

	Key Issues to be addressed	Actions	Lead Responsibility	Timescale	Our target/outcome	Disability	Race	Gender	Age	Transgender	Sexual Orientation	Religion/Belief	Maternity Pregnancy
USport													
1.1	Maintain facilities that are DDA compliant and provide activities to meet the needs of specific groups.	Ensure that any future developments or changes to facilities are subject to equalities impact assessment.	Head of Sport (and Director Estates)	Ongoing	Maintenance of fully DDA compliant facilities.	x			x				x
		Continue to provide opportunities for disabled customers or other groups with specific needs e.g. advertise the provision of personal assistance.	Head of Sport	ongoing	Increased useage of facilities/activities by disabled customers/groups.	x			x				x
		Continue to offer a variety of flexible changing facilities to meet needs of various groups such as disabled, parents, transgender.	Head of Sport	ongoing	Facilities and activities being taken up by widest range of potential customers.	x		x	x	x			x

1.2	Provision of activities targeted for specific groups (internal and external).	Continue with activities such as international leagues. Identify and work with local stakeholders/organisations to provide facilities to specific groups. Eg local minority communities, disabled groups/charities. Provide reduced/minimal fees or 'off peak rates' to remove/reduce barriers to participation.	Head of Sport	Ongoing	Facilities and activities being taken up by widest range of potential customers.	x	x	x	x	x	x	x	x
1.3	Review of marketing messages	Develop 'about us' tab on the webpage highlighting facilities available to disabled users and other groups. Explicit statements about inclusive approach.	Head of Sport	Sep-10	Facilities and activities being taken up by widest range of potential customers.	x	x	x	x	x	x	x	x
		Liaise with University external relations and marketing teams to identify opportunities to promote provision of facilities to widest range of customers/groups.	Head of Sport	Ongoing	Increased awareness of facilities amongst widest range of potential customers.	x	x	x	x	x	x	x	x
1.4	Review and monitor feedback ref use of facilities.	Where possible Incorporate questions on ethnicity and disability in customer feedback. Request and review qualitative feedback from equality groups.	Head of Sport	May-11	Identify any areas where groups are under-represented or highlight specific provisions requested by users.	x	x	x	x	x	x	x	x

1.5	Maintain diversity of U Sport staff profile and ensure staff appropriately trained.	Work with HR to ensure any future recruitment and selection activity attracts widest pool of potential candidates. Deliver regular equality and diversity training to staff.	Head of Sport	Ongoing	Diverse staff profile. Staff confident in dealing with variety of diversity/equality requests and situations.	x	x	x	x	x	x	x	x
	Ensure all permanent staff have undertaken Equality & Diversity training	Ensure all permanent staff have undertaken the ISRM Respect for People Diversity Programme - Leisure and Sport specific programme	Head of Sport / U Sport Operations Manager	Ongoing	Nationally recognised equality and diversity training for a leisure specific environment	x	x	x	x	x	x	x	x