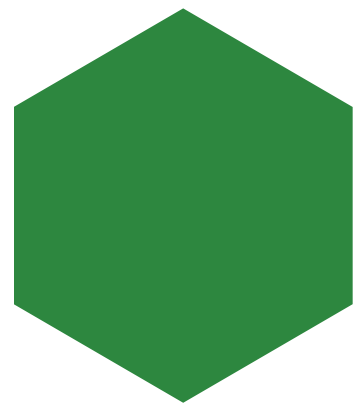
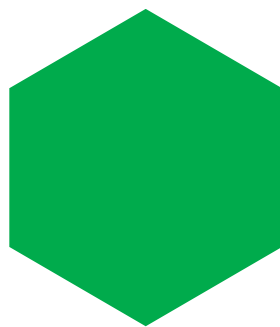


**SPORT+
RECREATION
ALLIANCE**

Equality, Diversity and Inclusion Report 2023-2024



Foreword

Message from CEO

Throughout my professional journey, I've witnessed first-hand the immense value that diversity – in the broadest sense - brings to organisations. It's a force that challenges conventional wisdom, and a key enabler for individuals from all walks of life to make meaningful contributions. In turn, it acts as a catalyst for growth, creating more productive, happier and stimulating work environments.

At the Sport and Recreation Alliance, we're committed to enhancing the diversity of our organisation and our Board.

We are also committed to supporting our members to boost the diversity of their organisations too. We have engrained this ethos and approach within our Principles of Good Governance, as well as within our current strategy. Our Diversity and Inclusion Action Plan (DIAP) – which seeks to not only improve our internal diversity but support our members with EDI tools and relevant information, is an extension of this.

Over the longer term, we'll continue to promote the power of diversity within and on behalf of our members, as well as the broader sector, empowering and equipping them with practical strategies to foster diversity within their own structures. The Alliance remains committed to this cause. Our aim is to build a sector that embraces the entire range of diversity and fosters inclusivity.

**Lisa Wainwright MBE,
CEO, Sport and Recreation Alliance**

Context

The Sport and Recreation Alliance internal Equality, Diversity & Inclusion (EDI) working group replaced the previous Equality Group and held its first meeting in March 2023. Unlike its predecessor group, this group aims to look at our EDI work across all functions and embed our strategic priorities in key pieces of work.

The Alliance's strategy, Recover.Support.Achieve, focuses on internal and external EDI priorities. Our external priorities are captured through our Diversity and Inclusion Action Plan (DIAP) and our internal EDI action plan captures our work with and for members.



EDI Journey and Strategic Framework

The Alliance voluntarily complies with A Code for Sports Governance and has achieved Tier 3 compliance since it was launched. We achieved the Foundation Level of the Equality Standard of Sport in May 2020. Our Board has set up a Sub-Committee to push ahead with the work on Diversity and Inclusion for both the Alliance and its members.

As a leading membership organisation, we believe in enriching lives and shaping the future through sport and recreation. If we are to do that, we know that we must address our own habits and be willing to change. Our EDI policy is neither exhaustive nor finished. We have an ongoing commitment to seeking out voices less likely to be heard in the sporting and recreational spaces.

In 2018 we began developing our first Equality, Diversity and Inclusion Policy. Much has changed since then, with global socio-political movements such as Black Lives Matter and the impact of the COVID pandemic still being felt today. These have demanded we reorientate our ways of working to lead inclusively and adopt a values-led approach to all that we do.

The Equality and Diversity Policy has been produced to assist the Alliance with preventing any discrimination or unfair treatment, whether intentional or unintentional, direct or indirect, against all Alliance staff, Directors, new and potential recruits, volunteers, and participants in our projects. Alongside this policy, there is an internal working group and also an External EDI Committee which are both Chaired by our Head of Governance and EDI.

For our staff, our objective is to attract a diverse and strong pool of applicants to vacancies, ensuring that the best candidate for each role is selected through a thorough, effective and equitable recruitment process. We include various systems and processes to ensure our adverts and recruitment process are inclusive. For example, our advert is put through an algorithm to ensure the language is welcoming and does not exclude any protected characteristic group, we have a strong onboarding and induction process and we have processes to enhance learning and development opportunities for our teams. Our board recruitment is managed by our Nominations Committee and our policy can be found below.

The Diversity and Inclusion Action Plan works in conjunction with:

1. Our [Organisational Strategy](#).
2. Our [EDI Policy](#).
3. Our People Strategy
4. Our commitment to [A Code for Sports Governance](#)
5. Our [Board Recruitment Policy](#) and Process
6. Our Performance Review Process; and
7. Our Internal EDI Working Group's Action Plan

Our Lead People

Whilst all of our team and board carry forward our EDI agenda, our Lead People are as follows:



Hamid Vaghefian

Our Board EDI Lead and Chair of the EDI Board Sub-Committee



Lisa Wainwright MBE

Our EDI Champion who strategically leads our EDI work,



Vijaya Panangipalli

Leads our EDI work with members and partners. Responsible for leading and managing the Internal EDI Group, including coordination and management of The Alliance's Diversity and Inclusion Action Plan



Cameron Yorston

Develops and provides oversight of strategies for EDI services to members.



Martin Lindsey

Provides oversight of HR policy/procedure and the diversity of the staff team.



Kate Lawrenson

Supports our diversity and inclusion work across the Board.

EDI Action and Themes



Significant actions have been taken to advance our EDI initiatives, including appointments, training, policy reviews, and strategic planning. These efforts are aimed at fostering an inclusive and equitable environment within the organisation. Further developments and implementations are planned to ensure sustained progress and continuous improvement in our EDI agenda.

In order to capture all areas of work, we included our work around 9 core themes: Leadership, Staff Profile and Staff Experience, Essential Training, HR Policies including Recruitment, Communications and Engagement, Policy, Inclusive Events, Governance and Best Practice.

Some of our key actions for 2023-24 include:

- Review of board race and ethnicity composition
- EDI data and analysis for staff and board members
- EDI awareness training for staff and board
- Review of HR policies
- An inclusive communications strategy
- Impact assessment of all of our policies
- Event planning checklist to embed EDI element in all of our events
- Deliver EDI projects and engage with our networks to promote EDI themes
- Sharing best practice with our members

Impact

The impact of EDI work within organisations is multifaceted, influencing various aspects of the workplace environment, employee satisfaction, and organisational performance. Key areas of impact we have identified in 2023-24 are as follows:

Several training initiatives have been implemented, including the Charity Learning Consortium's EDI Induction Modules, which cover a wide range of topics such as Allyship, Anti-Racism, and Unconscious Bias. Full EDI Awareness Training is conducted biennially for the entire team, and future induction needs are being considered with the potential use of the Vital Training platform.

Additionally, the EDI Policy has been rewritten and reviewed by professionals to ensure the wording is legally correct. Efforts to ensure inclusivity across all communications are ongoing, a new website has been developed to enhance these capabilities. Regular reviews and updates to policies, training modules, and event planning guidelines are in place to maintain compliance and promote an inclusive environment.

For the Alliance, our impact of EDI work within our organisations extends beyond compliance – for us, we continue pushing for greater EDI initiatives as it enhances innovation, employee satisfaction, and overall organisational success. By fostering a diverse and inclusive environment, the Alliance believes it can contribute positively to the sport and recreation sector.

Highlights

1. EDI Training and Initiatives

- Launched six e-learning EDI modules.
- Several EDI training initiatives were delivered to our staff through the Charity Learning Consortium, covering topics such as Allyship, Anti-Racism, and Unconscious Bias.
- Full EDI awareness training for the entire staff to be conducted biennially and one due in 2024.
- Launched Roundtable events on key EDI topics such as Inclusive Recruitment, LGBTQ+ Inclusion in Sport and Inclusive Language Guidance.
- Developed a best practice guide for Alliance events to ensure they are inclusive and accessible.
- All job advertisements reviewed and updated by Q3 2024 to ensure conscious inclusion, promoting an ethos of belonging and shared purpose aligned with the organisation's values.
- Conducted an anonymous employee EDI survey, with results presented to the Remuneration and Staffing Committee annually by Q4.

2. Policy Review Update

- Professionally reviewed policies with an EDI lens to ensure legal accuracy.
- Introduced a new EDI Policy, Menopause Policy, Special Leave Policy and Trans and Non-Binary Inclusion Policy.
- All internal guides and processes were equality impact assessed including all of our recruitment materials and how we attract people to work for the organisation.
- All our job adverts show we are committed to conscious inclusion that cultivates an ethos of belonging, connection and shared purpose.
- Our Board reviews the Board Recruitment Policy annually, with updates implemented by Q4 each year to ensure inclusivity in hiring practices.

3. EDI Events and Projects

- Delivered two roundtable events focused on Inclusive Recruitment and LGBTQ+ Inclusion in Sport by Q4 2024, engaging a minimum of 50 participants per event.
- Delivered the Community Sport and Recreation Awards in March 2024 which was attended by 150 people. It achieved a 9.6/10 satisfaction rating from event attendees.
- We delivered SportingQueer in June 2024, which saw almost 70 people from the EDI space within the sport sector come together to talk on important issues regarding LGBTQ+ inclusion in sport.

4. Inclusivity Hub Engagement

- The Hub achieved 1,100 views and had 702 users in 2023-24 financial year. The Hub hosts various pieces of content including resources and toolkits and aims to highlight key awareness days, such as Children's Mental Health Awareness Week and Neurodiversity Celebration Week.



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