



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



Contents

| | |
|--|-----------|
| About this resource | 4 |
| What do we mean by equality and diversity? | 6 |
| Equality | 6 |
| Diversity | 6 |
| Areas of equality protected by law | 7 |
| Why is equality and diversity important? | 9 |
| How it affects you | 9 |
| How it affects the organisation and its users | 9 |
| Your employer's responsibilities | 10 |
| Responsibilities towards employees | 10 |
| Making a complaint | 10 |
| Your responsibilities | 11 |
| General responsibilities | 11 |
| Additional responsibilities | 12 |
| What gets in the way of treating people fairly? | 14 |
| Barriers to equality | 14 |
| Breaking down the barriers | 17 |
| Challenging unacceptable behaviour | 19 |
| Practical steps and strategies | 20 |
| How to encourage respect for diversity | 22 |
| Practical tips | 22 |

| | |
|--|-----------|
| Developing cultural and social awareness | 23 |
| Differences in dress | 23 |
| Differences in diet | 24 |
| Differences in body language | 25 |
| Differences in religious observance | 26 |
| Acceptable language | 26 |
| Practical tips for promoting equality | 27 |
| ... in relation to gender and transgender | 27 |
| ... in relation to race or culture | 27 |
| ... in relation to religion or belief | 28 |
| ... in relation to sexual orientation | 28 |
| ... in relation to age | 28 |
| ... in relation to disability | 29 |
| Making sport more inclusive | 31 |
| Inequalities in sports: Some facts | 31 |
| Some barriers to participation in sport | 32 |
| Inclusiveness in sport | 34 |
| Safeguarding vulnerable adults and children | 36 |
| Safeguarding vulnerable adults | 36 |
| Safeguarding children | 38 |
| Good practice | 40 |
| How diverse is your community? | 41 |
| Finding out about your community | 41 |

Activities

| | |
|---|-----------|
| Equality Act debate | 43 |
| Equality Act debate answers | 46 |
| The consequences of NOT embracing equality and diversity | 48 |
| Are they protected? | 49 |
| Does the law protect them? | 52 |
| Are they protected?/Does the law protect them? Answers | 54 |
| Case study: sexual orientation | 55 |
| Case study: religion or belief | 56 |
| Case study: age | 57 |
| Case study: race | 58 |
| Case study: gender | 59 |
| Case study: disability | 60 |
| Case study: gender reassignment | 61 |
| Case studies discussion points | 62 |
| Changing your own behaviour | 65 |
| What can you do to encourage respect for diversity? | 66 |
| What would you do? | 68 |
| Using the right language | 72 |
| Is this an acceptable term? | 73 |
| Using the right language/Is this an acceptable term? Answers | 75 |
| Inequalities in sport quiz | 76 |
| Inequalities in sport quiz answers | 78 |
| Create your own quiz | 80 |
| Local equality and diversity quiz template | 81 |

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.