

Equality, Diversity & Inclusion Workshops Outline 2021-22



Background

As part of our [EDI Action Plan 2021-22](#), we committed to starting a series of virtual conversations in autumn 2021, bringing together members and partners to discuss participation barriers to public leisure and culture. We also set out to discuss workforce diversification and EDI policies for leisure- and culture organisations. This workshop schedule aims to deliver on these commitments, and provide input for further EDI work in 2022 where EDI will form a key priority in our annual business plan.

When discussing EDI within our membership and with partners, we mean to refer to equal opportunities for participation in public leisure and culture in the broadest sense. This is in line with the [trust model](#) that our members work with, reinvesting profits into the organisation and therewith subsidising access and programmes for communities across England, Scotland and Wales. This ensures that individuals, community groups and families, regardless of where they live, their income or their ability to engage, have access to affordable and subsidised public leisure and cultural services.

Session 1: November 30, Women and Girls in Leisure

Delivered by Women in Sport, Observatory for Sport in Scotland, and ukactive.

This workshop will cover the barriers experienced by women and girls when participating in leisure, both from a workforce and participant perspective, and touch on solutions to overcome these.

Women in Sport will share their insight on barriers for women to participate in the leisure workforce, as well as in leisure and physical activity as a participant, with a specific focus on women in menopause.

The Observatory for Sport in Scotland will then highlight the results from their latest research on women in leadership positions in sport. Scottish sport has been on a path of improvement in tackling the gender gap in many areas of governance and delivery, but perceptions of significant change appear not to be matched by the reality; policy commitment not replicated in practice. At the current pace of change it would take almost 25 years to achieve gender equality in leadership roles across Scottish sport.

Building on this, ukactive will present their new guidebook that aims to support leisure- and sport organisations in making sport and physical activity safer and more accessible for women. ukactive in partnership Sport England earlier this year (April-May 21) jointly commissioned some new research to understand more about the motivations, barriers and anxieties that come into play when women consider attending their local fitness or leisure centre. Using the research findings, they have developed a practical guide with tangible solutions to support the sector in engaging the audience of women and girls.

The session ends with a panel discussion between the three speakers, and the opportunity for participants to ask questions and share their own experience and approaches.

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Session 2: December 7, Covid Impact: Changing Behaviours in Sport & Leisure

Delivered by Sport England

Join us for a short session with Sport England's Head of Behavioural Insight, Bev Blackburn, to explore the results of Sport England's most recent Active Lives survey and the data they hold on the Covid-19 impact on attitudes and behaviours towards sport and leisure.

Session 3: December 9, Workforce and Board Diversity

Co-delivered by Women in Sport, with more speakers confirmed shortly.

Using output from the CLUK annual HR survey, we will discuss workforce diversity and what can be done to increase this. We will also cover Board diversity and Board audits to ensure leisure and culture trusts are reflective of their communities and are supported by people with the right skills.

Session 4: December 14, A Leisure Centre for Everyone

Delivered by Sport England's Club Matters team

All the data shows us that stubborn inequalities exist in sport, and certain groups of people face more barriers than others to participate.

We know that the huge disruption of 2020 has further reinforced or exacerbated these inequalities, particularly for people with disabilities or long-term health conditions, people from lower socio-economic groups and people from ethnically diverse communities.

This workshop is a great starting point and we hope it helps colleagues to take away actions that will help them to become more welcoming, friendly, accessible and inclusive which will benefit everyone. This approach not only helps groups of people who find it hard to engage with leisure centres, but also helps operators generally to attract and retain more participants and volunteers.

Session 5: January 20, Disability Inclusion

Delivered by Community Leisure UK, Activity Alliance and ukactive

During this session, Activity Alliance will talk us through the journey of accessing a leisure facility from the point of view of disabled people, highlighting the barriers that they face and how they can be overcome.

Building on this perspective, ukactive will share their insights on what they know from an operator's perspective, supported by member insight from the Community Leisure UK

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membership – sharing case study approach of facility refurbishment and activity programming to become more inclusive and accessible.

Session 6: January 27, Concession Policies and Programmes

Delivered by Community Leisure UK, Sport Wales and Creu Cymru

As most members offer concession memberships and programmes, this discussion will focus on the suitability of concession schemes and whether they are successful in engaging those who would benefit the most, breaking down barriers to participation.

We will hear from members on their experience offering concession rates and programmes and whether they have been effective in increasing participation at their local centres and venues.

We will then hear from colleagues at Sport Wales who are doing an evaluation of the national free-swimming programme in Wales; looking at whether the intended audiences have been reached and participation in swimming has improved.

Finally, we will hear from Creu Cymru who manage *Hynt*, the national access scheme in Wales which works with theatres and arts centres in Wales to make sure there is a consistent offer available for visitors with an impairment or specific access requirement, and their Carers or Personal Assistants.

January / February [TBC], Trans awareness training

Training provider and dates to be confirmed shortly.

Session 7: February 21, Access for care experienced (young) people

Speakers will be confirmed in due course.

Exploring what support is offered to (young) people with a caring responsibility to be active and culturally engaged, including discounted access and support groups for people with a caring responsibility.

Session 8: March 23, Developing EDI policies for public leisure and culture

Delivered by Inclusive Cultures. More speakers to be confirmed in due course.

Reflecting on the previous workshops, we will explore what being an equal and inclusive leisure and culture provider means, including an overview of what equality and inclusion reporting is available and how this can provide input for leisure and culture trusts' own policies.