



TOGETHER ACTIVE

**Equality, Diversity
and Inclusion
Framework 2022**

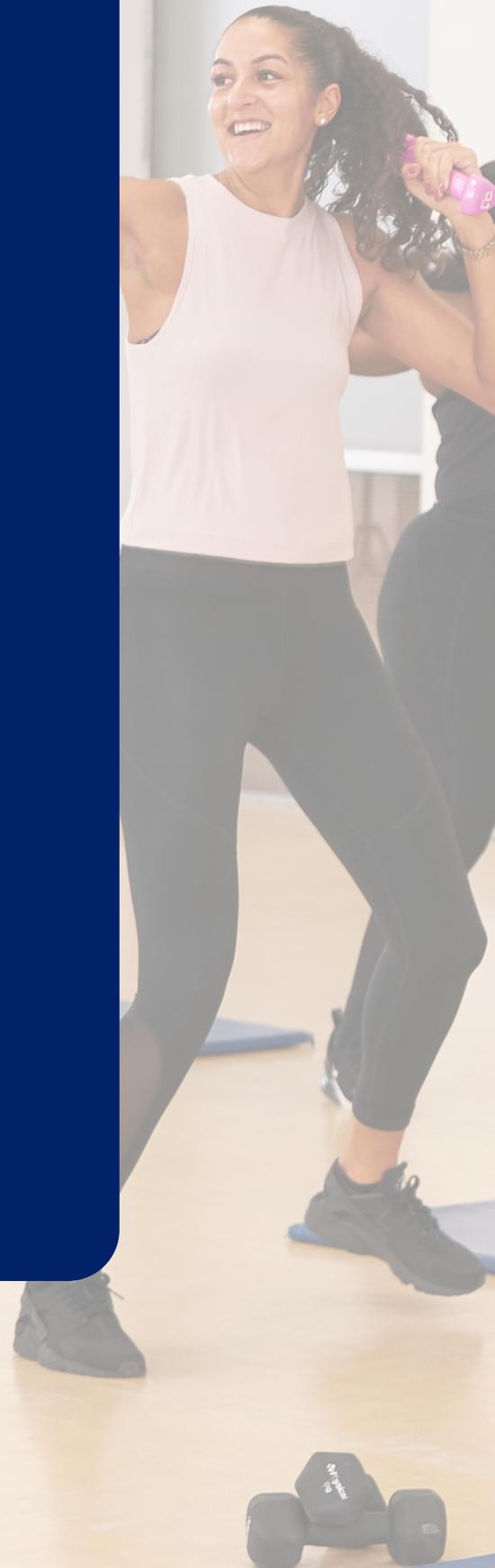
Foreword

Toyin Higgs
Board Trustee and Chair of the
Equality, Diversity and
Inclusion Group

Two years ago our world looked very different. We were at the start of a pandemic and all 'knew of' the Black Lives Matter movement.

We had no idea that in 2022 we would still be living with the impact of Covid-19 or of the consequences of it. Or that since May 2020 that the impact Black Lives Matter movement had, would have been better understood by a broader audience.

In being tied to our homes we all took in the lived experiences of many people around the world in regard to racial oppression and felt the ripples of the wider debates that took place across our communities.





We have debated in sport for some time the need to be the best that we can be and for there to be a greater depth of diversity in the higher echelons of our organisations. This requires of us all, a level of honesty as to where we really are as organisations and a commitment to championing the needs of all of our communities.

Through the implementation of the Together Active Equality Diversity and Inclusion framework, as an organisation we have begun this journey. It has not always been comfortable and neither should any profound change be, but we have reached a point where we can be confident that we will be consistent in our approach to equality and diversity and we will reach the outcome of meaningful inclusion.

Thank you to everyone who has been involved in the start of our journey in looking at ourselves first. We hope that we can support others do the same and take the steps forward needed to significantly implement inclusive practice.

Tayin

Introduction

CEO Jude Taylor

At Together Active, we believe in the power of movement to transform lives. It is essential therefore that everyone should have the opportunity to be actively involved in whatever activity they choose.

But the reality is a tale of missed opportunities. Far too many people experience barriers and feelings of exclusion.

At Together Active we take our role in addressing these inequalities seriously and this starts at home.

In 2021 Together Active set up an Equality Diversity and Inclusion (ED&I) sub-group of the Together Active Board. The overall purpose of the group is to ensure Together Active becomes the most equitable organisation we can be and is accountable and transparent in all these aspects of equality, diversity, and inclusion.

The purpose of this framework is to:

- Outline our journey to becoming a more equitable organisation
- Give structure to how we make organisational decisions which embed equality, diversity, and inclusion in everything we do
- Foster consistency in our approach
- Be transparent about what we will do and how we will do it
- And it will act as a lens through which we make decisions and take action

Our framework



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**Communications
and
Engagement**

**Business
Operations**



Culture



An inclusive culture sits at the heart of everything we do.

This ED&I Framework will drive continuous cultural change and improvement within Together Active to become a fairer, more diverse and inclusive organisation.

ED&I is a core value of our organisational culture both formal and informal which we all embed in our day-to-day work through our policies, procedures and delivery plan.

We will:

Use this ED&I Framework to drive continuous cultural change and improvement within Together Active to become a fairer, more diverse and inclusive organisation.

Create a culture which actively seeks out listens and values people and communities with different lived experiences. We will use these voices to shape our decisions and actions.

Our values

This Framework is underpinned by our organisational values included in our [Step-Up Strategy 2021-25](#)

We are Focused.

Everything we do will help people to be more active.

We are Inclusive.

We leave nobody behind: we do not accept that characteristics such as age, gender, sexual orientation, disability, ethnicity or income should determine your access to physical activity.

We are Engaged.

We will listen first; we always seek to understand.

We are Relentless.

We are passionate about the importance of sport and physical activity.

We are Collaborative.

We never go it alone; we work to develop collaborations that are capable of sparking change.

We are Effective.

We will demonstrate the impact of our work using clinical, economic and social measures and support our partners in doing the same.

Leadership and Governance

We will:

- Make strategic and financial decisions which will break down and not perpetuate the barriers to access and inclusion that are too often experienced by people from marginalised backgrounds.
- Use the best data available to us to compare the population data for **Staffordshire and Stoke-on-Trent** as a whole, to the Board, staff and wider workforce demographic. We will use this to set inclusive racial diversity guiding principles, to be scrutinised regularly, rather than being prescriptive about targets.
- Implement the **Race Code Action Plan** over the next 3 years with agreed targets and commitments which will be accountable to the ED&I sub-group of the Board. We will monitor other equity codes and charters to ensure the Action Plan incorporates all recommended ED&I good practices.
- Achieve the new Sport England and UK Sport Tier Three of the revised Code for Sports Governance.
- Continuously advocate for equity in access to sport and physical activity for all our communities.
- Seek to effect change outside our organisation where we perceive injustice and discrimination.
- Encourage leaders of other organisations to push further with their own ED&I practices.

Policy and Procedures

We will:

- Review and monitor our recruitment policies and process to ensure they are fair, accessible, and attractive to applicants from all backgrounds so that it will lead to a more diverse workforce.
- Collect ED&I data at all stages of the recruitment process to measure our diversity progress.
- Review all our HR policies which pertain to ED&I and race specifically. This will include updating our ED&I policy, anti-bullying and harassment policy.
- Develop an **ED&I Training, Education and Induction Programme** for our Board, staff and the wider workforce, which will build our knowledge, skills, and confidence to improve diversity and inclusion in physical activity and sport.
- Explore and develop staff and wider workforce progression pathways by ensuring all staff and the wider workforce have the ability to progress.
- Include **ED&I as a mandatory value** to assess in our Performance and Development Review process.

Business Operations

We will:

- Demonstrate an **unwavering commitment and focus** on increasing physical activity in our priority groups.
- Support the development of **sustainable community provision** that meets the needs of our target audiences and truly addresses inequalities.
- Use the **Equality Impact Assessment tool** in a proportionate and appropriate way to adapt products and services and apply it to our community funding process.
- Work with groups and organisations who demonstrate a commitment to engage, consult and have conversations with their target group.
- Improve our reach into diverse communities and collect appropriate data and insight to monitor the progress of our programmes and grant funded projects (using Katala* tool).
- Use the Together Active Evaluation Framework to assess the impact of our collective actions on equality diversity and inclusion.

*Katala is a relationship management tool designed specifically for non-profits to help the team share information, measure change and demonstrate the impact of projects.

Communications and Engagement

We will:

- Improve our understanding and articulation of the needs of our diverse communities and of individuals within them.
- Use inclusive methods, across all our communication platforms and approaches in the right channels, sticking to our inclusive language principles and using diverse imagery.
- Speak out where we have knowledge and understanding on key issues challenging discrimination and building anti-discrimination practice.
- Seek to understand barriers and opportunities better through true engagement, co-design and by building an inclusion or advisory network of diverse voices to inform our work.
- Use Katala as an ED&I stakeholder audit and engagement plan tool.
- Report on our ED&I journey and understanding as an organisation in the annual plan on our website (infographic) and in social media.
- Use ongoing storytelling to bring our journey to life and to enable more diverse voices to be heard.

Glossary of Terms



Equality

Making sure that everyone is treated the same, which does not necessarily result in equal outcomes as different people have different needs. It relates to the legislative framework in the UK, the Equality Act 2010.

Equity

Achieving equity means recognising and meeting different needs and results in fairness of outcome.

Glossary of Terms

Code of Sports Governance

Organisations seeking public funding for sport and physical activity must meet gold standards of governance considered to be among the most advanced in the world. Tier 3 represents the top level of mandatory governance requirements in **the Code**.

Equality Impact Assessment

An equality impact assessment is a process designed to ensure that a policy, project or scheme does not unlawfully discriminate against any protected characteristic under **The Equality Act 2010**.

Katala

Katala is a relationship management tool designed specifically for non-profits to help the team share information, measure change and demonstrate the impact of projects.

The Race Code

The Race Code is designed to provide organisations with an accountability framework and action plan to address race inequality in the boardroom and senior leadership team.



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