



# DIVERSITY AND INCLUSION ACTION PLAN

OCTOBER 2023 UPDATE





# Our goal is to see people from all backgrounds accessing 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 and a workforce that understands and respects individual differences and embraces a culture of inclusion. We need to be honest, lead by example and not shy away from difficult conversations.


Within this plan we aim to be ambitious and set out our future goals and ambitions as well as detail the actions we will take over the next year. It forms part of our commitment to the UK Sports Governance code. This is a commitment from our whole team and our board to play our part in increasing diversity and inclusion in physical activity and sport.


Our Diversity and Inclusion Action Plan supports the ambitions and goals set out in the ['We Can Be Active' strategy](#). The strategy was informed by multiple sources of data such as **Active Lives data, Census 2021 and Health Data tools**. Overlaying these different data sources means we can not only look at protected characteristics, but also take into account other factors that might affect people's participation levels such as the places where people live, family affluence, employment and health inequalities.

We will use this data and insight to inform our SMART actions and by 2024 we will be confidently sharing the progress we've made through blogs and network events and meetings, and hope to support others make changes too.





# 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 different backgrounds. In this document, we will refer to people of diverse backgrounds as underserved communities.

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

 **Inclusion** means everyone 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, creating safe spaces where everyone feels accepted, 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.



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

### **We will:**

- Comply with all aspects of the Sports Governance Code as directed by Sport England.
- Continue to demonstrate that leadership at every level of our organisation take responsibility for diversity, equality and inclusion within our work.
- Have 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.
- Keep up to date with the latest research from organisations so that we can share useful learning.
- 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.
- Measure and evaluate our staffs use of our Diversity and Inclusion Action Plan in shaping their work through our annual staff surveys.

### **Success will be:**

- All staff feeling safe and 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.
- All staff are supported to carry on their learning around equality, diversity and inclusion (EDI) no matter where they are on their journey.

### **2023-24 actions:**

- Increase the percentage of team members using our Diversity and Inclusion Plan from 53% to 100%, measured through our annual staff survey.
- Provide two EDI learning opportunities for the whole team to engage in over the year.
- For all staff to share a minimum of two pieces of individual EDI learning across the year internally within the team.





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



### **We will:**

- Review past recruitment data including how roles were advertised and whether we received applications from underserved communities and allow this to form how we recruit going forward .
- Talk to underserved communities about how we can make our recruitment process more accessible and appealing.
- Seek support from local experts to ensure we reach underserved communities in an authentic and successful way and invite them to support our interview process where possible.
- Use what we learn from our communities and recruitment experts to update our processes and develop roles that support applications from people from all backgrounds.
- Monitor how we use Applied and external recruitment support, so that applicants can apply in a way that suits them.

### **Success will be:**

- An increased number of applications from a range of underserved communities within Hampshire and Isle of Wight.
- Further diversification of our board and team over the next five years, so we better represent the communities within our five priority places.

### **2023-24 actions:**

- Use three new channels to advertise our job roles, utilising our knowledge, application data and advice from community experts.
- Include seeking external support on interview panels and to develop application and interview questions in the Energise Me recruitment process.
- Sign the armed forces covenant and work towards their bronze award to show we are a forces friendly organisation.
- Enrol all members of the team in interview training to support future recruitment opportunities and ensure the process is fair to all.
- Share two new stories on the culture of Energise Me that position us as an organisation people want to work for.

**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, building confidence in talking about EDI across Hampshire & Isle of Wight.
- Co-ordinate training and networking opportunities so that 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 underserved communities and how and why they engage in physical activity.
- Listen to the local communities and workforce and use their experiences to improve our own work around diversity and inclusion.
- Raise awareness of climate injustice and support partners and our local communities to work in ways that start to eliminate this, ensuring the benefits of climate action are equitably distributed and not overly burdensome on underserved communities.

### **Success will be:**

- A workforce that feels more confident talking about diversity, challenging language and behaviours, and taking action to improve inclusion.
- A deeper understanding of our communities' experiences that inform appropriate changes in our work.

### **2023-24 actions:**

- Energise Me team will host an event to discuss the formation of a County-wide EDI group.
- All staff will provide two items of learning around EDI that can be shared externally.
- We will work with a minimum of 20 organisations to train and support them using the 'Engaging Young People: A toolkit' resource to better listen and include young people.
- The whole team will learn more about climate change and how it disproportionately affects local areas of high deprivation and inequality.



**We will work to ensure that everyone feels represented in physical activity and sport.**



### **We will:**

- Source and share physical activity stories that highlight people from diverse backgrounds being active.
- Build our own media library with images that are authentic and representative of diversity within Hampshire and the Isle of Wight.
- Demonstrate how we learn from lived experiences of 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 Champions.
- 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 to signal our events are for everyone.

### **Success will be:**

- Increased profile of relatable physical activity experiences for people in underserved communities.
- Identify our underserved communities and ensure the role of We Can be Active Champions is seen as a role for anyone in the community.
- Greater engagement with underserved communities resulting in key members attending events, training opportunities and submitting WCBA wins.

### **2023-24 actions:**

- We will diversify our media library to include authentic and representative images of our identified priority groups, by attending five sessions in our priority areas.
- Increase activities on the Get Active Hampshire and Isle of Wight activity finders to meet the needs of underserved communities, and link these activities to five blog stories over the year.
- Recruit two new We Can Be Active Champions that represent some of the underserved communities in Hampshire and Isle of Wight.

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



### **We will:**

- Promote a range of learning opportunities for the workforce and potential workforce to utilise.
- Share a range of workforce stories from our underserved communities that showcase their journey delivering physical activity.
- Showcase opportunities and make it easier for underserved communities to become part of the physical activity workforce.
- 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 physical activity workforce across Hampshire and the Isle of Wight.

### **2023-24 actions:**

- Promote the work of The Agency through three different channels over the year.
- Create and share four pieces of online content highlighting the diverse workforce that represent underserved communities in Hampshire and the Isle of Wight.
- Have at least two applications per priority area (where applicable) applying for the Energise Me Coach Bursary Scheme.
- Start to collect demographic data on participants that attend our learning and event opportunities, to improve our events and create an inclusive and welcoming environment for everyone.





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