



Inclusivity Hub

**SPORT+
RECREATION
ALLIANCE**

EDI Toolkit

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WELCOME

Who are we?

We bring together the sport and recreation sector and support members to tackle challenges and take advantage of opportunities. We are the voice of the sector with Government, policy makers and the media. We help get the nation active at the grassroots level by providing advice, support and guidance.

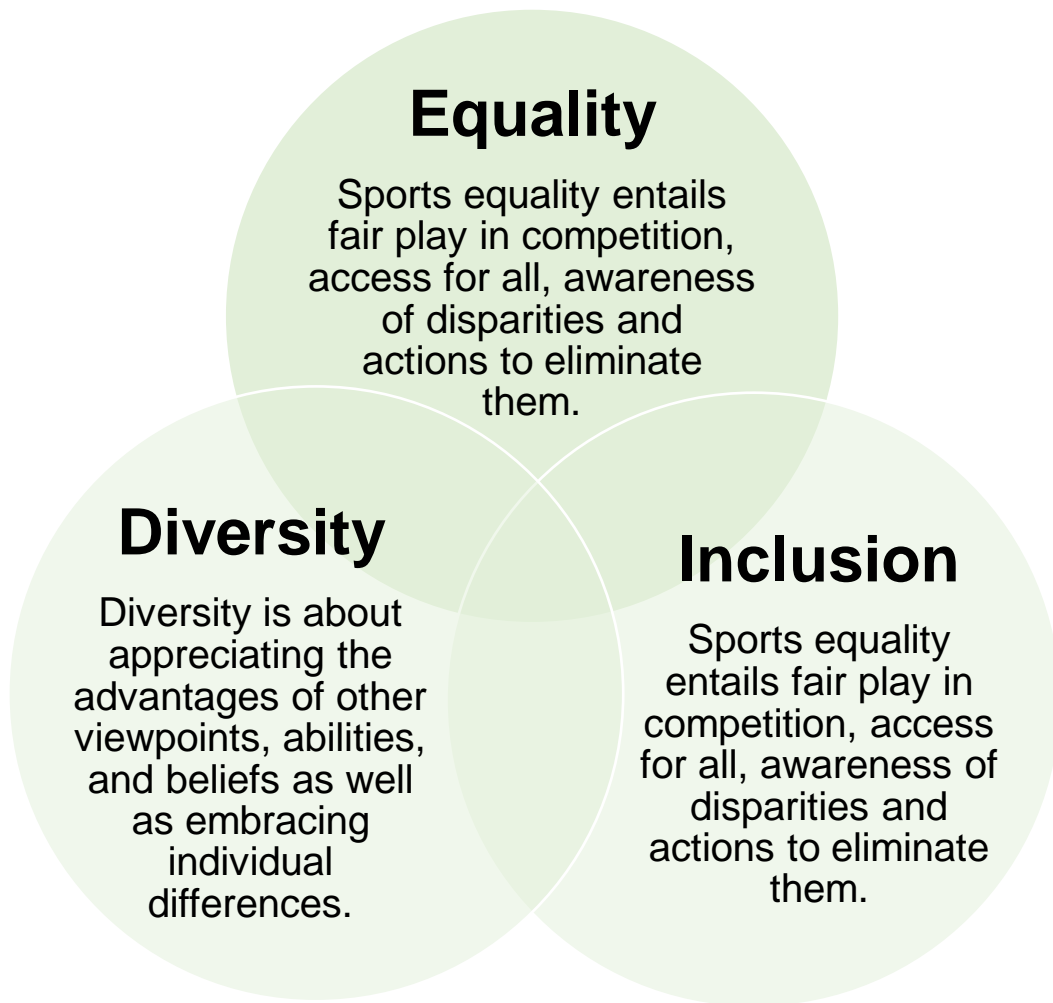
Who is the toolkit designed for?

This Equality, Diversity and Inclusion toolkit has been designed by Sport and Recreation Alliance as a guide to support our members to better understand how to embed and achieve EDI within their organisations and their sports.

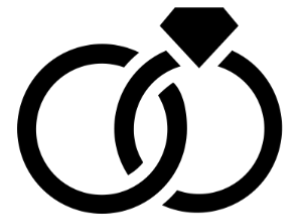
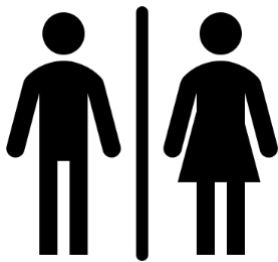
How to use this EDI toolkit.

This toolkit provides information and advice to put into practice and help you learn the basics about equality, diversity and inclusion in sport. The step-by-step guide highlights ideas that can be implemented within your organisation to make it more inclusive.

WHAT IS EQUALITY, DIVERSITY & INCLUSION?



EQUALITY ACT 2010 PROTECTED CHARACTERISTICS



DISABILITY

Definition: A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Disability often elicits negative prejudices and stereotypes in many societies, and individuals who are disabled frequently encounter societal barriers.

People with disabilities are typically excluded from community life as a result of the stigma attached to disabilities, depriving them of opportunities crucial to their social development, health, and well-being.

Sport may change how society views people with disabilities by showcasing their strengths and reducing the urge to focus on the impairment rather than the individual.

This helps to lessen the stigma and prejudice associated with disability.

Sport allows people without disabilities to connect with people with disabilities in a positive setting, challenging their preconceived notions of what people with disabilities are capable of.

Considerations

Correctly referencing participants, coaches or members with disabilities with the relevant profile group

Profile Groups

Physical Impairment – wheelchair user for sport

Physical Impairment – ambulant

Learning Disability

Sensory Impairment – hearing

Sensory Impairment – visual

See for more guidance on [Disability Guidance](#)

GENDER REASSIGNMENT

Definition: The process of transitioning from one sex to another.

[New Guidance for Transgender Inclusion in Domestic Sport](#)

Changing rooms and toilet facilities can be a key deterrent for many transgender individuals who want to participate in sport or physical activity.

For those who identify as Trans or non- binary who have not yet had surgery, it can be extremely dysphoric to have to use the changing facilities of their assigned gender at birth.

See for more guidance on [Gender Reassignment](#)

SEX

Definition: The 2010 Equality Act uses a binary definition of sex: male or female.

Sex is more complicated though. Some people, such as intersex individuals, don't fall into either of these two groups. People's gender identity is a unique, internal perspective of who they are, and it is not necessarily consistent with the sex to which they were born. People who identify as non-binary do not fit into either of these two categories.

Good Practice

Thoughtful language – gender neutral language/correct pronouns

Remove gender divisions where possible

Kit and uniform to be gender neutral

See for more guidance on [Sex Discrimination](#)

RACE

Definition: It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Racism and racialised inequalities significantly influence black and ethnically diverse communities' access, participation and experiences of sport.

Black and ethnically diverse community experiences of racism differ within and across ethnic groups.

Racism may have a significant negative effect on people's participation in sports.

Resources

[Tackling Racism and Racial Inequality in Sport Review](#)

[Sporting Equals LeaderBoard Academy](#)

See for more guidance on [Race Discrimination](#)

RELIGION OR BELIEFS

Definition: Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Under the Equality Act 2010, it is unlawful to directly or indirectly discriminate against or harass someone because of their religion or beliefs, or lack thereof.

When attempting to create an inclusive environment within sports, it is best practise to consider the unique needs of individuals from various religious communities.

Examples

Catering Services, Uniform Design and Dress Code

Setting aside of facilities for religious observance

See for more guidance on [Religion or Beliefs](#)

SEXUAL ORIENTATION

Definition: Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Everyone has the right to equal access to sports at all levels, regardless of gender expression or sexual preference.

Lesbian, Gay, Bisexual, and Transgender (LGBT) individuals still encounter difficulties to participation in sport and, to a lesser extent, other physical exercise due to homophobia, biphobia, and transphobia. This has a detrimental effect on the quantity of LGBT individuals taking part in sport and recreation.

Tips for Sport Organisations

Celebrate – Actively support LGBTQ+ causes (rainbow laces, social media, rainbow/trans stickers)

Policies – Up to date inclusion policies, policies on homophobic/transphobic bullying, policies on gendered language.

Code of Conduct - Enforce codes of conduct so that everyone at the organisation knows what's acceptable behaviour and what isn't. Include your organisation's core values and references to your inclusion and anti-bullying policies.

Play – having mixed-gender environments - mixed activity breaks down barriers of opportunity between traditional 'men's' and 'women's' categories and can provide comfortable and inclusive opportunities for everyone.

Facilities – consider introducing gender-neutral changing rooms

See for more guidance on [*Sexual Orientation Discrimination*](#)

AGE

Definition: A person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds)

See for more guidance on [Age Discrimination](#)

MARRIAGE & CIVIL PARTNERSHIPS

Definition: Marriage is a union between a man and a woman or between a same-sex couple.

Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

See for more guidance on [Marriage & Civil Partnerships](#)

PREGNANCY & MATERNITY

Definition: Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

See for more guidance on [Pregnancy & Maternity](#)

KEY QUESTIONS TO CONSIDER

How diverse
is your
organisation
currently?

Is inclusivity
reflected in
your
governance?

Do you offer
your workforce
relevant EDI
training?

Is your
marketing and
communication
inclusive?

Do you know
the different
barriers that
diverse groups
experience?

How inclusive
or accessible
is your
organisation
currently?

STEP-BY-STEP GUIDE HOW TO BE MORE INCLUSIVE?

STEP 1

HOW DIVERSE ARE YOU CURRENTLY?

Are you aware of the demographic and socioeconomic status of your members?

Collect data – identify gaps within your members who may be currently under-represented.



To assist you in gathering this information, consult current membership or joining materials.



Send out surveys to your members
Ensure you use appropriate and sensitive language.

STEP 2

INCLUSIVITY & ACCESSIBILITY

Assess your existing operations, communications, and infrastructure to determine how inclusive and accessible your organisation is.

Making sure marketing and communications does not favour any particular group.



Be aware of physical accessibility, such as size of text, or wheelchair access.



Celebrate events which promote diversity, such as Black History Month or Pride.



Use correct and inclusive terminology.



Be person-centred! Those who are susceptible of being excluded should be the ones who design is built around.

It is paramount that your members feel like your organisation can cater for their needs.

STEP 3

GOVERNANCE, POLICIES & PROCEDURES

Ensuring that inclusion is at the heart of how you manage your organisation may be accomplished by reviewing your policies, procedures and practices.

Equality, Diversity and Inclusion
Strategy should be
implemented.



Organisational cultures and
values which align to Equality,
Diversity and Inclusion.



Ensure you have inclusive
recruitment practices



Enforce Code of Conduct
Everyone in the organisation
knows what acceptable
behaviour is or not.



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Thank You

We hope you found this EDI toolkit useful.

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