

CARDIFF MET
ARCHER
BASKETBALL

EDI Framework

Cardiff Met will deliver an outstanding inclusive sporting experience, Cardiff Met will become known as 'Wales' Sporting University' capitalising on sport as a lever for wider social, economic, and cultural change.



Participation & Inclusion strategic objective:

We will improve the experience of our workforce, students, and communities by providing equitable opportunities and enable all to feel included. Positioning equality, diversity, and inclusion as everyone's business.

What we mean when we say:

Archer

When we talk about our Archers at Cardiff Met, we are referring to individuals with great focus, courage and hwyl - whether you're a performance athlete or just enjoy being physically active to stay healthy, having great focus, strength and determination are key to achieving your personal bests. When we reference Archers in this document, we are talking about everyone involved in sport and physical activity at Cardiff Met. Our workforce, students, players, parents, volunteers, supporters, and stakeholders are all Archers in our own way.

Sport & Physical Activity

Throughout this document, we may refer to sport and physical activity, sport or being physically active. When we mention any of these terms, we are collectively talking about the whole sport and physical activity system. Encompassing everything from our junior sport programmes, open campus, met active and our wellbeing programmes to our community-based activity across the city and performance programmes.

Service Areas

Cardiff Met Sport provides a diverse range of programmes across our teams. To capture the diversity of our programmes we are referring to each department as a service area rather than listing each programme.

Our definitions:

Equality

Equality means each individual or group of people is given the same resources or opportunities.

Equity

Equity recognises that each person has different circumstances, and allocates the exact resources and opportunities needed to reach an equal outcome.

Diversity

The concept of diversity encompasses a broad range of qualities and characteristics that distinguish people from one another. Diversity is used broadly to refer to demographic characteristics including, but not limited to, sex, race, ethnicity, sexual orientation, gender re-assignment, disability, socioeconomic status age, national origin, religious beliefs, and education. Diversity is important for several reasons. It allows a person to view issues and problems from multiple standpoints, drawing from different experiences, perspectives, knowledge, and connections.

Inclusion

Inclusion occurs when people feel, and are, valued and respected. Regardless of their personal characteristic or circumstance, and where they:

- Have the opportunity to fulfil their individual and combined potential.
- Have access to appropriate opportunities and resources.
- Can contribute their personal best in every encounter.
- Can contribute their perspectives and talents to improve our environment & culture.
- Can bring far more of themselves to Cardiff Met
- Have a sense of belonging.

Intersectionality

The Oxford Dictionary defines intersectionality as “the interconnected nature of social categorisations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage”.



Introduction

We want everyone involved in sport at Cardiff Met Sport to feel inspired to say, “I’m an Archer”. We are committed to keeping everyone accessing our programmes safe and this framework sets out how we aim to do this.

Scope:

We have a unique sporting system at Cardiff Met. Sport and physical activity is delivered through a number of contributors, namely Cardiff Met Sport, The School of Sport & Health Sciences (CSSHS) and the Student’s Union (SU). In this framework, we are referring to the work of Cardiff Met Sport to drive EDI across our programmes. There may be some connection with CSSHS, the SU and various other professional services teams and academic schools, this is highlighted in the document where this exists.





EDI Framework:

This framework is intended to inform and guide our workforce, students, players, parents, supporters, volunteers, and stakeholders of all the steps we are taking to embed an inclusive culture across Cardiff Met Sport. These commitments are essential if we are to achieve our strategic ambition to focus on excellence across our sport and physical activity system.

We want to create a safe and inclusive sport and physical activity system for all our Archers, regardless of their race, ethnicity, gender, religion or belief, disability, sexual orientation, age, or background. We want everyone to feel a sense of belonging and included within the Archer family, creating the conditions to be the best version of themselves.

This document outlines the work currently being undertaken, as well as our future actions and ambitions. This strategy sits as our strategic plan for creating equitable, diverse, and inclusive opportunities and will be supported in detail by our day-to-day operational plans.

We recognise the concept of intersectionality, and know that by driving a more inclusive, equitable and diverse sport and physical activity system at Cardiff Met Sport we will improve inclusion for everyone.

At Met Sport, we wish to be recognised as a driving force for sport and physical activity locally, regionally, and nationally. We are incredibly fortunate to have a talented workforce who are extremely passionate about embedding safe, equitable, diverse, and inclusive opportunities across our sport and physical activity system. Everyone at Cardiff Met Sport is taking responsibility for EDI and we hope when reading this framework, you feel inspired to become a part of the Archer family and join us in creating an inspiring, accessible and inclusive sport and physical activity system.

Our Key Principles of our Inclusive Sport Framework

Inclusive - Systems

- Governance,
- Leadership,
- Continuous Improvement

Inclusive - Environments

- On Campus,
- Community,
- Online,
- User Experience

Inclusive - People

- Education & Training,
- Collaboration,
- Programmes

Inclusive- Societies

- Standards,
- Communication,
- Empowerment



Inclusive Systems:

We commit to creating a culture that allows all Archers accessing sport and physical activity at Cardiff Met Sport to do so in a safe, inclusive, and welcoming environment. Everyone that engages in our Cardiff Met Sport programmes will do so knowing that we are continuously striving to develop our supporting structures and systems that allows our Archer family to thrive regardless of their race, ethnicity, gender, religion or belief, disability, sexual orientation, age, or background.

Leadership:

- Not making assumptions about lived experiences we have no experience of, instead we will take time to listen and understand how our actions impact others.
- Leading by example, doing what's right, not just taking the easy option because it's convenient for us.
- Being allies and using the strategic mechanisms available to us to act and fight injustice and promote equity across our sport and physical activity system.
- Ensuring equitable and inclusive opportunities are a must have.
- Embedding EDI across all our business planning, guaranteeing it is of paramount consideration when developing and growing our programmes.
- Ensuring new and existing partnerships share our passion and commitment to EDI.
- Creating and maintaining meaningful opportunities to understand the reality of the experience of all Archers.



Governance:

- Producing an EDI framework that meets the needs of all Archers involved in Cardiff Met sport programmes.
- Ensuring our Archers workforce, clubs and teams are aware and accountable of their EDI responsibilities.
- Regularly reviewing our EDI practices against national frameworks such as Inclusive Employers, Sport for Development Coalition, DSW - insport.
- Ensuring EDI is considered within our business planning and that EDI becomes a standing agenda item at all service area team meetings and PDR's.
- Providing annual EDI reports on the progress of our EDI action plan at Cardiff Met Sport.
- Position and supporting our Archers to know the difference between an anti-discrimination and non-discrimination.
- Encouraging our Archers to speak out, report and demonstrate a zero-tolerance approach to discriminatory behaviour.



Continuous Improvement:

- Ensuring we build a culture of continuous improvement for Met Sport which constantly reflects developing best practice in EDI.
- Having clearly defined measures of success for EDI understood and adopted.
- Providing staff with the appropriate training and support to deliver safe, welcoming, and inclusive environments relevant to their specific area.
- Demonstrating ongoing self-reflection with regards to our existing programmes of activity, reflecting on our approach and implementing inclusive practice.
- Engaging with the central university EDI Committee and an external EDI organisation to review our EDI commitments and practice.





Inclusive Environments:

We are extremely proud of our sports facilities at Cardiff Met, we are also incredibly fortunate to provide opportunities in outstanding built and natural environments across the city. Regardless of where you participate in our programmes, we are committed to providing the best experience and environment for everyone to feel safe, included and welcomed whilst being physically active.

On Campus:

- Ensuring our facilities are inclusive and accessible – new and old. We will continuously review accessibility to our existing facilities and continuously listen and learn from our Archers' experience accessing them.
- Ensuring our new facilities will have inclusion and accessibility included within the design spec from the start.
- Supporting our Archers by providing access to free period products within our facilities.
- Using representative language, imagery and décor across our facilities, our imagery reflects our inclusive and diverse Archers and programmes.
- Ensuring inclusive and adapted equipment is available for all activities – not an afterthought.
- Ensuring our facility operating procedures consider EDI practices to create safe and welcoming spaces for all Archers to thrive in their chosen activity and environment.

Community:

Continuously striving to adapt and listen to our diverse communities and adapt to diverse environments where our programmes operate.

Supporting delivery partners, communicating expectations, and ensuring inclusive provision within everything we do.

We will utilise research and insight to ensure we have a person centred approach.

Upholding our inclusive best practices regardless of the environment.





Online:

- Ensuring our online presence and profile represents our approach to equity, diversity & inclusion.
- Ensuring our branding, marketing and communications meet the highest standards within the Web Content Accessibility Guidance (WCAG).
- Connecting with our safeguarding framework to ensure our safeguarding practices provide guidance to our workforce on the safe and inclusive use of social media.
- Ensuring our EDI commitments and practices are easily accessible on our website and app.
- Ensuring Our LMS is agile – holding all relevant and up to date contact details and information on our Archers so we know who is participating in our programmes.

User Experience:

- Creating spaces where everyone who accesses our programmes and facilities feel connected to the Archers family, ensuring we provide the best inclusive experience.
- Ensuring every member of the Met Sport team understands the role they play in the Archer customer journey and making their experience at Met Sport the best possible.
- Providing our Archers with additional support to enhance their experience within our facilities and support participation (e.g. hairdryers & straighteners in our changing rooms, private changing cubicles, benches in accessible shower rooms, wider doors, sanitary bins in all changing rooms & positioned appropriately in accessible toilets)
- Ensuring our LMS is capturing all relevant info and is shared with lead staff before first session, giving our workforce are prepared and able to adapt to meet the needs of our Archer family.

Our People:

We provide a diverse range of opportunities at Cardiff Met Sport, from participation to performance there is a breadth of opportunities for our Archers. We commit to embedding an inclusive and welcoming environment regardless of the programme or activity.

Programmes:

- Creating environments where every Archer can achieve their personal best.
- Taking time to reflect and evaluate our programmes, understanding and sharing our learning to inform the next programme or intervention.
- Supporting our workforce, athletes, and participants to understand inclusive practices within the breadth of our programmes, from participation to performance everyone will feel safe, supported, and included.



Learning & Development:

- Establishing a learning and development program across Cardiff Met Sport focusing on EDI.
- Developing a skilled workforce that feels confident and competent in creating inclusive programmes and activities.
- Ensuring new staff joining Cardiff Met Sport, including student placements and volunteers complete our introduction to EDI at Met Sport module.
- Providing refresher sessions for all staff on an annual basis.
- Creating innovative opportunities for ongoing learning and development, ranging from raising awareness around key diversity dates and creating opportunities for people to share their lived experience.
- Ensuring we create formal and informal opportunities to share peer to peer learning across our Archer workforce.

Collaboration:

- Establishing external partnerships with organisations who reflect our commitment to EDI.
- Working and consulting with BUCS and our NGB partners to support our inclusive approach at Cardiff Met Sport.
- Working with internal stakeholders such as the CSSHS, Students Union, Student Services, and the University EDI Committee to embed consistent inclusive principles and approaches for university wide programmes and activities.
- Engage with third-party providers and experts in EDI to support our journey.
- Ensuring our LMS is capturing all relevant info and is shared with lead staff before first session, giving our workforce are prepared and able to adapt to meet the needs of our Archer family.



Our Societies:

We want to make being physically at Cardiff Met the norm. We will increase the visibility of being active and ensure our approach is representative of all Archers in the system, our workforce, students, players, parents, supporters, volunteers, and stakeholders will feel inspired to be the best version of themselves at Cardiff Met Sport.

Standards:

- Every Archer, from our participation programmes to performance and including our workforce will know and abide by clearly defined inclusion standards.
- We will seek input and feedback from our Archers and partners and listen to concerns and suggestions to improve across our sport and physical activity system.



Communication:

- Adopting shared language and definitions to ensure a consistent approach to EDI – we don't just say we're inclusive we absolutely are!
- Creating a communication plan for EDI to ensure it is embedded across Cardiff Met Sport.
- Ensuring each stakeholder group has access to the information they need to know about EDI at Cardiff Met Sport.
- Ensuring our imagery and language is representative and inclusive of all Archers.
- Creating accessible and inclusive information videos so all Archers know what to expect when attending our facilities.



Empowerment:

- Empowering everyone accessing our programmes to feel valued and inspired to say I'm an Archer.
- Valuing our Archers and our unique differences, creating a culture where every Archer can bring their whole self to Cardiff Met Sport – no one has to change, 'make do' or fit in.
- Consulting with our young Archers and they have the opportunity to share ideas on sport at Cardiff Met Sport, we will take action on those views.
- Working with our internal stakeholders to create an inclusive sports clothing policy – ensuring all Archers are given the choice on sports clothing that supports them to feel comfortable and perform to the best of their abilities.
- Our Archers have equitable choice and affordability is considered.
- Our policies and guidance documents are available in all formats, including audio and easy read to ensure everyone is empowered to access and understand our guiding principles.



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