

ENGLAND ATHLETICS DIVERSITY ACTION PLAN ANNUAL REPORT 2021



In 2017, England Athletics shared our four-year Diversity Action Plan (DAP) in line with [A Code for Sports Governance](#), the requirements of which are mandatory for organisations in receipt of public funding for sport and include areas such as transparency, accountability and financial integrity.

In 2020, England Athletics updated and published our Diversity Action Plan to check progress since 2017 and set out our continued commitment to ensure greater diversity within the governance, leadership and decision-making structures of England Athletics and running in England.

This report outlines the progress against actions outlined in the plan for the period October 2020-March 2021. It also summarises the headline ambitions and milestones for April 2021-March 2022.



Headline progress to date (March 2021):

- Details of the updated DAP shared with staff, regional councils and England Athletics membership in partnership with UKA.
- Internal diversity group set up to meet quarterly to monitor progress against the plan.
- Diversity Champions appointed for Board and SLT.
- Regional council diversity data collected for the first time to provide a baseline for monitoring progress.
- Improved board representation disability (+8%) and ethnically diverse communities (+16%) as well as 1 further black observer.
- England Athletics signed the Race Equality Charter.
- Diversity messages embedded in Council election campaign and information shared with equality partners- Sporting Equals, Activity Alliance, Women’s Coaching Network, Para athletes.
- Submission for the Advanced Equality Standard in Sport.
- Support to our members:
 - Black History Month Leading from the Front webinar with Tunji Akintokun (47 attendees).
 - Meet the Athletics Pride network webinar (31 attendees).
 - Supporting Mental Health in Athletics and Running through COVID 19 webinar (34 attendees).

Diversity Profiles (March 2021):

Role	Gender	Ethnicity	Disability	Sexual Orientation	Age
Board	50% female 50% male	White British 58% Black British 17% Other 8% Not stated 17%	Disabled 8% Non-disabled 75% Not stated 17%	Heterosexual 83% Not stated 17%	<35 0% 35-44 8% 45-54 25% 55-64 33% 65-74 33%
Staff	54% female 46% male	White British 80% Asian/Asian British 2% Black/Black British 2% Black Other 2% White Other 2% Not stated 11%	Disabled 2% Non-disabled 98%	Heterosexual 85% Gay/Lesbian 2% Not stated 11%	26- 35 24% 36-45 35% 46-55 33% 56-65 9% 65-74 0%
Council¹	26% female 74% male%	White British 95% Asian / Asian British 2% Mixed 2%	Disabled 14% Non-disabled 86%	Not collected	<25 4% 25-34 0% 35-44 10% 45-54 15% 55-56 30% 65+ 42%

1. 50 respondents.

021/2022 Ambitions

- Increase the number of applications to Board from disabled candidates resulting in at least 1 disabled director.
 - *already achieved but continued ambition for 2021/22 to attract applications from disabled candidates for the available Non-Executive Director Role.*
- Further increase the number of applications to Board from ethnically diverse candidates resulting in at least 20% representation from ethnically diverse communities at board level.
 - *already achieved but continued ambition for 2021/22 to attract applications from other ethnically diverse communities for the available Non-Executive Director Role.*
- Further increase the number of applications to Board from female candidates resulting in gender parity at board level.
 - *already achieved but continued ambition to maintain gender balance throughout the 2021/22 appointment of a new chair and Non-Executive Director.*
- Achieve at least 30% gender representation at National and Regional Council or co-opt (dependant on skills required)
 - *data to be collected in April 2021. This will determine if this ambition has already been achieved.*
- Carry out Equality Impact Assessments for all L2 plans and provide associated training for staff.
- Develop and deliver a training and development plan (board, council, staff).
- Collect diversity data for regional councils and identify any areas of under-representation along with recommendations to address these.
- Increase council membership from young people through an observer/mentoring role.
- Create development programmes and opportunities for under-represented groups including mentoring, coaching and shadowing to improve representation on board, SLT, staff, team roles etc.
- Collaborate with partners to gather insight to better understand any barriers or discrimination experienced by ethnically diverse communities in sport.

In light of the progress so far in improving diverse representation at board level, and having already achieved some of the ambitions for 2021/22, we will focus on consolidating the work that has taken place in order to support this to happen. We will consider additional actions that could be taken to further develop our diverse culture, initially specifically at board level, to ensure that as more diverse people are represented on our board that they are truly welcomed and valued.

2021/2022 Milestones

- Non-Executive Director Appointment.
- Chair appointment.
- Elected director appointment.

Whilst the focus of the DAP is primarily improving the diversity of our governance structures our new strategic plan demonstrates our commitment to inclusivity by inspiring more athletes and runners of all abilities and backgrounds to fulfil their potential and to have a lifelong love for the sport. An outcome of our 2021-32 strategy will be an annual increase in the proportion of women, people from ethnically diverse communities and disabled athletes, coaches and officials across all programmes and levels of the sport. A diverse governance structure driven through the successful delivery of the DAP will help facilitate this wider step change in diversity. For additional context for the Diversity Action Plan current participation levels are included in Appendix 1

Appendix 1

Active Lives Participation Data (May 2019 - May 2020)

Athletics and Running

The figure opposite shows the overall percentage participants who take part in Athletics and/or running in any setting.

This data captures those participants doing some form of athletics and running activity at least twice a month during May 2019 - May 2020. This includes taking part within an organised club, group, event, or purely as an unattached participant as part of their sporting and/or lifestyle activity.

This data differs from our affiliated club and RunTogether data. This information is currently collected but not accurate due to a limited amount of data being shared with us by participants. We are doing more work to better collect this data and to understand diversity demographics in our membership. We do know that the current split between male and female participants in our membership is 53%/47% and in our RunTogether family 26%/74% but we need to understand more about the other characteristics of our core participant base.

