

Equality and Diversity Report (1st April 2017 – 31st March 2018 and 1st April 2018 – 30th September 2018.)

Our commitment to Equality and Diversity relates across a range of programmes and supports our partners and stakeholders.

GOGA

Delivery started on Get Out Get Active (GOGA) programme in January 2017. GOGA is a programme that aims to support existing activities to become inclusive or to create opportunities where there is demand and a gap in the market for inclusive activities. The programme aims for all the projects to be accessible for people with a disability, for all ages (with a focus on older people), male and females and all abilities.

April 2017 – March 2018

- 1145 people took part
- 30% had a disability
- 23% over 51 years
- 25% male
- 75% female

April 2018 – September 2018

- 609 people took part
- 30% had a disability
- 54% over 51 years
- 25% male
- 75% female

Satellite clubs

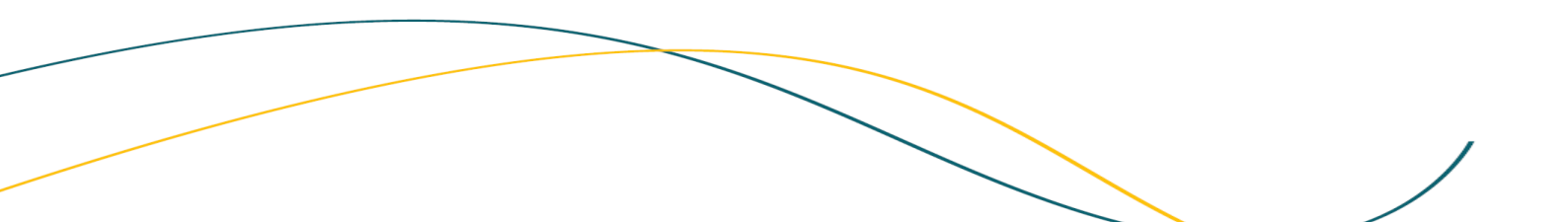
We have offered training to all our active clubs and most have taken the opportunity to update or develop their volunteers.

School Games

Active Lincolnshire have delivered five inclusive sports at our County finals (Boccia, New Age Kurling, Inclusive Golf, MLD Athletics and Goalball). The competition have been for children who have Special Educational Needs and/or a Disability.

Wheelchair programme

The wheelchair sports programme began in 2010 and is still being delivered in schools and events across the county today. Specialist coaches are deployed into schools to deliver training and upskill the teachers and pupils. The school then have the use of the wheelchairs for the following term.



April 2017 - March 2018

- 1 x FE – 25 attendees
- 2 x HE – 60 attendees
- 4 x Primary Schools - engaged 800 pupils
- Engagement Event (Poacher). Delivery across 7 days with 14 sessions a day – Total number of people engaged = 980

April 2018 - September 2018

- 1 x Secondary School – engaged 130
- Boston event – engaged 100 people
- Police/Fire family day – engaged 110 people
- CEO Corporate event – engaged 106 people

Inclusive communications training

All Active Lincolnshire staff took part in training in February 2017 around inclusive communications. The AL Communications Officer took part in a master class in May 2018. The training this been used to update our branding guidelines and practices.

LEAD

We are currently working are way through the Activity Alliance (formally EFDS) Leading Equitable and Accessible Delivery. The action plan has been embedded alongside the Equality and Diversity plan.

Diversity Action Plan

We have combined the LEAD, Equality & Diversity and the E&D Governance action plans under one plan to ensure nothing is missed and we're working more efficiently and not duplicating pieces of work.

Achieving foundation for the Equality Plan – We are currently working towards foundation level using the Diversity action plan.

Active Lincolnshire's Board

As part of the Equality Standard and for governance we have been marketing and targeting individuals to ensure we get a balance ideally 50/50 male / female split. The current make up is 60% male and 40% female. We have also people with experience around equality & diversity and safeguarding who are supported by staff members. We have a Board member who oversees Equality & Diversity – Joanne Metcalfe – Trustee & interim Senior Independent Director who has been the lead for Equality & Diversity since the 11th August 2017 Board meeting.