



The Equality Standard: A Framework for Sport

The Standard explained

The Standard is based on two broad areas of activity and four levels of achievement. All four levels must be supported by relevant evidence, which will be verified through an evaluation process, which will be undertaken by both UK Sport and the Home Nation Sports Councils.

In defining the equality needs for sports organisations, the Standard has identified two areas of activity:

- ❖ Developing Your Organisation – what your organisation is. This will be a reflection of the culture, policies, leadership and people.
- ❖ Developing Your Services – what your organisation does. This is reflected in the impact that policies, leadership and people have on your organisation's programmes, communications and customer service.

There are four levels to the Standard. Each level has been developed to take account of the different starting points of different sports organisations. The outcomes from each level are as follows:

Foundation

- ❖ Your organisation is committed to equality.
- ❖ Your organisation has an equality policy that has been communicated and is understood by staff and key volunteers.
- ❖ Your organisation is aware of its current profile in terms of equality.

Preliminary

- ❖ Your organisation understands the issues and barriers faced by under-represented groups in sport.
- ❖ Your organisation has a robust equality action plan which all staff, volunteers and key stakeholders understand.
- ❖ All staff and volunteers within your organisation understand the principles of equality and their role in delivering against your action plan.
- ❖ Partner organisations and new audiences are aware of, and are engaged in, the delivery of your action plan.

Intermediate

- ❖ Your organisation has increased the diversity of its leadership, staff, board and senior volunteers.
- ❖ All internal policies pay due regard to diversity.
- ❖ You have a staff/volunteer team with a strong understanding and commitment to equality at head office, regional, county and club membership levels.



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- ❖ You have increased the diversity of people participating in and using your services.
- ❖ People inside and outside your organisation are aware of your success and achievements in working towards equality.

Advanced

- ❖ Leadership and staff are reflective of the community your organisation serves.
- ❖ Equality is central to the way your organisation carries out all of its work.
- ❖ All of your programmes and investment pay due regard to the diverse groups you serve.
- ❖ Participants, coaches and officials are reflective of the community.
- ❖ All affiliated organisations and clubs are able to engage and develop participants, coaches, officials and administrators from under-represented groups.
- ❖ There is an increase in the number of athletes from under-represented groups in performance and elite sport.

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Further Details about the standard are available on:

- ❖ The UK Sport Website: <http://www.uksport.gov.uk>
- ❖ VAGA Associates website: <http://www.vagaassociates.com/eqss/index.htm>