Diversity and Inclusion Action Plan
2021 to 2024
Contents

Introduction ...................................................................................................................... 3

About our plan .............................................................................................................. 5

The Plan ......................................................................................................................... 9

Making sure the plan is working ............................................................................... 19

For more information ............................................................................................... 20

In this Easy Read document, difficult words are in **bold**. We explain what
these words mean in the sentence after we have used them.

Some words are **blue and underlined**. These are links that will go to another
website which has more information.
Introduction

We are Sport England. We work to help everyone take part in sport and physical activity.

This is our plan to make our organisation more diverse and inclusive.

Diverse means having people from many different backgrounds.

Inclusive means that no one is left out because of who they are.
If we all work together, through our words we can help create change.

We want to:

- Help our staff think more about the day to day decisions they make.

- Check that what we are doing is making our organisation more diverse and inclusive.

Our plan sets out the actions that:

- Are important to us.
- Involve all our staff playing a part.
About our plan

Through Sport and Physical Activity, we want England to be a more inclusive place, where people live happier and healthier lives.

This plan will help to do that in our own workplace.

In our workplace we want everyone to:

- Feel welcome.

- Be positive about our differences and treat each other with respect.

We know that we have work to do to make our workplace more diverse and inclusive.
What we believe in

We are inclusive.

We believe that everyone should be able to take part in sport no matter their age, background or ability.

We know that by being more diverse in our organisation we will:

- Make better decisions.

- Be able to meet the needs of our staff.

- Make Sport England a fairer place for everyone where differences are valued.
Our public pledges

**Pledges** are promises we have agreed to work on and support.

We have signed up to 3 different pledges on diversity and inclusion:

- **The Race at Work Charter.**
  This helps us to follow actions to make it fairer in the workplace for people who are Black, Asian or from other ethnic backgrounds.

- **The Disability Confident Employer Scheme.**
  This helps us to think differently about disability at work and the improvements we can make.

- **The Mindful Employer scheme.**
  This is to help workers with their mental health.

These pledges help us to get better and change how we do things for good.
Our legal duties

**Legal duties** are things that the law says we must do.

Working on inclusion and diversity is also the right thing to do.

We also follow what the Equality Law says we must do, which protects our staff from unfairness.

Sharing information about how we are following the laws is part of our yearly plans.
The Plan

Our plan has 4 main parts.
These are the different ways that we are going to make Sport England more inclusive and diverse:

1. Leadership

**Leadership** means the people who show others the way to do things in the organisation.

Our leadership team has already said we strongly support being diverse and inclusive.

Our team knows that diverse organisations can work better.

Our leadership team understands that they must think about diversity and inclusion in all their work.
How we will support leaders over the next 4 years

We will support our leaders to:

- Show that they are responsible for and support being diverse and inclusive in their teams.
- Listen to people with different opinions in their team.
- Learn about diversity and inclusion.
- Support our plans for being diverse and inclusive.
- Think of their own ways to help our staff to be more inclusive.
Tell their teams how their work is going and celebrate when they do well.

Make sure all members of their team support inclusion and diversity.
2. Diverse staff

If our organisation is more diverse, we will be able to do our work in a better way.

We have a goal to hire more people from different backgrounds and help the people who already work for us to move forward in their careers.

How will we get a more diverse group of people to apply for our jobs?

We will:

- Set targets for employing people from different backgrounds.
- Think about how we can use on the job training as a way of finding people from different backgrounds to apply for our jobs.
We know that having clear targets will help us to measure how well we are doing to hire more people from different backgrounds.

This will help us to carry on getting better in the future.

How will we keep people from different backgrounds working for us?

As well as hiring people from different backgrounds, we want them to keep on working for us.
We will do this by:

- Using the best ways that we know to find new people to work for us in an inclusive way.

- Encouraging people to move forward in their careers.

- Supporting our staff groups that can speak up for people from all different backgrounds in our organisation.

- Finding out what people think about working for Sport England through surveys and meetings.

- Carrying on supporting people in their careers.
3. Making change through talking and learning

We need to talk, listen and learn from the people we work with.

Why is this important?

It is important that everyone in our organisation is responsible for diversity and inclusion.

We want everyone at Sport England to be part of making our workplace more diverse and inclusive.

Staff who are involved in learning and growing together are more likely to support equality, diversity and inclusion.
We will do this by:

- Helping our staff to be more aware of different cultures, so that we can all learn about each other.

- Having events that help staff to learn and get better at their jobs every year.

- Through our company value “We are ... Inclusive” we help staff talk about inclusion when they speak to their manager about how they are doing.
4. Everyone is involved

Our plan will only work if everyone in the organisation is involved.

It is important that everyone works together to achieve our goals.

This includes:

- Listening to and welcoming opinions from different backgrounds.
- Showing that you include people in what you do at work.
- Showing that you support respect and fairness.
Supporting people to learn and get better at what they do at work.

Valuing working with different groups of people.

We believe that there is real power in us all working together to move forward and make change.
Making sure the plan is working

We will make a plan every year of the goals we want to achieve.

If we find any areas that we need to work on, we will include these in our yearly plans.

We will collect information that helps us look at how we can work differently and get better at what we do.

We will also collect information that helps us to understand what we are doing well.

We will tell our staff and the public how we are doing every year.
For more information

You can read our full Diversity and Inclusion Action Plan here: www.sportengland.org/corporate-information/equality-and-diversity

If you need more information please contact us by:

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