

DIAP Report

2024



Introduction

Over the last few years Sported has amplified its work in inclusion. We have set the ambitious target of broadening our membership by 50% by 2027. Our thinking is that by doing this we can have a greater level of impact within our communities that have been historically under-served. We are committed to making things happen in our communities and will approach this in an integrated way to ensure that we can meet the needs of our members. Whilst our EDI & People Team and Inclusion Champions ensured we are integrated in our planning this plan is one that belongs to all of us.

The third version of our Diversity and Inclusion Action Plan is intended to supercharge our commitment in inclusion. Our focus will be on strengthening our local workforce and building resilience and working with our network to achieve our outcomes. We plan to take our mission forward by focusing our efforts around 3 key ambitions.

1. Valuing and supporting our people, and ensuring our workforce reflects the communities we serve.

2. Leading by example, we will drive positive change across our network with our passion and understanding of inclusion.

3. Collaborating with partners across the UK to improve the representation of historically under-served communities within grassroots sport.

We plan to achieve these ambitions by adopting a strengths-based approach with our workforce, continuing to stay member focused and leveraging on our wider partnerships to close the gaps between our members and partners. Sported's strength is in the ability to build partnerships and to use this as a base of strength for our communities. We value our partnerships from across our sector. However, we recognise that we have a unique opportunity to consider how we build, grow and learn from our partners and our members. As we look to diversify our workforce and expand our members our existing partners are founded on our mutual values and is an essential component to our ways of working.

Our plans are bold, brave and reflect our intent to ensure that our work in inclusion has the impact needed in the sector and reflect the need to address inequality as swiftly as possible; taking the appropriate action needed.

Wellbeing

Wellbeing is entwined throughout the DIAP and intersects within everything we do as an organisation, right from increasing and enhancing the sport and physical activity offer for all children and young people, and the communities we serve.

Internally we are focusing on ensuring self-care and **positive mental health are considered 'business as usual for all employees'**. There are several ways we are doing this, and are highlighted below;

The introduction of staff Wellness Action Plans, giving staff members an opportunity to reflect on their own wellbeing, including 'what keeps them well at work'. These have been integrated into the PDP and 1:1 processes, ensuring a regular conversation is had between line manager and direct reports.

Development of a 'one stop shop' for staff to access materials and resources on mental health and wellbeing.

100% of line managers will be trained as Mental Health First Aiders, giving them the awareness and confidence to have an open conversation with staff on both mental health and wellbeing. All staff at Sported will be offered the opportunity to complete the mental health first aid course, giving everyone internally the same level of knowledge and skills to have a conversation should it be required. We hope to create Mental Health champions internally as a next step for Sported, building on this further next year.

Delivery of regular open spaces on wellbeing and mental health consistently throughout the year. Each open space will cover a different topic area, making the open spaces progressive, but also ensuring a variety of different conversations are being had. Not only this, keeping the dialogue open internally to support in reduction of any stigma.

Wellbeing



To support our groups and young people, we need to ensure we work in partnership with national and local partners. From a wellbeing perspective we want to enhance the partnerships we already have, to avoid re-inventing the wheel and ensuring projects and programmes have widespread input and expertise.

We currently have strong relationships with Mind and Young Minds, but moving forward we would like to expand the partners we work with in the health and wellbeing space.

People

Our workforce is our biggest asset. Sported is uniquely positioned to meet the needs of historically under-served communities. We see this as essential that our workforce reflects the communities that we serve. Over the last 9 years our staff team has grown by 50%. Our current staff data highlights many strengths in the organisation such as age range, and that 68% of our staff are women and 57% of SLT are women. **However, we recognise the need to supercharge our work in this area and be proactive in ensuring that we target our ethnically diverse communities as part of a 'see it be it' approach.**



We will build a system so that end to end we target and understand the pathways that staff come into Sported from and we learn lessons where we need to be proactive in ensuring that we reach our targets of to how we recruit our staff in future and ensure that we have a robust system end to end. The feedback received from current staff - and those who have moved on - is that flexibility is a strength of Sported.



We aim to focus our priorities at targeting staff recruited from ethnically diverse communities as our data tells us that 50% of our members engage with these communities. Taking a 'see it be it' approach applies to us here at Sported as well as to the wider Sport for Development sector. The year of this plan will set the foundations for how we should continue to take this forward and close the gap between our members and our workforce. We aim to have established the baselines want to increase the proportion of applicants from ethnically diverse communities.

Increase by 30% applicants from historically under-represented backgrounds. Once a clear baseline is established. Sported are committed to ensuring that all **100% of our recruitment panels** are diverse and give specific attention to the work areas they are recruiting for to ensure a 'see it be it' approach to recruitment.


We understand the need to work harder in this area not only recognising the need to broaden our reach but recognising the need to do more to support sustainability and longevity of our staff from under-represented communities. **With this in mind, we will ensure that all new staff from ethnically diverse communities are offered coaching and mentoring support.**

From a people perspective, we want to ensure that we are being fair, equitable, and diverse, throughout the recruitment of all our roles in the organisation, and that all candidates are scored fairly and equally based on their skills, experience, and suitability for the position.

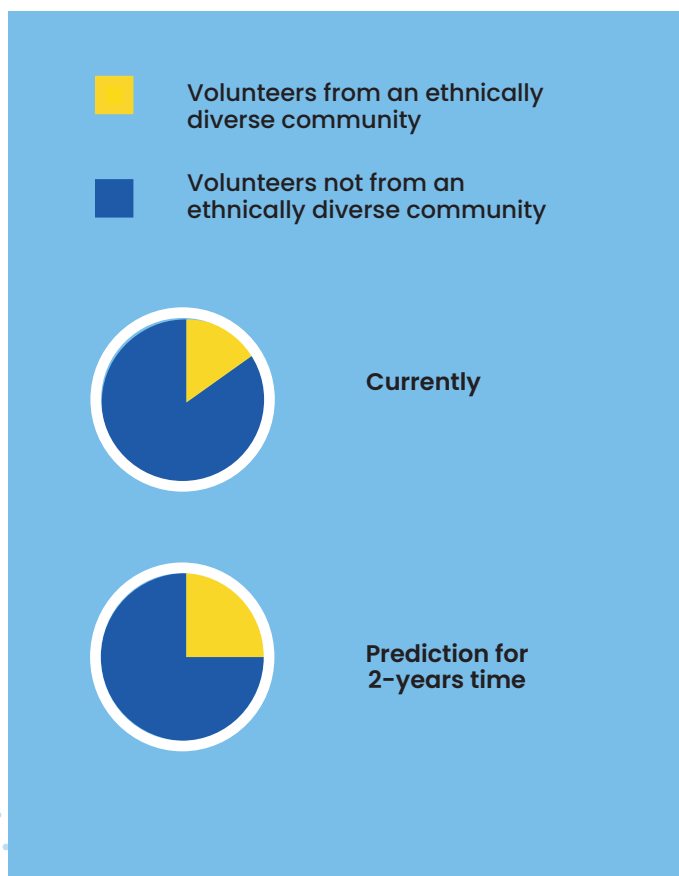
Volunteering

Over the last 2 years, we have worked towards ensuring that 15% of our volunteers come from ethnically diverse communities. Our current dataset shows that this goal is reachable. However, we believe that with an additional emphasis on a targeted approach to this outcome, this area of our workforce can grow to 25% over the next 2-years.

Sported has over 200 volunteers that work with our members across the UK. We could not undertake the work with our members effectively without them. Our DIAP recognises the unique needs of our volunteers and will adopt the same principles to how we recruit and retain our volunteer workforce as we will our paid staff. We want our volunteer team to reflect the communities we serve as work toward our goals to broaden the reach of our membership and serve a greater number of groups historically under-served communities. Our volunteers are critical to us reaching our goals.



We want to utilise the pathway from Sported’s volunteer and member base to promote and develop interest in working for Sported in a paid capacity. However, we also want to support our volunteers directly and have set ourselves the target of recruiting **50% of new volunteers recruited from under-represented communities reflected in our current staff team.**



We know we have a multi-skilled and multi-talented volunteer workforce and want to highlight this through our Volunteer Consultant pathway and having Volunteer topic champions.

Race Equity

Spoted prioritises supporting all individuals and communities, particularly those with protected characteristics. With a strong history of assisting ethnically diverse communities, women, girls, and individuals with disabilities, Spoted acknowledges the ongoing need for improvement and reaching further.

The DIAP outlines our priorities including:

 <p>25% of Spoted staff are from ethnically diverse communities by April 2025.</p>	 <p>Displaying the diversity of our team so that anyone can see themselves volunteering with Spoted.</p>	 <p>100% of new staff from ethnically diverse communities are offered coaching and mentoring support as part of their onboarding.</p>	 <p>30% board composition from ethnically diverse communities.</p>
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The organisation collaborates with corporate partners to provide grants and exclusive offers for groups conducting physical activities, especially targeting under-represented communities, prioritising those from racially diverse backgrounds.

We are also ensuring that we add an inter-sectional lens in all our work to support our targets of reaching as many people as we can from under-served communities. We are continuously looking at projects that focus on gender and the LGBTQIA+ community especially where they feature those from ethnically diverse communities.



Race Equity

Through its partnerships and projects like the Black Leaders in Sport Network, Sported strives to reduce barriers, empower communities, and amplify the voices of historically marginalised groups in the sports sector. Building sustainable partnerships, growing coaching pools, and fostering external visibility are key objectives to drive systemic change and promote inclusivity across the sector. We are working to ensure inclusive practices with initiatives including bespoke coaching and mentoring support for new and existing staff from ethnically diverse communities, with a focus on wellbeing and clear understanding of the impact of diversifying recruitment. Sported's ambition extends to empowering its members to engage and support young people from diverse backgrounds, ensuring representation in board composition, and providing targeted support and training in inclusive practice.

Overall, Sported's ambitions reflect a comprehensive approach to advancing racial equity, diversity, and inclusion in sports, with targeted strategies aimed at fostering representation, empowerment, and access for all.



Disability



There are 16 million disabled people in the UK and 11% of children are disabled (Scope) which highlights that the disabled community makes up a significant proportion of our society. However, disabled people are significantly less active than non-disabled people and are under-represented within the community sport workforce. Sported recognise that these statistics are problematic, particularly for young disabled people, therefore we are committed to the following actions which will lead to meaningful change.

We are focused on improving accessibility for future and **current employees, by reviewing our recruitment, processes and policies. This is reflected in our objective to achieve the Disability Confident Employer Level 1 by September 2024 and Level 2 By April 2025.**

In relation to young disabled people's activity levels, one factor that contributes to this is community sports groups lacking confidence and knowledge around disability, as this can prevent them from delivering sport and physical activity for young disabled people. **Sported want to ensure that everyone (including our staff) feel confident around disability inclusion both within sport and society.**



Disability



Finally, if we want to make real, impactful change we need to work together, therefore our third focus area is building and strengthening our partnerships within the disability space.



To combat this, we offer a variety of support for our members including bespoke projects across the UK which support community groups to upskill in this area by increasing their confidence and capacity within this space, 1-1 consultation, resources and webinars. In addition to this, our Disability Sport Network brings together our members and allies who offer; or are looking to offer inclusive sport/physical activity for young disabled people.

Our staff have access to disability awareness sessions which focus on creating a safe space for staff to learn and talk about disability. We also support staff with lived experience to become "Disability Inclusion Champions" who then influence our work in this area.



There's still more to do

We want to continue to support our members to do more. By targeting specific areas of need we know we can enable young people to reach their full potential. We want to ensure that through the lens of gender equity we realise the ambition of greater levels of participation within all communities. We are also aware of the under-representation of our LGBTQIA+ communities, and we will proactively support our members to do more in these spaces. Faith groups provide a resilience that young people can lean into to provide the best outcomes. We want to ensure that barriers contributed by faith are alleviated.

If our ambitions align with yours come and join the Sported community and be part of the change.

