

EQUALITY ACTION PLAN SUMMARY: April 2008 - March 2009

To ensure equality genuinely exists throughout Bromley Mytime, it was important that a number of different areas committed to achieving the commitments made to equality within our policy and converted them into high priority, clear delivery targets. The management of these is the responsibility of the Equality Project Group.

Developing our Organisation:

Consider application to **The Equality Standard for Sport** subject to eligibility.
 Consider signing up to: **Inclusive & Active** - A Sport & Physical Activity Plan for Disabled People in London 2007/12.

Human Resources and Governance:

- Publicise 2007-8 permanent and casual **staff equality profile data**.
- Implement appropriate action to reduce under representation within staff compared to the Borough's population and to the sport and recreation industry as a whole, where are we under represented e.g. those with a disability e.g. **job carving**.
- Review recruitment methods/recruitment advertising media to encourage more applications from e.g. **disabled people**.
- Investigate becoming part of **Stonewall's Diversity Champions** programme.
- Update equality profile data held on members of the Board.

Training:

- Integrate equality training into all training courses where relevant.
- Deliver specialist training as identified through the PAS process
- Investigate need for disability awareness type "**top tips**" information for frontline staff for other underrepresented groups.
- Look at whether an even more flexible approach to training, timing of courses, type of delivery for example, would benefit participants.
- Consider further "**on the job**" type learning opportunities, both for Mytime staff within and outside the organisation and for members of underrepresented groups being given work experience within Mytime.
- Members of staff to attend relevant conferences, seminars and workshops.
- Ensure **disability awareness training** can still be provided.

Communications:

- Promote the work of the **Equality Project Group** internally, in particular this action plan and, where relevant, to external partners and agencies.
- Continue to build regular meetings of the **Sounding Board** (and additionally outside the Sounding Board with groups such as Broomleigh, PCT, police) to listen and respond to the views of partner and under represented groups.
- Provide **Crystal Mark standard training** as required for staff to ensure clear and non-discriminatory language and images are used in marketing information and publicity.
- Implement **Website accessibility** recommendations.
- Obtain customer satisfaction feedback, make proposals as a result.
- Act on outcomes from **Stakeholder Survey** and make proposals as a result of additional information gained. EG Specialist Equipment.

Developing our Services:

Participation by underrepresented groups:

- Learn from external organisations generally recognised at being good at providing for people: in low socio-economic groups, who are unemployed and from black and minority ethnic communities and make recommendations as to how this may influence provision within Mytime.
- Subject to outcome of **Community Investment Fund** bid, implement 'Active Wellness clubs' - provided in partnership with other organisations.
- In conjunction with **Pan-Disability Focus Group**, make ongoing proposals about the use of **DDA funding** to improve access across sites.
- To implement a **Buddy Scheme** in partnership with Kent Association of the Blind to provide gym opportunities for visually impaired customers.
- Implement actions from open days for people with disabilities at Spa and Walnuts.
- Establish **women only swimming** following pilot.
- Establish Childhood Referral pathway at Walnuts following pilot.
- Progress **Inclusive Fitness Initiative** application for the Spa
- In conjunction with Bromley Mind, deliver badminton sessions at Pavilion.
- Identify minority areas to promote Fresh Start.
- Establish **Childhood Referral Pathway** at Walnuts to enable those under the age of 16 with defined medical conditions to become physically active.
- Investigate the possibility of holding a viable and sustainable specialised session targeted at **people with a disability** at the Spa.
- Gather gender, ethnicity, disability and age information for **members/participants** and make proposals to address under representation.
- Aim to reach/exceed borough profile targets for '**access**' and '**access plus**' memberships.

Equality Impact Assessments (EIAs):

- Develop a timetable for EIAs during 2008-9. Includes **HR, Arts, Golf, and Child and Vulnerable Adults Protection**.

By end of March 2009, a similar action plan will be created to set targets for 2009-10.