

**From:** [Nancy Kelley](#)  
**To:** [Phil Smith](#)  
**Cc:** [REDACTED]  
**Subject:** RE: New ED&I Director Role - Announcement  
**Date:** Wednesday, January 27, 2021 5:17:46 PM

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That's brilliant news Phil – really looking forward to working with both Viveen and [REDACTED]

Nancy

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**From:** Phil Smith <@.>  
**Sent:** 27 January 2021 15:32  
**To:** Nancy Kelley <@..>  
**Subject:** New ED&I Director Role - Announcement

Dear Nancy

I hope this find you well. If you managed to join us for the launch of [Uniting the Movement](#) yesterday I hope you enjoyed it, or if not I hope you received some relevant information about our new 10-year strategy for sport and physical activity. We are very pleased with the content and how it seems to have been immediately received, but I would love to hear your views and feedback. With 'Tackling Inequalities' as its central theme, Uniting the Movement should come as good news to you as one of our most important partners working on that very agenda. It's also timely that I can now let you know about some important changes to our team.

Sport England has appointed [Viveen Taylor](#) as our first ever Director of Equality, Diversity and Inclusion. Viveen came through a comprehensive recruitment process where she was the outstanding candidate in a very strong external field. She will join the Senior Leadership and I am really looking forward to working with her, and learning from her, in the new role.

Viveen joined Sport England in August 2018 as the Strategic Lead for Low Socio-Economic Groups. Leading a small team, supporting colleagues and partners to better understand the target audience and ensuring Sport England investments create impact, leading to increased physical activity and positive behaviour change. Passionate about social justice, she has been an active advocate for equality with a focus on diverse communities and those most excluded from society. Viveen started her career within Manchester Housing Department local authority before moving to lead on one of the Government's first regeneration programmes, Hulme City Challenge. This was quickly followed by a move to the voluntary sector where over a course of more than 25 years she has actively engaged and supported marginalised and disadvantaged communities to not only have a voice, but to empower them to create lasting change by navigating systems, accessing resources, designing solutions and collaborating with a range of partners, locally and nationally. Viveen

believes strongly that those that have the means to do so, should provide platforms and pathways for others to feel valued and included, helping communities to become the architects of their own futures. She will now be applying that experience and those values to Sport England's new strategy when she starts the new role in a few weeks' time.

We have also secured the services of [REDACTED] for the next six months in the role of Senior Equality and Diversity Manager after almost 15 and a half years at the England and Wales Cricket Board. For 13 years, [REDACTED] led the ethics and compliance team at the ECB covering a wide range of programmes including safeguarding, anti-doping, inclusion and diversity, Clubmark accreditation, data protection/GDPR, managed migration visas as well as wider rules and regulations. Latterly her role was Head of Policy and Network Initiatives working with colleagues on developing a new diversity and inclusion strategy as well as programmes focused on culture, values, attitudes and behaviours in the game. [REDACTED] was responsible for bringing Stonewall's Rainbow Laces into the professional cricket calendar. Outside of work [REDACTED] is a long standing volunteer in rowing and is currently race committee chair for the [REDACTED] Eights Head of the River Race.

Viveen and [REDACTED] will both join our Head of ED&I [REDACTED] in the team, making this a very experienced team with a variety of expertise. They will be working with colleagues throughout Sport England and with various external partners, both existing and new, to meet the challenges set out in Uniting the Movement. I hope they can count on your support and partnership. [REDACTED] starts with us on Monday and I am sure Viveen will be in touch directly as her start date approaches.

Best wishes

Phil

**Phil Smith**

Director of Sport

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