


# DIVERSITY AND INCLUSION ACTION PLAN

NOVEMBER 2021





## Our goal is people from all backgrounds engaging in physical activity and sport across Hampshire and the Isle of Wight.

Energise Me strives to ensure everyone has the confidence, support, and opportunity to be active on their own terms. To achieve this, we need a diverse and knowledgeable team that understands and respects individual differences and embraces a culture of inclusion. We need to be brave, lead by example, and not shy away from awkward conversations.

This plan details the actions we will take and offers a personal commitment from our whole team to increase diversity and inclusion in physical activity and sport – beginning with our own organisation.

Diversity to Energise Me is about our team, board, partners, and the communities we support. By 2022 we aim to be confidently sharing the progress we've made through blogs and network events. We will continue to do so every six months so that we can be held accountable.

By openly sharing our learning and creating spaces for others to do the same, we hope to support others to make changes too.

Our Diversity and Inclusion Action Plan supports the ambitions and goals set out in the [‘We Can Be Active’ strategy](#). It is also informed by the [‘We Can be Active’ data pack](#) which reveals who is not participating in physical activity and sport in our area.



# What we mean by...

➤ **Accessibility** in physical activity and sport means facilities, opportunities, and communications being easy for anyone to enter, use and understand.

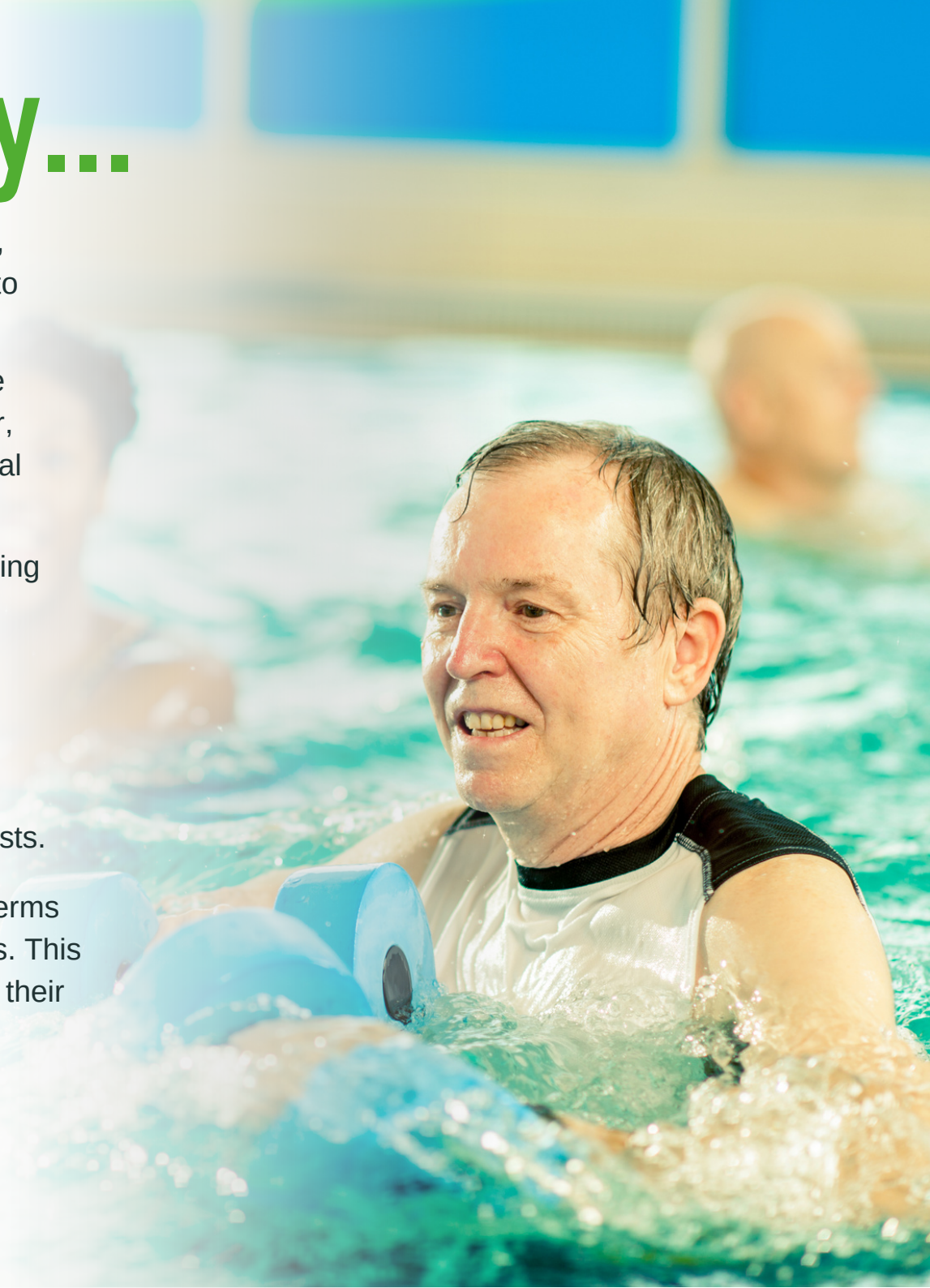
➤ **Diversity** is the recognition that we are all unique and have individual differences. These include race, ethnicity, gender, sex, sexual orientation, socio-economic status, age, physical abilities, religious and political beliefs, or other ideologies.

Ensuring we are **diverse** means accepting and understanding these differences and celebrating everyone from diverse backgrounds. In this document, we will refer to people of diverse backgrounds as underrepresented communities.

➤ **Equality** is ensuring that every individual has open and transparent access to physical activity and sporting opportunities, along with the freedom to develop their interests.

➤ **Inclusion** means everyone fully participating on their own terms and having their needs met, with no one left on the sidelines. This could be fair policies in the workplace, everyone feeling like their contribution matters or having the opportunity to contribute regardless of your background, circumstance, or identity.

➤ **Workforce** means anyone in a paid or voluntary role who supports and motivates others to be physically active.



A background image showing three people in a meeting. A man with glasses and a white shirt is pointing at a document on a table. A woman with curly hair and glasses is looking at the document. A man with short brown hair is in the foreground, looking towards the other two. The table has a smartphone, a notebook, and a small potted plant on it.

**We will ensure that Energise Me is a safe, inclusive, and supportive work environment for all.**

## **We will:**

- Demonstrate leadership at every level of our organisation and take responsibility for diversity, equality, and inclusion within our work
- Appoint a Diversity and Inclusion Lead within our Board of Trustees to provide strong governance
- Conduct annual diversity surveys with our team and board to help us understand and acknowledge the diversity within our team
- Update the Equality and Diversity page on our website to incorporate our Racial Inequality Statement
- Keep up to date with the latest research from organisations such as Sporting Equals to ensure we are using up-to-date and inclusive language
- Review our policies and procedures every year to ensure they are open, fair, and accessible for all our communities within Hampshire and the Isle of Wight
- Add a question into our annual Staff Satisfaction survey to measure whether staff feel we're achieving this goal

## **Success will be:**

- All staff feeling empowered to lead on diversity and inclusion within their work
- Increased trust and openness within the team about our own diversity, resulting in stronger working relationships






**We will build our knowledge, skills, and confidence to improve diversity and inclusion in physical activity and sport.**

## **We will:**

- ▶ Hold quarterly team sessions to build confidence in talking about diversity
- ▶ Access training to equip us with the skills to challenge hurtful language and behaviours
- ▶ Listen and learn from the lived experiences of underrepresented communities through our place-based work in five Hampshire and IOW communities
- ▶ Access Active Partnership webinars and resources so that we can bring useful learning from other areas to Hampshire and IOW
- ▶ Challenge ourselves to turn our new knowledge, skills, and learnings into action

## **Success will be:**

- ▶ All staff feeling more confident talking about diversity and inclusion
- ▶ Greater understanding of people who face inequalities in physical activity and their experiences

A man with a beard and glasses, wearing a dark blue suit, is shaking hands with a woman with long red braids, wearing an orange blazer. They are standing in front of a green wall with various plants. The man is on the left, and the woman is on the right. They are both smiling and looking at each other. The background is a green wall with various plants.

**We will ensure our recruitment processes are fair, accessible, and attractive to applicants from all backgrounds.**

## **We will:**

- ▶ Review past recruitment including how roles were advertised and whether we received applications from underrepresented communities
- ▶ Talk to underrepresented communities about how we could make our recruitment processes and roles more accessible and appealing
- ▶ Seek support from recruitment and local experts to ensure we reach underrepresented communities in an authentic and successful way
- ▶ Use what we learn from our communities and recruitment experts to update our processes and develop roles that attract people from all backgrounds

## **Success will be:**

- ▶ Improved understanding of how effective our recruitment processes are in reaching underrepresented communities
- ▶ Further diversification of our board and team over the next five years





**We will increase diverse representation so everyone can recognise or relate to someone 'like them' in physical activity and sport.**

## **We will:**

- Source and share physical activity stories that highlight people from diverse backgrounds being active
- Build our own image library with images that are authentic and representative of the diversity within Hampshire and the Isle of Wight
- Learn from the lived experience of our communities and amplify their voices and ideas to shape our work, local policy, and physical activity provision
- Encourage and support individuals from underrepresented communities to become We Can Be Active leaders
- Evidence greater diversity and inclusion in our work programmes and projects
- Identify new content, speakers, and facilitators that meet the needs of a more diverse audience and signal our events are 'for you'

## **Success will be:**

- Increased profile of relatable physical activity experiences for people in underrepresented communities
- Greater engagement with underrepresented communities

A man and a woman are sitting on a rowing machine outdoors. The man is on the left, wearing a dark hoodie, and the woman is on the right, wearing a light green hoodie. They are both looking down at their hands, which are resting on the machine's handle. The background is a blurred outdoor setting with a fence and trees.

**We will work with underrepresented communities to create pathways into workforce roles.**

## **We will:**

- Create positive experiences and steppingstones for underrepresented communities to become part of the workforce through volunteering and leadership opportunities
- Work with young people to identify their areas of interest and signpost them to relevant training and opportunities in physical activity and sport
- Identify and collaborate with organisations that can provide opportunities for individuals to put new skills into practice

## **Success will be:**

- A more diverse pool of people wanting to get involved with learning opportunities that are available to them nationally and locally
- Increased opportunities for individuals to gain practical experience
- More people from underrepresented communities joining the workforce across Hampshire and the Isle of Wight





**We will create opportunities for the workforce to share learning and gain confidence to improve diversity and inclusion.**

### **We will:**

- Share our learning through blogs, events, and conversations – being honest about what worked and what didn't
- Coordinate training and networking opportunities so the workforce can share experiences and learn from guest speakers, trainers, and one another
- Share local and national insight and resources that highlight the needs and experiences of people who face inequalities and exclusion
- Test new ways of sharing what we learn from underrepresented communities about how and why they engage in physical activity
- Listen to local communities and workforce and use their experiences to improve our own work around diversity and inclusion

### **Success will be:**

- A workforce that feels confident talking about diversity, challenging language and behaviours, and taking action to improve inclusion
- A deeper understanding across our sector of the inequalities people face in physical activity and sport





Last updated November 2021