



active
lincolnshire

Beyond Inclusion: Our commitment to tackling inequalities.

2023-2028 | Version 1.0

Diversity and Inclusion Action Plan (DIAP)

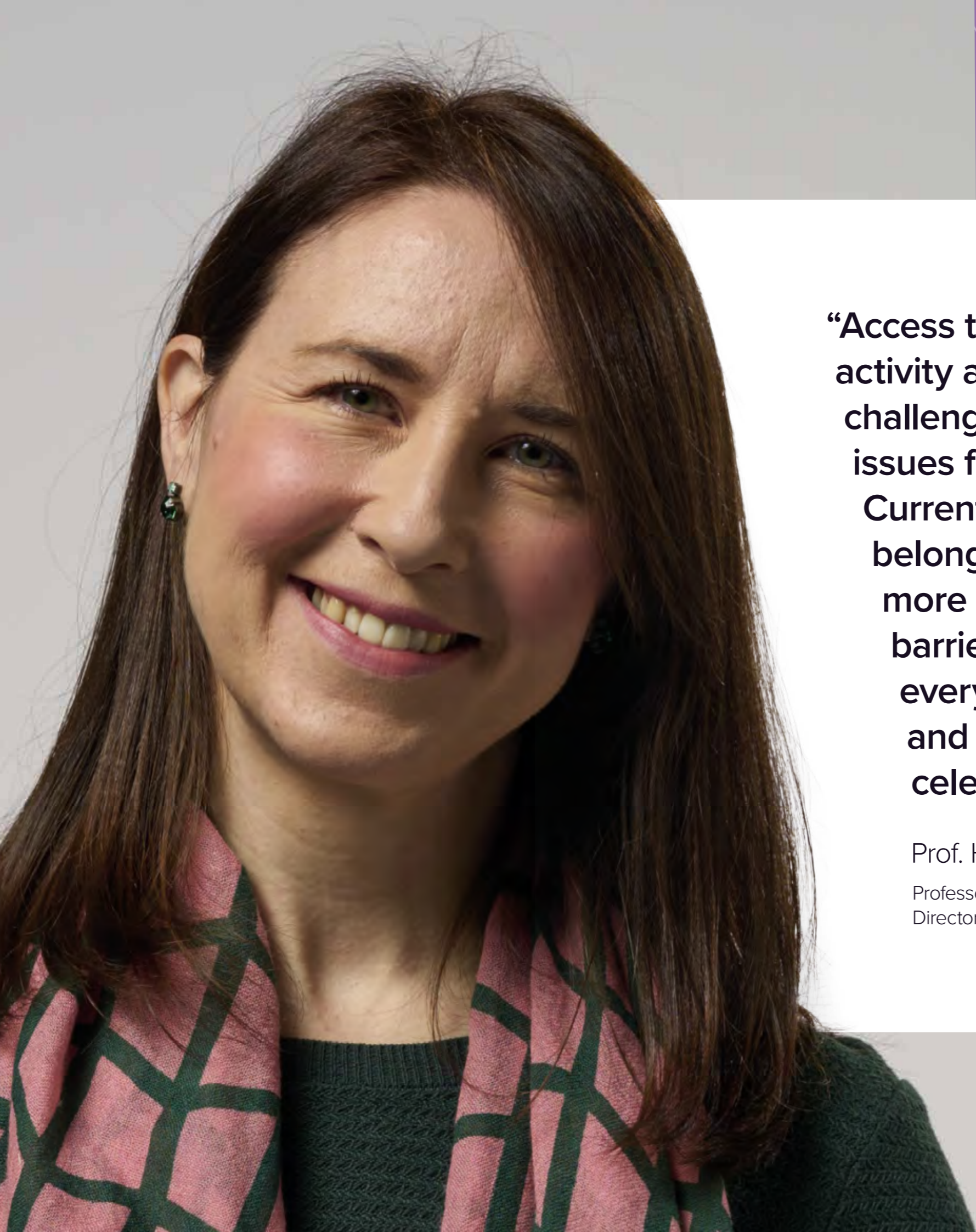
MORE PEOPLE.
MORE ACTIVE.
MORE OFTEN.





Active Lincolnshire is a lead enabler for physical activity in the county.

We lead, connect, and enable organisations to reduce inactivity and influence the collective goals set out in the county-wide Let's Move Lincolnshire strategy.



“Access to, and enjoyment of, physical activity and sport has the potential to challenge equality, inclusion and diversity issues for individuals and societies alike. Currently, not everyone feels like they belong in these spaces and places and more must be done to tackle sustained barriers to participation to ensure everyone’s right to take part in sport and physical activity is protected and celebrated.”

Prof. Hanya Pielichaty

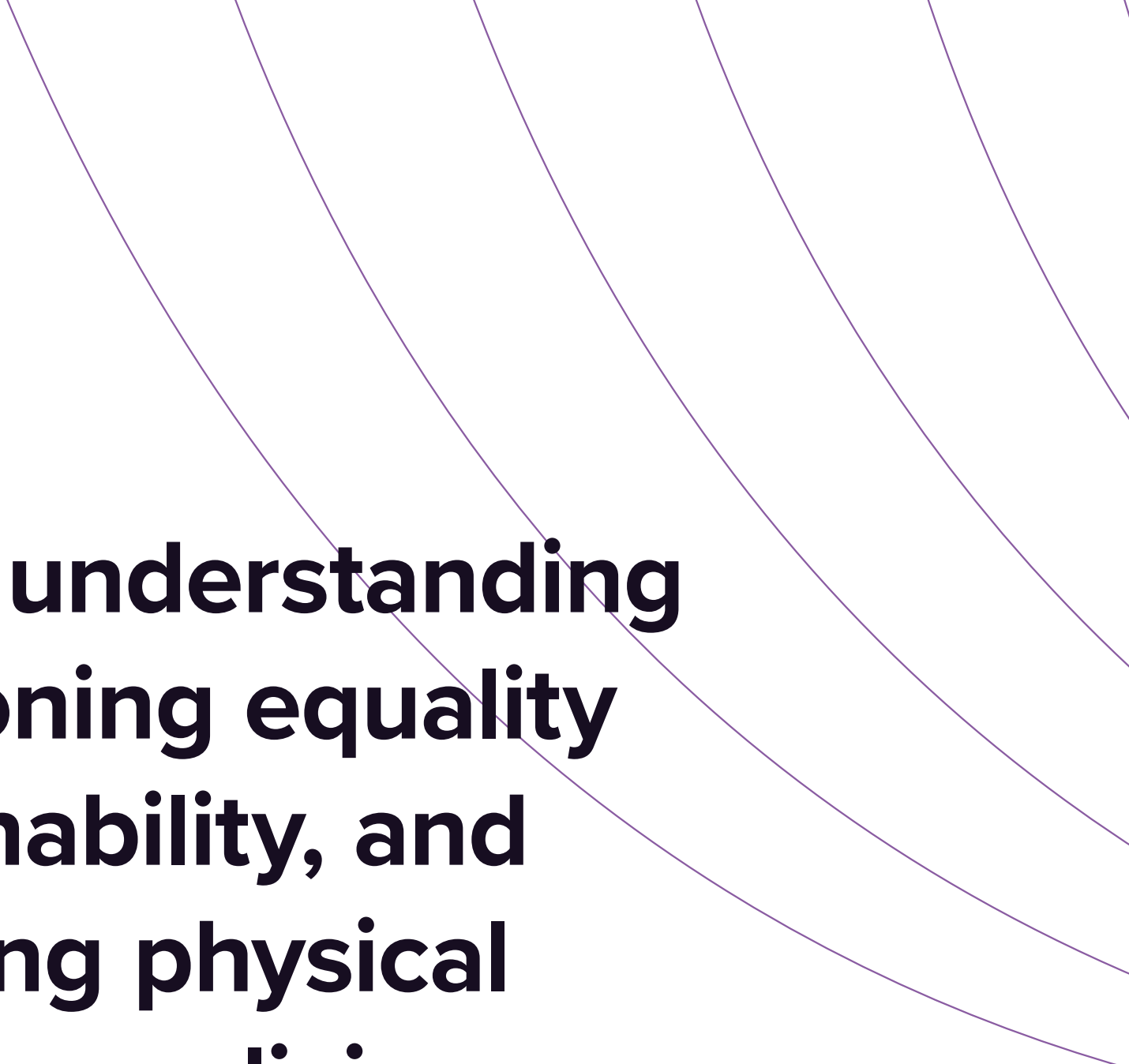
Professor of Sport, Gender & Inclusive Education, University of Lincoln
Director & Independent Trustee of the Active Partnerships National Board

A woman with blonde hair, wearing a bright green t-shirt, is shown from the chest up with her arms raised in a crowd. The background is a blurred outdoor setting with trees and sunlight. The image is overlaid with large, semi-transparent geometric shapes: a purple triangle on the right side and a green triangle on the left side.

**We improve
lives through
the positive
power of
movement.**



MORE PEOPLE.
MORE ACTIVE.
MORE OFTEN.



By building a shared understanding of inactivity, championing equality and inclusion, sustainability, and welfare and integrating physical activity into all sectors, policies, strategies, and education.

Contents

- 1 What is our Diversity & Inclusion Action Plan (DIAP) and Strategy P11**
- 2 Active Lincolnshire Leadership: Our statement of commitment & ambition P14**
- 4 Why is this important? P19**
- 5 About Lincolnshire's populations and demographics P22**
- 6 Active Lincolnshire: Where are we now - Our People P25**
- 7 Active Lincolnshire: Our EDI journey so far P38**
- 8 Ambition, aims and action plan P41**
- 9 Making Active Lincolnshire Accountable P47**
- 10 Glossary & Contribution P49**
- Appendix 1: DIAP Action Plan P52**

Context

As the Sport England funded lead organisation to deliver the national ‘Uniting the Movement’ strategy in Lincolnshire, Active Lincolnshire are taking responsibility for supporting the local system to together tackle the inequalities that exist in access to and participating in sport and physical activity.

This must start with commitment to diversity, inclusion and learning across our organisation, through our people, our leadership, our culture, and our governance. And our role in disseminating and influencing the wider physical activity, sport and leisure sector and advocating for greater inclusion and diversity.

There are c. 1,200 community and voluntary organisations and 1,200 businesses involved in delivering physical activity across the Greater Lincolnshire region. Active Lincolnshire’s role is to champion, support, and advocate for the sector to enable all people to have the option and opportunity to lead more active lives.

Active Lincolnshire’s Diversity and Inclusion Action Strategy and Plan sets out our ambition and intent to achieve greater diversity within and role modelling inclusion at the core of our organisation,

alongside enabling and championing an inclusive and diverse physical activity sector.

Active Lincolnshire is a charity and has played a role in the local sport and physical activity sector for twenty years.

Aligned with the national Uniting the Movement strategy, and the local ‘Let’s Move Lincolnshire’ strategy for physical activity, tackling inequalities that exist in accessing sport and physical activity and supporting communities who face more barriers to participation is the key focus of our work.

We are continually working towards being a more diverse and inclusive organisation in the characteristics, culture and values of our people and ways of working. And we are always learning and developing as the needs of our communities evolve and our understanding deepens.



Beyond Inclusion: Our commitment to tackling inequalities.

Diversity and Inclusion Action Plan (DIAP) | 2023-2028 | Version 1.0



**“It’s about everyone
or it’s about no one”**

(Jennifer Izekor).

Inclusion

Is about different
people being at the
table.

Belonging

Is ensuring that
those differences are
valued.

Values Driven Behaviour

Means we are passionate about
injustice, unfairness and doing the
right thing.

**So that everyone who works for us and who we work with
feels accepted, safe, supported, protected and valued.**

Executive Summary

Active Lincolnshire's Diversity and Inclusion Action Strategy and Plan sets out our ambition and intent to achieve greater diversity within and role modelling inclusion at the core of our organisation, alongside enabling and championing an inclusive and diverse physical activity sector.

Aligned with the national Uniting the Movement strategy, and the local 'Let's Move Lincolnshire' strategy for physical activity, tackling inequalities that exist in accessing sport and physical activity and supporting communities who face more barriers to participation is the key focus of our work.

Active Lincolnshire's ambitions are centred on:

- Committing to achieving greater diversity in all its forms of people on our Board, senior leadership team and across the whole organisation.
- Enabling and championing inclusive decision making, role modelling inclusion from the core of the organisation.
- Disseminating and sharing this ambition across all local organisations whose work impacts on people's ability to be more physically active, more often in Lincolnshire.
- A commitment to advocating for removing inequalities that exist in access to options to be physically active in Lincolnshire.

Our DIAP is our roadmap to making our ambition a reality.

Active Lincolnshire has identified five pillars as being central to this work that will be used to frame the action plan, recognising these are all essential components to ensuring we are able to meet our diversity and inclusion ambition:

- Leadership
- Governance and Compliance
- Data and Insight
- Our people and culture
- Stakeholder participation and sector engagement.

We are united in our commitment to:

- Ensuring our work, decisions and processes start from the position of inclusion.
- Creating an organisational culture and environment that wholly values and has at its core equality, diversity and inclusion.
- Seek understanding, and insight from people with lived experience.
- Recognising differences of opinion, experiences and protected characteristics as strengths
- Championing and advocating for diversity across the physical activity sector and wider stakeholders, disseminating and sharing information to enable others to make a difference.

We aim to deliver beyond inclusion and be intentional with our actions. Embracing diversity and providing equal opportunities will not only enrich our Board and Staff Team but also enhance our capacity for innovation and success.

We call on the sector and organisations across Lincolnshire with a role in delivering physical activity to work with us and our diverse communities to drive equality of opportunity.

We seek to ensure that through our commitment we make a real difference. This plan helps us to understand what that means, what difference we are seeking to make and how we will know if we make that difference.

We commit to publishing our strategy and action plan and sharing progress, learnings and successes as we regularly monitor our progress and the impact of this work.

Beyond Inclusion: Our commitment to tackling inequalities.



What is our Diversity & Inclusion Action Plan (DIAP) and Strategy.

Beyond Inclusion: Our commitment to tackling inequalities.
Diversity and Inclusion Action Plan (DIAP) | 2023-2028 | Version 1.0





A commitment to everyone

Active Lincolnshire has been committed to equality, diversity, and inclusion for many years through policies and Equality, Diversity, and Inclusion (EDI) action plans, commitment to the Equality Standard for Sport, and our work to support groups, clubs, activity providers and policy makers to shape people's lives positively through activity.

Funded by Sport England, Active Lincolnshire comply with Tier 3 of the Code of Sports Governance. The code requires that Active Lincolnshire publishes clear ambitions to ensure its leadership represents and reflects the diversity of the Lincolnshire community. We will do this through our five-year Diversity and Inclusion Action Plan (from now on will be referred to as the DIAP).

Active Lincolnshire's ambitions are centred on:

- Committing to achieving greater diversity in all of its forms* of people on our Board, senior leadership team and across the whole organisation.
- Enabling and championing inclusive decision making, role modelling inclusion from the core of the organisation.
- Disseminating and sharing this ambition across all local organisations whose work impacts on people's ability to be more physically active, more often in Lincolnshire.
- A commitment to advocating for removing inequalities that exist in access to options to be physically active in Lincolnshire.

This DIAP builds on our existing work, combined with our knowledge, learning and understanding about equality, diversity and inclusion and of the needs of the people of Lincolnshire. We commit to sharing the journey Active Lincolnshire is on, be open and transparent about where we are now and clearly set out and publish our five-year ambition.

*For Active Lincolnshire 'Diversity in all of its forms' means recognising, valuing and taking account of demographic (different backgrounds, gender, cultures, ethnicity, knowledge, disabilities), experiential diversity (skills and experiences) and cognitive diversity (how we approach problems and think about things).

Beyond Inclusion: Our commitment to tackling inequalities.

Diversity and Inclusion Action Plan (DIAP) | 2023-2028 | Version 1.0

Our DIAP is our roadmap to making our ambition a reality.

Active Lincolnshire has identified five pillars as being central to this work that will be used to frame the action plan, recognising these are all essential components to ensuring we are able to meet our diversity and inclusion ambition:

Pillar	1. Leadership Demonstrate a strong public commitment to promotion, embedding, and advancing diversity and inclusion on the Active Lincolnshire Board, senior management team and beyond. Creating an organisational culture and environment that wholly values equality, diversity and inclusion. (Aligned with our People Plan).	2. Governance & Compliance Ensure EDI is embedded in our organisational structure and guides all our governance and internal processes and that the impact of this is reviewed, monitored and acted upon. That our governance, policies, and working practices are ambitious, explicitly focussing on inclusion and diversity and go beyond basic compliance. That we clearly map how EDI is governed and who is responsible.	3. Data & Insight Use data to inform decisions and drive our quest for continuous learning. Collate and articulate data relevant to the DIAP actions to enable monitoring of progress and to identify gaps and challenges. Use insight, and impact case studies, to illuminate the lives of people living in Lincolnshire.	4. Our People & Culture Active Lincolnshire's people reflect the diversity of Lincolnshire communities, creating a more diverse team through focused recruitment and ongoing training and learning. Diversity and inclusion are values that drive our culture, behaviours and programme and project delivery and implementation.	5. Stakeholder Participation & Sector Engagement Identify the shared challenges of inclusion across the physical activity sector in Lincolnshire and work in partnership with the sector and those who work with the audiences we aim to support, in order that together we can enable greater access to sport and physical activity. Ensure our DIAP supports our ambition of advocacy and cascading good governance.
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2

Active Lincolnshire Leadership: Our statement of commitment & ambition.

Beyond Inclusion: Our commitment to tackling inequalities.
Diversity and Inclusion Action Plan (DIAP) | 2023-2028 | Version 1.0



“It is our ambition that **Active Lincolnshire works towards increased diversity of our people**, having a board and team with diverse characteristics and experiences reflective of those of the Lincolnshire community, **in particular those people who face greater barriers to participation in physical activity**. Our Board are **committed to role modelling inclusion at the core** of all we do, how we operate as a leadership team and the decisions we make. Anyone wanting to be a part of our organisation will need to **demonstrate this commitment** in their behaviours, **alignment of values** and language by completing training prior to appointment and carry it through **all that they do in their role with Active Lincolnshire**”

Chair of the Board of Trustees, Paul Barron;
Board EDI Lead, Sophie Ford;
Chief Executive Officer, Emma Tatlow

We are united in our commitment to:

- Ensuring our work, decisions and processes start from the position of inclusion.
- Creating an organisational culture and environment that wholly values and has at its core equality, diversity and inclusion.
- Seek understanding, and insight from people with lived experience.
- Recognising differences of opinion, experiences and protected characteristics as strengths.
- Championing and advocating for diversity across the physical activity sector and wider stakeholders, disseminating and sharing information to enable others to make a difference.

Anyone wanting to be a part of our organisation will need to demonstrate this commitment in their behaviours, alignment of values and language by completing training prior to appointment and carry it through all that they do in their role with Active Lincolnshire’

3

Our organisation's shared commitment.



Active Lincolnshire board and team commit to the following intent:

Everyone working for Active Lincolnshire is committed to implementing our bespoke, proportionate, and ambitious Diversity and Inclusion Action Plan. This commitment reaches across the entire organisation, with the staff team and board sharing in and contributing to our ambition.

We are all committed to the purpose, aims and actions of the plan. We are all committed to continuous improvement through learning understanding and reflecting.

As an organisation, Active Lincolnshire value equality, diversity and inclusion (EDI) and it is at the centre of all of our decisions and considerations, underpinning all of our work. We know that we can make better decisions if we have an organisation with diversity of characteristic, skills, experiences and thought that is representative of the communities we serve.

EDI is and will continue to be embedded across all aspects of our organisation and we all commit to being clear on accountability and actions.

Tackling the inequalities that exist

in accessing options to be active is at the heart of the countywide Let's Move Lincolnshire strategy for physical activity and we are committed to cascading good governance and championing a diverse and inclusive physical activity sector. We call on the sector and organisations across Lincolnshire with a role in delivering physical activity to work with us and our diverse communities to drive equality of opportunity.

We seek to ensure that through our commitment we make a real difference. This plan helps us to understand what that means, what difference we are seeking to make and how we will know if we make that difference.

We aim to deliver beyond inclusion and be intentional with our actions.



Beyond Inclusion: Our commitment to tackling inequalities.

4

Why is this important?

Beyond Inclusion: Our commitment to tackling inequalities.
Diversity and Inclusion Action Plan (DIAP) | 2023-2028 | Version 1.0



We want to make a positive impact

To understand the impact we can make in Lincolnshire, we first need to understand the wider societal context that shapes the need for a meaningful, relevant and proportionate diversity and inclusion action plan. We need to highlight our understanding that the issues of inequality we aim to shift stem from societal and cultural behaviours and decisions.

Behaviours and decisions are made by people, influenced by the culture and existence around them. History of western cultural values and knowledges have perceived more favourably whiteness, masculinities, heterosexuality and able-bodies. These descriptors over time contribute to certain ideas about how people should be, identify, act and behave. These privileges can contribute to how society is run, managed and navigated by individuals and communities.

Marginalisation and inequalities can occur when people do not feel they fit into the confines of one or more of the perceived higher-status identities. The sense of not belonging or 'fitting in' impacts wellbeing and feelings matter. Inequalities and marginalisation can then lead to or connect with prejudice and discrimination.

The way in which the world is structured contributes to the existence and recycling of injustice and inequalities/inequities. Social institutions, such as families, education, economy, politics, and sports clubs for example are built upon structures which are supported by policies and practices. Sport is often a reflection of wider society and in turn society reacts to happenings in the world of sport. As such sport and physical activity spaces can be sites in which can both consolidate inequalities but also can make transformative social change. Power and privilege are present in both visible and invisible ways and therefore it is important to consider the multi-layers in which inequities can formulate.

Structures can relate to the following areas:

- **Physical structures**
Facilities, buildings, play parks, footpaths, material world.
- **Cultural structures**
Organisational ethos, institutional history, values.
- **Social structures**
Networks, management systems.
- **Organisational structures**
Policies, procedures, recruitment and other practices, rituals.
- **Digital structures**
Accessibility, technological understanding.

National data evidences that some people and communities face greater barriers to participation in sport and physical activity. They are often less represented in decision making, in promotion of activities, in employment within the sector and therefore the structural barriers to participation remain.

For example;

The Tackling Racism and Racial Inequality in Sport Review 2020 (<https://www.ukssport.gov.uk/news/2021/06/23/tackling-racism-and-racial-inequality-in-sport-review>) evidences that racism and racial inequalities still exist within sport in the UK and long-standing issues have resulted in ethnically diverse communities being consistently disadvantaged.

'Women (44%) and ethnically diverse communities (7%) are underrepresented in the sport and physical activity workforce. When the analysis was extended to the nine Protected Characteristics as well as data on socio economic status and lived experiences, it was found that those who have encountered disadvantage in their lives tend to be underrepresented in both participation and the workforce.'

(Source AKD Solutions, the importance of data for creating a Diversity and Inclusion Action Plan).

4 / Why is this important?



Sport England research shows that people who state they have no religion are more likely to be physically active compared to those that belong to a faith group. Of those that do participate, activity levels are higher among some faith groups. There are also differences in the types of sport and activity different faiths do and for some faith groups there's a larger difference between men and women, influenced by certain cultural expectations around what they should wear or how they behave.

The Activity Alliance annual disability and activity survey evidences that four in five (77%) of disabled people would like to be more active. The Active Lives survey shows disabled adults are almost twice as likely as non-disabled people to be physically inactive (42.4% vs 22.6%). (<https://www.activityalliance.org.uk/how-we-help/fact-and-statistics>)

Women In Sport (<https://womeninsport.org/>) highlight that there are over 700,000 more inactive women than men in England and that nearly 60% of girls are not meeting the Chief Medical Officer's exercise guidelines. A third of women aged 41 to 60 are not meeting the CMO guidelines and a fifth are not achieving 30 minutes a week.

Physical activity levels are consistently reported to decline during pregnancy and often remain low post-natally. (https://www.activepregnancyfoundation.org/_files/)

Data regarding sports participation and physical activity levels of the LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer / Questioning, Intersex, Asexual, and all other members of the community) community is less well established. However a study by the National LGB&T partnership published in February 2016 raises concern

about activity levels amongst the LGBT community: 55% of LGBT men were not active enough to maintain good health, compared to 33% of men in the general population. 56% of LGBT women were not active enough to maintain good health compared to 45% women in the general population. 64% of LGBT people who identified as something other than male or female (e.g. gender-fluid or gender-queer) were not active enough to maintain good health. (Pride Sport: Sport physical activity and LGBTQ report 2016) (<https://www.sportengland.org/research-and-data/research/lgbtq?section=research>).

The Sport England Active Lives Adult survey shows a significant disparity between different socio-economic groups and their engagement in sport and physical activity. It found that people in lower-socio economic groups (LSEGs) are the most likely to be inactive (33%) and the least likely to be active (54%). Nearly a third of the adult population in England (around 12million people) are in a LSEG. (<https://www.sportengland.org/research-and-data/research/lower-socio-economic-groups#>).

The Sport England Active Lives Survey shows that as people get older they are far more likely to become inactive. Research shows that 42 percent of people aged 55 and over are inactive compared to 29 percent of the adult population. (<https://www.sportengland.org/research-and-data/research/older-adults>)

Credit: Prof Hanya Pielichaty Professor of Sport, Gender and Inclusive Education

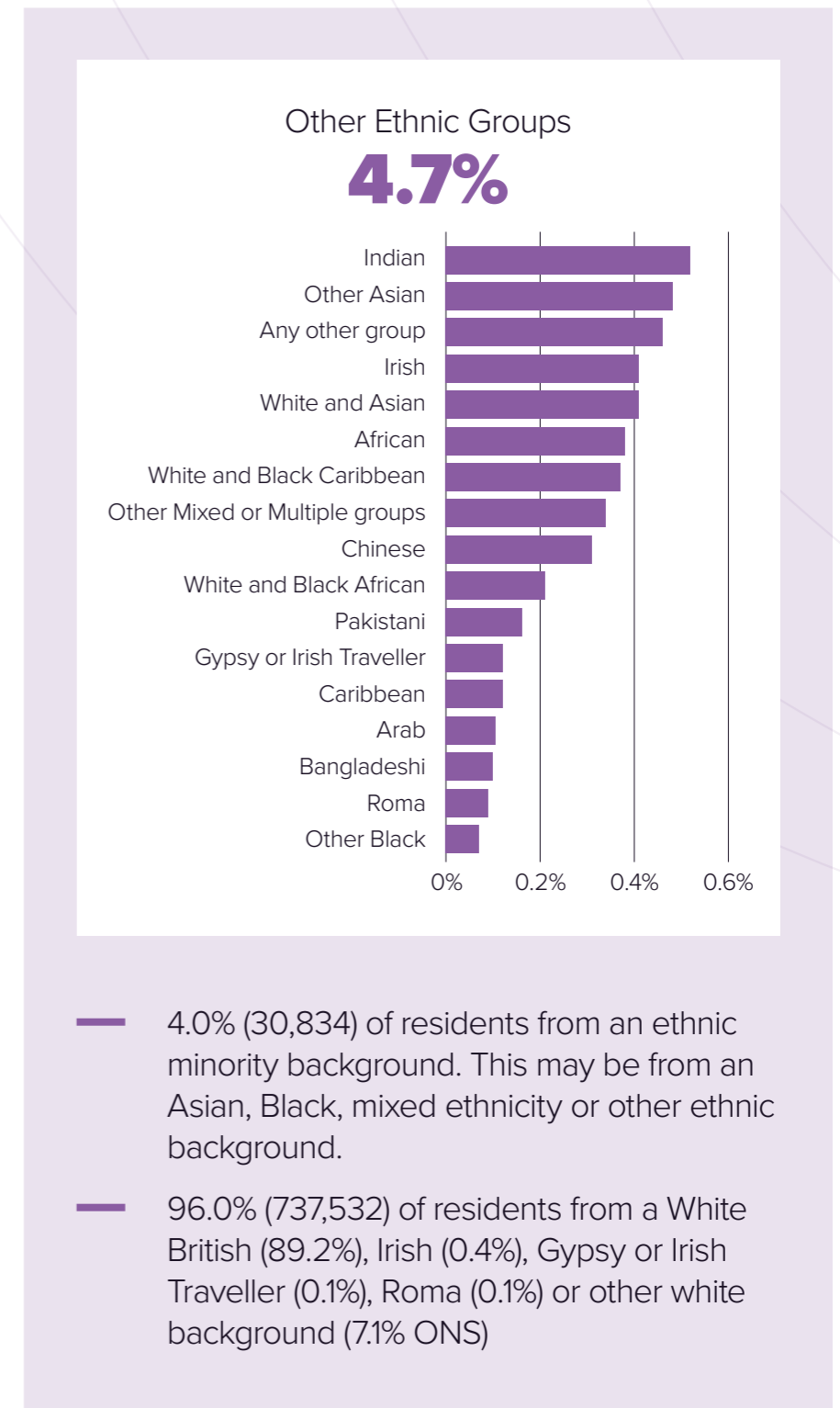
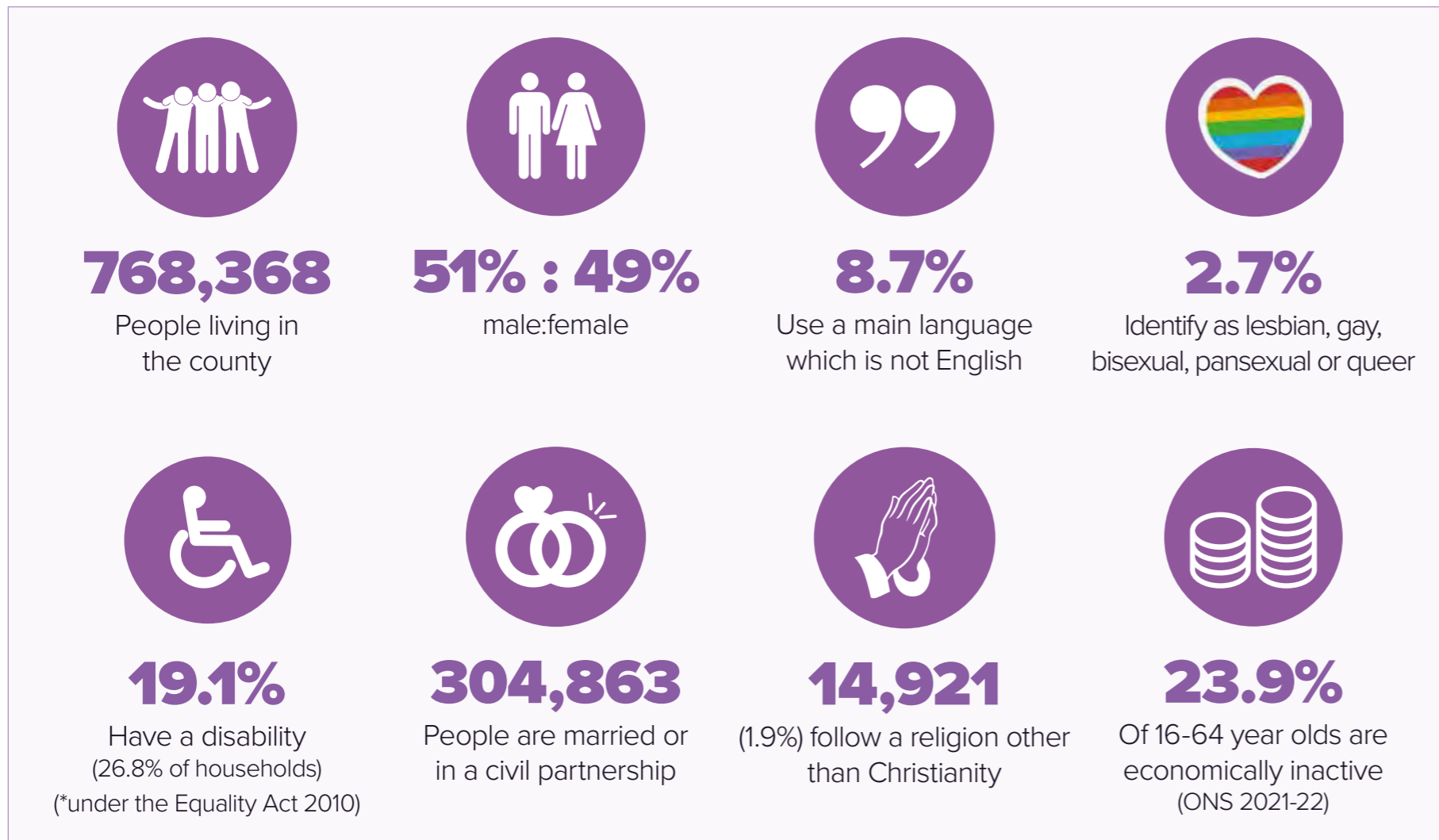
5

About Lincolnshire's population & demographics.



Lincolnshire is a large rural county, consisting of urban conurbations, coastal communities and rural countryside.

The latest population predictions from the office for national statistics and data published from the 2021 Census on sex, age, ethnicity and religion predict there are:



Beyond Inclusion: Our commitment to tackling inequalities.

5 / About Lincolnshire's population and demographics.

With regard to the correlation between demographics and physical activity, interpretation of the Lincolnshire Active Lives data by Press Red on behalf of Active Lincolnshire in 2021 indicated that:

- Children and young people from low family affluence are doing the least amount of activity across all demographic groups.
- Girls of all ages are doing less activity than boys.
- There are some indications that children and young people from Asian and other ethnic backgrounds are doing less activity than any other ethnic groups.

COVID has had, and will continue to have, a significant impact on physical activity behaviour particularly amongst those groups who are already underrepresented.

Within Lincolnshire the age profile of Lincolnshire appears older than England which may impact on physical activity levels. Other factors which may have an impact include:

- More people with a limiting illness or disability.
- More people from NS SeC 6-8.
- Less people from ethnic minority groups.

Inactivity levels are comparatively high and increasing amongst those aged over 55. This part of Lincolnshire's population is also growing significantly and is projected to continue to do so. Lower socio-economic status compounds this even further and within these parts of our population there may be a need for greater focus on females.

SOURCE: <https://www.activelincolnshire.com/uploads/Adult-Partner-Insight.pdf>

In 2022 consultation to refresh the Let's Move Lincolnshire strategy evidenced:

'There is a need to work hard and on behalf of those in the county who do not have a voice. This may include engaging those from disadvantaged communities who struggle to access opportunities available. The challenge for LML is understanding how to help those communities that need it the most. Not even half of citizens surveyed felt represented by their local community and the importance of belonging and feeling comfortable was also of concern. Intersectional issues relating to deprivation, cost, access and transport also proved a challenge when seeking to increase participation for all. The need for inclusive physical activity which is thoughtfully implemented to ensure long-lasting benefits and engagement is required. A focus on equity as well as equality would also ensure that issues around access and participation are mindfully placed to provide a holistic understanding of the wider social picture.'

SOURCE: Let's Move Lincolnshire strategy report, University of Lincoln 2022 p40 3.1.

In 2023, insight from the Sport and Physical Activity, Equality, Diversity and Inclusion, Advisory Group (SPA EDI Advisory Group) highlighted that:

- People with sensory impairments face barriers to accessing most sport and physical activity due to limited awareness of their needs within the workforce and limited provision of additional support required.
- Misogyny is a barrier to women and girls participating in and / or remaining involved in sport and physical activity.

The national and local data and intelligence therefore highlights the need for Active Lincolnshire's work and our role in influencing and advocacy to focus on:

- Women and girls
- Ethnically diverse communities
- People with a disability (we recognise there are a wide range of disabilities within this statement)
- People from lower socio-economic groups (6-8)
- LGBTQIA+ people
- People with limiting illness or condition
- Older adults
- People with sensory loss

There will be intersectionality across these characteristics.

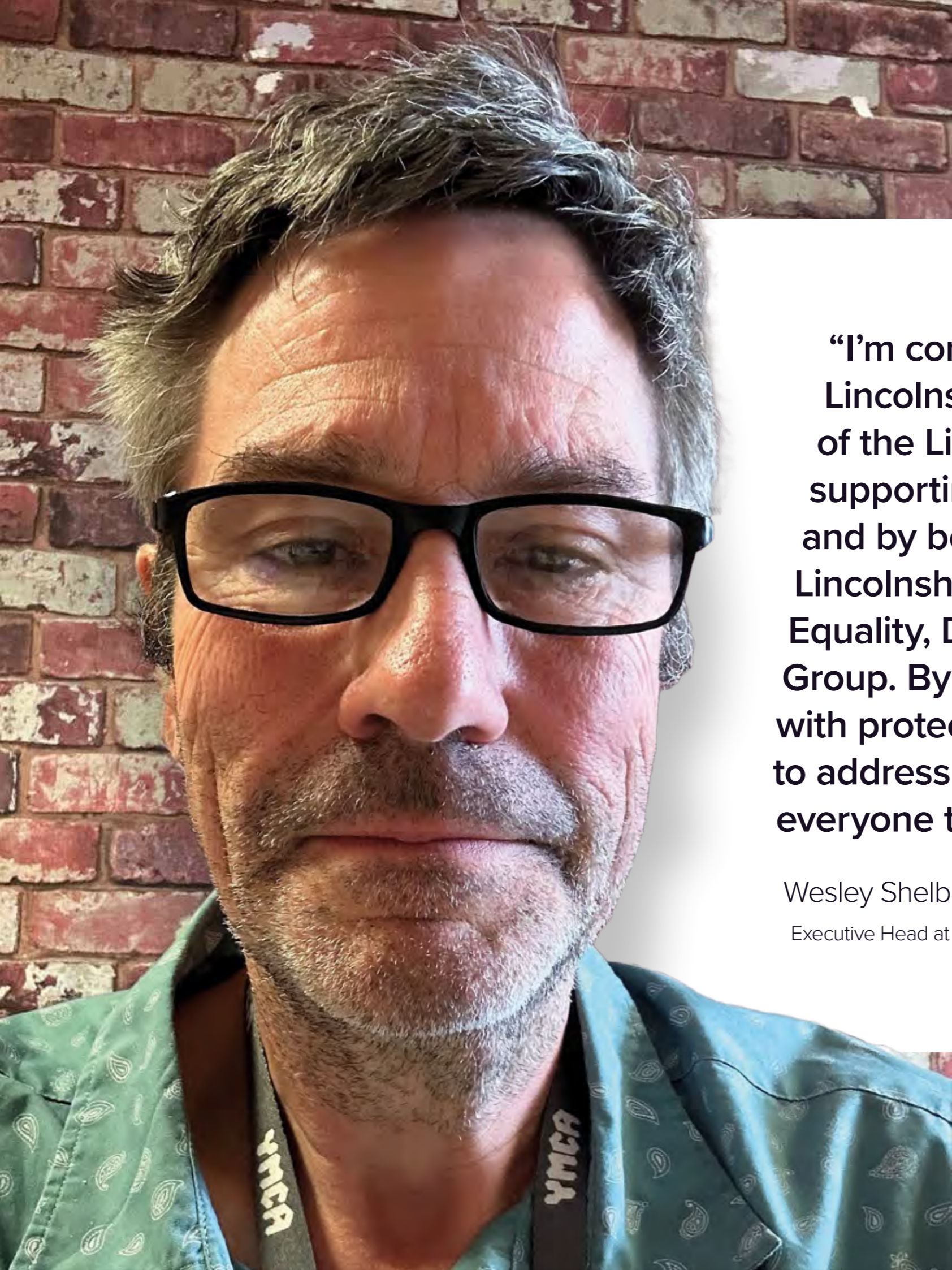
Beyond Inclusion: Our commitment to tackling inequalities.

6

Active Lincolnshire: Where are we now? - Our People.

Beyond Inclusion: Our commitment to tackling inequalities.
Diversity and Inclusion Action Plan (DIAP) | 2023-2028 | Version 1.0





“I’m committed to supporting Active Lincolnshire in their quest to be reflective of the Lincolnshire population through supporting the development of their DIAP and by being an active member of the Lincolnshire Sport and Physical Activity, Equality, Diversity, and Inclusion Advisory Group. By working collaboratively with those with protected characteristics, we can continue to address the inequalities that exist, enabling everyone the opportunity to participate”.

Wesley Shelbourne

Executive Head at JUST Lincolnshire

If we are to bring about meaningful change and create a more inclusive landscape for communities of Lincolnshire to have access to participation in sport and physical activity, we need to start by looking at our own organisation.

At the time of writing the DIAP (2023) there are 11 Board Trustees and a staff team of 12. The senior team within Active Lincolnshire is five people. We occasionally work with volunteers and do not directly deliver any activity that directly involves participation in sport and physical activity.

The ambition in this DIAP is to have a board and team with characteristics and experiences reflective of those of the Lincolnshire community. We acknowledge that for our senior team and board to be entirely reflective of the community of Lincolnshire through their protected characteristics is a challenge with such a small number of people.

What we are committing to is ensuring that our inclusive organisational culture across our small team and board provides an environment where we have understanding, empathy, and insight from people with lived experience in order that we enable inclusive decision making. And where our differences of opinion, experiences and protected characteristics are recognised as strengths.

To understand where we are now and where we aspire to be, we must understand the data. This data evidences the characteristics of Active Lincolnshire Board of Trustees, staff team (whole organisation) and the population of Lincolnshire based on the Lincolnshire 2021 census data.

GDPR means that any group of less than ten people the data cannot be published. Active Lincolnshire therefore uses two data sets - the board and the staff team.



Beyond Inclusion: Our commitment to tackling inequalities.

Results of Active Lincolnshire Board & Staff EDI surveys, conducted anonymously between May and June 2023.

Workforce by age	Lincolnshire	Board	Staff
15-19	5.4%	0%	8%
20-24	5.7%	0%	0%
25-29	5.6%	0%	0%
30-34	5.9%	0%	23%
35-39	5.6%	9%	31%
40-44	5.4%	27%	8%
45-49	6.1%	9%	23%
50-54	7.2%	9%	8%
55-59	7.5%	18%	0%
60-64	6.7%	9%	0%
65 & over	23.4%	18%	0%

Age

Observations:

- Across Active Lincolnshire’s staff and board most age groups are represented, other than **20–29-years**. The profile of the Board is noticeably older than the staff team.
- The profile of **Lincolnshire’s population is ageing**.
- Noticeably different to most of Lincolnshire, **21.6% of the City of Lincoln residents are aged 15-24 years** attributed to the student population.
- Furthermore, **14.4% of City of Lincoln** residents are aged 65 and over (7.8% aged 65-74 years and 6.6% over 75) which is the **lowest in the County**.
- **26.1%** of ELDC inhabitants are aged 65 and over (65-74 12.1% and 14% over 75) which is the **highest in the County**.

Sex Assigned at Birth

Sex	Lincolnshire	% Board	% Staff
Male	49%	45%	46%
Female	51%	55%	54%

Gender Identity

Gender identity	Lincolnshire	Board	Staff
Same as sex registered at birth	93%	100%	100%
Different from sex registered at birth (Total incl. Trans Woman, Trans Man, All other Genders)	0.46%	0%	0%
Not answered	6.37%	0%	0%

Observations:

- **3,524** people in Lincolnshire said their identity was different from that registered at birth. Of that **1,048** were from the City of Lincoln.
- **48,800** across the county did not answer this question on the census.

Socio-economic Status

Deprivation IMD	1	2	3	4	5	6	7	8	9	10
% Lincs	7%	9%	10%	13%	9%	12%	12%	10%	12%	7%
% Board	0%	0%	9%	0%	0%	0%	18%	18%	45%	0%
% Staff	0%	8%	0%	8%	8%	23%	23%	15%	15%	0%

Observations:

- 81% of the Board are from higher socio-economic groups (7-9)
- 61% of the Lincolnshire population are from lower-socio economic groups (1-6)

Sexual Orientation

Sexual Orientation	Lincolnshire	Board	Staff
Straight or Heterosexual	90%	91%	100%
Gay or Lesbian	1.20%	0%	0%
Bisexual	1.30%	0%	0%
All other sexual orientations	0.30%	9%	0%
Not answered	7.80%	0%	0%

Observations:

- Within Lincolnshire **21,173** people identified as LGBTQIA+
- The City Lincoln at **6.4%** had the highest percentage of LGBTQIA+ with **8.9%** not answered
- Boston with **9.7%** had the highest percentage of not answered.

Race and Ethnicity

Race and ethnicity	Lincolnshire	Board	Staff
White (includes 7.1% other white)	96%	100%	92%
Mixed/ multiple ethnic groups	1.30%	0%	0%
Asian/ Asian British	1.60%	0%	0%
Black/ African/ Caribbean/ Black British	0.60%	0%	0%
Prefer not to say	0%	0%	8%
Other	0.60%	0%	0%

Observations:

- **29,794** people across Lincolnshire said they were non-white of which **8,096** (7.8%) live in the City.
- **47,058** (7.1%) of the county identified as white other; White other does not include Irish, English, Scottish, Northern Irish, British, Gypsy or Irish traveller, Roma.
- **13,677** from Boston (19.4% of their population) identified as Other White
- **10,746** from South Holland (11.3% of the population) identified as Other White.

Disability / Long Term Health Condition (LTHC)

Disability, hidden disability, sensory impairment or LTHC	Lincolnshire	Board	Staff
No	81%	82%	85%
Yes	19.10%	18%	15%

Observations:

- Across Lincolnshire there are **146,708** (19.1%) people with a disability or long-term health condition.
- ELDC has **22.2%** (31,080 people) with a disability or long-term health condition and the highest proportion of two or more disabled people within a household in the English local authorities at **10.3%** of households.
- The City of Lincoln has **21.9%** (22,732 people) with a disability or long-term health condition.

Nature of Disability / LTHC

Disability/ impairment/ LTHC	National*	Board	Staff
Diabetes	7%	50%	0%
Hearing loss	10%	50%	0%
Learning	11%	0%	50%
Mental ill health	29%	50%	0%
Mobility	46%	0%	50%
Physical	33%	0%	50%
Progressive conditions	N/A	0%	0%
Sight loss	9%	0%	0%
Not listed	23%	0%	50%

* Totals will sum to over 100 per cent as people can report more than one impairment type.

Observations:

- This data will be further reviewed as an action during the first year of our DIAP implementation as it is recognised the approach needed for disabilities and impairments varies significantly and we do not have sufficient insight or knowledge at this stage to make recommendations.

National Identity

National identity	Lincolnshire	Board	Staff
British	52%	73%	54%
English	20.1%	27%	38%
English & British	18%	0%	0%
Irish	0.2%	0%	0%
Northern Irish	0.1%	0%	0%
Scottish	0.5%	0%	0%
Welsh	0.3%	0%	0%
Prefer not to say	0%	0%	0%
Other	7.7%	0%	8%

Observations:

- **89.6%** of Lincolnshire identified as British, English and English & British. **100%** of Board and **92%** of Staff identified as British or English.
- Across the 7 Districts, percentages of the population identifying as British are:
 - East Lindsey Distric Council 96.1%,
 - West Lindsey District Council 95.5%,
 - North Kesteven District Council 94.3%,
 - South Kesteven District Council 92.1%,
 - South Holland District Council 86.2%,
 - City of Lincoln Council 85.9%.
- Boston Borough Council is the lowest with **76.9%**
- **7.7%** of Lincolnshire and **8%** of staff identified as other.
- Across the 7 Districts, percentage of the population identifying as White other was:
 - Boston Borough at 20.8%
 - South Holland at 11.4%
 - City of Lincoln at 10.5%
 - South Kesteven at 4.8%
 - North Kesteven at 2.4%
 - West Lindsey at 2.1%
 - East Lindsey is the lowest with 1.8%

Board and Staff Demographics in Lincolnshire: Analysis and Actions

While the overall headline demographics of Board and staff appear to be reflective of that of the county, when groups are broken down and the context of inactivity is considered the analysis reveals disparities that highlight the need for greater representation to be truly reflective of the whole of Lincolnshire and particularly to have a greater understanding of those facing greater barrier to participation.

Age:

The age distribution of both the Board and Staff teams covers most age groups except for individuals aged 20-29, where representation is lacking. With the growing ageing population of Lincolnshire there needs to be a continued commitment to understanding the changing needs of older adults.

Action: Implement targeted recruitment efforts, such as apprenticeships, graduate programs, and career development opportunities, to attract and retain young talent from the 20-29 age group.

Sex:

The sex distribution in our organisation is almost identical to the population split, with 52% female and 48% male.

Action: Maintain efforts to sustain a balanced gender representation and continue promoting gender equality initiatives.

Socioeconomic Status:

Active Lincolnshire staff are reflective in 7 out of 10 socioeconomic status bandings, but bands 1, 3, and 10 lack representation. The Board's distribution, condensed into four bandings, shows bands 1, 4, 5, 6 and 10 as absent. With deprivation being a key factor influencing activity levels and health inequalities it is essential that the Board understand the needs of people in lower socio-economic groups.

Action: Implement strategies to provide equal opportunities for recruitment, career growth and advancement for individuals from underrepresented socioeconomic backgrounds, particularly at Board level.



Beyond Inclusion: Our commitment to tackling inequalities.



Sexual Orientation:

The sexual orientation of the Board and Staff teams closely aligns with the dominant factor in Lincolnshire, with 91% for the Board and 100% for the Staff team identifying as straight or heterosexual.

Action: Ensure an inclusive and supportive environment for employees of all sexual orientations and continue promoting diversity and acceptance.

Gender Identity:

Both the Board and Staff teams have a 100% alignment with their gender identity as registered at birth, whereas Lincolnshire has 0.46% identifying differently. Additionally, 6.4% chose not to answer.

Action: Promote awareness and understanding of gender diversity within the organisation, providing resources and support for employees with diverse gender identities.

Race & Ethnicity:

Lincolnshire's population is predominantly white at 96%, with the Board at 100% and the combined Staff team at 92% reflecting this percentage. However, representation for Eastern Europeans and other minority groups is currently lacking in the organisation.

Action: Develop targeted diversity initiatives to attract and retain individuals from underrepresented racial and ethnic backgrounds to the board and team.

Disability:

The disability representation in our organisation is relatively close to the county average, with 18% in the Board and 15% in the combined Staff team. However, there are still gaps in representation for individuals with various impairments and long-term health conditions. It is also recognised that there are a wide range of disabilities and health conditions that must be understood.

Action: Increase efforts to recruit and accommodate employees and board with disabilities, continue to promote the importance of declaring a disability or LTHC to ensure we provide an accessible workplace and support for their needs.

6 / Active Lincolnshire; Where are we now? - our people.

Conclusion:

While the headline demographics of our combined Board and Staff teams seem to align with Lincolnshire, a closer look at the data reveals areas where representation is lacking. By implementing the recommended actions, fostering a culture of diversity and inclusion, and promoting equitable practices, we can work towards ensuring that our organisation truly reflects the whole of Lincolnshire's demographics. Embracing diversity and providing equal opportunities will not only enrich our Board and Staff Team but also enhance our capacity for innovation and success. We also identify the need to utilize further working with the Sport & Physical Activity EDI Advisory Group to enhance our reach, representation, knowledge and support recruitment.

Note: The data and analysis provided in this report are based on the information available up to April 2023. Annual assessments and updates will be necessary to ensure we maintain accurate and up-to-date demographic information.

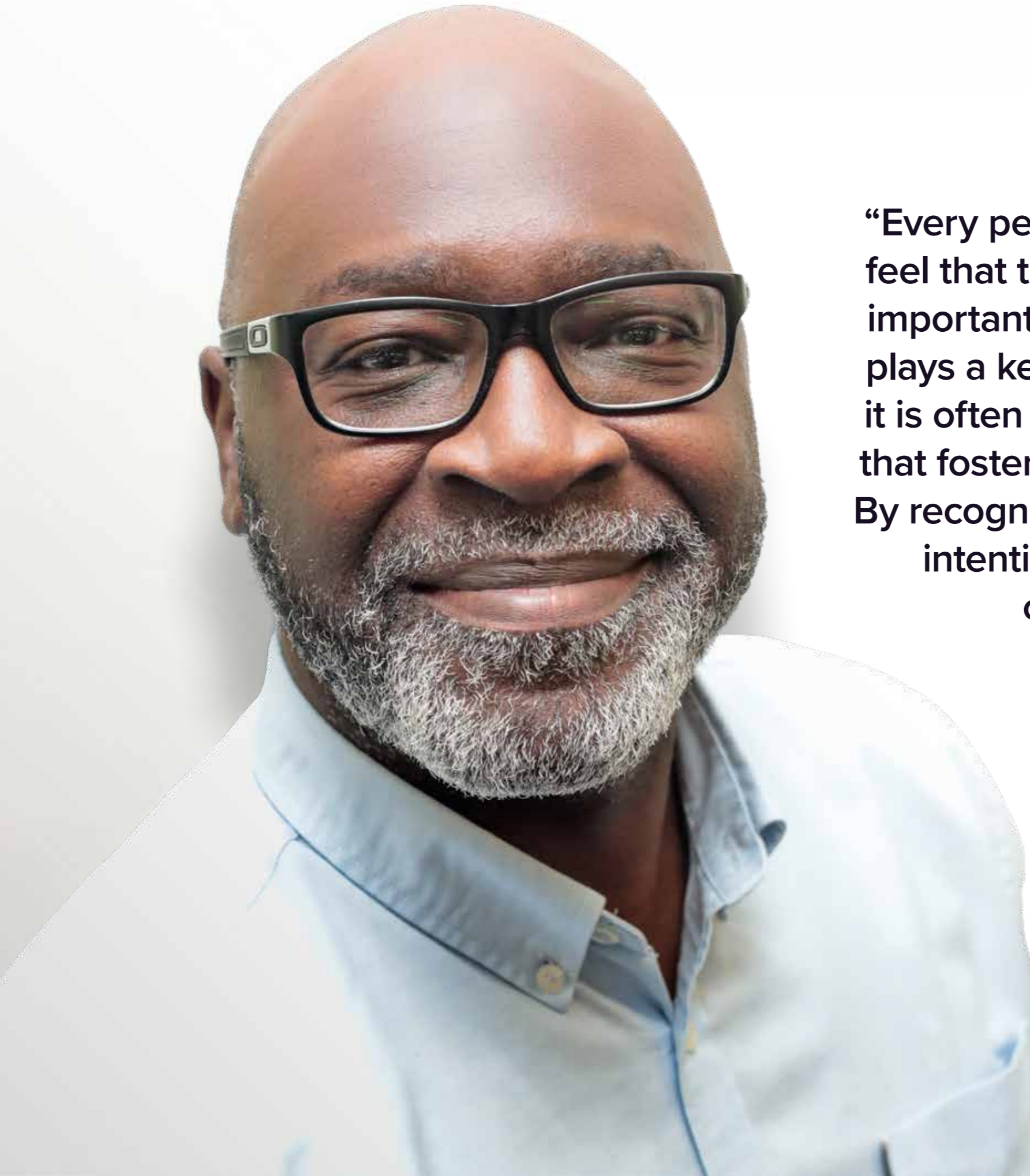
Personal and Professional Experiences

To support more inclusive decisions, we recognise that Board and staff can bring personal and professional experience and understanding of protected characteristics that they themselves may not have to support more informed decision making.

This is known as 'conscious inclusion'. We will commit to considering our approach to understand and get meaningful insight into the professional and personal experiences of our people and what this means in the context of meeting our ambition and intent of this Diversity and inclusion action plan



Beyond Inclusion: Our commitment to tackling inequalities.



“Every person across our nation should feel that they are included and belong. It is important that sport and physical activity plays a key role in making this happen as it is often the single most impactful thing that fosters belonging in people’s lives. By recognising this importance and being intentional in enabling it to happen, we can look to see equity, diversity and inclusion being the foundation to all we do.”

Ladi Ajayi,

Head of Sports Division at AKD Solutions and
DIAP consultant for Active Lincolnshire.

7

Active Lincolnshire: Our EDI journey so far.

Beyond Inclusion: Our commitment to tackling inequalities.
Diversity and Inclusion Action Plan (DIAP) | 2023-2028 | Version 1.0



Where are we now?

Active Lincolnshire is and has always been committed to equality, diversity and inclusion. As our own learning and awareness increases and societal understanding of equality and diversity evolves, we seek continual improvement.

We recognise that this is not just one person's 'job'; we can't and don't stop talking about 'it'. We know that a plan doesn't by itself mean we have made any changes or created impact. This part of our DIAP provides examples and evidence of our working practices regarding EDI to date, although not exhaustive it intends to set out headlines about the level of commitment, ways of working and focus of our EDI work.

Leadership

We have an appointed Board Equality, Diversity and Inclusion lead, EDI is also part of every Trustees role included in the role description and recruitment pack and induction. The lead meets monthly with the EDI manager.

We have an equality, diversity and inclusion manager role in the team. EDI is a part of every staff member's role, it is included in the role description, recruitment pack and induction.

In 2022 an inclusive Board survey was conducted with the Trustees in partnership with Activity Alliance and Sporting structures. Results from the survey have generated an action plan being led and implemented by the Board, with actions featuring in this DIAP.

EDI online training is mandatory for all Board and staff members as part of their induction to the organisation.

We conduct and maintain a Board skills audit to ensure there is expertise across the organisation's priority areas.

Governance & Compliance

Active Lincolnshire has complied with the statutory duties laid out in the Equality Act 2010 and since its creation achieved, maintained the Equality Standard for Sport since taking part in the pilot in 2003. We have adhered to Code of Sport Governance Tier 3 since inception. The Governance and Standards committee monitor compliance at every meeting (four times a year). This includes commitment to featuring EDI survey responses in the annual report (not an option for 2021 – 2022 due to numbers of both Board & team being below 10).

Every monthly staff team meeting includes an EDI update. Our programme and project management process includes an Equality Impact Assessment (EIA) carried out for every piece of work we deliver at the outset, in order that adjustments are made prior to the programme commencing.

Prior to any review of applications, all personal information is redacted and not available to the panel responsible for short-listing.

Other documents and policies that reflect our ongoing commitment to EDI include: Equal opportunities policy, flexible working policy, grievances policy, staff handbook and contracts of employment; our People Plan.

Our statement of intent

<https://www.activelincolnshire.com/about-us/our-governance/equality-diversity-and-inclusion>

Our equality, diversity and inclusion policy

<https://www.activelincolnshire.com/about-us/our-governance/equality-diversity-and-inclusion>

7 / Active Lincolnshire; Our EDI journey so far.

Data & Insight

We conduct an annual survey in April collecting EDI data from Board and Staff team. The data is analysed and compared with Lincolnshire Census data.

We collect EDI data from participants of our programmes. The 2023 sports and physical activity awards have had 418 nominations and to date 91% of those have completed EDI data. (NB our approach in this area has recently evolved significantly, as of 2023).

During recruitment, applicants are asked to complete EDI survey.

We use Active Lives survey and other sources of data to understand the demographics and activity levels of our community.

To guide investment data is used, for example the current Opening Schools Facilities programme uses a scoring approach to target schools in areas where inequalities are highest.

Our People and culture

We are committed to connecting with and finding ways to share and learn from people with lived experience we do this through: The Sport & Physical Activity, Equality, Diversity & Inclusion, Advisory Group (SPA EDI AG) which has representation from a number of local agencies and organisations working with under-represented communities.

We have had 'Inclusion talks' from people with lived experiences to the team and Board either on teams or face to face, including the Chair of Lincolnshire Lancers a Gay and inclusive Rugby Club and the mother of a child with profound and multiple learning difficulties (PMLD) wanting to access provisions. We will continue to host sessions of this nature.

Our approach is evolving and we recognise we are at the start of our journey in this area.

The staff team have all undertaken EDI training and development through the Sport England funded Inclusive Employers programme (2022-23).

One of our five organisational values and behaviours is inclusion. Values are reinforced in PDRs, team meetings, during recruitment.

Stakeholder Participation & Sector Engagement

The Let's Move Lincolnshire strategy is the countywide strategy for physical activity, that forms part of the joint health and wellbeing strategy for the county. The strategy is focussed on tackling the inequalities that exist in sport and physical activity and is delivered by a wide range of stakeholders and partners. In 2022 consultation to refresh the strategy evidenced that 'Findings in relation to equality, diversity and inclusion demonstrated that below half of citizens surveyed felt represented by their local community and sense of belonging and feeling comfortable was also a concern. Intersectional issues relating to deprivation, cost, access and transport also provide to be challenging when seeking to increase physical activity participation for all.

Active Lincolnshire host stakeholder events providing opportunities for the sector to connect; the 2022 annual event was 'Levelling the Playing Field' and included speakers on inequalities.

The SPA EDIAG meetings have focussed on inequalities – with sessions on older adults and women and girls in sport.

The Sport England Tackling Inequalities and Together Fund grants have been distributed to groups providing activities to target audiences minority ethnic communities, people with disabilities, long term health conditions and lower socio economic groups.

Get Out Get Active (GOGA) was a 2012 legacy project, Lincolnshire and Magna Vita delivered the programme to support disabled and non-disabled people to be active together.

Active Lincolnshire work closely with the East Midlands regional EDI network, Activity Alliance and Sported networks, learning, sharing and cascading best practice.

Beyond Inclusion: Our commitment to tackling inequalities.

8

Ambitions, aims, and action plan.

Beyond Inclusion: Our commitment to tackling inequalities.
Diversity and Inclusion Action Plan (DIAP) | 2023-2028 | Version 1.0



Pillar

1. Leadership

Intent

Our intentions

- Demonstrate a strong public commitment to promotion, embedding, and advancing diversity and inclusion on the Active Lincolnshire Board, senior management team and beyond.
- Create an organisational culture and environment that wholly values equality, diversity, and inclusion.

Aim

The difference we seek to make

- Active Lincolnshire is a place where employees feel included and supported at work where differences of opinion, experiences, and protected characteristics are recognised as strengths and inclusive behaviours are role modelled across the organisation.
- Leadership and the Board encourage and support diversity of thought, enabling diverse business decisions that positively impact Active Lincolnshire and the communities we serve.

Outcome

How we will make the difference

- Create an environment for change including training, learning, and development of the skills and capabilities by facilitating opportunities for our Board and leadership team to participate in continuing professional development.
- Understand the impact of this work through monitoring the diversity of our people their skills and capabilities through staff and Board surveys.
- Encourage and provide time and space for conversations around EDI at Board and senior leadership level, formally and informally.

2. Governance And Compliance

Pillar

Intent

Our intentions

- Ensure EDI is embedded and guides all of our governance and internal processes (including recruitment) and that the impact of this is reviewed, monitored and acted upon.
- That our governance, policies, and working practices are ambitious, explicitly focussing on inclusion and diversity and go beyond basic compliance.

Aim

The difference we seek to make

- Active Lincolnshire's policies and procedures support more diverse organisation outcomes.
- Active Lincolnshire's communication of and visible commitment to governance and compliance reflect the EDI values we are committed to.

Outcome

How we will make the difference

- Continually review, check, and challenge organisational policies and procedures. Monitor the impact and embed actions that aim to change outcomes.
- Commit to making visible public pledges through attaining accreditations such as Race at work, Disability Confident employer scheme, mindful employer.
- Review this DIAP annually with Board, quarterly with SMT and monthly by EDI Manager to ensure actions are being embedded, monitor impact, and make changes as circumstances, evidence and data requires.
- Develop a 'Moving to Inclusion' framework, continuous improvement plan reviewed annually that complements the DIAP.
- Ensure all communication of AL's governance, policies and procedures is inclusive and transparent.

Pillar

3. Data And Insight

Intent

Our intentions

- Use data to inform decisions and drive our quest for continuous learning.
- Collate and articulate data relevant to the DIAP actions to enable monitoring of progress and to identify gaps and challenges.
- Use insight, and impact case studies, to illuminate the lives of people living in Lincolnshire.

Aim

The difference we seek to make

- By utilising the existing evidence base, Active Lincolnshire will create opportunities for insight and new knowledge creation and exchange to support our stakeholder partners, and policy and decision makers to make informed inclusive decisions that work towards shifting inequalities.
- Active Lincolnshire's work and decisions are focussed on the people and areas of greatest need.
- Active Lincolnshire will increase the diversity of our own workforce across our Board and team.

Outcome

How we will make the difference

- We will review, interrogate, collate, and share data and insight to inform AL decisions and to influence stakeholders.
- We will utilise the evidence base and expand our insight to benefit the reach and impact of Active Lincolnshire's work and investment through collecting EDI data and set measurable targets to diversify this.
- We will conduct and use annual EDI staff and Board surveys, and review and tailor processes accordingly.

4. Our People And Culture

Pillar

Intent

Our intentions

- Active Lincolnshire's people reflect the diversity of Lincolnshire communities, creating a more diverse team through focused recruitment and ongoing training and learning.
- Diversity and inclusion are values that drive our culture, behaviours and programme and project delivery and implementation.

Aim

The difference we seek to make

- Create an inclusive workforce and attract and retain talent from underrepresented groups in Lincolnshire.
- Create an inclusive organisational culture and a more diverse workforce; where our differences of opinion, experiences and diversity are recognised as strengths.
- Base decisions and delivery on an understanding of and commitment to the communities we serve, through engaging with them and co-designing all of our work.

Outcome

How we will make the difference

- Work with the SPA EDI Advisory group and others to reach a more diverse pool of people, developing our connections and reach into and better understand less represented communities to support recruitment into our organisation, inform our decisions and work with underrepresented groups to co-create schemes of work where appropriate.
- Develop a plan for training and learning with our staff.
- Work closely with partners, stakeholders and specialist agencies who can provide insight, advice and guidance into a wide range of needs and barriers of the people we aim to reach.
- Ensure staff have opportunities to share their own experiences and they have a voice that is listened to and contributes to the organisation.

Pillar

5. Stakeholder Participation And Sector Engagement

Intent

Our intentions

- Identify the shared challenges around inclusion across the physical activity sector in Lincolnshire and work in partnership with stakeholders and those who work with the audiences we aim to support, in order that together we can enable greater access to sport and physical activity.
- Ensure our DIAP supports our ambition to cascade good governance.

Aim

The difference we seek to make

- Support the physical activity sector in tackling inequalities and barriers to participation.
- Shift structural inequalities in the sport and physical activity sector.
- Have stakeholder commitment and contribution to the DIAP from those involved in delivery physical activity, to drive equality of opportunity.
- Greater participation in our work, design and decisions from currently underrepresented communities.

Outcome

How we will make the difference

- Demonstrating the positive impact of engaging stakeholders with the process including greater business outcomes and increased participation.
- Provide case studies, learning and experiences to amplify best practice and success across the sector.
- The sector role models inclusive behaviours and decision making, to positively influence wider system partners.
- Work with the SPA EDI Advisory group to understand challenges of underrepresented groups and provide sector support, advice and influence to address these challenges.
- Seek to understand need and provide underrepresented communities with the opportunity to contribute to decisions and design of programmes and investment through collaborative engagement, co-design and opportunities to share learning and lived experiences.
- Embed a stakeholder engagement strategy that focuses on building relationships with those who reach and work with underrepresented communities.

9

Making Active Lincolnshire accountable.

Beyond Inclusion: Our commitment to tackling inequalities.
Diversity and Inclusion Action Plan (DIAP) | 2023-2028 | Version 1.0



How?

- The DIAP will be published on our organisation’s website ActiveLincolnshire.com.
- The DIAP will be reviewed by the Board and updated annually.
- The annual update shared with stakeholders via our website.
- The Governance and Standards Committee (a subcommittee of the Board) will review progress at each meeting (four times a year).
- Progress against the action plan will be reviewed by the senior management team quarterly.
- The EDI staff and board survey data will be published in the Active Lincolnshire annual report (in line with GDPR regulations).

Who?

- The Board EDI lead will be responsible for reporting on progress to the main Board and the Governance and Standards committee.
- The Equality, Diversity and Inclusion manager shall be responsible for monitoring progress and managing the deliverables within the plan and bringing up to date good quality information to the leadership teams.
- The Chair of the Board will be ultimately responsible for ensuring the Board and Senior team carry out the commitment.
- The Chief Executive Officer will be responsible for team and Board are well connected, have the opportunity to discuss the plan and its impact and ensure inequalities are at the heart of decisions and our work.



10

Glossary & contribution.

Beyond Inclusion: Our commitment to tackling inequalities.
Diversity and Inclusion Action Plan (DIAP) | 2023-2028 | Version 1.0



Glossary of Terms

Term	Meaning to Active Lincolnshire
Diversity in all its forms	Recognising, valuing, and taking account of demographic (different backgrounds, gender, cultures, ethnicity, knowledge, disabilities), experiential diversity (skills and experiences) and cognitive diversity (how we approach problems and think about things).
Proportionate	Relevant to the size and role of the organisation
EDI	Equality, Diversity, and Inclusion
DIAP	Diversity and Inclusion Action Plan
System Partners	Partner agencies and organisations who are funded by Sport England as a ‘system partner’ to deliver the Uniting the Movement strategy.
Stakeholders	Organisations that Active Lincolnshire engage with who have an interest in and / or a role to play in influencing activity, engaging with communities, health and wellbeing etc.
Physical Activity Sport and Leisure Sector (PALS)	The community groups, operators, businesses and all organisations and individuals involved in delivering or facilitating physical activity.
Let’s Move Lincolnshire strategy	The physical activity strategy for the county, Active Lincolnshire acts as the guardian of the strategy, that is supported by stakeholders and is the physical activity strand of the Joint Health and Wellbeing Strategy.
Sport and Physical Activity, Equality, Diversity and Inclusion, Advisory Group (SPA EDI Advisory Group)	A group of people and organisations with expertise and direct connection into the diverse communities of Lincolnshire, collaborating with Active Lincolnshire to advise, inform, contribute to AL’s work.

DIAP authors and contributors

The following people are thanked for their extensive contribution to the development of this shared plan and ambition:

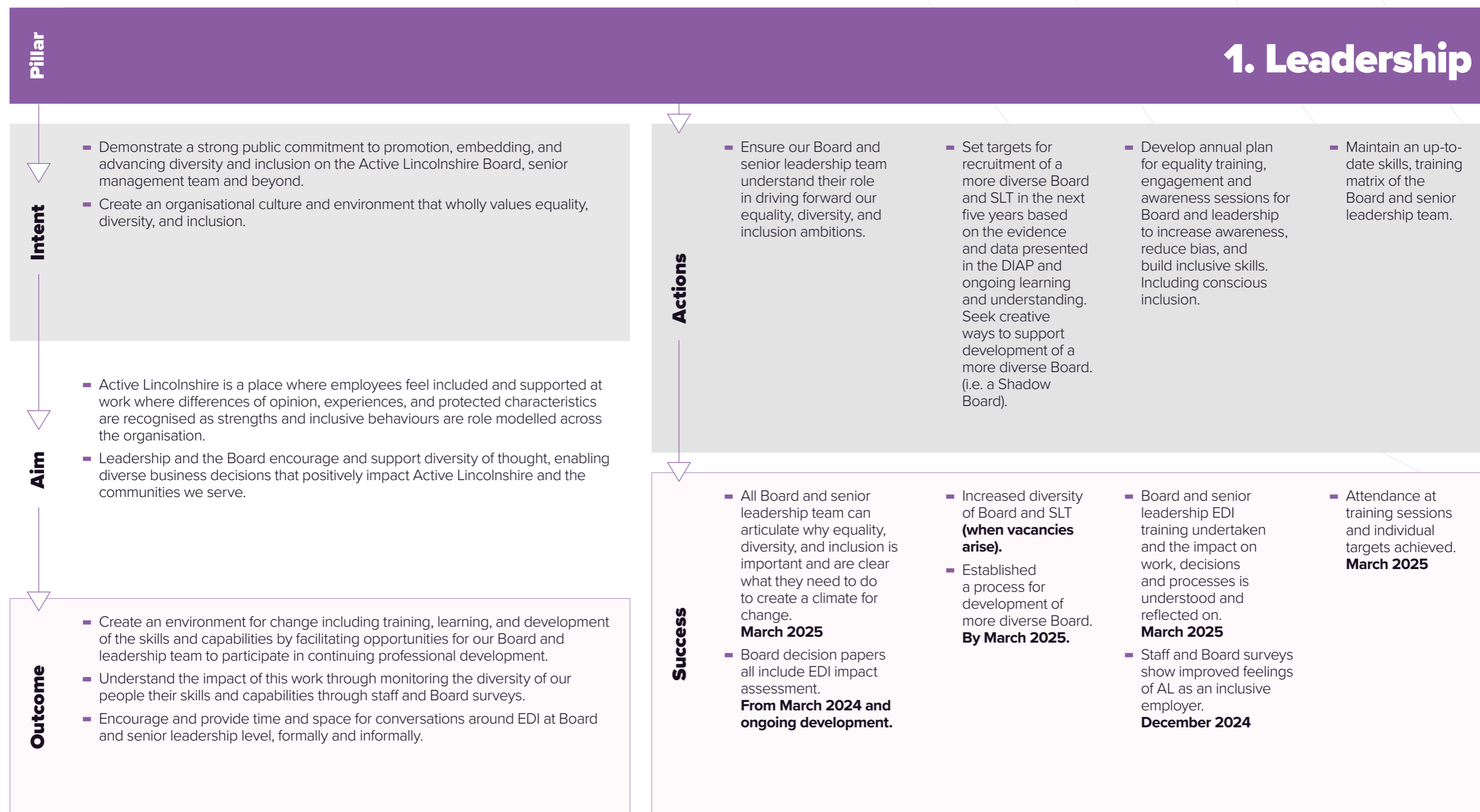
- Active Lincolnshire's Board of Trustees
- Active Lincolnshire's Sport and Physical Activity, Equality, Diversity and Inclusion Advisory Group
- Active Lincolnshire's Staff team
- Dr. Hanya Pielichaty, University of Lincoln
- Emma Tatlow, Active Lincolnshire's CEO
- Ian Brown, Active Lincolnshire's EDI Manager
- Ladi Ajayi AKD Solutions
- Sophie Ford, Board Trustee, EDI Lead

Appendix 1: DIAP Action Plan.

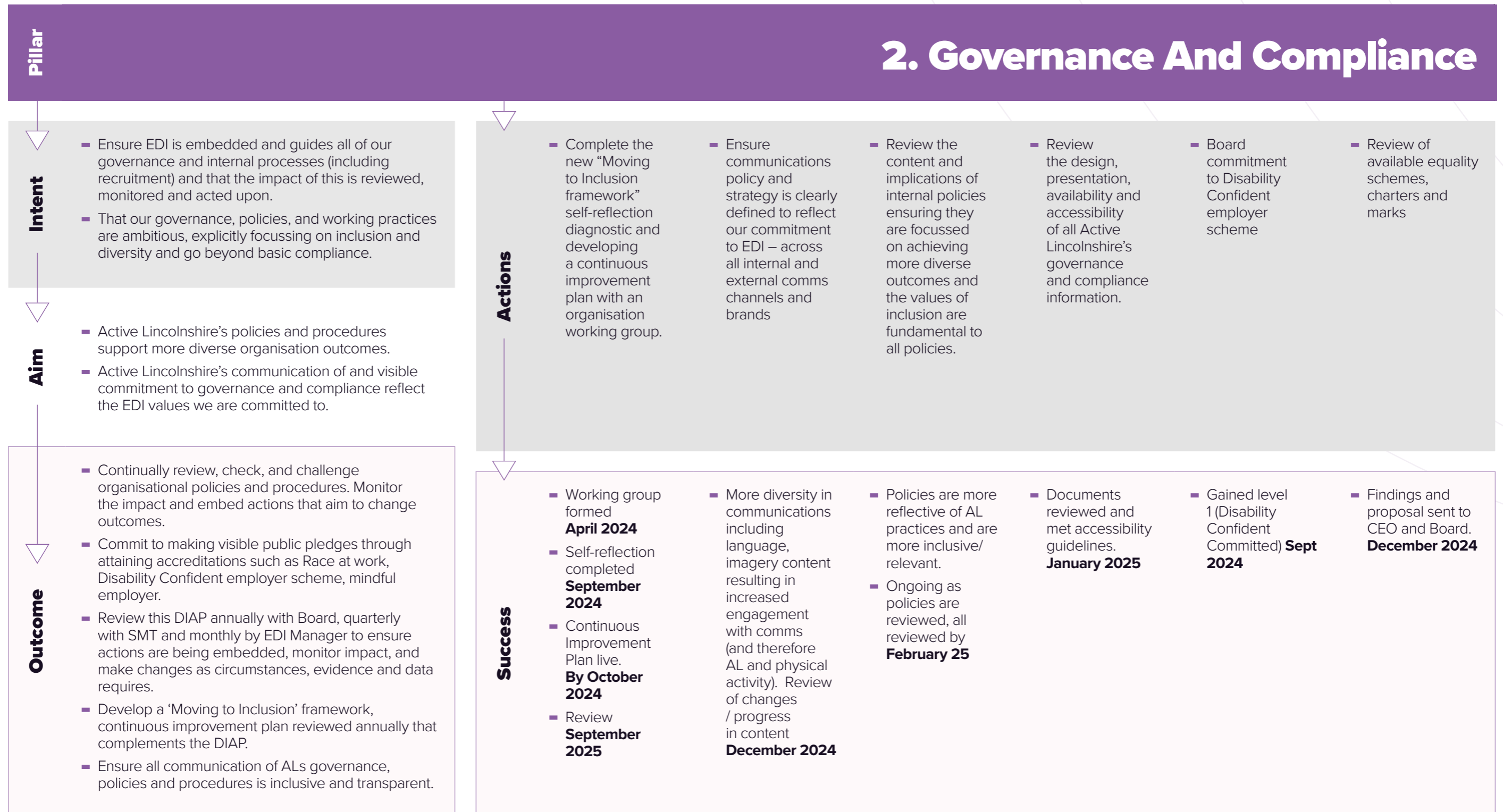
Beyond Inclusion: Our commitment to tackling inequalities.
Diversity and Inclusion Action Plan (DIAP) | 2023-2028 | Version 1.0

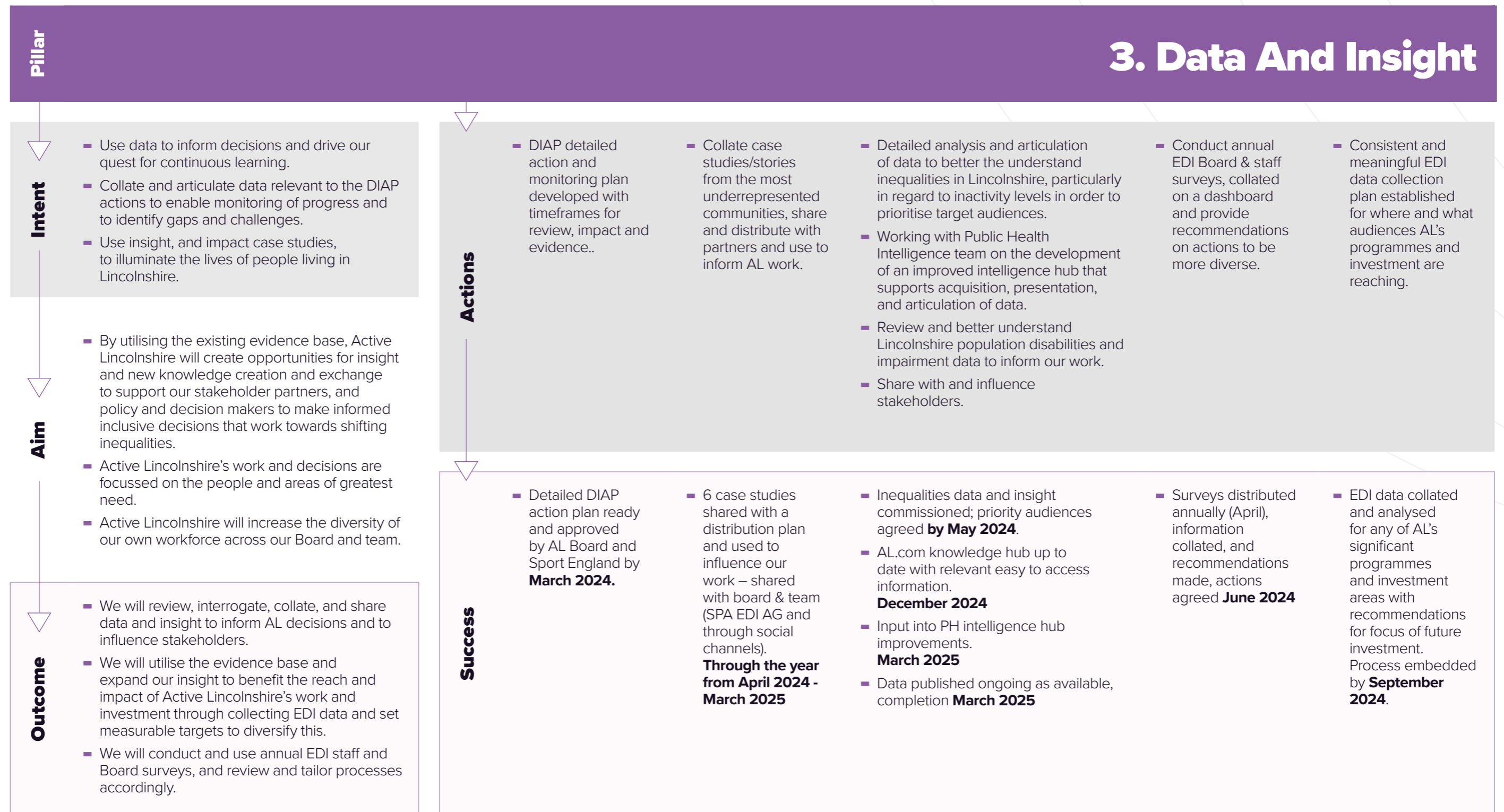


Appendix 1 includes the headline action plan from Chapter 8 of this document with further details including the actions, lead responsible person and measures of success. It is our intention to have an implementation plan that sits beneath this, which will be the working, evolving action planning documents with timescales, risks, status of delivery etc.



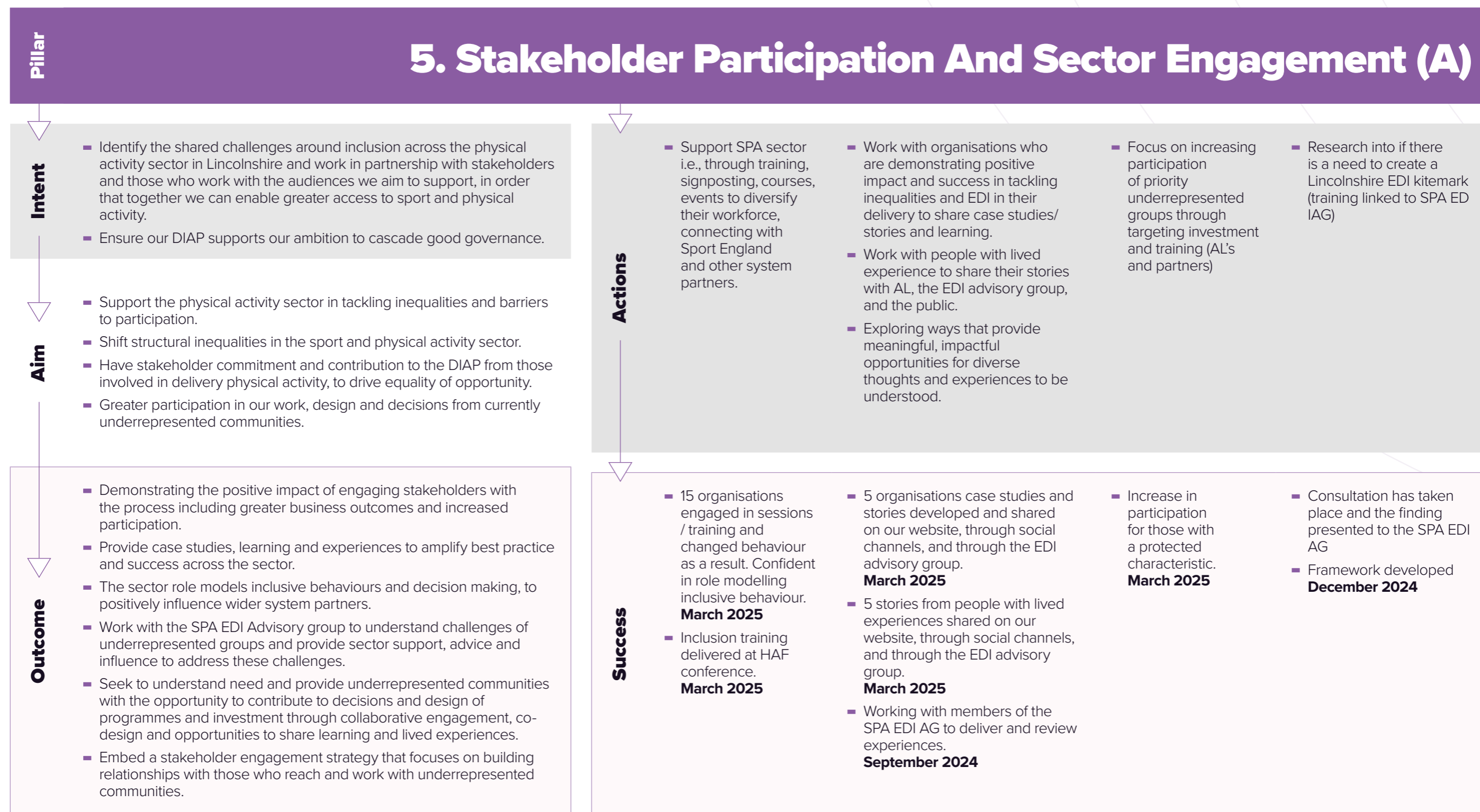
2. Governance And Compliance

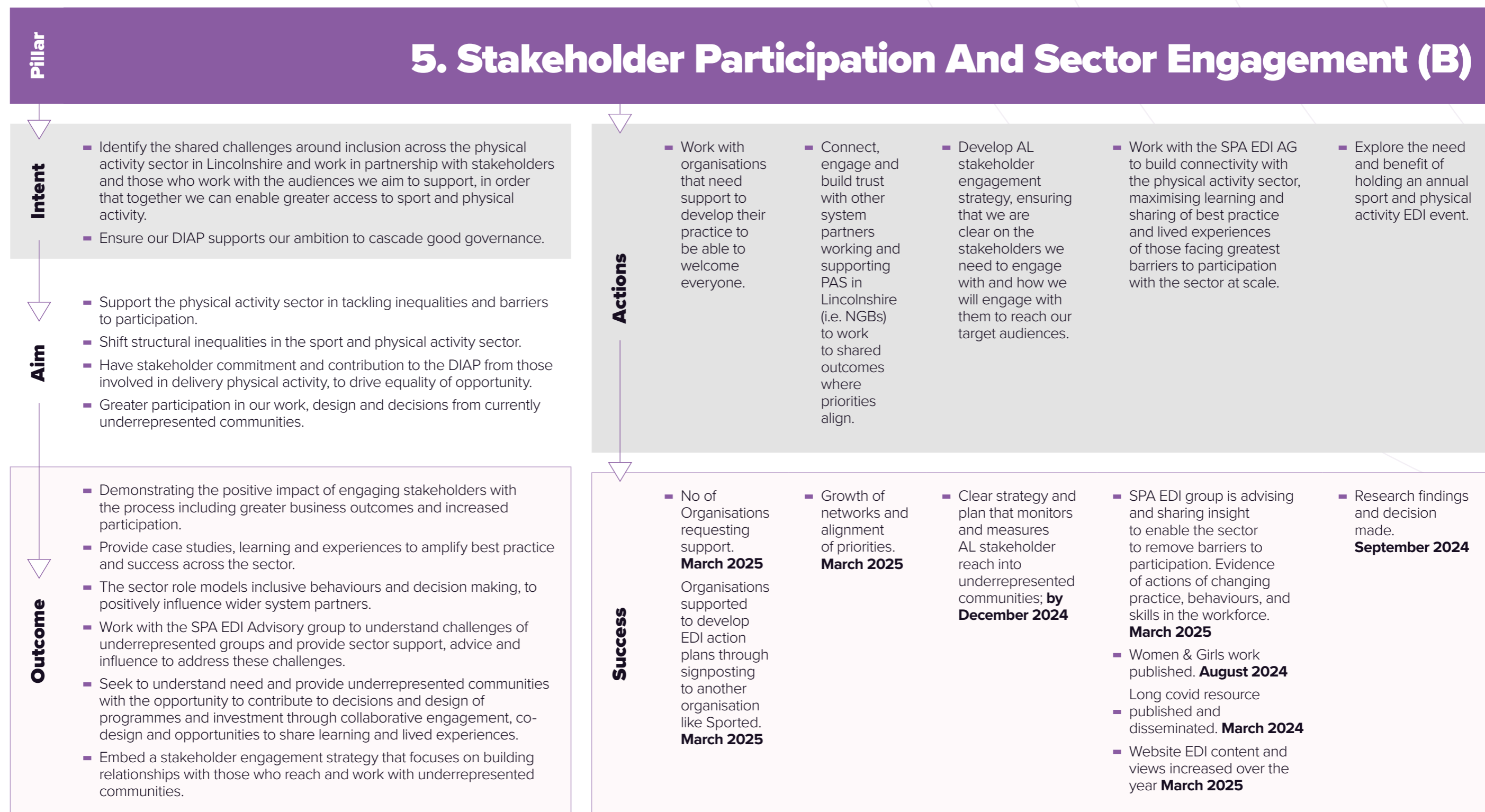






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MORE PEOPLE.
MORE ACTIVE.
MORE OFTEN.

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Diversity and Inclusion Action Plan (DIAP)



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