

ATHLETICS INCLUSIVE

JANUARY - MARCH 2021

Welcome to the new quarterly equality, diversity and inclusion news from UK Athletics, Athletics Northern Ireland, England Athletics, Scottish Athletics and Welsh Athletics

MENTAL WELLBEING

Scottish Athletics

We are delighted that more than 1,000 jog Scotland leaders have now been trained in mental health awareness with our partners SAMH (Scottish Association for Mental Health).



Athletics Northern Ireland and England Athletics

We have a new partnership with Believe Perform, giving our coaching community access to training and resources to support them in their understanding of mental health and how to support others with their mental health.



England Athletics

Our #RunAndTalk programme continues to support clubs and RunTogether groups to improve mental health through running. Applications to join the programme are open throughout April with more information [HERE](#).

ETHAN AKANNI'S CLUB

"Bexley AC has been an integral part of my life for many reasons. It is where my love for hurdles and athletics started. I met so many amazing people who have helped and supported me since the day I met them (my first coach Liz Slater is a perfect example). I have always felt comfortable being surrounded by these kind, funny and caring people. I first joined the club way back in September 2012 when I was 13 years old and I haven't looked back since!! Orange started to run through my veins.

Bexley have not only supported my athletics career, but they have also supported me in my personal life. I publicly came out as gay in a Sky Sports news article in April of 2020. Around the same time, the Athletics Pride Network (APN) had launched. After seeing my story and the work I had done with the APN since the launch, members of my club reached out saying how proud they were of me for sharing my story and making a difference. One member in particular (namely John Gates) messaged me asking to have a call where he was eager to see if there was anything the club could do to create a more inclusive space at the club. After a great conversation, I had seen that my club added a welfare and diversity page where they not only talked about the goals and aspirations of the APN, but they described my role as a core / founding member of the APN and attached links to the website! This seems like a small thing to just the average person but if I had seen this 8 and a half years ago when I first joined, it would have helped me realise instantly that this was the club for me."



EQUALITY STANDARD A FRAMEWORK FOR SPORT

UK ATHLETICS & ENGLAND ATHLETICS

UKA and England Athletics have been working in collaboration over the last two years on the submission for the Advanced Level in April 2021. As part of the process, both organisations published their Diversity Action Plans in February; outlining their diversity and inclusion plans up to 2024.

ATHLETICS NORTHERN IRELAND

We are currently working towards the Intermediate level of the Equality in Sport Standard and are continuing our work to embed the principles of Equality, Diversity and Inclusion in every aspect of our sport. As part of our ongoing work, we are developing the Athletics NI Trans Inclusion policy, which will align with the Athletics NI and the UK Athletics Equality policies.

SCOTTISH ATHLETICS

As we steer our thoughts towards our 2022 Advanced Standard of Equality for Sport resubmission (first achieved in July 2019), we do so with a new CEO at the helm. "I look forward to working with the staff, board and volunteers within the advisory group to continue evolving the great work being done in equality across the sport. With evidence of widening inequalities in society caused by the impact of Covid-19 this work is vitally important to widening access to athletics in Scotland." **Colin Hutchison, CEO Scottish Athletics.**

WELSH ATHLETICS

We have just re-submitted for the intermediate level of the Equality in Sport Standard and are looking forward to presenting all the good work being done in our sport in Wales to the panel at the end of March. Our Equality, Diversity, and Inclusion subgroup of the Board is overseeing this and all our work in this area, led by Helen Adams, our Non-Executive Director for Equality.

INCLUSION

The home nations and UK Athletics delivered a series of online webinars about the Honours System. Representatives from the Cabinet Office presented how the sports honours system works to inspire more nominations from athletics. To find out more on how to nominate email: equalitydiversityinc@uka.org.uk

SCOTTISH ATHLETICS

and Scottish Disability Sport have been delivering online Inclusive Athletics workshops throughout COVID-19, which have proven to be a huge success. Our National Disability Pathway Officer, Pamela Robson, has been leading the sessions. The workshop aims to identify techniques for inclusive practice, identify the potential challenges to participation and the demonstrate the importance of effective communication in inclusive practice.

ATHLETICS NORTHERN IRELAND

held its first ever Club Conference in February and are developing a Club Equality Guidance pack to help support club committees, coaches and athletes in striving to ensure that their club is an inclusive environment.

ENGLAND ATHLETICS

in collaboration with British Athletics launched a new Women in Coaching Programme which focusses on providing development opportunities for female coaches, Officials, volunteers and other support staff in our sport. The programme will address the issues of gender inequality while creating a network of support for women in athletics and running.

WELSH ATHLETICS

To help grow the number of female coaches in our Sport in Wales, on 8th March International Women's Day Welsh Athletics we launched a positive action movement to encourage more female coaches to not only get involved in coaching but to progress on their coaching journeys in Athletics. To help champion the coaching opportunities in our Sport we would like to encourage 16 female coaches to become Ambassadors for the campaign, sharing their stories and insight with new and developing female coaches across Wales. Whether you are a Throws, Jumps, Speed, Combined Events, or Endurance coach, on or off the track, we want to celebrate what you do for the Sport and encourage others to get involved. Click [HERE](#) to get involved.

UK ATHLETICS

launched the [RACEQUALITY NETWORK](#) in February as part of a sport-wide commitment to tackle racial inequality in athletics. Their first meeting took place in March where they reviewed the progress of the Diversity Action Plan. As a Disability Confident Leader, a Government led scheme, members of staff at UKA took time out to talk about their roles within the organisation to students at [THE HIVE COLLEGE](#). The sessions is part of an ongoing partnership with college offering work experience to students.

DID YOU KNOW?

Welsh Athletics' annual members' equality survey continues to show progress in many areas, in particular, significant progress in female membership. This was identified as a key development area for Welsh Athletics as part of our previous Intermediate submission. Following the success of a number of programmes, we now have more Female members than male for the first time ever.

50.2%



WOMEN



49.8%

MEN

WHAT'S ON?

The following events UKA and the Home Nations will collaborate to promote across the sport

APRIL

M	T	W	T	F	S	S	
			1 ST	2 ND	3 RD	4 TH	
			Stress Awareness Month				
5 TH	6 TH	7 TH	8 TH	9 TH	10 TH	11 TH	
Stress Awareness Month							
12 TH	13 TH	14 TH	15 TH	16 TH	17 TH	18 TH	
Stress Awareness Month							
19 TH	20 TH	21 ST	22 ND	23 RD	24 TH	25 TH	
Stress Awareness Month							
26 TH	27 TH	28 TH	29 TH	30 TH			
Stress Awareness Month							

MAY

M	T	W	T	F	S	S
					1 ST	2 ND
3 RD	4 TH	5 TH	6 TH	7 TH	8 TH	9 TH
10 TH	11 TH	12 TH	13 TH	14 TH	15 TH	16 TH
17 TH	18 TH	19 TH	20 TH	21 ST	22 ND	23 RD
24 TH	25 TH	26 TH	27 TH	28 TH	29 TH	30 TH
31 ST						

JUNE

M	T	W	T	F	S	S
	1 ST	2 ND	3 RD	4 TH	5 TH	6 TH
7 TH	8 TH	9 TH	10 TH	11 TH	12 TH	13 TH
14 TH	15 TH	16 TH	17 TH	18 TH	19 TH	20 TH
21 ST	22 ND	23 RD	24 TH	25 TH	26 TH	27 TH
28 TH	29 TH	30 TH				

KEY

-  Stress Awareness Month
-  World Autism Day
-  International Day against Homophobia, Biphobia and Transphobia
-  Men's Health Week

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RESOURCE CORNER

- [BELIEVE PERFORM](#)
- [DISABILITY CONFIDENT SCHEME](#)
- [THE EQUALITY STANDARD A FRAMEWORK FOR SPORT](#)
- [UKA DIVERSITY ACTION PLAN](#)
- [ENGLAND ATHLETICS DIVERSITY ACTION PLAN](#)
- [SCOTTISH ATHLETICS EQUALITY STANDARD ADVANCED LEVEL REPORT](#)