

2016

Equality and Diversity Sports Induction Pack

A Useful Tool for introduction to Equality
and Diversity in sport

This resource provides an induction and refresher package for staff and volunteers working in a range of capacities for organisations involved in the provision of opportunities for people of all ages, backgrounds and abilities to participate in and enjoy sporting activities, whether in the public, private or voluntary and community sector



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About this resource

This resource provides an induction and refresher package for staff and volunteers working in a range of capacities for organisations involved in the provision of opportunities for people of all ages, backgrounds and abilities to participate in and enjoy sporting activities, whether in the public, private or voluntary and community sector.

It can be used to form the basis either of formal induction training or guided self study for new and existing staff, including temporary staff, volunteers and people on work placement. In addition, it can be used flexibly to support delivery of equality and diversity sessions for those working directly with service users, volunteers or staff.

It aims to:

- remove any mystery and misconceptions and clearly explain the concepts of equality and diversity
- suggest simple strategies for supporting equality and diversity in everyday situations that staff can put into practice straight away
- offer practical advice on dealing with challenging situations in an effective way
- demonstrate how embracing equality and diversity creates a better working environment for everyone
- improve understanding and social awareness of why people behave differently and thus reduce the incidence of unwitting and unintentional discriminatory behaviour
- reflect the reality of multiple discrimination, since everyone is affected by each of the characteristics that are protected by legislation, and areas not protected by law
- explore the ways in which equality and diversity issues manifest themselves in the sporting environment
- show how equality and diversity extends to safeguarding children and vulnerable adults in sport settings

The following graphics help to guide the user around the resource.



Signposts users to relevant and differentiated activities



Information on roles and responsibilities



Information or activity exploring legislation



Practical tips and advice

The resource includes a range of examples, advice, practical tips and activities to help embed the learning in an interesting way. Some activities are differentiated to allow different levels of difficulty – the signposting graphic indicates where this occurs. It draws on people's own experiences and highlights the application and relevance of equality and diversity in a range of roles, including those of managers, teaching/training staff, supervisors, support staff, administrators and those who work directly with service users, such as coaches, officials and volunteers.