

# **Nuneaton & Bedworth Leisure Trust**

## **Equality and Diversity Strategy 2013-2018**

### **Unlocking potential: Empowering to change**

#### **Why Equality and Diversity?**

**We are operating in a time of great change for both our service users and their communities:** whether the rising cost of living and contrasting reductions in state support; or the lower wages of those in entry-level jobs, and restricted employment opportunities that have been such a feature of the recent past.

Equality and Diversity is and has always been the driving force behind our organisation – it is the cornerstone of our aspirations; the motivation for our employees; and the measure of our success.

So it is more vital than ever now that NBLT focuses on and promotes its core values of inclusion, equality and diversity - inclusion and equality for all the members of the diverse communities that NBLT serves.

Our Strategy **Unlocking potential: Empowering to change** details our 5 year Equality and Diversity goals and the values and actions we intend to embrace to achieve them.

#### **Our Priorities**

**Between 2013 and 2018 we aim to:**

1. Remove all physical barriers to leisure opportunities at NBLT
2. To provide an accessible and responsive service to all
3. Provide the information, advice and guidance needed to help the customer map their most appropriate path to change
4. Ensure each activity develops a culture of continuous improvement, support and inclusion
5. Work beyond the Equality Act 2010
6. Promote diversity beyond stereotypical expectations
7. Promote a diverse workforce at all levels
8. Attract, support and retain people with a disability

## **Priorities and Action**

### **Priority 1**

**We will aim to remove all physical barriers to leisure opportunities at NBLT**

We will:

- Work with our Council, local primary and secondary schools, employers and other stakeholders to raise the profile and benefits of leisure opportunities.
- Use grants, funding opportunities and re-investment to equip our centres with the best possible equipment and offer outstanding leisure activities.
- Consult with users and clubs on programming and provide detailed online information of our projects and aspirations.
- Actively reach out to and engage the most marginalised members of our community, comparing internal recruitment data to local published census data.

### **Priority 2**

**Aim to provide an accessible and responsive services to all**

We will:

- Improve data collection to understand better who does and does not use our service, and how we can best meet different access needs;
- Promote awareness of and access to our service to potential customers;
- To ensure communication channels are accessible;

### **Priority 3**

**Provide the information, advice and guidance needed to help the user map their most appropriate path to change**

We will:

- Support customers into various fitness activities, giving them volunteering and work experiences;
- Make use of and value partnerships, signposting customers to specialist agencies or other providers when we know we don't have that expertise ourselves;
- Provide clear fitness assessment guidelines;
- Work with national, regional and local organisations to represent the needs and opinions of our customers at policy level

## **Priority 4**

### **Ensure each activity develops a culture of continuous improvement, support and inclusion**

We will:

- Safeguard – ensure that customers are safe at NBLT and take immediate action whenever there is disclosure in line with Warwickshire Safeguarding Children’s Board;
- Support wellbeing by promoting activities outside of the leisure activities, mentoring for better health, education and employment opportunities in cooperation with our partners.

## **Priority 5**

### **Work beyond the Equality Act 2010**

We will:

- Support and promote Equality and Diversity beyond our legal obligations under the Equality Act 2010 and the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation, by recognising and tackling the impact and barriers of:
  - Attitude to Employment - with the help of our partners build confidence, self esteem, soft skills of our customers;
- To engage with and learn from leading organisations and networks to promote equality and value diversity.

## **Priority 6**

### **Promote diversity beyond stereotypical expectations**

We will:

- Apply Equality and Diversity so that it is appropriate for our multicultural neighbourhoods: areas naturally high in diversity.
- Believe that true diversity is the process of the person not the equality aspect coming first. So we won’t enforce equality where we can see it is already developed in a group.
- Ensure that Equality and Diversity is more than enforcing stereotypical views or positive stereotyping – personal taste and interests can develop regardless of cultural origin.

## **Priority 7**

### **Promote a diverse workforce at all levels**

We will:

- Ensure that recruitment is fair, open and attracts diverse talent.
- Provide equal opportunities for all learning and development activities.

- Invest in opportunities for all our people to develop their potential so that we have a supply of diverse talent for the future.
- Strive to achieve an improvement in workforce diversity at all levels, taking positive action as appropriate.
- Strengthen NBLT's annual engagement survey to include questions on equality.
- Provide mainstream equality and diversity training and refresher training to all employees so that they understand the importance and issues relating to equality and diversity and their individual responsibilities.
- Encourage internal champions by ensuring all recruiters within NBLT obtain an accredited certificate in Equality and Diversity.
- Use different communication methods to talk about equality & diversity e.g. intranet, in-house news letter, team briefings.
- Tackle all forms of bullying, harassment and intimidation to create a working environment that promotes dignity at work and respect for all.
- Promote Equality in the workplace.
- Regularly review all employment and volunteering practices and procedures to ensure that no job applicants, employees or volunteers are treated less favourably than others.

## **Priority 8**

### **Attract, Support and Retain People with a Disability**

We will:

- Develop and Publicise information on the support available for disabled employees.
- Develop health & wellbeing pages on our website on good practices e.g. flexible working, reasonable adjustments.
- Improve the systems and processes for obtaining monitoring data on disability, with a view to improving data collection and improving statistical reporting.
- Work with those disability organisations to promote and increase applicants applying for positions taking positive action as appropriate.
- Commit to accommodating disability by making reasonable adjustments or offering re-deployment when an employee becomes disabled in the course of their employment.
- Use opportunities such as fun days etc to engage with disabled people to promote NBLT as an employer of choice.
- Ensure all training is accessible to disabled employees.