

HARINGEY SPORTS DEVELOPMENT TRUST
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EQUITY STATEMENT POLICY

What is Sports Equity?

"Sport Equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to everyone in society, whatever their ethnic origin, age, gender, impairments, social and economic status or level of ability".

Haringey Sports Development Sport Equity Statement is:

"The Haringey Sports Development Sport programmes will endeavour to be accessible to all sections of the community.

All people involved in the programmes should commit themselves to treat everyone with respect, irrespective of ability, gender, ethnicity, disability, cultural background, sexual orientation, religion, political affiliation, social class or age.

We will strive to identify and eliminate practices that prevent access to sport, or make anyone feel uncomfortable whilst participating. Discrimination or any behaviour against any individual will lead to exclusion from the programme".

It is the policy of Haringey Sports Development to ensure that everyone has equal access to sporting opportunities. However, it is recognised that equal opportunity requires targeted, positive action, and it will be the aim of the Partnership to ensure that the necessary actions are taken to encourage all residents in Haringey to take part in sport through Haringey Sports Development Sport related programmes.

As well as stimulating participation by under-represented groups, it is clearly understood Haringey Sports Development CSP must continue to encourage increased participation by those parts of society which are already well represented. It will encourage all persons to take part in sport at the most appropriate level for them, and will ensure that no-one working for Haringey Sports Development Sport takes any action which would discourage any individuals from achieving their maximum potential through sport and physical activity.

It will, however, support the setting of targets for identified groups who are under represented in each of the areas of Haringey, and in existing programmes of activity, will be encouraged that they are designed to achieve those targets.

Those figures will relate to the national targets set by Haringey Sports Development Trust, but will reflect local variations within the county with particular reference to the large Black and ethnic minority community within Haringey.

In order to ensure equality of access and adherence to the above statement the Partnership will:

- Use facilities that are accessible to everyone,
- Provide information in ways that are accessible to everyone, including publications of all materials where practical or reasonable to do so. Where necessary provide advocates and support mechanisms to ensure effective communication and dissemination of information,
- Seek to address individuals financial circumstances which prevent them accessing the services, through childcare, pricing, transport etc,
- Regularly consult representative organisations about the service we are, or should be offering.
- Strive to ensure all persons have the necessary transport and appropriate support to access programmes/services, providing assistance where necessary,
- Encourage priority groups to become involved in the planning and implementation of the programmes,
- Promote understanding and adherence to the Statement by all persons involved in the programmes,
- Provide appropriate training for all necessary persons in order to implement policy,
- Ensure equipment provided for use is accessible and fit for purpose for all,
- Recognise barriers that traditionally disenfranchised target groups, and develop appropriate intervention strategies (eg Outreach) that will ensure their fuller involvement with sport and physical activity programmes,
- Develop an officer checklist to guide the implementation of equitable activity programmes,
- Support Local Sport Alliances (LSA's) to enhance equitable principles within the strategies/policies and services they deliver,
- Actively encourage the use of all relevant policies affecting equity, including host facilities, equal opportunities policies and Employment Equality Policy Statement with a particular focus on promoting and supporting the Equality Standard,
- Ensure that equity procedures of all the members of Haringey Sports Development CSP are shared/endorsed by key partner organisations,
- Actively encourage/promote disability guidelines (DDA 2004),
- Liaise with Women's Sport Foundation (WSF), Sporting Equals (CRE&SE) and English Federation Disability Sport (EFDS) and Sports Coach UK (SCUK) to further encourage good practice relating to equity and to follow their guidelines,
- Support programmes of activity aimed at promoting social inclusion to actively support in the designated sport action zones.

The Haringey Sports Development CSP recognises that many of the National Governing Bodies, Youth Sport Trust, Sports Coach UK, EFDS etc have their own individual policies and it is requested that these be adhered to by any personnel working within Haringey Sports Development CSP.

EQUITY STATEMENT OF INTENT

Haringey Sports Development Sport is committed to ensuring that equity is 'Built in and not Bolted on' and is integral to all of our strategies, programmes and activities. The Equality Standard is a framework for sport and it is our intention to adopt the Standard as a tool to influence and shape the equality agenda throughout our partnership.

The challenge for Haringey Sports Development Sport and its partners is to develop strategies and actions that will allow an increase in the participation of under-represented groups, whilst tackling the many inequalities that still remain in sport.

Through the provision of an appropriate infra-structure in sport a positive difference will be made at a local and regional level to the involvement of under-represented communities in mainstream physical activity and sport.

We believe the framework will assist us in achieving greater participation in sport and will act as a support mechanism for those who are currently under-represented. It is our ambition at Haringey Sports Development Sport to strengthen the commitment to working in partnership with key strategic partners to bring changes in the way we develop and deliver sporting and physical activities to all of our communities.

DEVELOPING RACIAL EQUALITY IN SPORT ACROSS HARINGEY

A recent Haringey Sports Development Trust survey revealed that participation in sport by black and ethnic minority communities is lower than the National average.

This finding highlights the fact that ethnic minority communities have found it difficult to obtain access to opportunities, services and life chances in many areas of social, political and economic life. They tend to be poorly represented at decision making levels and find themselves excluded from facilities, such as leisure centres.

Legislation has come into place, through the Race Relations (Amendment) Act 2000, that makes it unlawful for any public authority to discriminate on racial grounds directly, indirectly or by victimisation in relation to any of its activities. Also, it makes a duty for all public authorities to have due regard for the need to eliminate racial discrimination and promote racial equality in carrying out their functions.

In terms of sport, locally there have been positive examples of projects established to promote racial inequality and prevent discrimination in sport. The Haringey Sports Development Sport programme has contributed positively towards the way sport is delivered to young people and vulnerable adults with potential to fulfilling their ability. The programme has attracted high numbers from this section of the community.

DISABILITY DISCRIMINATION ACT 1995

The Disability Discrimination Act (DDA) aims to end the discrimination which many disabled people face. This Act gives disabled people rights in the areas of:

- Employment,
- access to goods, facilities and services,
- buying or renting land or property.
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The employment rights and first rights of access came into force on 2nd December, 1996; further rights of access came into force on 1st October, 1999; and the final rights of access came into force in October 2004.

In addition this Act:

- allows the Government to set minimum standards so that disabled people can use public transport easily.

Signed:



Burk Gravis
Chief Executive Officer

Position in Trust:

Date:

4th January 2024

Signed:



David Thomas
Vice Chair of Trust

Position in Trust:

Date:

4th January 2024

REVIEW DATE

This statement will be reviewed for effectiveness as and when major changes occur and at the latest January 2026.