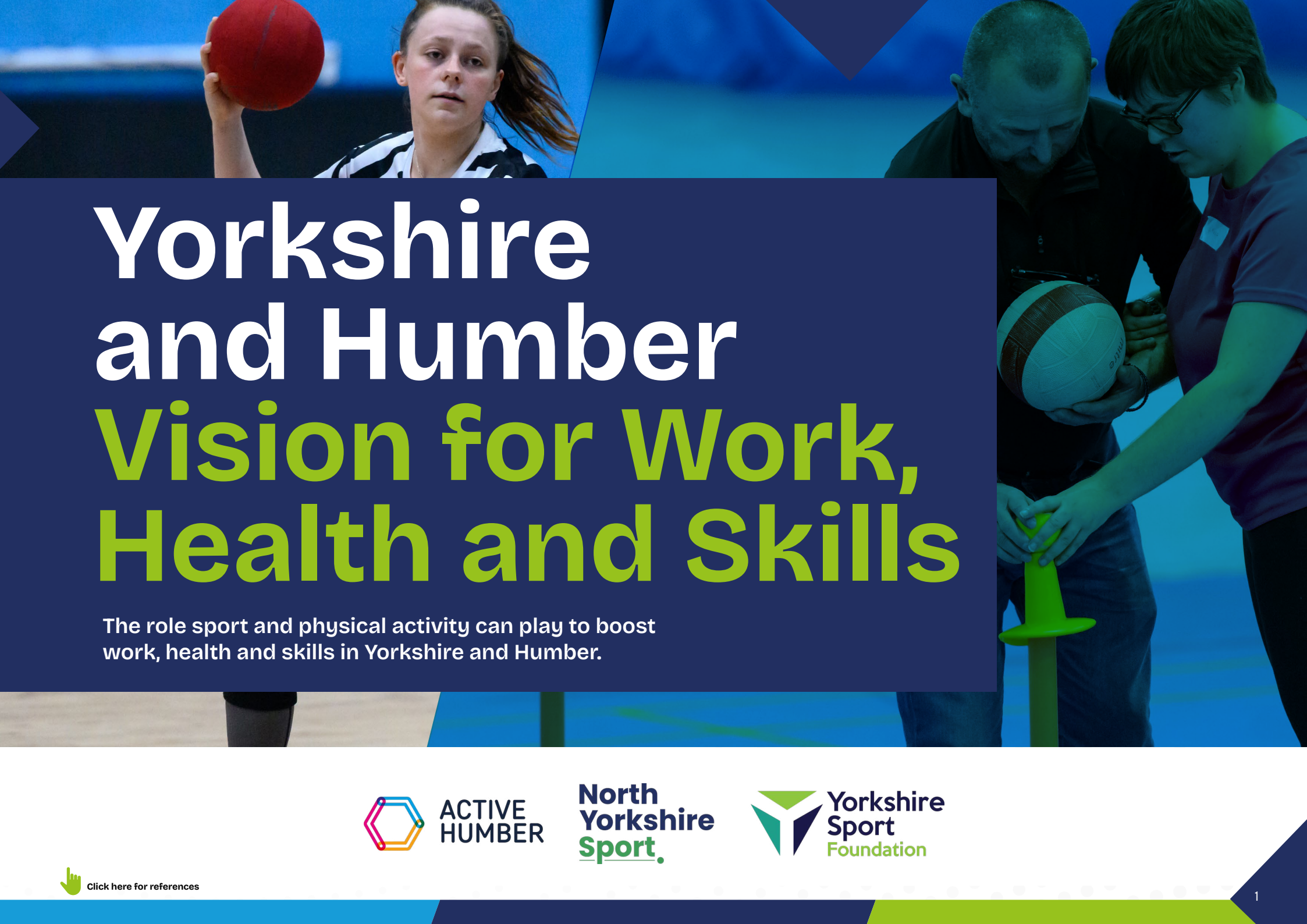




Yorkshire and Humber Vision for Work, Health and Skills

The role sport and physical activity can play to boost work, health and skills in Yorkshire and Humber.



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Yorkshire
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Foundation



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Foreword

We know that being physically active is vitally important to all our lives.

The benefits of physical and mental wellbeing are well documented but for many of us embedding it into our daily routines is not as straightforward as it should be. Nearly one in three people across Yorkshire and Humber do not get enough physical activity per week; yet people who engage in sport and physical activity are more likely to have healthier lifestyles and be more mentally resilient in the face of challenges.

Sport and physical activity have the power to improve and transform lives however, many barriers exist whether that's time, financial, access to facilities, health conditions or simply not knowing where or how to start. Dealing with these barriers often requires help and support.

The sport and physical activity workforce play an important part in supporting the wider population to be more physically active. As a sector we are working closely with colleagues in the Chartered Institute for the Management of Sport and Physical Activity (CIMSPA) to raise standards and develop the skills of our workforce, so that they are well qualified and best placed to support our wider communities, to have the best access to opportunities to be physically active. Whether that is about helping people to explore new opportunities, exercise with a long term health condition or increase confidence, our workforce are supported on their journey to be recognised and qualified professionals.

But that is only one side of the story. Sport and physical activity can also provide career opportunities and be an excellent way to support health, work readiness, skills and productivity. Offering an effective and enjoyable way to learn new skills and support physical, mental and emotional growth at the same time. Sport and physical activity can help people develop valuable life skills, including social engagement and communication, discipline and focus, adaptability and flexibility, self-confidence and personal growth and support for wellbeing.

The Get Britain Working White Paper set out the stark statistics of the number of people who are economically inactive but also acknowledge the lived experience behind those statistics, many borne out of inequalities. Our sector is well placed to support those people facing the greatest inequalities through our place-based working and connections to local communities. Helping to meet the needs of individuals and boost opportunities for employment whilst supporting longer term health and wellbeing.

According to the Chartered Institute of Personnel and Development, physical and mental wellbeing is important for providing good work opportunities, and this sector can play an important part in supporting that². Additionally, The Northern Culture All Party - Parliamentary Group Report: A Question of Sport also found that sport helps develop the essential skills for the job market and for life and can be an important part of improving both educational attainment and skills development³.

Active Humber, North Yorkshire Sport and Yorkshire Sport Foundation have created this vision for Work, Health and Skills document drawing on the priorities set out in the Get Britain Working White Paper. This document explores the role that sport and physical activity can play in helping to open up opportunities for everyone by providing both a career pathway and supporting skill diversity.

It advocates for the importance of skills development in the sport and physical activity sector, leveraging the sector as a driver for positive change and where sport and physical activity should be embedded within the local and regional work, health and skills priorities and commitments. To deliver more effective partnership working and stronger outcomes for the region.



Vision for Work, Health and Skills Framework

Yorkshire and Humber Vision for Work, Health and Skills

The role sport and physical activity can play to boost work, health and skills in Yorkshire and Humber.

Work and Health

Using sport and physical activity as a mechanism to **support people** who are either out of work or are at risk of falling out of work due to disabilities and health conditions.

Work Ready

Sport and physical activity can support people who are economically inactive to **return to work** through physical and mental health interventions.

Growing Skills

A sector that **develops diverse transferable skills** such as teamwork, leadership, and communication. Preparing a workforce that can easily adapt to various other sectors and industries.

Employment

The sport and physical activity sector offers a range of **career opportunities** for all ages and can be a great conduit to re-engage people who are not in learning, training or work.

Productivity

Regular physical activity enables good mental and physical health, resulting in fewer sick days and higher **employee retention and productivity**.

Underpinned by a strong and supported sport and physical activity workforce that can enable people to be physically active across Yorkshire and Humber.



Work and Health

Using sport and physical activity as a mechanism to support people who are either out of work or are at risk of falling out of work due to disabilities and health conditions.

In England, 15 million people are living with one or more long term health conditions. One in three of the working age population have at least one long term condition and one in seven have more than one. Regular physical activity provides significant physical and mental health benefits.

We need to work collectively to ensure that everybody can be active with focus on those who are economically inactive and most likely to experience inequalities. It will require a multi-agency approach, creating environments that make it easier and safer for everyone to be more active in ways that matter to them.

Sport and physical activity has a role to play in the holistic approach to supporting an individual's physical and mental health and wellbeing. The Get Britain Working White Paper acknowledges that improving the health of the population is a key aspect to supporting people to stay in and thrive at work¹³.

According to Get Britain Working the most prevalent primary conditions which impact on people's ability to work are **Musculoskeletal**, **Cardiovascular Disease** and **Mental Health**, with **obesity** being an additional risk factor across all of these¹³.

Musculoskeletal

Cardiovascular Disease

Mental Health



[Click here for references](#)

Musculoskeletal



Work related musculoskeletal conditions make up around a quarter of all self-reported cases of economic inactivity¹³ and there is estimated to be over

20 million people

in the UK living with an MSK condition¹⁴.



With **1.7 million workers in Britain** with new or long-standing cases of work-related ill health in 2023/24

32% were due to musculoskeletal disorders¹⁵.

Regular physical activity reduces the risk of developing long term MSK conditions.



For those living with arthritis or MSK conditions, even a small increase in physical activity can improve the way they live. Staying active has a benefit on wellbeing, improving quality of life and keeping independence for people with MSK conditions.

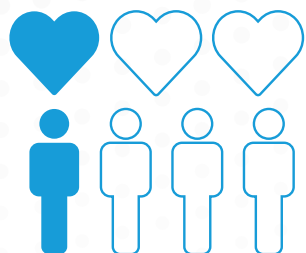
Staying active is also beneficial to those without MSK conditions as it helps keep good musculoskeletal health and can prevent future problems from developing.¹⁴



[Click here for references](#)



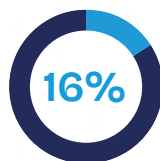
Cardiovascular Disease



In 2023, more than **1 in 3 heart attacks** treated in hospital were in people of working age,

and **1 in 4 people who have a stroke** are of working age,

third of stroke survivors not returning to work



and an additional **16% reducing their working hours** –

this equates to around **11,000 people not able to work** each year¹⁵.



CVD disproportionately impacts on the most deprived communities and is a leading driver of health inequalities¹³.

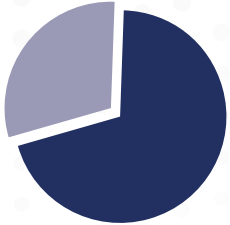
Physical inactivity is a key driver alongside smoking and alcohol consumption for ill health and premature mortality. It has been estimated that nearly half a million people who undertake these unhealthy behaviours are out of work¹³.

A recent study led by University of Oxford showed that there is no limit to the benefits of exercise in reducing the risk of cardiovascular disease¹⁶.



[Click here for references](#)

Mental Health



Two thirds of young people who are economically inactive also have a mental health disorder¹⁷.

The number of workers aged 16 to 34 who report that their mental health limits the type or amount of work they can do has increased over the past decade, and mental health is now the leading work limiting health condition among those aged 44 and younger¹³.



Regular physical activity can help **improve mood and boost energy**¹⁸.



It is beneficial in terms of **boosting self-esteem and confidence, increasing motivation and focus, reducing tension, anxiety, stress and mental fatigue** and helps in dealing with complex emotions such as **anger and frustration**¹⁸.

Mental Health matters found that people who are inactive have three times the rate of moderate to severe depression compared to those who are active¹⁹.

16.4 million working days were lost due to mental health conditions, regular physical activity can reduce your risk of depression by up to 30%.²⁰



[Click here for references](#)

Empowered to Lead

Emily's Journey from Participant to Wellbeing Lead

Emily, a former participant on the Empower Women & Girls programme, joined Sheffield United Community Foundation after learning about the Foundation at a Sheffield United women's game. Emily started on a part-time basis before progressing to become a full-time wellbeing lead.

Emily said: "I just wanted to help people, women like myself. I wanted to help somebody feel how I feel through physical activity. I wanted to work here because, by seeing (my daughter) Ruby come to the Premier League Kicks sessions, what positivity that had, I wanted to be involved in that, to make a difference in these kids and adults' lives."

Back in 2022, Emily had prematurely lost her son, and understandably this took a toll on her mental health.

Emily said: "I put my trainers on, and I just started training. I lost five and a half stone and I started running. This led to competing in the Great North Run in Newcastle, all so I could help the charity that had helped us when we lost our son. Once I knew I could give back to somebody that helped us during our darkest time, that's really what got me started."

Emily attended a Sheffield United women's game with her daughter and got in touch with the Foundation about the variety of physical activity sessions we had to offer.

Emily said: "Once I saw what the Foundation were doing and the sessions they had for kids, I wanted to get involved too. I started off by attending weekly sessions on the Empower Women & Girls programme, to progressing as a casual staff member, and now I'm a full-time wellbeing lead."

Ellie Wilson, Empower Coordinator, said of Emily's progress: "It's been really inspiring to see how far she's come. I feel like she's developed as a person as well and she seems to be thriving at the job she's doing. It's really pleasing to see her go from just attending a game, to then being involved as a casual member of staff, to now being full-time. It's fantastic to see and she's had a great impact on so many of our participants too."

Emily's work as a wellbeing lead for our physical and mental health sessions that support people fighting cancer was recognised in February of 2024 by Sheffield United Football Club and the Premier League as she was appointed the club's "Community Champion". Emily was presented with a pennant from Sheffield United manager Chris Wilder and a commemorative framed picture from Blades defender Auston Trusty.

Emily said of the distinction: "To receive an award for a job I love is very special to me. I don't feel like I do anything special, but our participants make my job so enjoyable. Sometimes I can't believe I get paid to do what I do!"



Work Ready

Using sport and physical activity to support people who are economically inactive to return to work through physical and mental health interventions.

The sport and physical activity sector plays an important role in helping people prepare mentally and physically for the world of work. Working in sport and physical activity helps to develop a wide array of skills that are valuable in any career. These include leadership, teamwork, communication, problem-solving and time management²¹.

It can provide a means to engage with people in a safe and welcoming environment which provides structure and focus, helping to build confidence and self-belief.

Being part of a sports community also offers opportunities to build connections and relationships with people from various backgrounds. Networking in sports can lead to job opportunities and the development of interpersonal skills that are important in any job.



[Click here for references](#)

Moving Forward Together

Moving Forward Together (MFT) used a range of innovative engagement and support interventions to move people from Calderdale closer to and into the labour market.

It brought together community-based activity with an 'active first approach' to give participants a wide range of options to become engaged in physical activity to support a transition towards employment and training. The project delivered 74 different types of events and training, providing 474 sessions for over 200 participants. Evaluation of the project found that maximising the choice and control that participants have over the ways they engage with support, delivers better retention and success.

Many adults looking for work are often outside of formal education, this places a unique opportunity to promote physical activity to support a return to work in the best way and in the long term, to secure employment. Notably, participants who spent less time receiving MFT support ended the programme being less work ready.

Christopher

40 years old

Background: Long-term unemployed, discharged from mental health services to MFT.

Barrier: Anxiety, depression, social isolation.

They engaged with: Summer walking challenge, cycle for health scheme.

Positive effect: Lower anxiety levels, improved social confidence, fitter and healthier.

Long-term employment impact: Working as a support worker for the past 9 months.

Sabiha

41 years old

Background: Came to live in the UK in 2018 from Bangladesh with her husband and children.

Barrier: Low confidence.

They engaged with: Walking group and craft group.

Positive effect: Built confidence through improved social and physical wellbeing.

Long-term employment impact: Obtained funding to become self-employed in her clothing production business, accessed business training and support from 'Start Up West Yorkshire'.

Richard

Background: Bankrupt and housing issues, previous mental breakdown made worse by lack of healthcare access during pandemic.

Barrier: Poor mental health, socially isolated.

They engaged with: White collar boxing (WCB) charity based 8-week training culminating in a final fight.

Positive effect: Lost weight, improved mental health, social isolation reductions.

Long-term employment impact: Has part-time work, is in a temporary property (previously a hotel). Now looking at full time jobs and apprenticeships.

Action Towards Inclusion

Action Towards Inclusion provided support for unemployed and economically inactive people across York, North Yorkshire & East Riding. The project provided support to help participants to be work-ready and get closer to, or into the job market.



The programme supported adults facing a range of challenges, to overcome personal barriers to gaining employment by providing specialist interventions such as health & wellbeing activities and gym memberships.

Poor physical and/or mental health was a common occurrence among those joining the project, often in combination with difficult circumstances such as caring responsibilities, isolation, immigration, or

poverty. A key part of the programme was wellbeing, supporting people to identify gaps in their lifestyle which when changes were made, provided a new sense of belonging and control, bringing good health and employment closer.

'The wellbeing intervention opened my eyes, connected me with other people, and gave me a reason to leave the house. Realising just how much has changed over just a few months is amazing.'



Click here for references

Growing Skills

A sector that develops diverse skills such as teamwork, leadership, and communication, preparing a workforce that can easily adapt to various other sectors and industries.

The sport and physical activity sector is an excellent environment for people to develop core and transferable skills, through a variety of roles including management, coaching, marketing, data analysis, event planning, and communications. This provides opportunities to learn skills alongside technical expertise and in particular transferable skills which are relevant to other sectors. All these factors combine to make the sports sector an exciting and dynamic place to learn and grow professionally.

The sector provides a number of environments and entry points to people looking for opportunities to grow their skills:

Participation

Participation in sport and physical activity can support the development of a range of wider skills such as **teamwork, self-discipline, resilience, time management, perceived self-efficacy and self-esteem**. These are skills that could be seen as fundamental to obtaining and sustaining employment²². The National Soft Skills Association said communication is one of the employability skills most often looked for by employers when recruiting employees. Engaging in sport can have a huge impact on improving communication skills, both individually and collectively²³.

Paid Employment

The sport and physical activity sector offers a broad range of roles with **transferable skills being a vital part**. Working in sport can contribute to enhanced problem-solving skills, supporting individuals' ability to think critically, make informed decisions, adapt to changing circumstances and overcome challenges. This is an essential workplace skill as it helps people effectively work through challenges and find solutions in the workplace²⁴.

Volunteering

Volunteering in sport offers an excellent opportunity to develop skills in **leadership, relationship management and sport for social impact**.

In 2022-23 around 10 million adults in England volunteered in sport and physical activity, which is a 2.3% increase compared to the previous 12 months. Overall volunteers are taking part more frequently than three years ago but volunteering levels have been falling, with the pandemic accelerating this further. In Yorkshire & Humber however, the number of people volunteering has increased by 2.5% over the same period, which equates to around 1 million people, with the majority volunteering at least once a week throughout the year¹.



Building Confidence, Skills, and Purpose

How Coaching Shaped Vedad's Future.

During his time at college, Vedad seized opportunities to volunteer, including coaching primary school children, organising and leading a dodgeball tournament, and joining international coaching trips to Italy and Malta. These experiences provided structured environments for building responsibility and initiative.

Reflecting on his journey, Vedad notes that at 16, he was cautious and didn't put himself forward for new activities. "Now I'm much more confident I embrace risks, I'm not afraid of mistakes, and I learn from them." Initially, he only coached older pupils, but with mentoring support from his tutor and exposure to coaching younger children, he now confidently coaches an under-10s junior team outside college.

Throughout this period, Vedad developed key skills:

- Resilience and a strong work ethic from overcoming challenges
- Initiative and adaptability from volunteering in varied roles
- Public speaking and leadership through independently delivering coaching sessions.

Driven by a growing sense of character and empathy, Vedad started organising "Greggs runs" to distribute surplus food to people experiencing homelessness, applying his leadership and community mindset beyond the college setting.

Now entering his third year at Leeds Beckett University studying Physical Education with Outdoor Education, Vedad continues coaching at New College Bradford and in his junior Sunday league team. He plans to pursue coaching part-time, complete a PGCE in college-level teaching, and explore joining CID as a detective aspirations made possible by the confidence and character, he built through his college experiences.

"If I wasn't exposed to those opportunities at New College Bradford, I doubt I'd now be interested in becoming a detective."



Employment

The sport and physical activity sector offers a range of career opportunities for all ages and can be a great way to re-engage people who are not in learning, training or work.

The sport and physical activity sector offers exciting opportunities that are both rewarding and full of potential for young people, those wanting a career change and returners to work.

The sector offers work that is rewarding and impactful, with the opportunity to be able to help individuals and communities live healthier and happier lives, this could be through coaching athletes to organising community fitness programmes for the elderly. These are also roles that enable you to bring people together, supporting with the fostering of community spirit and teamwork²⁴.

Currently one in eight young people are not in employment, education or training (NEET)¹³. Our sector offers a range of career opportunities that appeal to young people, over 30% of roles in our sector are carried out by people under the age of 25 and sport and physical activity can be a great conduit to re-engaging young people that are not in learning, training or work⁹. Often these young people have found academic learning a challenge and have been unable to find a place to use and develop their skills.

Sport and physical activity can be a means to help develop confidence and resilience, build other valuable skills such as communication and teamwork, and provide a positive purpose and opportunities to progress¹⁵.

The sport and physical activity sector offers a range of opportunities for adults who want to leverage their existing skills, whether they are looking for a new or change of career. The sector offers various career paths to suit all skill sets, from sports management and physical therapy to fitness training and event coordination. Many skills gained in previous careers are highly valued in the sport and physical activity sector such as leadership, communication, organisation, project management and problem solving.

The sector also encourages ongoing professional development, in areas such as exercise science, sports medicine and fitness training, enhancing your existing skill set and opening doors to wider roles²⁴.



A Positive Environment for Skills & Career Development

The wide variety of organisations and roles in the sport and physical activity sector can provide a rich and fulfilling environment for skills and career development.

Opportunities can be found across the sector and the work of the region's Active Partnerships across Yorkshire & the Humber, provide an example of this. Roles include project support and management, community development, events, marketing and business administration, all within the sport and physical activity context.

Active Humber for example has supported placements and internships for local students to support their development and future employment prospects.

Placements have provided opportunities for students to apply academic knowledge to practical situations, significantly expanding skillsets and supporting professional growth. In turn, this has progressed to paid employment and career progression, in an environment supportive of both professional and personal development.

Yorkshire Sport Foundation (YSF) have developed a strong and collaborative relationship with the Skills and Partnership team at Sheffield Hallam University, which has been central to creating opportunities for students requiring industry work placements.

Students joining YSF have gained hands-on experience and industry insight, practical skills in project delivery and the confidence to progress into employment. Students reported that the experience was invaluable for career progression, building confidence, self-awareness, and workplace readiness. For YSF, placements provide fresh ideas and opportunities to support skills development for the future workforce, while showcasing the vital role of Active Partnerships across the region.

"I firmly believe that this is possibly one of the best long-term placements a student can experience. I have developed so much as an individual, developing an understanding of a workplace and building a greater understanding of myself and what it takes to forge a career in this sector." - Placement Student



Team News

We also strengthened our team using interns from Leeds Beckett and University of Hull to help us better promote ourselves and deliver our projects.

Hannah Stanton -

Support Development: Project Support Officer

Hannah works across the development team and marketing team to ensure that all projects and tasks are run as effectively as possible, ensuring that the barriers to participating in physical activity are reduced and sport and physical activity is available for all.



Abisoye Akerele -

Marketing & Social Media Intern:

Abi has joined us on a placement from the University of Hull to assist our marketing team with the planning and scheduling of social media content. She has also given us a social media audit and written a social media policy and strategy for the organisation.



[Click here for references](#)

Productivity

Regular physical activity enables good mental and physical health, resulting in fewer sick days and higher employee retention.

21.8% of people who are employed in Yorkshire and the Humber region do less than 30 minutes of activity per week¹. This means there are many people who are not reaping the workplace benefits of being active such as increased job satisfaction and increased productivity. Physical activity enhances thinking, learning and judgement skills²⁵.

These are all things that benefit workplace productivity and health. According to the productivity institute Yorkshire and Humber is 10th of the UK's twelve regions for productivity performance²⁶. If workplaces invest in the health of employees, it can bring a range of benefits such as reduced sickness absence, presenteeism, increased productivity and job performance²⁷. Active employees are happier and healthier with reduced stress levels and higher job satisfaction²⁸.

As noted in the Get Britain Working White Paper, poor workforce health imposes large costs on employers, especially from sickness absence and turnover. It can significantly affect performance, lead to higher costs associated with absenteeism and recruitment, and result in the loss of valuable skills and experience when employees leave the workforce. Workplace injuries and ill health cost Britain £21.6bn in 2022/23. There is also a further impact on business productivity as workers may be less productive when they return to work after a period of ill health. Across Yorkshire and the Humber region workplace ill health cost £1.1bn and injury costs £472m in the same period²⁹.

The NICE guidelines on physical activity in the workplace explain that efforts made in the workplace, alongside wider strategies to increase physical activity levels, could help improve people's health significantly. Increasing activity levels will help prevent and manage over 20 conditions and diseases including cancer, coronary heart disease, diabetes and obesity. It can also help to promote mental wellbeing. Physically active employees are less likely to suffer from major health problems, less likely to take sickness leave and less likely to have an accident at work³⁰.

Business organisations including the Federation of Small Businesses (FSB)³¹ and Business in the Community³² recognise the benefits of physical activity to employers and employees alike. The FSB acknowledges that full-time workers spend around one-third of their day at work so by encouraging employees to be more active and showing this is valued by an employer is not only beneficial for health and wellbeing, but it can also have positive impacts on business.



Active Workplaces

A Citywide Approach to Physical Activity and Wellbeing at Work

The Active Workplaces Service and Network, led by Leeds City Council's Active Leeds Service, is a strategic initiative aimed at integrating physical activity into workplaces across Leeds to support employee health and wellbeing, aligning with the city's broader health and wellbeing strategy. Anchor institutions involved include University of Leeds, Leeds Beckett University, Northern Gas Networks, and the Luminate Education Group.

By adopting a strategic approach, this initiative connects the city's physical activity system with employers, helping workplaces become healthier and more active. A new collaborative network has been established where health and wellbeing leads from a range of sectors can share best practices and contribute to an emerging evidence base around developing more active workplaces.

Partners have included Network Rail and John Lewis to support the health and wellbeing of their teams, through bespoke 1-2-1 health coaching, often supporting staff with health conditions and physical health challenges. Network Rail in particular saw 66 staff access 10 weeks of tailored coaching, improving health outcomes and productivity. Keeping people in work for longer, contributing positively to the local economy.

As a result of this initiative, organisations are better connected in the city and are partnering on projects. Research and insight has been shared with 165 organisations in the city and they have been able to test and learn from this insight. The new network has strength in multiple areas of expertise or specialism. This initiative has shown how citywide collaboration can drive systemic improvements in workforce wellbeing, contributing to healthier employees, better business outcomes, and a stronger local economy.



Defining The Sector

Work and Health

Work Ready

Growing Skills

Employment

Productivity

Underpinned by a strong and supported sport and physical activity workforce that can enable people to be physically active across Yorkshire and Humber.

Sport makes a significant contribution to the UK economy. The Department for Culture Media and Sport (DCMS) estimate that the sport sector contributed £18.1bn to the economy in 2022. From 2010 to 2022 the sector has grown by 32.2% which is faster than the rate of growth of the broader economy⁴. £34.8 billion in wages are paid in sport related occupations which equates to 3.1% of all wages in the UK economy in 2021⁵.

In 2022 the sport and physical activity workforce accounted for 586,000 jobs nationally, including paid employment and freelance opportunities. In addition to over three million coaches (paid or volunteers) involved in the sector⁶. CIMSPA defines and quantifies a significant 'core' component of this workforce, providing valuable data (CIMSPA insight reference)⁹.

This does not however take into account the wide variety of sport and physical activity roles which exist out the traditional sector, or people in charities delivering health and wellbeing services.

The sport and physical activity sector has become more important to the UK economy, partly due to the growing recognition of the significance it has in sustaining both physical and mental wellbeing⁸. Sport England research also showed that the annual social value of community sport and physical activity is £107.2 billion, contributing to both annual wellbeing value for adults, children and young people taking part and volunteering in sport and physical activity and wider savings to the health and social care system a year. In Yorkshire & the Humber the annual social value in the same period was £10.1bn.



Exercise and Fitness

Services, activities and venues that predominantly improve participant physical fitness.



Leisure Operations

Services, activities and venues that predominantly improve participation in physical activity.



Performance Sport

Competitive sport and activities including those in which athletes receive payment for their performance; professional, semi-professional and grass roots sport.



Health and Wellbeing

Holistic services and activities that promote improvements across all aspects of health, sometimes involving health care and other non-sector professionals.



Community Sport

Sport/skill based services, activities and venues that increase participation and develop skill, sometimes targeting under represented groups and inequalities.



Adventure Sport

Activities, services and venues both indoor and outdoor improving participation in physical activity perceived as having a high level of risk.



[Click here for references](#)

The workforce of the sport and physical activity sector therefore makes a valuable contribution in supporting the physical, mental health and wellbeing of the population, to social cohesion, community engagement and economic prosperity of the country. It is important for the sector to ensure that the workforce is qualified, skilled and competent to support people to be more physically active whatever their level of ability, in a supportive and safe environment.

It is also important for the sector to attract the right people and provide an environment which supports aspiration and career progression. Alongside this, increasing diversity is important so that more people from a range of backgrounds are engaged in physical activity, and the workforce is representative of the community in which they work. Research from the Activity Alliance suggests that people with a disability want to work in the sport and physical activity sector and have done so for a long time, being attracted to working in organisations with reputations for value based and inclusive work, where they felt they would be able to make a difference.

The Chartered Institute for the Management of Sport and Physical Activity (CIMSPA) are the professional development body for the UK's sport and physical activity sector, committed to supporting, developing and enabling professionals and organisations to succeed and, as a result, inspire people to become more active. The CIMSPA strategy "Releasing the Power of our Profession", sets out how the workforce can be supported and professionally recognised, to develop the strong and supportive sector needed to boost work, health and skills in the region.



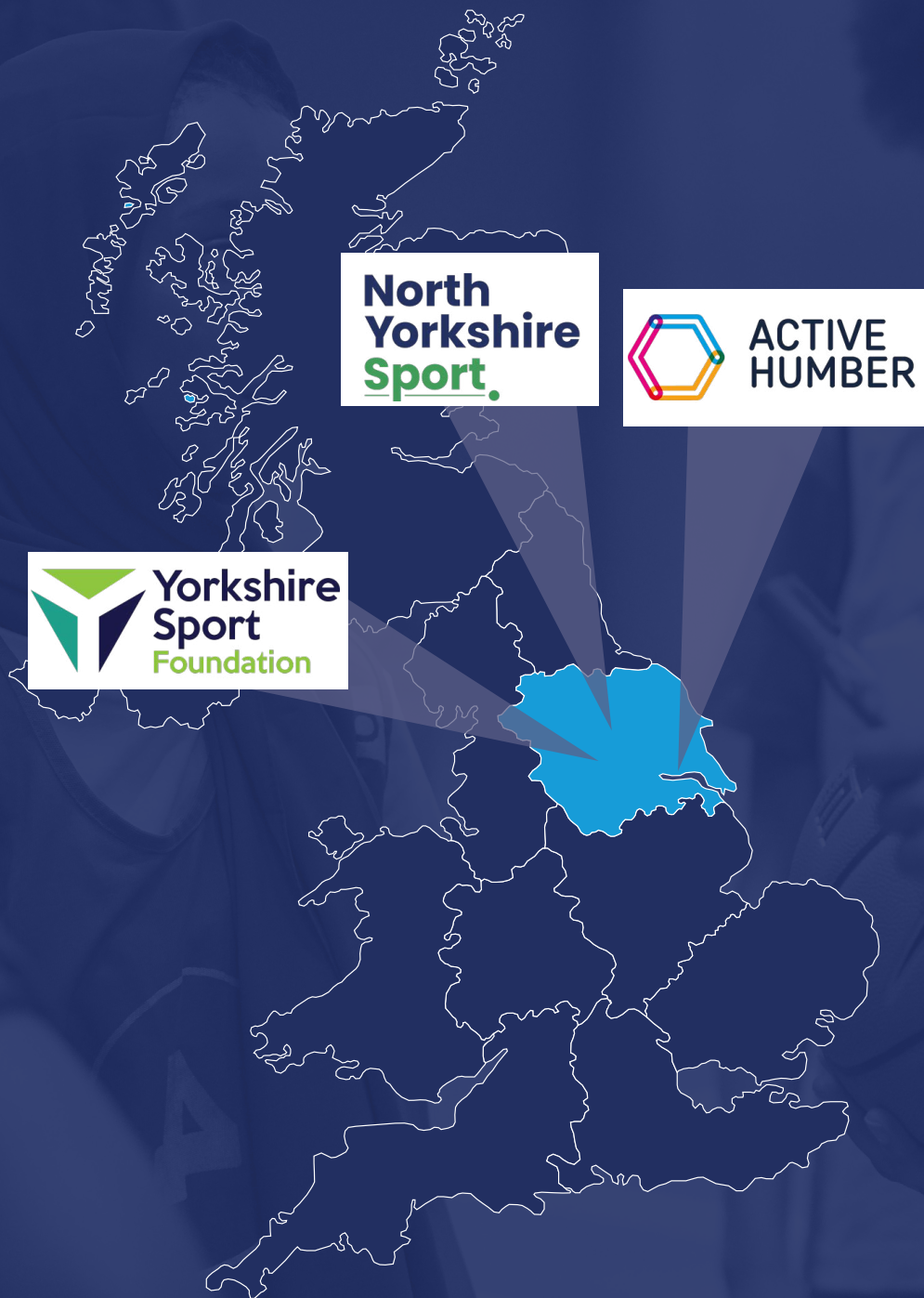
Summary

The Yorkshire and Humber Vision for Work, Health, and Skills recognises the transformative role that sport and physical activity can play in tackling economic inactivity, improving health outcomes, and supporting skills development.

By harnessing the sector's power to boost physical and mental wellbeing, build transferable skills, and open up career pathways, it can be a key driver of positive change across the region. Sport and physical activity can help individuals overcome barriers, realise their potential, and contribute to both economic growth and social wellbeing. This vision underlines the need to embed sport and physical activity within local and regional priorities to unlock its benefits for individuals, communities, and businesses.

To realise these benefits, sport and physical activity must be embedded into regional strategy and policy frameworks, unlocking their potential to support the drive for inclusive economic growth, strengthening health outcomes, and building a future-ready workforce across Yorkshire and Humber. We welcome the opportunity to collaborate with regional decision makers and policy leaders to drive this agenda forward.





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