annually</p>	<p>Insight</p>	<p>Current Progress:</p> <p>Active Lives is currently used at local authority level and small area estimates level to identify where the physical activity need is greatest.</p> <p>Next Steps:</p> <p>By utilising data provided by other system partners, for example Sport England Active Lives, StreetGames or National Governing Bodies, we can build a clearer picture of the Birmingham landscape through the power of partnerships and a shared learning approach - helping to us to be more targeted in our approaches to who, why and how we are engaging with communities in Birmingham.</p>

<p>6.6 Commit to recruit, upskill and retain community workforce representative of Birmingham demographics that meets the needs of our project and programme objectives, specifically focusing on young people with a disability.</p>	<p>April 2024</p>	<p>April 2025</p>	<p>Ongoing</p>	<p>Children & Young People/ People & Skills</p>	<p>Current Progress:</p> <p>Sport Birmingham are the lead strategic organisation for the Coach Core Apprenticeship Programme in the West Midlands. The programme supports Young People between the ages of 16 - 24 to gain employment in the Sport Sector. We have been delivering this programme for 7 years and through our targeted promotion engage a high proportion of young people from lower socio economic groups and ethnically diverse communities and this will continue to be a focus moving forwards.</p> <p>Next Steps:</p> <p>Within the previous cohorts of Coach Core apprenticeships there has been limited representation from young people with a disability. From April 2024 we will be shifting our current School Games provision to focus on both leadership and participation opportunities for young people with a disability, rather than the current competition format. A steering group will be formed to drive this forward, consisting of key partners including School Games Officers, Activity Alliance and local disability organisations such as Sense. By creating leadership opportunities at an earlier age, it will help create a more streamlined pathway into future leadership roles within the Sport and Physical Activity Sector - which will be measured through applications into the Coach Core Programme.</p>
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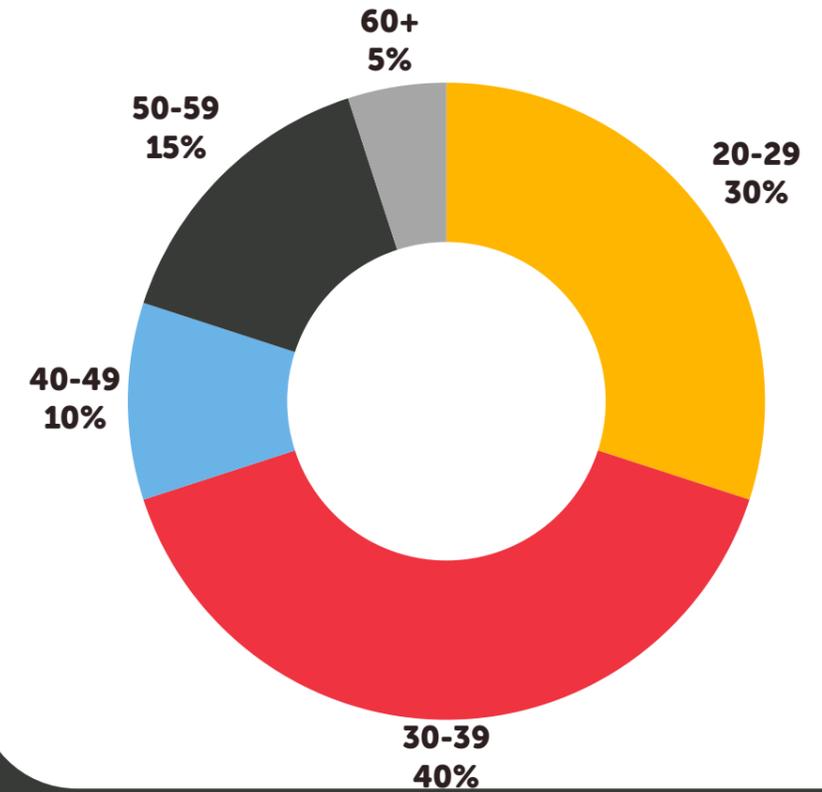


Workforce Data

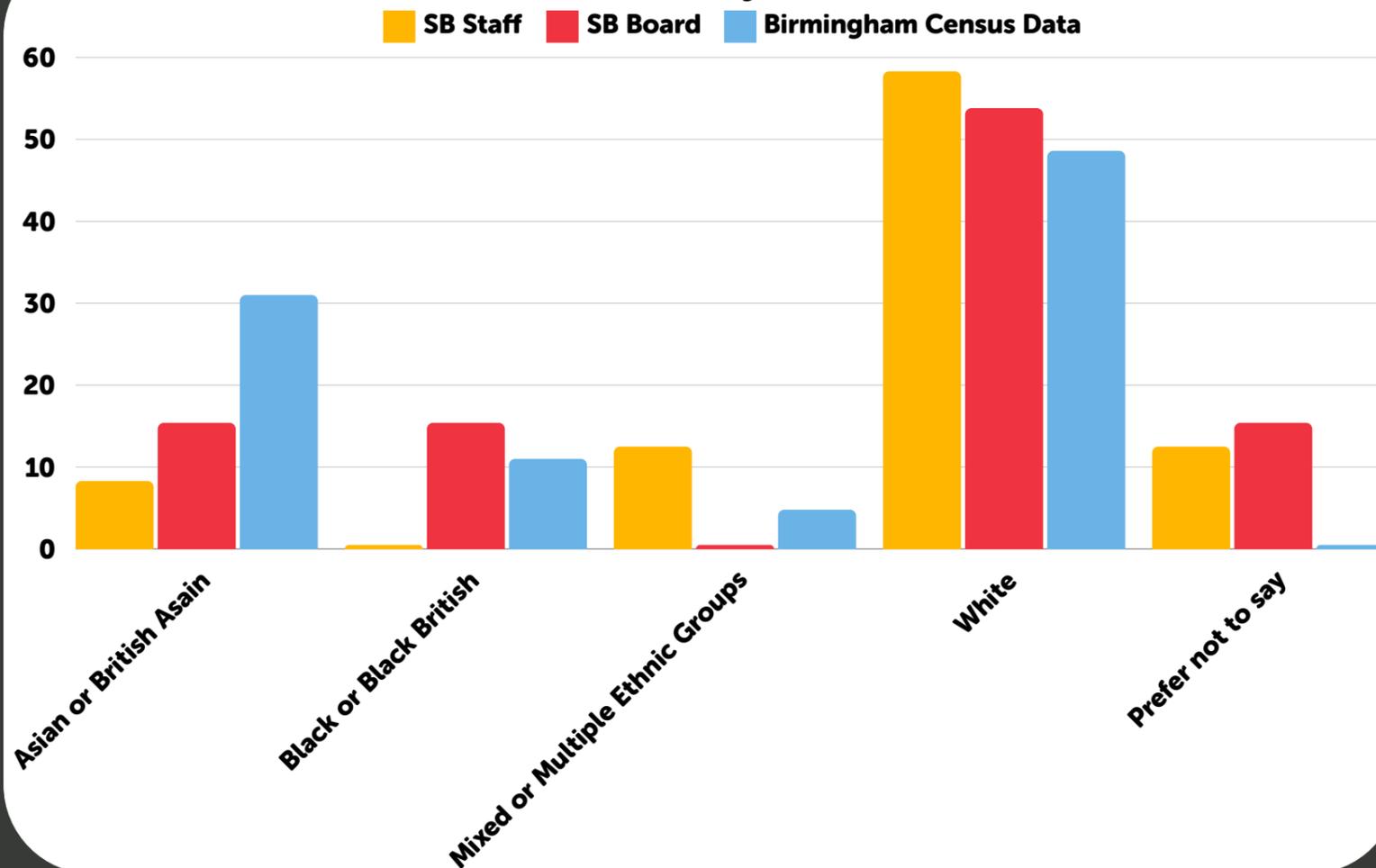
Gender %



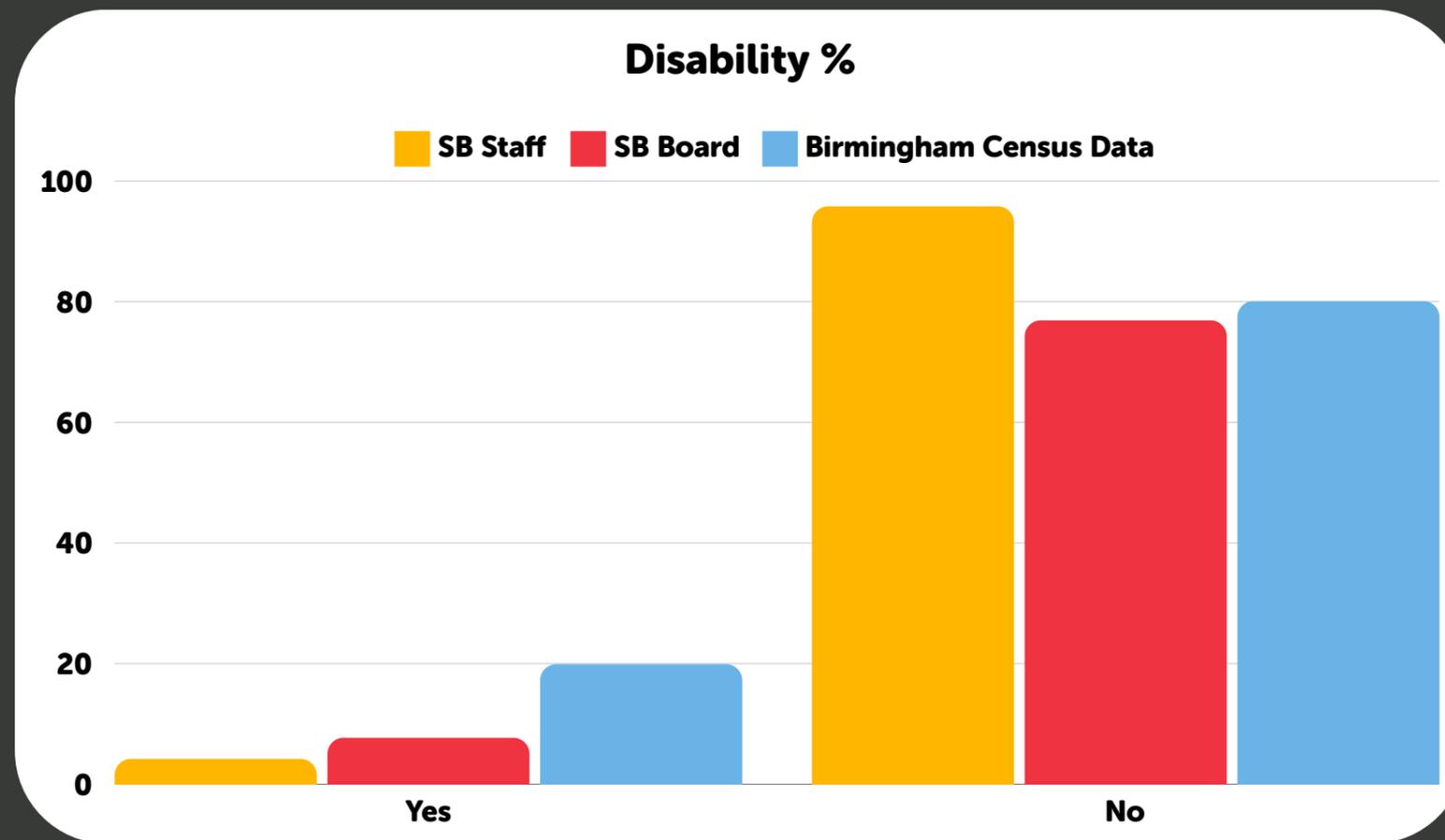
SB Staff Age Range



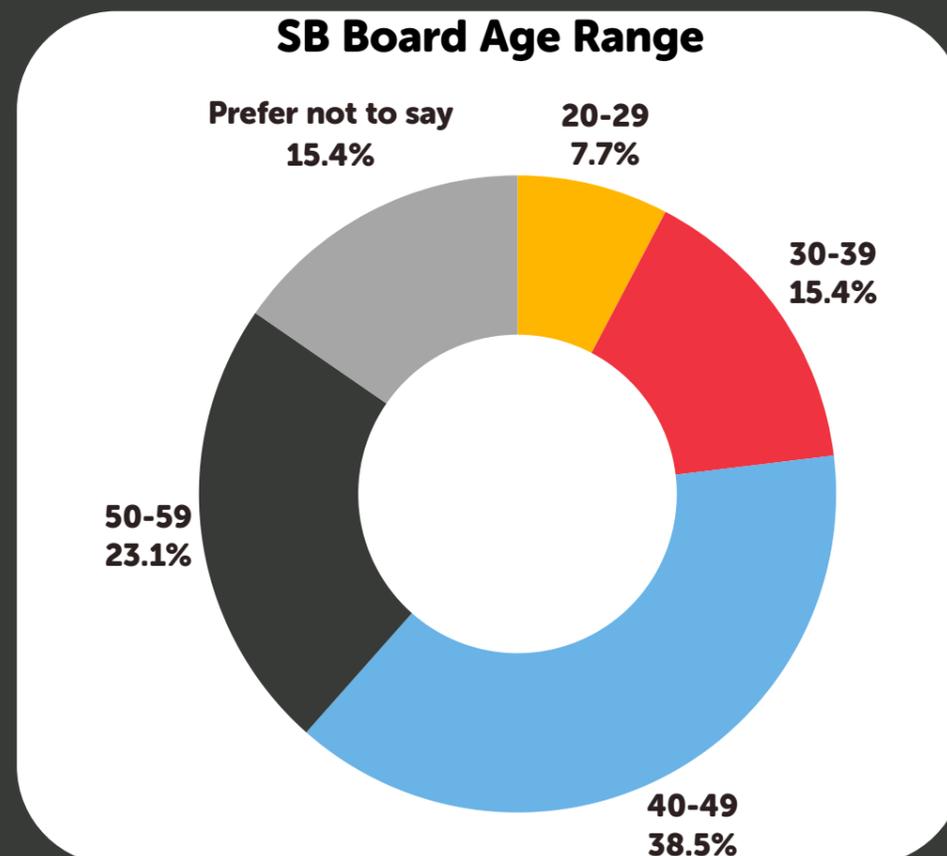
Ethnicity %



Workforce Data



Please note not all Staff and Board members answered this question





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