

EQUALITY ACHIEVEMENTS: April 2007 - March 2008

Developing our Organisation:

Human Resources:

- Results of the **Staff Survey** showed that 91% (89%/2006) said they understood the content of the **Equal Opportunity and Equity Policy**, and a further 3% (7%/2006) are not aware of the policy.
- Publicised Bromley Mytime's commitment to equality in job adverts, ensuring the flexible working possibilities, and adverts more widely accessible to all sectors of society. '**Job Fresh**' and '**Equality Britain**' recruitment publications advertised in 'hard to reach' communities.
- A variety of amendments has made our application pack information clearer and more helpful.
- Interview procedure is more flexible and appropriate with, for example, a wider range of individual specific needs being taken into account.
- Equality profile data now available for casual workers.
- Improvement to the gathering and use of equality monitoring data should lead to a more diverse workforce in time.
- Achieved '**Positive About Disabled People**' in recognition of our policy and process for employing disabled people.

Training:

- Raised profile of equality generally by: including in induction process, in "Code of Conduct" training, updated recruitment and selection workshop and provided 6 basic awareness half-day sessions with course modified to include 'appropriate language'.
- In-house disability awareness, and external disability, training delivered to all that identified it as a need.
- Frontline staff have list of disability awareness "top tips."
- More flexible timing of courses: EG Equity in your Coaching was held in the evening.
- 2 deaf people provided with work experience in Training and Membership sections.

Communications:

- Obtained customer satisfaction feedback through a variety of channels e.g. **pan-disability focus group**
- **Leisure centre satisfaction survey** carried out by independent market research company (FDS) reports positive satisfaction with services from potentially disadvantaged target groups.
- Best practice included in **Community Communications Engagement Strategy 2007-8, Style Guide** updated and customer standards amended, all distributed as appropriate to staff and partners.
- Reviewed sample of printed material to ensure it is appropriate and in line with best practice, changes made where necessary and advice communicated.
- Publicity information updated so that it is clear about requirements of participants and how different sectors of society are accommodated. EG **No-Limits Leisure Guide** updated and provided in a variety of formats. Produced new **Primetime** guide to leisure activities.
- Investigated Minicom as a method of communication with deaf people. Advice received was that Email is preferred and Minicom is not essential.
- External **Website** accessibility report commissioned with recommendations being incorporated into future enhancements.

Developing our Services:

Participation by Underrepresented groups:

- Obtained funding through **Summer & Winter of Sport** to host open days for adults with a disability at the Pavilion, resulting in new **Buddy Scheme** initiated. Open day held at WLC in March.
- Above funding included: taster sessions in 5 sports, gym induction and swimming. Opportunity for customers to feedback and secure information on other sport/social activities within the borough.

- Held free open day for adults with a disability at Walnuts in March & for children/young people with a disability at The Spa as part of **Able 2 Disability Sport Awareness Week**. Additional funding secured through Help a London Child, with information on exit routes also available.
- The Spa is working towards **Inclusive Fitness Initiative** accreditation requiring appropriate equipment and mobility throughout the centre for disabled users. Once accredited the Spa will benefit from IFI marketing and partnerships; staff will also receive free disabled training that will help improve staff capability and standards.
- Put on at least 6 activities in partnership with **Bromley MIND** across our centres.
- Piloted **Childhood Referral** pathway at Walnuts to enable those under the age of 16 with defined medical conditions to become physically active.
- The **Bromley MEND** (Mind, Exercise Nutrition and Do it!) programmes continue to see improvements in the health of the participants and their families at the Spa, Walnuts, West Wickham and Pavilion with many participants coming from target areas in the borough and key community groups such as the Bromley Somali Association.
- **Women only swim sessions** piloted monthly at Darrick Wood pool.
- **Children with a disability:** Bromley Autistic Trust (BAT) allocated monthly usage of the pool at Darrick Wood. Similarly monthly exclusive sessions at Adventure Kingdom. Discrete swim lessons for age 7+ commenced at Darrick Wood.
- Inclusive provision made at **Family Fun Days** at Pavilion, Walnuts and Spa.
- Increased participation of **disabled young people** in Bromley's **London Youth Games** team by 5 to 77, with all achieving top 7 placing.
- **Girls** Cricket team won the 2007 London Youth Games Cricket Cup contributing to Bromley's successful year.
- Introduced **Access** live members of 455 and **Access Plus** memberships of 623, with introduction of flexible 1/4ly payments for 'activetime' access and access plus members.
- **DDA** funding 2006-08 of **£50,000** across company: Evacuation chairs & training, hearing loop, fire alarm refit, gym equipment, and passenger lift.

Equality Impact Assessments (EIAs):

- Conducted at least 8 EIAs over the year.