

## APRIL - JUNE 2021

NEWS FROM THE COACH EDUCATION TEAM

**Coach Education – recognising and removing barriers faced by people involved in athletics, or who want to be involved in the sport.**

### **Equality, Diversity & Inclusion. What UK Athletics says:**

UK Athletics is committed to the creation and enhancement of an inclusive culture, which enables elite success, individual achievement, and a vibrant, attractive and sustainable sport that can captivate both existing and new audiences.

To find out more, please visit: <https://www.uka.org.uk/governance/equality-diversity-and-inclusion/>

### **It is never too late to learn, to change, to act.**

British Athletics are pleased to announce the launch of a new course **Equality & Diversity in Sport** to complete our compliment of Duty to Care online learning courses and resources.

The course explains the fundamentals of equality and diversity and how they affect us all.

We invited some coaches to do the course. Let's see what a couple of them had to say **about the course, what they learnt** and **how it will change their coaching practice.**

### **Let's meet Karen and Laura and hear what they had to say.**

**Hi I'm Karen-** I'm a former athlete and mum of 2 athletic boys. With myself and my brother involved in the sport, our Dad soon began his coaching and officials journey. Following an injury, I realised I wanted to stay involved in the sport and so my coaching journey began. As the boys grew my involvement in the sport increased and in 2010 with the support of our community and school, a friend and I set up Pickering Athletics in our small rural town. I currently coach at City of York AC and in a Private day/boarding school. My 30+ years coaching experience slightly ages me but has over the years has allowed me to experience many opportunities, including being part of the National Coach development programme as well as the British Athletics Female coach legacy programme. I have recently linked into the Female Coach Network and to EA Women in Coaching network.

### What I thought before doing the module:

Prior to watching and completing the ED&I module I felt I was aware of what Equality, Diversity and Inclusion were and I felt that my various experiences from working as a Nurse, in social services and latterly in schools had led me to believe I was open fair and inclusive.



### What I learnt from the module:

The module showed a greater depth which helped me to understand the background behind Equality and Diversity, for example I was unaware of the Types of discrimination; What the Protected characteristics were, how Positive action can help target facilities and services to particular groups that may be under-represented etc. I found the Reverse discrimination – Positive discrimination very interesting and it led me to re-evaluate situations I have encountered over the years.

### What will I do differently?

The learning from the module has given me an in-depth view and I found it very thought provoking which I know will help me, not only in my role in coaching, but also in my everyday life.

**Hi I'm Laura** - I live on a small island and since qualifying as a coach (Coach in Running Fitness) in 2012 then following that up with Event Group Endurance, I have coached individuals, groups and teams. Mostly off- road endurance, hill and trail runners from 10km up to Ultra distance. Equally I enjoy coaching complete beginners and runners restarting after time out. For the last few years, I have also coached running fitness at my local football club, which is fun and a bit challenging, but I enjoy working with other coaches, sharing and learning.



### What does equality & diversity mean to me?

In practical terms it means making sure what I offer is inclusive and adapting where necessary to meet the needs of who I am working with. Also questioning my own practice as well as colleagues and athletes. Being more aware and open

### What I learnt from the module:

It was useful to identify the types of discrimination. It enabled me to recall some situations I have witnessed and think how I could challenge certain behaviours in the future.

### What will I do differently?

This will give me more confidence going forward as I now have a better knowledge of how the issues and how to address them.

## Introducing Donna Fraser OBE

### What is Donna's role at UK Athletics?

Donna is the Equality, Diversity & Engagement Lead at UK Athletics and since starting her role in 2017, has been nominated for the Inspirational Role Model award at the European Diversity Awards; created and led the UKA strategy for equality and diversity while instilling the organisation values into all working practices; delivered a photographic exhibition entitled COACH, to celebrate BAME coaches and role models during Black History Month; launched the Athletics Pride Network, which was a development from the "Let's Talk LGBTQ+" workshop and led a series of "Let's Talk about Race" workshops culminating in among many things a commitment to the Race to Work Charter in 2019.

### Donna says:

*"The Coach Education team have worked hard to bring this online module to fruition and this is another step towards continuously demonstrating equality, diversity and inclusion behaviours and practices within our sport. I hope coaches will book on the course so they too can be accountable for promoting inclusivity in athletics".*

### Where to access the course:

The online course has been heavily subsidised and costs £4.50. For more information on the content and where to access the course, please follow this link:

<https://www.uka.org.uk/coaching/coaching-qualifications/additional-learning/>

## Home Country Coach Education web page links



For any Coach Education enquires please contact the team on:

[coacheducation@britishathletics.org.uk](mailto:coacheducation@britishathletics.org.uk)



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