Pentathlon

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INTRODUCTION
“Sport has the power to unite people in a way little else can. Sport can create hope where there was once despair. It breaks down barriers. It laughs in the face of discrimination. Sport speaks to people in a language that they can understand.”
Nelson Mandela

Pentathlon GB achieved the foundation level of the Equality Standards for Sport in September 2012. The target is to reach the Preliminary level by September 2014 and the Intermediate level by March 2017. The 2013-2017 Action plan developed for the Preliminary submission has had many of the actions completed and therefore an updated Action Plan 2014-2017 was developed by the Equality Working Group to build on the previous plan and to build on the recommendations from the 2014 Audit.

The Pentathlon Board believes that a commitment to equality in the sport will bring benefits of:
• Increasing participation by reaching new audiences
• More potential administrators, coaches, officials and volunteers
• Increase talent pool
• A positive public image
• Makes the sport more attractive to sponsors and funding submissions
• Ensures the sport meets its legal duties
• Attract Funding
• Promote social cohesion

As part of the Foundation level preparation the sport undertook a number of audits including Human Resources, Communications and diversity of its members, coaches, volunteers, staff and Board

Findings from the Diversity audit indicated the following and this has given direction to the action plan:
• The membership is more diverse racially in Asian and mixed community groups, though is still predominantly white British
• The membership has a higher proportion of females than reflected in that of its board/committee, staff and coaches representation.
• Membership age groups shows 86% are under 16 but apart from coaches who span age ranges there was only one respondent under 45 involved in the governance of the sport
• Based on the membership data and respondents to the audit Pentathlon GB has limited diversity in the areas of disability
• Based on respondents, the Board, its Regional Committees, Staff and Coaches have very limited diversity in the other protected characteristics outside of marriage.
• Overall there is limited diversity across Pentathlon GB as a whole

OBJECTIVES
• To achieve the Preliminary level of the Equality standards for Sport by September 2014
• To achieve the Intermediate level of the Equality standards for Sport by March 2017

Objective 1 – Keeping momentum
The Equality Working Group is now established and should be able to meet regularly to support the Board and staff members to review major policy and practice and create an inclusive and welcoming environment.
Objective 2 - Insight
To get more valid data to support future audits, where practical to cover the 9 Characteristics

Objective 3 – Training and development
To improve the understanding and importance of equality and diversity issues in relation to their roles, by all staff and the Board

Objective 4 – Awareness of Commitment to equality
To improve the awareness of Pentathlons commitment to equality and diversity to all existing/new partners and members

Objective 5 – Policies
To ensure all policies and strategies promote equality and inclusion

Objective 6 – Activities
To take positive action and introduce activities that improves under representation and creates a more inclusive environment

Objective 7 – Research, Monitoring and Evaluation
To analyse current research, and ensure monitoring and evaluation methods are in place for existing and future projects.

Objective 8 – Marketing and Communications
To evaluate all marketing and communication methods used by Pentathlon GB and improve, where necessary, to ensure accessibility

All these objectives have a number of actions associated with them that are covered in the action plan below.

EQUALITY WORKING GROUP
To be made up of representation from:
• Board member (Equality Lead)- Lawrence Moss
• Development team (Equality Lead)- Rachael Hares
• World Class Programmes
• IT- John Woodbridge
• HQ office /HR- Eleanor Guest

EXTERNAL CONSULTATION as appropriate

• English Federation for Disability Sport
• Women’s Sport & Fitness Foundation
• Sport England
• Sporting Equals
• Stonewall
• Pride Sports
• Mencap
• DSL
• Youth Sport Trust
• Bingham Penguins
• Membership
MONITORING AND EVALUATION

The Equality Action Plan will need to be monitored and evaluated on a regular basis.

Monitoring and evaluation processes:

<table>
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<th>Overall accountability for the implementation of the Equality Action Plan</th>
<th>Pentathlon GB Board and Senior Management Team</th>
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<td>Ongoing monitoring and evaluation of plan progress</td>
<td>Equality Working Group</td>
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<td>Implementation progress</td>
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<td>Consultation on report, assessment of effectiveness and achievements of actions</td>
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This Action Plan is part of the wider organisational objectives and strategies and is included in the overall business strategy as well as the more local development plans to ensure that all staff, volunteers and partners involved have a responsibility for ensuring that the action plan is implemented and tasks achieved throughout the year. Tasks with partner organisations will be monitored through meetings and evaluated following actions achieved. All tasks will be included in individual officer work plans and monitored through the staff appraisal process.

BUDGETS

The budgets allocated to this action plan come from a number of sources:

- HQ budget for Equality working group meetings
- Development Budget
- Training Budget
- Externally funded CSP projects eg Sportivate, Sport Makers
- Externally funded small grants programmes
- Partners projects comprise a mixture of partners own budgets and some PGB funding
- Officer Time is against several actions as this work is incorporated into officer work time