

## EQUALITY, DIVERSITY & INCLUSION: ACTION PLAN REPORT

(updated September 2021)

### Our commitment

Greenhouse Sports will take positive action to...	
Eliminate discrimination	✓
Comply with all statutory obligations and best practice	✓
Meet the diverse needs of our participants, employees, volunteers and partner organisations	✓
Make equality and equal treatment a core issue in the development, delivery, refinement, and application of our policies, procedures, initiatives and programmes, and in the way we manage our people	✓
Adopt and meet a target of a minimum of 30% of males or females on our Board	✓
Progress towards greater diversity on our Board, including ethnic minority and disability membership	✓

### Progress made since last report – highlights

#### Promoting equality, diversity and inclusion and meeting the needs of our diverse participant and local community

- A set of Equality, Diversity & Inclusion workshops were run for all staff in February 2021, tailored to both our coaching and office environments. The workshops were interactive and covered topics including but not limited to hidden disabilities, changing terminology, accessibility to our Greenhouse offerings, transgender participation and case study scenarios.
- A Diversity Champion group has been created, consisting of 11 Greenhouse coaches and office staff to work on projects surrounding E, D & I and make recommendations to the Senior Leadership Team and Trustees on what more Greenhouse can do to further champion E, D & I.
- The objectives of the Diversity Champions are to:
  - Review feedback from the all staff workshops to implement further training & the development needs identified
  - Review internal processes regarding E, D & I including recruitment, registration of participants and transgender participation guidance.
  - Explore a year round calendar for E, D & I to celebrate and promote nationwide and international campaigns relevant to Greenhouse Sports.
- Our recruitment process has been reviewed and tweaked to include our work on E, D & I ensuring that prospective employees know that Greenhouse is active in this space.

## Engagement

- Our Summer holiday programmes 2021:

As Covid restrictions eased we had unprecedented numbers on our summer holiday camps reflecting pent up demand due to the lack of opportunities during lockdown. These camps also included enrichment trips for 232 participants involving 20 programmes.

### School holiday programmes

- Number of participants – 771
- Participants living in postcodes classed as 'deprived' - 49%
- Ethnic minority participants – 78%
- Female participants – 36%

### Greenhouse Centre holiday programmes

- Number of participants - 236
- Participants living in postcodes classed as 'deprived' – 61%
- Ethnic minority participants – 76%
- Female participants- over 41%

**Grand Total:** 1544 unique participants

### **Female participation strategy:**

- Women and Girls participation: Since the official opening of the Greenhouse Centre in April 2018, we have gained 1319 female members, 334 of whom have completed over 2,122 hours of female only session including Zumba, Bollywood dance and yoga.
- Strategic actions being monitored by the Operations Committee include:
  - Percentage of female participants included in our Key Performance Indicators (reported quarterly to the Board of Trustees).
  - Aspirational target set for female participation. To be above the Sports England UK wide figure of 31%.
  - The Chief Operating Officer reports on progress to Trustees at each Operations Committee meeting.
- We have run an internal research project around female participation to better inform our work in this space. The project entailed a series of focus groups with both participants and non-participants (from within our schools) and interviews with staff. General trends and recommendations were pulled from the insight which are being used to alter our approach to female participation across our offering.

### **Community Partnerships Summer 2021 include:**

- Create Not Hate (a not-for-profit organisation helping young people who are underrepresented in the creative industry unlock their potential – increasing diversity in advertising – and addressing social issues) returned to the Centre for a workshop on the 30th September, targeting the 18-24 age bracket with young people from Westminster, the project is sponsored and funded by John Lewis.

- Brixton Finishing School (A not-for-profit organisation offering a free 10-week programme for 18-25s delivering lessons and experience in the advertising experience) had their graduation on 9th September at the Centre. Fifty young people graduated and went on to employment opportunities. We are progressing talks with the CEO around how we can get regular activity running for our young people.
- Greenhouse Sounds: We have two confirmed music colleges (RAK Studios and School Ground Sounds) willing to support our delivery and provide output opportunities for our young people. We will be recruiting young people to workshops and masterclasses from local secondary schools and colleges.

### **Our Marketing & Communications activity promoting equality, diversity & inclusion**

- While restrictions were still in place during the later stages of the pandemic, CEO, Béatrice Butsana-Sita, Heather Small, (pop music icon and inspirational speaker) and Dave Neita, (lawyer, cultural leadership specialist speaker and race & politics commentator) held a live stream video discussion and Q&A on Diversity and Inclusion in the corporate workplace and the challenges minorities are facing.
- Former Greenhouse table tennis participant, two-time Paralympic medallist and world champion Ross Wilson has agreed to become an ability ambassador for Greenhouse and we are working on an engagement plan for him to include programmes for inspiration, events and media opportunities to promote inclusion.
- In partnership with Greenhouse, Adidas Women's Studio provided a fitness and education session from two fitness ambassadors to 40 Greenhouse girls in the Greenhouse Centre as part of a platform to promote 'Stay in Play' managing continuing in sport around menstruation
- We were shortlisted for the prestigious Sports Industry Award, the Tessa Jowell Community Award

### **Summary of our statistics 2020-21**

#### Our Participants on our school programmes - academic year 2020-21

- 5396 individuals attended at least 1 session this year
- 1129 individuals attended 1+ hour sessions a week.
- Participants living in postcodes classed as 'deprived' – 67%
- Ethnic minority participants - 78%
- Female – 41%

#### Our Greenhouse Centre members

- 707 individuals have attended 1+ sessions at the Centre since Sept 2020
- Participants living in postcodes classed as 'deprived' - 62%
- Ethnic minority participants - 73%
- Female - 37%
- Young people (under 18) – 65%

#### Our Board of Trustees

- Gender: Female 4/10      Ethnic minority representation: 1/10
- Age:

Age	Number of Trustees
30-40	2
41-49	2
50-54	2
55-59	1
60-65	3

Our workforce - Greenhouse Sports collects workforce diversity data to assess the make-up of the workforce.

- Age:

Age	Number of Employees
16-20	2
21-30	25
31-40	38
41-50	19
51-60	13
61+	4

- Disability: 0    Gender: 37% Female; 63% Male    Sexuality: no data collected
- Ethnicity:

Ethnicity	Percentage of workforce
White	43%
Caribbean	25%
African	13%
Indian	3%
Other ethnic group	5%
Chinese	3%
Other Asian	2%
Asian	2%
Arabic	1%
Did not state	3%

### **Who are the key people responsible for delivering our E,D & I plan?**

Board champion, Nick Prempeh and staff champion, Delivery Manager, Kiri Madhani

### **How will we measure overall success?**

Measuring progress on our equality & diversity work is key to demonstrating our commitment to the goals set out above and to the ethos set out in our statement. The areas that track this progress include:

- Bi-annual reporting to the Board and an evidence-based analysis of levels of engagement
- Progress against action plans and new initiatives
- Evidence indicating that our workforce reflects society and an annual staff survey
- Evaluation of equality and diversity training and its impact
- Equality and diversity are fully considered when taking key business decisions.