



# England Squash: Equality planning and support

## Membership Audit 2005

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England Squash (ES) Equality Planning and support  
from Sport Structures Limited.

**Membership Equity Audit 2005**

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## **1. Purpose of Audit**

This report constitutes a section within the overall purpose 'To support ES with the development of the Equality Standard and to review and update their equality plans and policies.' This audit will provide basic baseline demographic data concerning the current membership.

## **2 Methodology adopted**

- 2.1 An Equality monitoring questionnaire was developed in conjunction with England Squash (appendix 1). The questionnaire was constructed with SPSS Data-analysis software enabling detailed analysis to be carried out at the completion of the distribution phase.
- 2.2 The questionnaire was presented in an appropriate format for printing, Web-based uploading or email distribution. The membership was targeted through both the membership magazine and the England Squash website where the questionnaire could be filled in online. To encourage completion of the questionnaire a prize draw was offered as an incentive.
- 2.3 The responses have been collated and analysed for inclusion within this report.

### 3. Key findings

This section draws out a series of key findings from the survey (appendix 1) the raw data used to generate these results can be referred to within appendix 2.

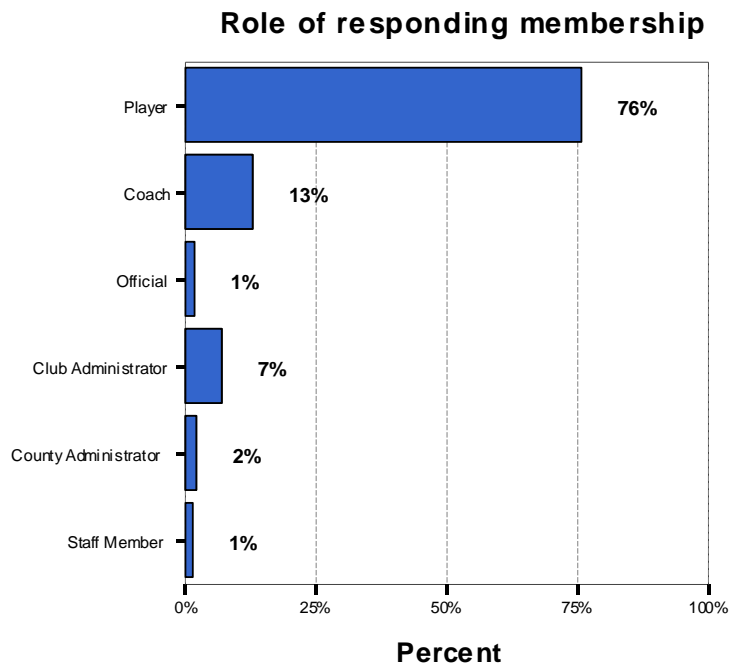
#### 3.1 Demographics

The following demographics represent 407 members. Although this is a relatively small sample of the membership a number of central trends can be identified which can provide an indication of the composition of the current membership. The following sections relate directly to the sections used within the questionnaire.

3.2 The overall demographics are complemented by further analysis which addresses trends within the roles of the membership.

#### 3.3 Role

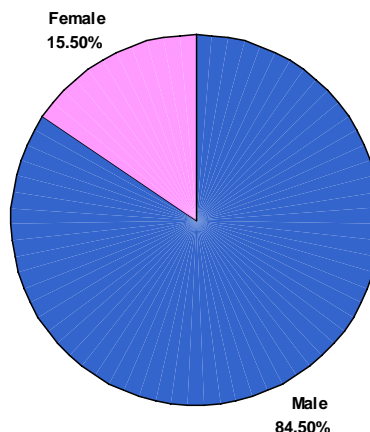
The highest level of response came from players (76%). 11.7% of respondents indicated that they had more than one role.



### 3.4 Gender

The graph clearly shows that there are a higher percentage of males within the membership as only 15.5% are female.

The table below demonstrates the gender breakdown within the different roles. The % is unsurprisingly weighted towards male participants within most role categories; only officials provide a more equal gender divide.

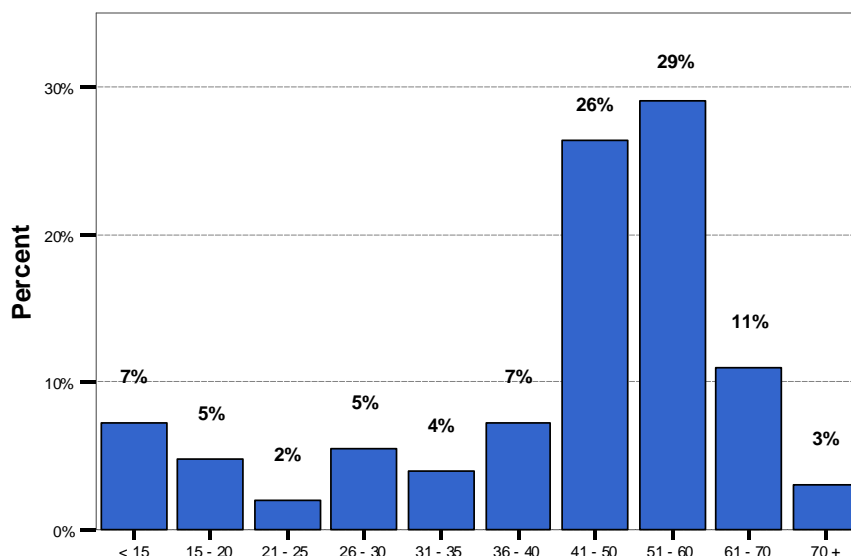


Role	Male (%)	Female (%)
Player	85.2	14.8
Coach	73	27
Official	57.2	42.8
Club Administrator	83.9	16.1
County Administrator	71.4	28.6
Staff member	83.4	16.6

### 3.5 Age

The age of the membership clearly demonstrates high percentages are between ages 41-60. The lowest response came from ages 21-25 there should be caution in interpreting this as it may either indicate a trend in the overall membership or this age group may not have opted to return the questionnaire.

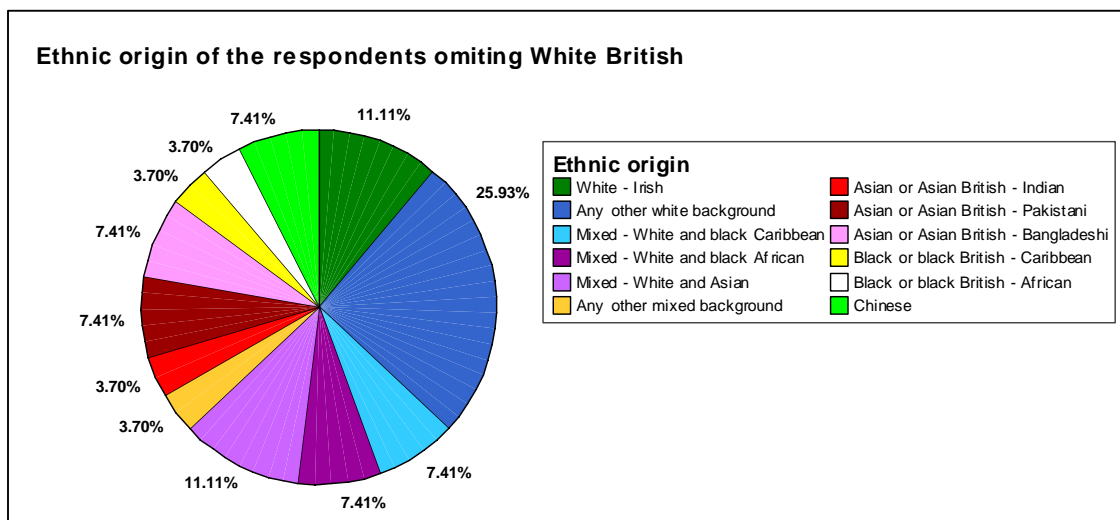
**Age of responding membership**



The cross tabulation with roles did not show any significant differences those over 41 were the highest respondents in all roles.

### 3.6 Ethnicity

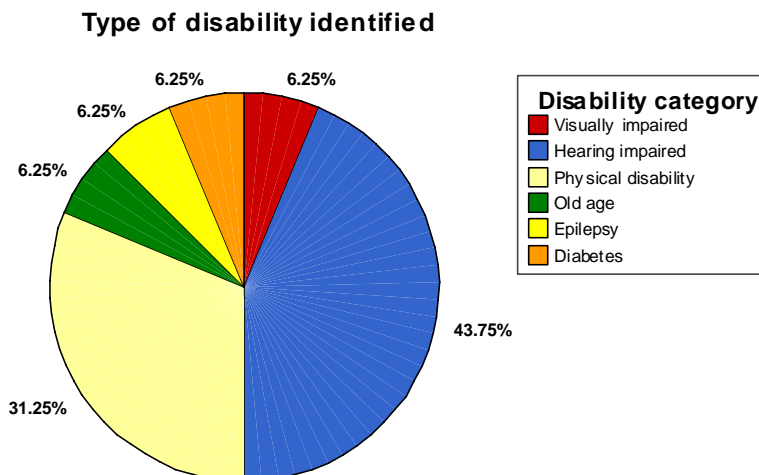
The membership was asked to indicate their ethnic origin 91.4% suggested they were White British. The graph omits the White British category to provide a clearer visual representation of the data concerning ethnic minorities.



The ethnicity breakdown comparison to roles shows that only 6.6% of players, 5.1% of coaches and 3.2% of club administrators are from an ethnic minority. No officials, county administrators or staff members indicated they were from an ethnic minority.

### 3.7 Disability

4.2% of respondents suggested that they had a disability. The following graph provides a breakdown of the types of disabilities identified within the membership. 1.7% were in a coaching role, 3.1% were club administrators the remaining were players.



## 4. Recommendations

- 4.1 The data from the membership survey provides an indication of general membership trends.
- 4.2 Due to the degree of response to the equity survey there is a need for more extensive membership demographics to be collated on a regular basis to provide sufficient baseline data for accurate equality targets to be set. It is acknowledged that this will be addressed through the online individual membership database.
- 4.3 The individual membership database information will need to be regularly collated into report format for formal reporting to key organisations such as Sport England or the Equity partners and to support KPI achievement.
- 4.4 It may also be possible for the individual membership database to record the details relating to lapsed membership this is a useful tool which could provide the opportunity to establish retention levels and identify if specific underrepresented groups are continuing with their membership.

## Appendix 1 Survey Form

### England Squash - Equality Monitoring Questionnaire.

In order to monitor the effectiveness of our services England Squash would be grateful if you would complete this form. It will also help inform future decisions on policy, procedure and activity planning. All information is confidential.

If you would like to be entered into the prize draw for an *Unsquashable Y-Tec Squash Racket* then please include your email address: \_\_\_\_\_

Postcode \_\_\_\_\_

**Role** What is your role within England Squash? (Please tick all that apply)

- |                                      |  |
|--------------------------------------|--|
| 1. <input type="checkbox"/> Player   | 4. <input type="checkbox"/> Club administrator   |
| 2. <input type="checkbox"/> Coach    | 5. <input type="checkbox"/> County administrator |
| 3. <input type="checkbox"/> Official | 6. <input type="checkbox"/> Staff member         |

**Ethnic origin** Tick the appropriate box to indicate your cultural background:

- |   |  |
|---|--|
| 1. <input type="checkbox"/> White - British                                       | 10. <input type="checkbox"/> Asian or Asian British - Bangladeshi                  |
| 2. <input type="checkbox"/> White - Irish   | 11. <input type="checkbox"/> Any other Asian background<br>(Please write in) _____ |
| 3. <input type="checkbox"/> Any other white background<br>(Please write in) _____ | 12. <input type="checkbox"/> Black or black British - Caribbean                    |
| 4. <input type="checkbox"/> Mixed - White and black Caribbean                     | 13. <input type="checkbox"/> Black or black British - African                      |
| 5. <input type="checkbox"/> Mixed - White and black African                       | 14. <input type="checkbox"/> Any other black background<br>(Please write in) _____ |
| 6. <input type="checkbox"/> Mixed - White and Asian                               | 15. <input type="checkbox"/> Chinese   |
| 7. <input type="checkbox"/> Any other mixed background<br>(Please write in) _____ | 16. <input type="checkbox"/> Any other (please write in) _____                     |
| 8. <input type="checkbox"/> Asian or Asian British - Indian                       |  |
| 9. <input type="checkbox"/> Asian or Asian British - Pakistani                    |  |

#### Disability

The Disability Discrimination Act 1995 defines a disabled person as anyone with a 'physical or mental impairment that has a substantial and long-term adverse effect upon his/her ability to carry out normal day-to-day activities'.

Do you consider yourself to have a disability?  Yes  No

If yes, what is the nature of your disability? \_\_\_\_\_  
(You may wish to use one of the following categories: visually impaired; hearing impaired; physical disability; learning disability; multiple disabilities.)

**Gender**  Male  Female

**Age** Please tick the appropriate box to indicate your age band:

- |                                   |                                   |                                   |
|-----------------------------------|-----------------------------------|-----------------------------------|
| 1. <input type="checkbox"/> <15   | 5. <input type="checkbox"/> 31-35 | 9. <input type="checkbox"/> 61-70 |
| 2. <input type="checkbox"/> 15-20 | 6. <input type="checkbox"/> 36-40 | 10. <input type="checkbox"/> 70+  |
| 3. <input type="checkbox"/> 21-25 | 7. <input type="checkbox"/> 41-50 |                                   |
| 4. <input type="checkbox"/> 26-30 | 8. <input type="checkbox"/> 51-60 |                                   |

If you would like to complete this form electronically please go to: [www.englandsquash.com](http://www.englandsquash.com) and email the completed form to [sarah@sportstructures.com](mailto:sarah@sportstructures.com)

If you would like to return a hard copy please send to:

Sarah Smith, Sport Structures, PO Box 3949, Warwick, CV34 9AF

**Thank you for taking the time to complete this questionnaire.**



## Appendix 2 Raw Data

The 'Total' or 'Valid Cases' refers to the total number of respondents to provide specific information, 'Missing System' relates to the number of respondents that do not provide the relevant information. The figures highlighted in blue are intended to easily identify the most significant figures.

**Roles** **\$role Frequencies**

		Responses		Percent of Cases
		N	Percent	
\$role(a)	Player	355	75.7%	87.9%
	Coach	60	12.8%	14.9%
	Official	7	1.5%	1.7%
	Club Administrator	32	6.8%	7.9%
	County Administrator	9	1.9%	2.2%
	Staff Member	6	1.3%	1.5%
Total		469	100.0%	116.1%

**Gender**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	338	83.0	84.5	84.5
	Female	62	15.2	15.5	100.0
	Total	400	98.3	100.0	
Missing	System	7	1.7		
Total		407	100.0		

**Role/Gender**

**gender\*\$role Crosstabulation**

		\$role					Total	
		Player	Coach	Official	Club Administrator	County Administrator		Staff Member
Gender	Male	299	43	4	26	5	5	337
	Female	52	16	3	5	2	1	61
Total		351	59	7	31	7	6	398

Percentages and totals are based on respondents.

**Age**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 15	29	7.1	7.2	7.2
15 - 20	19	4.7	4.7	11.9
21 - 25	8	2.0	2.0	13.9
26 - 30	22	5.4	5.5	19.4
31 - 35	16	3.9	4.0	23.4
36 - 40	29	7.1	7.2	30.6
41 - 50	106	26.0	26.4	57.0
51 - 60	117	28.7	29.1	86.1
61 - 70	44	10.8	10.9	97.0
70 +	12	2.9	3.0	100.0
Total	402	98.8	100.0	
Missing System	5	1.2		
Total	407	100.0		

**age\*\$role Crosstabulation**

		\$role						Total
		Player	Coach	Official	Club Administrator	County Administrator	Staff Member	
Age < 15	Count	29	0	0	0	0	0	29
15 - 20	Count	19	2	1	1	0	0	19
21 - 25	Count	6	4	0	0	0	0	8
26 - 30	Count	18	6	0	2	0	0	22
31 - 35	Count	15	2	0	0	0	0	16
36 - 40	Count	27	2	0	0	0	1	29
41 - 50	Count	88	20	2	10	1	2	106
51 - 60	Count	104	15	1	10	3	2	116
61 - 70	Count	33	8	1	7	4	1	43
70 +	Count	12	1	2	2	1	0	12
Total	Count	351	60	7	32	9	6	400

Percentages and totals are based on respondents.

**Ethnic origin**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	White - British	372	91.4	93.2	93.2
	White - Irish	3	.7	.8	94.0
	Any other white background	7	1.7	1.8	95.7
	Mixed - White and black Caribbean	2	.5	.5	96.2
	Mixed - White and black African	2	.5	.5	96.7
	Mixed - White and Asian	3	.7	.8	97.5
	Any other mixed background	1	.2	.3	97.7
	Asian or Asian British - Indian	1	.2	.3	98.0
	Asian or Asian British - Pakistani	2	.5	.5	98.5
	Asian or Asian British - Bangladeshi	2	.5	.5	99.0
	Black or black British - Caribbean	1	.2	.3	99.2
	Black or black British - African	1	.2	.3	99.5
	Chinese	2	.5	.5	100.0
	Total	399	98.0	100.0	
	Missing	System	8	2.0	
Total		407	100.0		

**Role/ethnicity**

**totaleth\*\$role Crosstabulation**

		\$role						Total
		Player	Coach	Official	Club Administrator	County Administrator	Staff Member	
Ethnic origin	White - British	327	55	7	31	7	6	370
	White - Irish	3	0	0	0	0	0	3
	Any other white background	6	1	0	0	0	0	7
	Mixed - White and black African	2	0	0	0	0	0	2
	Mixed - White and Asian	2	1	0	1	0	0	3
	Any other mixed background	0	1	0	0	0	0	1
	Asian or Asian British Indian	2	0	0	0	0	0	2
	Black or black British Caribbean	1	0	0	0	0	0	1
	Chinese	2	0	0	0	0	0	2
	Total		350	59	7	32	7	6

Percentages and totals are based on respondents.

**Do you consider yourself to have a disability?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	17	4.2	4.2	4.2
	No	384	94.3	95.8	100.0
	Total	401	98.5	100.0	
Missing	System	6	1.5		
Total		407	100.0		

**Disability categories**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Visually impaired	1	.2	6.3	6.3
	Hearing impaired	7	1.7	43.8	50.0
	Physical disability	5	1.2	31.3	81.3
	Old age	1	.2	6.3	87.5
	Epilepsy	1	.2	6.3	93.8
	Diabetes	1	.2	6.3	100.0
	Total	16	3.9	100.0	
	Missing	System	391	96.1	
Total		407	100.0		

**Role/Disability**

**disabili\*\$role Crosstabulation**

		\$role					Total	
		Player	Coach	Official	Club Administrator	County Administrator	Staff Member	
Do you consider yourself to have a disability?	Yes	16	1	0	1	0	0	17
	No	334	58	7	31	9	6	382
Total		350	59	7	32	9	6	399

Percentages and totals are based on respondents.