



HSP Equality, Diversity & Inclusion Policy & Action Plan 2026-27

Updated July 2026

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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.

Hester Hearn

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

Jane Shewring

Vice Chair - Herts Sports and Physical Activity Partnership

Will Slemmings

Partnership Director - Herts Sports and Physical Activity Partnership

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

The Herts Sports & Physical Activity Partnership (HSP) was established in 2003 and is one of 41 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

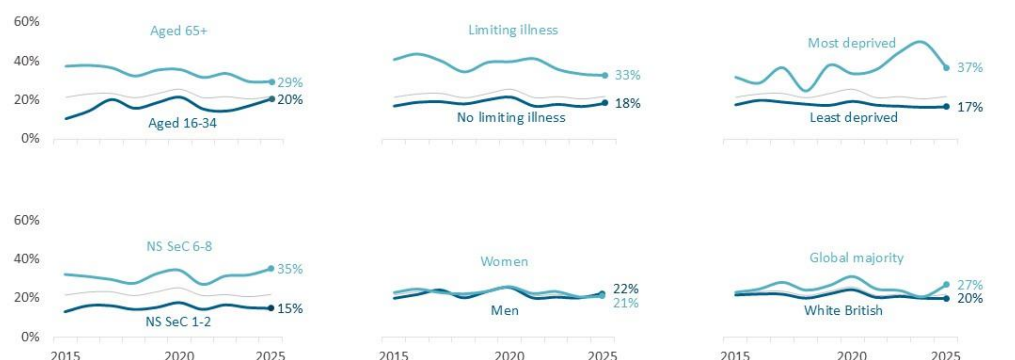
- This Policy confirms our commitment to this agenda and the Action Plan sets out the key areas we will undertake both for the HSP staff and board, and with the wider network of partners across Hertfordshire.
- The terms Equality, Diversity and Inclusion are defined in Appendix 1.
- This Policy & Action Plan is for the HSP staff team and board.
- This Policy & Action 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 & Action 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 Surveys (adults and young people) 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 – see charts below.

Hertfordshire | Overview of physical activity | Inactive

The inactivity gap: Which groups sit above and below the average

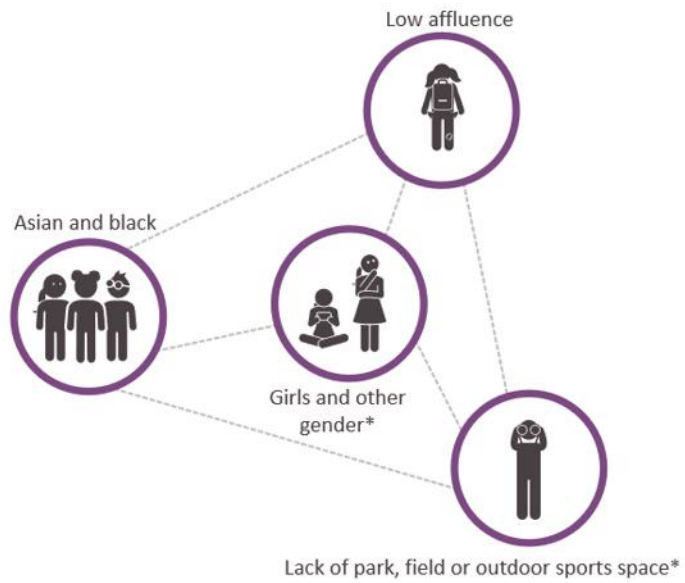


Source: Sport England, Active Lives Adults (16+), 2015-25, excluding gardening



What drives inactivity in children and young people?

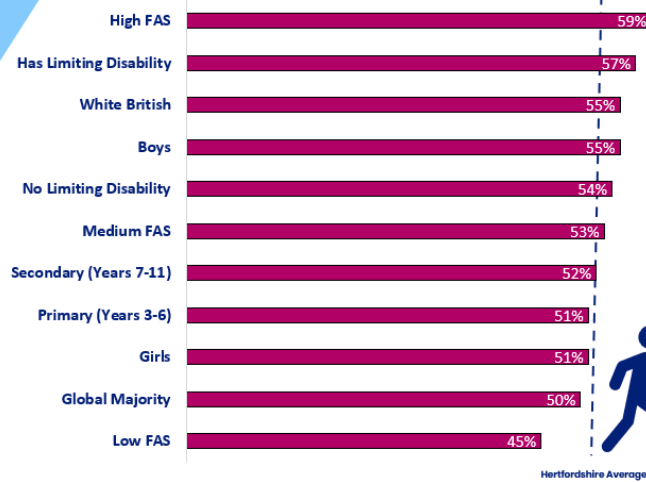
Each of these four factors is associated with lower activity levels on its own, but the impact is greatest when factors are combined



*for secondary school aged children and young people

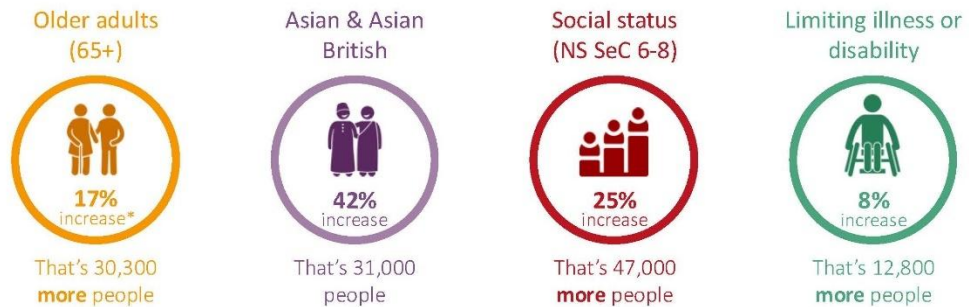


Activity Levels in Children and Young People



Our population is changing

The total population of Hertfordshire is 1.2 million.
This is an **increase of 83,000 people** in 10 years.



Data is for: Hertfordshire

Source: Census 2021, Census 2011
*Change between Census 2011 and 2021

- “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).
- Further insight on sport and physical activity trends can be found on the [HSP Physical Activity Story Map](#).
- 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 has appointed specialist consultants to support the production of the Policy & Plan and to ensure it is high quality and actions are implemented. We have liaised with the consultants and used their feedback to improve our Plan and submitted it to Sport England and are awaiting the outcome at the time of writing.

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.
- We are committed to safeguarding the welfare of everyone involved in our activities, ensuring that policies and practices are in place to protect children, young people, and adults at risk.

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 2026-27

KEY: Steering Group (SG), Project Leads (PL), Orla Moore (OM), Senior Leadership Team (SLT), Chris Samways (CS), Adrian Ledbury (AL), PressRed (PR), Ben Wiggins (BW), Marketing Team (MT), Charlotte Zavadilova (CZ), Tom Horey (TH), Bobs Fox (BF), Tania Woods (TW), Ros Cramp (RC), Davinia Thakker (DT).

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)	By when	Performance Measures	Progress Apr 25 - July 26
Bring examples of lived experience into HSP Team & partners via team meetings and training events. Keep EDI visible via interesting inputs at Team Meetings and Development Days.	SG working with the whole team.	Team meetings and Dev Days; Partner events – as required	A better understanding of the diversity profile of the HSP workforce. 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.	LBGTQ History month – Martin & Bobs story Pride month – Allyship presentation
Keep HSP Glossary of EDI Terms under regular review.	SG	Once per year TBC and ongoing as terms change	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.	Updated in June 2026, discussed at the May Team Meeting, and added to HSP website
Carry out an annual diversity profile for staff and board via a survey and use results for discussion and action.	DA	Jan 27		Pending
Ensuring EDI insight is up to date on the HSP website and ensure information is pro-actively made available to partners. Keep the HSP Story Map updated with EDI insight and ensure information is pro-actively made available to partners	DA	Ongoing		Insight webpages and Story Map have been updated with latest data from Active Lives

Activity	Lead(s)	By when	Performance Measures	Progress Apr 25 - July 26
Liaise with CYP Team to ensure EDI features in the annual training programme for HAPpy providers and other providers	FL	Ongoing		EDI does feature in the HAPpy training programme – e.g. Coordinated x2 Silver SEND Inclusive Activity Provider Training for Wraparound & HAPpy providers. This was delivered by SEND advisor Nicole Bateman, delivered in person and online and we offered up to 40 places. This training specifically gives staff practical tools to create inclusive, supportive play. Starting with inclusion basics and neurodiversity, the session covered: • Safe and sensory-friendly spaces: Understanding the “why” behind behaviour and using environmental and emotional strategies to help children feel secure. • Engagement strategies: Supporting participation at each child’s pace, boosting motivation, and reducing anxiety through low-pressure adaptations. • Effective and inclusive communication: Strength-based, validating, and neuro-affirming approaches, including alternative communication methods and visuals. • Dynamic and adaptive session planning: Practical ways to adjust activities, routines, and transitions to make

Activity	Lead(s)	By when	Performance Measures	Progress Apr 25 - July 26
				participation accessible for every child. Me Learning: Following a review of our online learning offer which included taking insight from users of the current system, a decision has been made that from 2026 the on-demand training will move to functionality to Me Learning. This alternative platform was found to offer a larger breadth of courses, more suitable topics and areas for development which will be beneficial staff working within the HAPpy programme. As part of this transition, all HAPpy providers were automatically enrolled onto a set of mandatory courses. These included: • ADHD Awareness • Autism awareness • Epilepsy awareness • Safeguarding children with disabilities • Learning disabilities awareness • Disability awareness
All new staff and board members attend UH Inclusion training (or equivalent)	SG, SLT	As they start		Delivered
Staff to attend minimum annual EDI refresher training	DT	Annually		DT has attended the mandatory training

Activity	Lead(s)	By when	Performance Measures	Progress Apr 25 - July 26
Inclusion in Sport Learning Series is on HSP Play List - Team are encouraged to view them	DT	Ongoing		ongoing
Provide regular EDI training for providers, coaches and clubs – coached week, clubs conference	TMc	Ongoing		Deaf Awareness & Inclusion to BSL in Sport Inclusive Sports Coach Workshop Disability Inclusion in Community Sport Embracing Neurodiversity in Community Sport
Provide HSP EDI induction for new staff	AL	As they start		Delivered
Regular reminder of the Inclusion Passport (opt in) that provides a platform for an individual to discuss their support needs with their line manager. And mention to new starters.	DT, SLT	Ongoing		Delivered
Consider best learning opportunities as part of No Limits 2026	SG, EC	Throughout 2026		Annual partners event – 175 registered attendees
Safeguarding training is to be always kept up to date with consideration to EDI.	PL, SG	Ongoing		2 x adult and 2 x children safeguarding and club development series - Running a Safe & Well Led Club

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

Activity	Leads	By when	Performance Measures	Progress Apr 25 - July 26
Nominate an EDI Board Champion and include them in development work	Board, DT	Ongoing	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	Currently out for EOI
Nominate an EDI SLT lead	SLT	Ongoing		Adrian
EDI Policy & Plan reviewed at least annually by Board	AL, Board, DT, SG	Sept 26		Going to Board Sept 26

Activity	Leads	By when	Performance Measures	Progress Apr 25 - July 26
Produce an Annual EDI Impact Report and publish it on our website	AL, DT, SG	Sept 27	partners and drive positive change.	Latest version published on website
Publish EDI policy and update on our website	DT	Updated as renewed	Our EDI plans are posted on our website and reviewed regularly. HSP is embedding EDI across all elements of the recruitment process.	Latest version published on website
Meet regularly with UH EDI lead to ensure alignment and support of UH policy / programmes	DT	Min 3 times per year		Delivered and working well to ensure good links with UH EDI plans
Sit on HSV EDI Group and share learning	TH	Meeting frequency TBC		No meetings held
Hold regular EDI Steering Group meetings to drive implementation	SG, DT	Every 3 months		Delivered
Ensure a pro-active approach to EDI as part of ongoing staff and board recruitment.	SLT, DT	Ongoing		Standard and strengthened inclusive wording now included in every recruitment pack
Ensure EDI features as a core component in the interview process for all HSP staff and board	SLT, PL	As new staff recruited		ongoing
Support providers and partners to ensure they meet minimum EDI standards	SLT, PL	At the start of new projects		HAPpy camps throughout the summer
Use Workleap (OfficeVibe) systems to regularly assess staff welfare. SLT to review on an ongoing basis and action concerns as they arise. 6-month reviews to be fed into PALS.	DA, SLT	Review ongoing. Reports every 6-months.		Delivered
Ensure all HSP events include comprehensive EDI information for delegates / participants e.g. use of AccessAble website	DT, PL	Ongoing		Delivered

Activity	Leads	By when	Performance Measures	Progress Apr 25 - July 26
Maintain an alignment of EDI and safeguarding expectations throughout all HSP staff and programme delivery	PL, SG	Ongoing		Ensure the EDI Action Plan is aligned with Safeguarding Policies and Action Plan – making necessary adaptations following review if required.

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 Apr 25 - July 26
Strengthen our EDI insight work and use it to identify priority areas for development	AL, CS, OM, PR, PL	Ongoing	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.	With partners Press Red, the inequality matrix for Hertfordshire data was created to outline populations where physical activity levels are lower, allowing the organisation to take an insight-led approach in project planning. For No Limits 2026, MELI articles have been produced every month in the newsletter to highlight the importance of sport and physical activity provision in disability populations. This helps increase awareness among partners and those reading.
Embedding EDI Impact Assessment into PID (including 'Inclusion by Design Principles') and Board reports	SLT, PL	Ongoing		Delivered
Consider appropriate and consistent EDI measures for individual projects and for HSP overall and feed into PALS, that enable us to learn and measure the effectiveness of our work.	DA, PL, DT	Ongoing		In PALS, several EDI criteria are included. For example, both board and staff diversity are reviewed with respect to the Hertfordshire demographic profile at the end of Q4. Active Lives data is also reported in PALS with respect to multiple aspects of the inequality matrix. This is for both adults and children.

Activity	Leads		Performance Measure	Progress Apr 25 - July 26
				Funding for our Place Universal Offer work also included in PALS to demonstrate investment in areas where it is needed most.
Use a monthly team meeting to reflect on Individual Inclusion Pledges made at the Feb 24 Development Day, and support their implementation	TH	Review at least annually Ongoing		Relooked in Feb 25 Will be refreshed at EDI meeting – Sept 26
No Limits 2026	No Limits SG	Ongoing		Our ambassador programme as part of No Limits 2026 aims to highlight the transformative nature of sport and physical activity in shaping the lives of those with lived experience of disability. Disability and Inclusion Learning Series aims to upskill the Hertfordshire workforce to ensure their practices are more inclusive for all.
Undertake a Club Inclusion Survey and use the results to prioritise support	TH, OM, RC	Ongoing		To help shape the No Limits 2026 programme, an Inclusion Survey was conducted to better understand the current landscape of inclusive and disability-specific sport and physical activity provision across Hertfordshire. The survey received 49 responses from clubs and organisations and 10 responses from facility operators, helping to map existing opportunities and identify projects that could benefit from future funding and support. The key barriers to providing more inclusive opportunities were identified as funding constraints, a lack of coaches and volunteers, and the need for specialist equipment. Respondents also highlighted support with accessing funding, marketing to the right audiences, and generic disability awareness as the greatest training needs.

Activity	Leads		Performance Measure	Progress Apr 25 - July 26
Ensure EDI is embedded in the Children and Young People and Adult Safeguarding implementation plans for 26-27	PL, SG	Ongoing		Embedded throughout the plan...e.g. Youth Voice - HSP are working in partnership with Goods for Good, is helping to remove barriers to sport and physical activity for communities across Hertfordshire. Together, the partnership aims to ensure that practical support reaches those who need it most, helping to build healthier, more resilient communities. This work has been key with identifying barriers and gives an opportunity for us to engage with a diverse range of children and young people. HAPpy – within the HAF programme, data and insight is used to ensure that all provision which is funded is, wherever possible, targeted in the areas of greatest need across Hertfordshire. Using FSM data, past performance and audit data, HSP will advise the grant panel of the recommended activities to fund at each phase.

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

Activity	Leads	By when	Performance Measures	Progress Apr 25 - July 26
Ensure we use appropriate inclusive imagery, language and operate within the Inclusive Comms Principles	JG, PL	Ongoing	HSP are using appropriate inclusive imagery, language which is tailored to the target audience, and operates within the Inclusive Comms Principles.	2759-HSP-Annual-Impact-Report-25-26Final.pdf
Build our own image library with images that are authentic and representative of the diversity within	JG, PL	Ongoing		Delivered and ongoing

Activity	Leads	By when	Performance Measures	Progress Apr 25 - July 26
Hertfordshire and have the appropriate permissions			Positive stories, role models, allies and case studies are shared.	
Ensure that all elements of HSP website and publicity material are accessible and available in appropriate formats including new Accessibility function on website.	JG	Ongoing		Delivered and ongoing
Source and share positive stories, role models, allies and case studies	JG, PL	Ongoing		<u>No Limits 2026 Ambassadors</u> UH lecturer Chris Brown hosted a premier screening launch event for his Paralympic Games:50yrs in the making documentary co-produced by The National Paralympic Heritage Trust at the University in March in support of the No Limits 2026 campaign. HSP are supporting the NPHT to integrate the documentary into a package along with their memorabilia exhibition offer to host some school roadshow events across Herts in the autumn term.
Support a number of EDI campaigns aligned to our objectives and UH Campaigns.	JG, PL, SG	See monthly campaigns calendar		2026 No Limits 2026 celebrations during Disability History
Ensure that the Activity Finder follows inclusive principles	JG, TH,	Ongoing		Delivered and ongoing

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

Activity	Leads	By when	Performance Measures	Progress Apr 25 - July 26
Build our EDI insight and share with partners to influence policy and practice	AL, CS, SLT, PL	Ongoing	Strong evidence base supporting partner priorities. Effective forums exist to share learning and hear from diverse communities. Good connections exist with local and national partners fostering 2-way learning.	Work collaboratively with Dacorum Borough Council to provide EDI-related statistics for their reporting. This includes number of Dacorum No Limits ambassadors and HAF places awarded. Work with Age Friendly Team in Waltham Cross to provide statistics related to EDI in older adults. This includes global majority data and IMD-related statistics.
Hold '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.	SG	Min 1 per year		EC delivered a workshop during UH EDI conference
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	Ongoing		Delivered and ongoing

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
Coach Education Week 2026	Our Annual Coach Education Week (CEW) programme is an exciting development opportunity for both aspiring and current coaches, as well as other individuals who are seeking to develop or enhance their skillset. The programme has been running for over 10 years now and is one of the staple campaigns in the Partnership's calendar and is very well established and respected across the county and the sector. The programme is due to evolve in 2027 following extensive feedback and review. As part of this we will be introducing additional coach development offers.	Use the programme to cover inclusion related topics e.g. ADHD and coaching disabilities, LGBTQ+ awareness.
Annual PE and Sport Conference	The Primary PE conference is an annual event for PE leads, Headteachers and PE link governors. The programme for the day consists of a mix of keynote addresses, practical and theory interactive sessions which cover Physical Education, School Sport, Physical activity, physical literacy, mental health and wellbeing. The Annual Primary PE conference took place on Friday 10th January 2025	Some of the workshops have an inclusion focus e.g. School Games: Inclusion, Supporting Mental Wellbeing.
Leadership and Volunteering Programmes	This programme was historically funded by the DfE, with a remit to support the School Games programme. The SGO's have continued to develop and deploy young leaders for their local School Games events. Following some additional specific training some of the leaders have also been able to support the County school Games events. Coach education week was shared with the leaders via the SGO network encouraging the young people to access relevant courses.	The SGO's have continued to develop and deploy young leaders for their local School Games events. Following some additional specific training 107 leaders supported the County school Games Spring events. The training for YST pilot Youth leadership programme took place on 5th March.
Disability Inclusion – No Limits 2026 Campaign	Disabled people are almost twice as likely to be inactive compared to the whole population. Despite this, 76% of disabled adults want to be more active. With 14% of the population in Hertfordshire having a disability, we want to maximise opportunities for disabled people in Herts to be active by supporting the sector to better cater for people with a disability.	The campaign is building some good momentum, media coverage and feedback on the training offers and the key funding offers are steadily being taken up. Partners are now involving us in the early stages of planning or advising us of events they are putting on in support of the campaign.

Project	Description	EDI Relevance
Project Inclusion 2028	The Partnership works closely with the Youth Sport Trust's Inclusion 2028 Lead to adopt a county-wide approach to promote mainstream leadership for students with Special Educational Needs (SEN) and Special Educational Needs and Disability (SEND).	162 students with additional needs from Special schools and mainstream primary schools attended the Commonwealth Festival on Wednesday 25th March at Wodson Park Herts Schools Get Ready for the Commonwealth Games The Inclusion 2028 lead working with the school's lead have completed the County Inclusive health check for the School Games.

Children & Young People - 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
Holiday Activities and Food (HAF) Programme	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. For 2024, the target number of places was 73,701 inc SEND children.	Opportunities for school aged children eligible for free school meals and SEND children to attend activity camps
Herts Summer Parks	The Summer Parks Programme is a targeted initiative designed to provide free food and physical activity opportunities for teenagers (12-16 years) who receive benefits-related free school meals. Funded in part by HAPpy, Department of Education underspend, and aligned with Holiday Activities and Food (HAF) principles, the programme will be delivered across five parks in Hertfordshire this summer.	

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	Live Longer Better in Hertfordshire (LLBiH) is The Partnership driven local movement, 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
	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 Adult Care services as part of the Partnership's Active Together contract.	
Age Friendly: Live Better	Age Friendly: Live Better is the formal partnership of HSP, AgeUK Herts and NHSCVS in our two programmes: Live Longer Better in Hertfordshire and Age Friendly Communities. Funded by Public Health Hertfordshire for 3 years (2026-2029), aimed at expanding both programmes in partnership with each other.	The key outcomes for this project are: •Reduce loneliness and isolation by increasing opportunities for connection, volunteering and local engagement •Improve access to inclusive infrastructure and services, such as transport, toilets and resting places •Strengthen cross-sector commitment to Age Friendly practices in workplaces, planning and service design •Shift behaviours by making it easier, safer and more rewarding for older adults to remain active and engaged
Disability Sport	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. 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. 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>.	Increase participation in sport and physical activity from disabled people.
Active Together Contract	Active Together is funded by Hertfordshire Public Health (HPH). It targets a reduced burden on the	Improving opportunities for older adults to be physically active in

Project	Description	EDI Relevance
	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. Objectives include: - Delivering strength and balance classes across Hertfordshire. - 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.	Hertfordshire, prolonging their independence with a particular focus on those with mild frailty and with long term health conditions.
Active Connections	Funded via HCC Public Health, a project to embed physical activity into health through five key objectives: • Upskill primary and secondary care on the benefits of physical activity and knowledge of local physical activity opportunities • Upskill social prescribers on the benefits of physical activity and knowledge of local physical activity opportunities to support the Waiting Well project • Provide oversight for the county's various exercise referral schemes and improve awareness/engagement with the schemes • Review and promote activity apps Support the development and delivery of the Never too late to be active (NTL) campaign 2025	Advocate for the power of sport and physical activity to positively influence primary and secondary care

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
Sporting Pathways	Sporting Pathways is an inter-agency pilot programme which aims to support economically inactive people - particularly ex-offenders and those with lived experience of addiction and/or homelessness in the Welwyn Hatfield area, to improve their life chances, using sport as an engagement tool.	The programme gives opportunities to disadvantaged residents of Hertfordshire.

Project	Description	EDI Relevance
Welwyn Garden City Inter Faith Pilot	A pilot project aimed at faith communities in Welwyn Garden City is now underway. Insight shows that many elderly members of local faith communities can struggle with mobility, health and/or social isolation issues, but the good news is that this cohort are inclined to heed advice on issues affecting their lives from their respective spiritual and faith leaders. Moreover, many of the places where they worship have ancillary spaces church halls etc, which have capacity to accommodate wider community use.	Use sport and gentle physical exercise to engage with faith groups to increase levels of physical activity, to counter loneliness, and to strengthen community cohesion, as members of the respective faith communities attend programmes being hosted by other faith groups.
Ready Steady Coach – Ukrainian Community Project	We now have commitment from Hertfordshire’s three Ukrainian Saturday Schools to involve their pupils and where practicable, their families, in this initiative, and additional funding streams and the organisation of a celebration event in summer 2026 are currently being developed.	
Crime Reduction through Sport Project	The Partnership received £130,000 of funding from the Hertfordshire Police & Crime Commissioner to collaborate with Hertfordshire Constabulary and StreetGames on community sport provision for crime reduction in support of the Hertfordshire Serious Violence Strategy between 2023 and 2025.	Reducing crime with the introduction of sport
Sport for Good	A work area that enables the Partnership to use / provide / share opportunities that encourage positive change, healthier lives and an improved relationship with sport and physical activity	Encourage positive change, healthier lives and an improved relationship with sport and physical activity.

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	Active Local is the Herts Sport & Physical Activity Partnership’s (HSP) collaborative place-based initiative. It supports targeted communities in highlighting their strengths, whilst also responding to local need and identifying where support, intervention or extra capacity could help create a more joined-up approach to tackling physical inactivity.	Targeting disadvantaged areas in each local authority.

Project	Description	EDI Relevance
	Active Local supports targeted areas, including 2 Sport England Supported Areas.	

Active Environments - The development of inclusive and sustainable places and spaces to encourage participation in sport and physical activity for all our residents- particularly those from inactive and disadvantaged communities.

Project	Description	EDI Relevance
ParkPlay	ParkPlay is a national programme that offers two hours of free, fun, high-quality activities for people of all ages and backgrounds every Saturday. It aims to positively impact levels of physical activity and mental health especially amongst the less active and in areas of higher deprivation. Within Hertfordshire, ParkPlay started in three specified areas (Waltham Cross, Jackmans and South Oxhey) with the long-term aim of being established across all 10 of The Partnership's Active local areas.	Consistent free intervention in targeted areas, making all activities inclusive.
Active Environments and Climate Action	The development of inclusive and sustainable places and spaces to encourage an active lifestyle for all our residents. The Partnership has a role around: making the case/advocacy; generating insight, influencing stakeholders, connecting different parts of the system and highlighting good practice.	Working & influencing partners to make new developments accessible for all residents.

Fit for purpose organisation - A robust governance with distributed leadership, a commitment to continuous improvement, equality, diversity and inclusion, and operational agility to respond to changing needs.

Project	Description	EDI Relevance
Fit for Purpose Organisation	As part of the Strategic Plan 2022-27, the Partnership is committed to developing and maintaining a 'Fit for Purpose Organisation' as one of its 'Enablers of Change' - robust governance with distributed leadership, a commitment to continuous improvement, equality, diversity and inclusion, and operational agility to respond to changing needs.	Commitment to inclusion in sport and gender Identity

Appendix 3 – HSP Steering Group Members & Core Principles

Steering Group Members

- Tania Woods – Heath Team
- Tom Horey – Health Team
- Adrian Ledbury – Senior Leadership Team
- Charlotte Zavadilova – Transformation Team
- Bobs Fox – Transformation Team
- Davinia Thakkar – Business operations
- Orla Moore – CYP Team
- Ben Wiggins – 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.