



HSP Equality, Diversity & Inclusion Policy & Action Plan 2023-24

Updated April 2023

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1. FOREWORD

As the Active Partnership for Hertfordshire, we recognise that providing equality of opportunity, valuing diversity, and promoting a culture of inclusion are vital to our success. Consequently, we want to be an organisation where people can be free to be themselves no matter what their identity or background and we will strive to create an environment and culture where everyone can reach their potential and can utilise their skills and talent to the full, without fear or prejudice or harassment.

Inclusion is at the heart of the Partnership's values, and we will use our position as both a system partner to Sport England, and as system leader for the wider sport and physical activity sector in the county, to bring about positive change.

It is only when our workforce reflects the communities that we are seeking to support that we will be able to better understand their needs and priorities. So, we will be proactive in our attempts to diversify the local sport and physical activity workforce and to create employment and participation opportunities for those who until now, have felt excluded.

Our aim is to ensure that equality, diversity, and inclusion are hard-wired into everything that we do as a Partnership and we will take a lead from our host, the University of Hertfordshire, in embedding some of its progressive policies and programmes into our wider work.

We hope that this policy will be a catalyst for change through a process of engagement and learning with our staff team, Board, and those that undertake such outstanding work across the wider sport and physical activity sector in the county.

We fully acknowledge our leadership role to the sport and physical activity sector in Hertfordshire and the potential to influence and drive the changes needed to address inequalities, to ensure that everyone- irrespective of their background- can get involved.

To achieve this we need meaningful, intentional action to drive this change, but we won't achieve this on our own. We will need to build systems that are inclusive by design and to co-produce new approaches with under-represented and excluded groups, in a way that responds to their needs.

We sincerely hope that you will join us on this exciting journey.

Mervyn Morgan

Chair - Herts Sports and Physical Activity Partnership

Hester Brierley

Vice Chair - Herts Sports and Physical Activity Partnership & Board EDI Champion

John D O'Callaghan

Partnership Director - Herts Sports and Physical Activity Partnership

2. ABOUT HERTS SPORTS & PHYSICAL ACTIVITY PARTNERSHIP (HSP)

The Herts Sports & Physical Activity Partnership (HSP) was established in 2003 and is one of 43 Active Partnerships across England, working closely with our principal funder Sport England, as the strategic lead for sport and physical activity in Hertfordshire. Our mission is 'to work strategically and collaboratively to improve the lives of the people of Hertfordshire, by using the power of sport and physical activity to tackle inequality and disadvantage', which forms part of our [Strategic Plan 22-27](#).

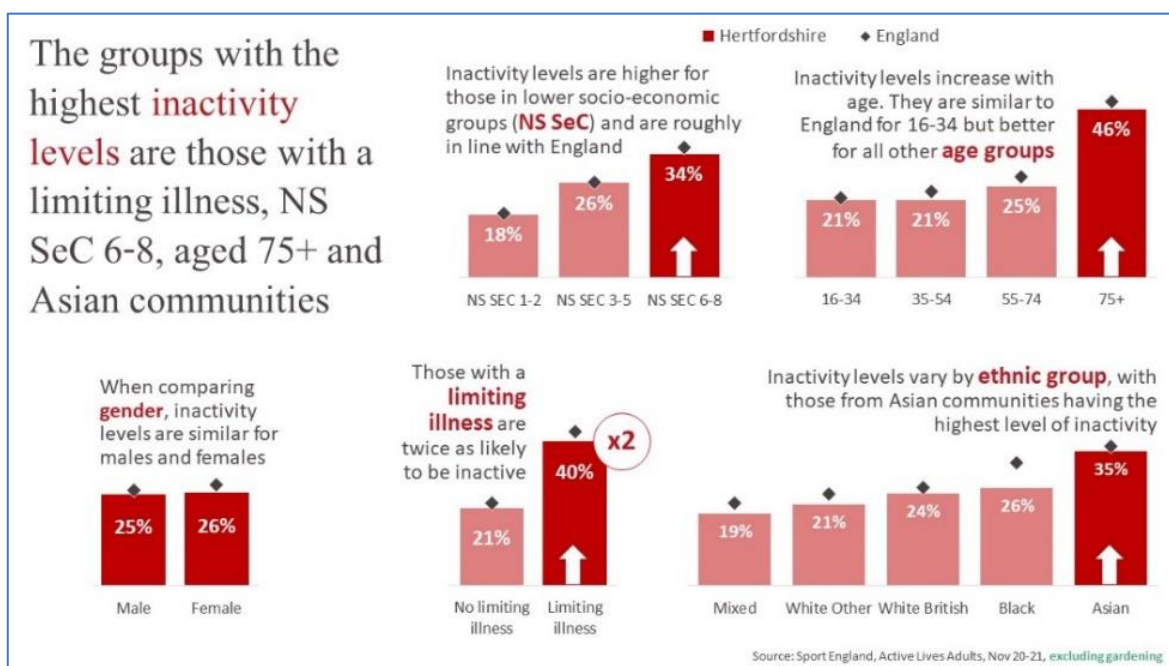
3. BACKGROUND

3.1. Introduction

- This Policy confirms our commitment to this agenda and the Action Plan sets out the key areas we will undertake both for the HSP staff and board, and with the wider network of partners across Hertfordshire.
- The terms Equality, Diversity and Inclusion are defined in Appendix 1.
- This Policy and Plan provides an update to the 2017 version and is for the HSP staff team and board.
- This Policy & Plan builds on our existing commitment to EDI as demonstrated by our current works areas (see Appendix 2).

3.2. Drivers & Insight

- EDI is at the heart of our Strategic Plan 2022-27 mission (see above) and forms one of our Core Values (Inclusive - we value diversity and will tackle inequalities so that everyone gets the chance to benefit from an active lifestyle); and is integrated across the whole Strategy. This Policy & Plan is therefore a key mechanism for achieving the ambitions in the Strategic Plan.
- Active Partnerships have been tasked by Sport England to reduce inactivity levels especially from under-represented groups where significant inequalities exist. We need an in-depth understanding of the needs of these groups and involve them effectively in decision making if we are to have an impact on our Strategic Plan objectives.
- The Sport England Active Lives Survey shows that whilst overall participation rates in Hertfordshire are slightly above the national averages, there are discrepancies between certain groups reflecting the inequalities that exist in society, and the covid pandemic has increased the inequality gap. Activity levels are particularly low for low income areas, people with a disability and long-term illness, over 75s and Asian communities – see chart below.



- “Hertfordshire is often viewed as a prosperous county; it enjoys lower than average unemployment, higher than average incomes and good access to services. But dig a little deeper and you’ll find pockets of disadvantage in every district” (Hertfordshire Community Foundation).
- We understand the benefits that a diverse board and staff team can bring (see graphic below), especially around effective leadership and decision making. As the lead body for sport and physical activity across Hertfordshire, we also want to set high standards and act as an exemplar organization for the whole County.



HSP carries out an annual staff and board diversity survey and uses the results to plan improvements.

3.3. Methodology, Ongoing Review & Accountability

- A steering group made up of colleagues from across the HSP Team (see Appendix 3) has been formed to create the Policy & Plan and drive its implementation.
- Insights have been taken from various sources to inform the Policy & Plan and we have created various opportunities for colleagues from the whole Team, and the UH Inclusion Team, to input.
- The steering group will meet regularly to review progress
- This Policy and Plan will be reviewed by the HSP Board annually and a Board Champion has been appointed, who has inputted into the development of this document.
- Whilst responsibility for EDI sits across the whole team, the Strategic Lead for Transformation is the SLT lead for this work.

3.4. Compliance & Quality Control

- A robust EDI Policy & Plan is a requirement linked to being a Sport England funded system partner operating under tier 3 of the [UK Code for Sports Governance](#). The main EDI elements of the Code are set out in Appendix 4.
- Sport England have appointed specialist consultants to support the production of the Policy & Plan and to ensure it is high quality and we are committed to work collaboratively with them.

3.5. EDI at the University of Hertfordshire (UH)

- HSP is proud to be hosted and be a business unit of UH. The UH has an EDI [Policy](#) and [Plan](#) which we actively contribute to, and we work closely with and benefit from the support of the UH Inclusion Team.

4. HSP EDI POLICY & OBJECTIVES

4.1 EDI Policy

The Herts Sport & Physical Activity Partnership (HSP) is committed to encouraging equality, diversity and inclusion within our workforce, in the partnerships we support and in the delivery of sport and physical activity programmes.

We will continually develop our understanding of the diverse needs of different communities and partners within Hertfordshire, and positive action will be used to redress inequalities, discrimination and to maximise participation.

We oppose all forms of unlawful and unfair discrimination including direct and indirect discrimination, harassment, bullying and victimisation. HSP will abide by the requirements of the Equality Act 2010.

The purpose of this policy is to provide equality and fairness for those in our employment and all those we work with and ensure they are not unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief (including lack of belief), sex and sexual orientation (together the protected characteristics).

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability and all employees will be helped and encouraged to develop their full potential.

We will constructively challenge any discriminatory behaviour and take all complaints seriously, and if necessary, take appropriate measures against any staff member or stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

We know that as an Active Partnership our influence goes much wider than our individual organisations. We have the opportunity to lead by example in making clear statements of intent and implementing clear action plans, and set a high standard for our local partners.

4.2. EDI Aims

- We will encourage equality, diversity and inclusion within our workforce, in the partnerships we support and in the delivery of sport and physical activity programmes.
- We will create a working environment that promotes dignity and respect for all.
- We will endeavour to be truly representative of all sections of society that we aim to support.

4.3. EDI Objectives

- **Learning & insight:** Build our knowledge, skills, and confidence to improve equality, diversity and inclusion in physical activity and sport, and ensure HSP is an inclusive and supportive work environment for all.
- **Governance & Policy:** Putting the right governance and policy in place that promotes and embeds equality, diversity and inclusion
- **Delivery & Impact:** Ensure the majority of our work is focused on inactivity and inequality and we have mechanisms in place to measure our progress and impact
- **Marcomms:** Promote Inclusive communications and access to the opportunities we offer and amplify positive stories and role models
- **Advocacy:** Advocate for EDI across our partner organisations and provide opportunities for shared learning

5. EDI ACTION PLAN 2023-24

KEY: Steering Group (SG), Project Leads (PL), Orla Moore (OM), Senior Leadership Team (SLT), Adrian Ledbury (AL), PressRed (PR), Marketing Officers (MO), Will Slemmings (WS), Activity Finder Officer (AFO), Tom Horey (TH), Ros Cramp (RC), Maeve Cowley (MC), Mackenzie Carson (MC).

Learning & insight: Build our knowledge, skills, and confidence to improve equality, diversity and inclusion in physical activity and sport, and ensure HSP is an inclusive and supportive work environment for all.

Activity	Lead(s)	Performance Measures	Progress
Bring examples of lived experience into HSP Team & partners via team meetings and training events Charlotte Maeve	SG, PL, Maeve, Charlotte, Claire	A better understanding of the diversity profile of the HSP workforce.	
HSP Team members sharing their identity via a reverse mentoring programme	SG	A training and development programme is in place to enable all staff to feel more confident and empowered to embed EDI in their work, and operate in a supportive environment. Increased trust and openness within the team about our own diversity, resulting in all staff and board feeling respected and able to give their best.	
Keep HSP Glossary of EDI Terms under regular review	SG		
Keep EDI visible via interesting inputs at Team Meetings and Development Days	SG		
Carry out an annual diversity profile for staff, board and UH Ambassadors via survey	OM		
Build up a EDI profile for key projects – common questions Orla = example of HAF Support wider teams	Insight Team		
Liaise with CYP Team to ensure EDI features in the annual training programme for HAPpy providers and other providers	MC		
All new staff and board members attend UH Inclusion training (or equivalent)	SG, SLT		
Staff to attend minimum annual EDI refresher training	SLT, staff		

Activity	Lead(s)	Performance Measures	Progress
Provide regular EDI training for providers, coaches and clubs – coach ed week, clubs conference	PL		
Provide HSP EDI induction for new staff	AL		

Governance & Policy: Putting the right governance and policy in place that promotes and embeds equality, diversity and inclusion

Activity	Leads	Performance Measures	Progress
Nominate an EDI Board Champion and include them in development work.	Board, AL	A steering group and key leads are in place at SLT and board and they are taking a pro-active approach to embed and co-ordinate EDI across the business and with partners, and drive positive change. Our EDI plans are posted on our website and reviewed regularly. HSP is embedding EDI across all elements of the recruitment process.	
Nominate an EDI SLT lead	SLT		
EDI Policy & Plan reviewed at least annually by Board	AL, Board		
Publish EDI policy and update on our website	AL		
Meet regularly with UH EDI lead to ensure alignment and support of UH policy / programmes	AL		
Sit on HSV EDI Group and share learning	AL, TH		
Hold regular EDI Steering Group meetings to drive implementation	SG		
Ensure a pro-active approach to EDI as part of ongoing staff and board recruitment	SLT		
Explore the best recruitment options with UH that embed EDI	AL, SLT		
Ensure EDI features as a core component in the interview process for all HSP staff and board	SLT, PL		
Support providers and partners to ensure they meet minimum EDI standards	SLT, PL		

Delivery & Impact: Ensure the majority of our work is focused on inactivity and inequality and we have mechanisms in place to measure our progress and impact

Activity	Leads	Performance Measure	Progress
Strengthen our EDI insight work and use it to identify priority areas for development	AL, OM, PR	We have a strong evidence base supporting the prioritisation of our work programme. EDI principles are considered in the planning and implementation of all new projects. Appropriate measures are in place to learn and assess the impact of our EDI work.	
Embedding EDI Impact Assessment into PID (including 'Inclusion by Design Principles') and Board reports	SLT, PL		
Consider appropriate EDI measures for individual projects and for HSP overall, that enable us to learn and measure the effectiveness of our work.	AL, OM, PR		

Marcomms: Promote Inclusive communications and access to the opportunities we offer and amplify positive stories and role models

Activity	Leads	Performance Measures	Progress
Ensure we use appropriate inclusive imagery, language and operate within the Inclusive Comms Principles	MO, AL, PL	HSP are using appropriate inclusive imagery, language which is tailored to the target audience, and operates within the Inclusive Comms Principles. Positive stories, role models, allies and case studies are shared.	
Build our own image library with images that are authentic and representative of the diversity within Hertfordshire and have the appropriate permissions	MO		
Ensure that all elements of HSP website and publicity material are accessible and available in appropriate formats - refresh	MO		
Source and share positive stories, role models, allies and case studies	MO, PL		
Support a number of EDI campaigns aligned to our objectives.	MO		

Activity	Leads	Performance Measures	Progress
Ensure that the Activity Finder follows inclusive principles	MO, TH, AFO		

Advocacy: Advocate for EDI across our partner organisations and provide opportunities for shared learning

Activity	Leads	Performance Measures	Progress
Build our EDI insight and share with partners to influence policy and practice	AL, OM, PR, SLT, PL	Strong evidence base supporting partner priorities.	
Develop an online 'Inclusion Learn & Share Yammer Group' for HSP and partners to share learning, and continue to post and encourage partners to post.	TH, SG	Effective forums exist to share learning and hear from diverse communities.	
Hold regular 'inclusion learn and share events' for partners. Learn from the lived experience of our communities and amplify their voices and ideas to shape our work, local policy, and physical activity provision.	TH, SG	Good connections exist with local and national partners fostering 2-way learning.	
Maintain good links with local and national EDI partners (e.g. Activity Alliance, MIND, Sporting Equals) and Active Partnerships, and ensure good 2-way dialogue, ongoing learning and action	TH, AL, SG, SLT		

Appendix 1 – Definitions

Equality is ensuring individuals or groups of individuals are not treated differently or less favourably, on the basis of their specific protected characteristic, including areas of race, gender, disability, religion or belief, sexual orientation and age. Equality is not always about treating everyone the same – it is about treating people in such a way that the outcome for each person can be the same. In a HSP context, equality is ensuring that every individual has equal access to sport and physical activity and opportunities.

Diversity aims to recognise, respect and value peoples differences to contribute and realise their full potential by promoting an inclusive culture for all. Applied to organisations and decision-making groups, it can be understood as making them less homogeneous by taking into consideration factors like age, ethnicity, gender, disability, sexual orientation, educational background. A diverse organisation is more knowledgeable about and sensitive to a broader demographic and more adaptable to an ever-changing environment.

Inclusion means everyone fully participating on their own terms and having their needs met, with no one left on the sidelines. This could be fair policies in the workplace, everyone feeling like their contribution matters or having the opportunity to contribute regardless of your background, circumstance, or identity.

Appendix 2 - Current Work Areas linked to EDI

Community Sport and Physical Activity Sector - In partnership with schools and those involved in community sport to provide opportunities for the people of Hertfordshire to start, continue and thrive in their chosen sport or physical activity.

Project	Description	EDI Relevance
This Girl Can in Herts 2022 (TGCIH22)	<p>The Partnership is raising awareness of women's sport throughout 2022, by delivering a localised activation of the national This Girl Can campaign from Sport England – ‘This Girl Can in Herts’ including:</p> <ul style="list-style-type: none"> - Community Festivals - a partnership with Funding4Sport has been formed, linking up with one club /community group in each Local Authority area and support them with writing applications that focus’ on Women and Girls. - Monthly webinars. 	Focus on women and girls
UH Community Sport Ambassadors	Pairing HSP officers and their overall work programme to a student with a similar long-term interest in that field, providing valuable work experience for ambassadors and extra support for HSP.	The programme actively encouraging applications from candidates from ethnically diverse students, addressing the under-representation of ethnically diverse communities in the local sports and physical activity sector workforce.
Coach Education Week 2023	Our Annual Coach Education Week (CEW) programme is an exciting development opportunity for both aspiring and current coaches, with free and paid-for courses, lectures and workshops, catering for over 500 attendees covering a wide range of topics.	<p>Use the programme to cover inclusion related topics e.g. ADHD and coaching disabilities, LGBTQ+ awareness.</p> <p>£4K allocated for coaches from a culturally diverse background or working with those groups.</p> <p>There are also plans to work with Claire McCawley and her Leadership Academy to deliver a targeted programme to a number of girls across the county in October half term.</p>
Annual PE and Sport Conference	The annual PE conference will be taking place on Friday 13 th January 2023. Planning is underway for the workshops and keynote address. Sessions will cover Physical Education, School Sport, Physical activity, mental health and wellbeing. A mix of practical and theory.	Some of the workshops have an inclusion focus e.g. School Games: Inclusion, Supporting Mental Wellbeing in a post- Covid World.

Project	Description	EDI Relevance
Project Inclusion 2022	<p>The Partnership worked closely with the Inclusion 2024 Lead. We adopted a county approach to promote mainstream leadership for students with SEN and SEND. Each SGO area selected a Secondary School to be a part of the Inclusion Champions programme. Each school selected two to four students with or without additional needs from either Year 9 or 10 who were trained as Inclusion Champions.</p> <p>Back in their school, leaders were tasked with linking up with staff — i.e. SENCO, PE Depts etc — to identify a group of young people (who have experienced low self-esteem, mental health, anxiety) to support. SGO 's deployed the Champions at festivals within their School Sport Partnership area and link to the Commonwealth Games Legacy programme during the summer term</p> <p>Total number Inclusion Champions 60, of which 52 were SEN and 18 BME</p> <p>A small cohort of KS5 leaders will be trained in October to deliver Panathlon and other inclusive events throughout the year.</p>	Promote mainstream leadership for students with SEN and SEND.
Leadership and Volunteering Programmes	<p>This programme was historically funded by the DfE, with a remit to support the School Games programme. As a Partnership, we worked closely with Sporting Futures Training and their Sports Apprentices, in addition to the LCV Lead with the Herts Coaching Academy.</p> <p>During the academic year of 2021/2022 year, we worked with the LCV lead to help deliver the YST programme for the Herts Coaching Academy. The aim of the Academy was to further support and develop young leaders through upskilling and by providing a pathway to future volunteering roles, either in school or the community. The focus was primarily girls and where relevant, included training for the School Games.</p>	The focus was primarily girls and where relevant, included training for the School Games.
Commonwealth Games 2022 Legacy	<p>As part of the Birmingham 2022 Commonwealth Legacy, HSP received £47,500 funding from Sport England. Of this, £36,000 was transitioned to the School Games Organisers (£3k each) to deliver specific opportunities for young people across Hertfordshire. In partnership with the SGOs, it was agreed that the balance of the funding of £11,500 would focus on four main projects:</p> <ul style="list-style-type: none"> - Inclusion Champions. - Girls transition. - Creation of <i>Birmingham 2022</i> resources, which include cross-curricular packs for all schools aimed at KS1, KS2 and KS3 — for 	focus on Inclusion Champions and Girls transition.

Project	Description	EDI Relevance
	<p>both teachers and students. Virtual challenges for each of the Commonwealth sports, all of which will be accessed via the HSP website.</p> <ul style="list-style-type: none"> - Provide leadership development opportunities, linked to NGBs courses. 	

Covid Recovery - Support the community sport and physical activity sector and individuals to recover from the impact of the Covid pandemic, using sport and physical activity to improve health and wellbeing and community resilience.

Project	Description	EDI Relevance
Together Fund	<p>Background HSP has been coordinating the Together Fund, formerly Tackling Inequalities Fund, across Herts since April 2020. Sport England funding was targeted at audiences facing disadvantage, which had worsened due to COVID-19. The focus has shifted slightly away from immediate hardship and is now looking to support growth and development as sport and physical activity has returned. Consideration is included related to cost-of-living crisis to support those in more immediate challenges being faced by community groups. Phase 4 is £150k split between Active Local (£8k in each area), Disability (£20k across Herts) and Culturally Diverse Communities (£50k across Herts).</p>	Phase 4 focus: Active Local, Disability and Culturally Diverse Communities.
Holiday Activities and Food (HAF) Programme	<p>Hertfordshire's Holiday Activity and Food programme is jointly coordinated by Hertfordshire County Council, HSP and Hertfordshire Community Foundation. Known locally as HAPpy, the programme provides opportunities for school aged children eligible for free school meals to attend activity camps during the Easter, summer and winter school holidays, which are a minimum of four hours in length and offer a hot meal. Each camp must also offer enrichment activities, the chance to be physically active and education on food and nutrition.</p> <p>For 2022, the target number of places was 66,000 for mainstream children plus an additional 4,512 for SEND children (these figures are based on funding available and attendances in 2021).</p>	Opportunities for school aged children eligible for free school meals and SEND children to attend activity camps
Fit, Fed and Read	<p>Background Fit, Fed and Read is the Partnership's holiday hunger programme and has been running in one location per district each Easter and Summer holiday for the</p>	The camps aim to tackle the triple inequalities of holiday hunger, social isolation and physical inactivity and are based in Active Local (disadvantaged) areas.

Project	Description	EDI Relevance
	<p>past few years. This initially took place at fire stations, but more recently at primary schools. The camps aim to tackle the triple inequalities of holiday hunger, social isolation and physical inactivity. To achieve this, they are supported by key partners including Herts Fire and Rescue, Hertfordshire Libraries and Hertfordshire Constabulary, with food provided by Herts Catering Limited. Funded by the Big Lottery, HSP has an agreement to alter this provision so that the sessions are delivered in May, October and February half terms. This works to complement the HAF offer during the other school holiday periods. May half term saw five camps, each with three days of provision and twenty places available each day.</p>	
<p>Long Covid Initiative</p>	<p>Background</p> <p>HSP have been involved in an HCC driven group of partners, looking at the issues and possibilities concerning those affected by long COVID-19 symptoms in Hertfordshire. The group consists of a combination of health and community focussed colleagues.</p> <p>Amongst other discussions, HSP has led reflections regarding the Herts Sports Village’s approach to creating a long COVID physical activity clinic, which has been referred into by local health partners. This approach involved all the HSV contracted fitness staff to complete a specific long-COVID rehabilitation qualifications. This allowed them to adapt activity to the individuals’ long-COVID rehabilitation needs. HSP expressed interest to the wider long-COVID group in working with HSV, to replicate the HSV clinics within community outreach posts across the county, focussing on areas of greatest need.</p> <p>A key issue remains that COVID-19 (and therefore symptoms of Long-COVID) is completely new and therefore previous learning is limited. However, what has been discovered through local specialists is that an overload of physical activity can cause relapse of symptoms which means that it is essential that programmes are tailored to the individual. Gentle physical activity has shown significant positive effects, especially those that encourage stress reduction and mindfulness such as stretching, yoga, walking and swimming.</p> <p>Since these discussions HSP have proposed the potential for a physical activity response to the ongoing issue with the first step being to ascertain the level of current offer in Hertfordshire and whether there is an appetite for further</p>	<p>Targeting those living with symptoms of Long COVID. Potential to extend to those living with symptoms of other long term health conditions.</p>

Project	Description	EDI Relevance
	intervention. Data collection is ongoing but initial response from Hertfordshire Leisure Operators suggests that there isn't a lot of specialist support but there is an appetite to upskill and deliver more.	
Activity Finder/Moving More	<p>Funded as part of the <i>Active Together</i> contract <i>Moving More</i> is a HSP initiative which seeks to encourage greater awareness of and participation in existing physical activity opportunities in Hertfordshire.</p> <p>The Activity Finder is an online search tool enabling members of the public or professionals working with them, to search for physical opportunities around them. The tool is powered by open data, which means that all activity sessions that have agreed to 'open' their activity data will see their sessions appear within the tool.</p> <p>The Activity Finder can be seen here - https://hsp.activityfinder.net/</p> <p>We have also created a website to sit in front of the Activity Finder. This presents an easily editable, online space that can host other key details related to <i>Moving More</i>. This may involve- how to open activity data, links to online activity and key partner offers (such as Hertfordshire Health Walks and HertsHelp). This can be seen at www.movingmore.co.uk</p> <p>The tool continues to grow in popularity with both the public and public facing organisations. For example, the Hertfordshire Public Health led 'It's Never Too Late to be Active' campaign used the Moving More activity finder tool as a signposted resource for the public to discover ways to be active, in addition to the leisure passes they provided.</p>	Will

Physical Activity for Health and Wellbeing - Positioning movement, sport and physical activity at the heart of how we think about people's health and wellbeing in Hertfordshire.

Project	Description	EDI Relevance
Live Longer Better	<i>Live Longer Better in Hertfordshire</i> (LLBiH) is the HSP driven local movement, informed by the national Live Longer Better programme (see above). The local movement continues to be the catalyst for the Partnership's Active Ageing work, which aims to encourage longer, healthier, and happier lives for	Targeting better opportunities for physical activity opportunities for older adults in Hertfordshire.

Project	Description	EDI Relevance
	<p>older adults living in the county. The key outcomes are to improve awareness, knowledge and collaborative opportunities around Active Ageing. The local LLB movement is funded by Hertfordshire Public Health as part of the Active Together contract.</p> <p>Whilst HSP lead this movement, the ongoing intention is for LLBiH to be presented as an independent umbrella movement, of which HSP will contribute as one of the many partners involved.</p> <p>This initiative has been influential in enabling the Partnership to forge new relationships with key agencies and facilitate engagement with parts of the health and social care system, which have previously proved impenetrable.</p> <p>The local movement is currently in its second year and boasts a network of nearly 300 professionals and voluntary individuals with an interest in active ageing. The movement continues to be supported by a standalone website, which can be viewed at www.livelongerbetterinherts.co.uk</p>	
Disability Sport	<p>To embed disability equality throughout the HSP team and to take greater accountability in the support we offer disabled people in Hertfordshire to be physically active, we work with the Activity Alliance.</p> <p>Becoming Activity Alliance members will place emphasis on driving our disability work forward, aiming for equal opportunities for disabled people to participate in sport and physical activity in Hertfordshire. It shall be important to work alongside our designated Activity Alliance representative to identify priority areas of improvement, before taking action to achieve these.</p> <p>We continue to fund a P/T County Disability Sports Officer (CDSO), who also doubles up as the General Manager of our partner charity, the Hertfordshire Disability Sports Foundation. The CDSO contributes to helping embed disability equality within the partnership and was previously responsible for delivering our <i>Hertfordshire Disability Framework</i>.</p>	Increase participation in sport and physical activity from disabled people.
Long Term Health Conditions/We Are Undefeatable	<p>Background A Long-Term Health Condition (LTHC) is a health problem that requires ongoing management over a period of years or decades. It is one that cannot</p>	Targeting improvements in opportunities for physical activity for people living with long term health conditions.

Project	Description	EDI Relevance
	<p>currently be cured but can be controlled with the use of medication and/or other therapies. The importance of physical activity for those living with LTHCs was boosted with the publication of a major scientific review in 2021. This evidenced that ‘the benefits outweigh the risks’ even for people living with symptoms of multiple conditions. Building on this, HSP agreed with Hertfordshire Public Health that encouraging greater uptake of physical activity to reduce the symptoms of LTHCs should be a priority. As such, it was built into the Active Together contract to encourage greater awareness and upskill of workforce in the area. Following an initial We Are Undefeatable webinar, led by Gail Curry (Physical Activity Lead for the Richmond Group of Charities), HSP are in conversation with the Richmond charities about how this can be best delivered within quarters three and four of the Active Together contract (October 22 – March 23).</p> <p>Key Learning to Date</p> <p>There are positive movements in Hertfordshire focussing on better use of physical activity for the treatment of LTHC symptoms. Examples include- Everyone Active offering free memberships to people living with Parkinson’s Disease, the continuation of the WeCAN pilot and incorporation of seated sports at the HertsWise dementia support groups.</p> <p>The most successful approach to using physical activity to alleviate symptoms of LTHC remains to work with partners organisations that work closest with this demographic, rather than attempting to deliver out own interventions. These organisations have the trust and connections but many lack the physical activity knowledge or resource; by partnering we can the activity to the people rather than attempting the opposite.</p> <p>There is a need to twin track efforts between improving awareness and confidence of the sport and PA sector to be inclusive to those living with LTHCs as well as upskilling the health sector as to the importance and practicalities of connecting these individuals to local physical activity opportunities.</p>	
Social Prescribing	<p>Background</p> <p>Social prescribing is a means of enabling health professionals to refer members of the public to a range of local, non-clinical services. The referrals generally, but not exclusively, come from</p>	Will

Project	Description	EDI Relevance
	<p>professionals working in primary care settings, for example, GPs or practice nurses.</p> <p>We have identified working with the social prescribing networks within Hertfordshire as a key priority as they are already working with members of the public that are facing significant inequality. Early conversations with Social Prescribers have been incredibly positive, but time consuming. Work in this area is ongoing as we identify the best methods of enabling these networks to incorporate physical activity into their social prescriptions. We are also part of the East of England Social Prescribing and Physical Activity Network.</p> <p>A recent development has been HSPs inclusion in the Hertfordshire & West Essex Social Prescribing Conference on September 23rd 2022. The Partnership have been invited to present the benefits of physical activity as well a opportunities for the social prescribing workforce to engage better with local opportunities.</p> <p>Key Learning to Date</p> <p>Hertfordshire has a complicated network of Social Prescribers, most notably the distinction between the Hospital Community Navigation Service (HCNS) and the community link workers that tend to work as part of the local Primary Care Networks (PCNs – cluster groups of GP Practices).</p> <p>There have been incredibly successful examples of social prescribing connections to physical activity offers around the county. An example being the Forever Cycling initiative (static cycling to aid falls prevention and dementia) where close to 100% of referrals came through social prescription and referrals from Occupational Therapists.</p> <p>Mapping of the networks is required to ascertain where the best connection points are to avoid unnecessary duplication of effort and resource.</p> <p>Local social prescribing leads have expressed interest in specialist physical activity training for their workforce with HSP will organise and fund.</p>	
<p>Active Together Contract</p>	<p>Active Together is funded by Hertfordshire Public Health (HPH). It targets a reduced burden on the local care system, by improving opportunities for older adults to be physically active in Hertfordshire, prolonging their independence. There is a particular focus on those with mild frailty and with long term health conditions.</p> <p>Objectives include:</p> <ul style="list-style-type: none"> - Delivering strength and balance classes across Hertfordshire. 	<p>Improving opportunities for older adults to be physically active in Hertfordshire, prolonging their independence with a particular focus on those with mild frailty and with long term health conditions.</p>

Project	Description	EDI Relevance
	<ul style="list-style-type: none"> - Developing and driving the online Activity Finder for older adults. - Delivery of the Live Longer Better in Hertfordshire movement. - Providing funding bid writing services for active ageing projects in Hertfordshire. - Upskilling the local workforce for physical activity for those living with long term health conditions. 	
Mind Regional Hub for Sport and Physical Activity	We have been the East of England Mind Regional Network Hub since 2019. Our current contract with Mind gives us the responsibility to fulfil this role until March 2024 and comprises conferences and webinars. As the East of England Mind Regional Network Hub we work to advocate for the power of sport and physical activity to positively influence individual mental health and community resilience in the East region.	Advocate for the power of sport and physical activity to positively influence individual mental health and community resilience in the East region.
Junior parkrun	<p>Parkrun events are free, weekly timed physical activity events that happen every weekend at 9am. You can walk, jog or run, and they are open to all ages (from 4) and abilities. Children under the age of eleven years must be accompanied by an adult. There are thirteen 5k events in the county, which occur at 9am on Saturday mornings. Eleven junior parkrun events (2k) then take place at 9am on Sunday mornings. All events are free, and volunteer led.</p> <p>The Partnership received funding from the Public Health Hertfordshire team at Herts County Council to establish seven new junior parkrun events in the county. HSP is now working closely with the regional parkrun ambassador to co-ordinate this. For more information about parkrun in Hertfordshire click here.</p>	We use Local Insight to target areas with the highest rates of inactivity and inequality, and try to create parkrun opportunities where they are feasible.

Sport for Social Change - Use sport and physical activity to drive social change to enhance the lives of Hertfordshire's residents by support community cohesion, social inclusion, economic prosperity, crime and antisocial behaviour reduction, education attainment and employability.

Project	Description	EDI Relevance
Hertfordshire Big Hit	Box Cleva deliver an annual programme of thirty-nine weekly boxing sessions alongside the school term aimed at 7-15 year olds. Sessions take place in ten locations across Hertfordshire, one in each local authority area. The sessions are ninety-minutes in total, split into sixty minutes of non-contact boxing physical activity and thirty minutes of informal educational sessions.	The programme engages children with a mild learning disability as well as children referred by PCSOs.

Project	Description	EDI Relevance
	<p>The sessions target three outcomes:</p> <ul style="list-style-type: none"> - An improvement of the physical and mental wellbeing of participants. - An improvement of the self-confidence and self-efficacy of participants. - Encouraging positive early pro-social behaviour in participants. 	
Step2Skills-Multiply Project	<p>Currently some 175,000 adult residents of Hertfordshire are innumerate and clearly there is a need to address this in support of both individuals' quality of life and Hertfordshire's economic prosperity.</p> <p>With funding from the Department of Education-via Step2Skills- the Partnership has received funding to work in partnership with Apex360- a local company with a track record in the delivery of active-learning programmes for young people - to run a 12-week programme consisting of fun active-learning sessions in community centres and other suitable spaces.</p> <p>That programme is currently underway at a range of community venues and the programme features a mixture of new sessions and those which are bolted onto existing programmes.</p> <p>Early attendance levels have been encouraging and we are confident of reaching our target of 120 learners before the end of March 2023, which hopefully will put the Partnership in a favourable position for continued involvement in the programme - and its associated funding.</p>	Targeting people who have low numeracy skills

Stronger Communities - Taking a place-based approach to tackling inequalities and reducing inactivity, by concentrating limited resources and empowering local communities from targeted areas for maximum impact.

Project	Description	EDI Relevance
Active Local	The Active Local Programme is the Partnership's approach to Place Based delivery, comprising an HSP officer working in a disadvantaged area (1 in each of the 10 local authority areas) and acting as a community connector, supporting individuals and organisations to be more active.	Targeting disadvantaged areas in each local authority

Appendix 3 – HSP Steering Group Members & Core Principles

Steering Group Members

- Lyndsey Walker – CYP Team
- Tom Horey – Health Team
- Viktoria Huszar – Active Local Team
- Adrian Ledbury – Senior Leadership Team
- Maeve Cowley – CYP Team
- Mackenzie Carson – CYP Team

Core Principles

The Steering Group have agreed the following core principles to underpin how they work in this area:

- Safe space to have discussions and different opinions are respected
- Make EDI work a priority across the business
- Turn ideas into action
- Being a champion for EDI across the Team
- Picking up poor practice in a constructive manner and reinforcing good practice
- Involving colleagues in our work
- Be ambitious but manageable – do a few things really well instead of spreading too thin

Appendix 4 – EDI Extract from the UK Code for Sports Governance

People

Organisations shall recruit and engage people with diversity of background, thought, independence, skills and experience to take effective decisions that further the organisation's goals and best serve their communities, stakeholders and wider UK society.

Diversity

2.1 Each organisation shall publish clear ambitions to ensure its leadership represents and reflects the diversity of the local and/or national community (as appropriate). These ambitions shall be centred on each organisation committing to achieving greater diversity in all its forms on its Board and senior leadership team, as well as where possible cascading this ambition in line with Requirement 4.1.

Each organisation shall create a Diversity and Inclusion Action Plan which, among other things, shall:

- a. identify actions needed to achieve,
- b. support and then maintain the ambitions laid out in 2.1, including how these will be reviewed;
- c. demonstrate a strong and public commitment to promoting, embedding and advancing diversity and inclusion on the Board, senior leadership team and beyond;
- d. be published on the organisation's website, with an annual update; and be agreed with UK Sport and/or Sport England.

2.3 The Board shall maintain and regularly review the Diversity and Inclusion Action Plan (DIAP), on at least an annual basis.

Cascading Good Governance

4.1 The Board shall set out, promote, and support the implementation of minimum good governance standards, including with respect to diversity and inclusion: a. b. throughout its organisation; and within its membership and/or associated organisations.