

ATHLETICS INCLUSIVE

SEPTEMBER – DECEMBER 2021

Welcome to the fourth edition of the quarterly equality, diversity and inclusion news from UK Athletics, Athletics Northern Ireland, England Athletics, Scottish Athletics and Welsh Athletics.

PARA INCLUSION

Guide Running workshops proving popular in Wales - Welsh Athletics

Welsh Athletics have delivered 4 guide running workshops over the past few months with 36 attendees. The sessions have been really well received and are part of our commitment to increase access to running for the visually impaired. Further workshops are planned for 2022, and our social running programme, [Run Wales](#), is recording a register of qualified run leaders to help join those needing guides up with support.



Para Athletics Series - England Athletics

England Athletics, in partnership with British Athletics, continue to deliver the Para Athletics webinar series throughout the Winter- covering a whole range of topics and free of charge! The topics that will be covered in the webinar series will include:

- 12 January 2022 - Wheelchair Racing Session #2 (Athlete & Coach Development resource - Athletics 365)
- 26 January 2022 - Wheelchair Racing Session #3 (Chair mechanics and maintenance)

To view recordings of previous webinars or to book one of the above webinars visit the [England Athletics website](#)

Wheelchair Racing Workshop - Athletics Northern Ireland

Athletics Northern Ireland hosted top Wheelchair Racing Coach, Jenni Banks, during our recent Wheelchair Racing Workshop, which saw athletes from NI and Ireland put through their paces. Jenni has coached a number of Paralympians and World Champions, including Hannah Cockcroft and Richard Chiassaro, and this was the perfect opportunity for athletes and coaches to learn from Jenni's expertise and to be able to develop their bunch training techniques.

INCLUSIVE CHAMPIONS

Pride 10km

By Susie O'Connor, a member of London Fronrunners, Wimbledon Windmilers and Athletics Pride Network.

Since 2002, London Fronrunners – the UK's largest running club for LGBT+ people – has been celebrating the diverse and inclusive community of runners through the Pride Run 10k.

London Fronrunners is an inclusive running and triathlon club for lesbians, gay and bisexual men and women, trans people and our allies. It's open to anyone, regardless of ability, sex, sexual orientation or gender identity. Formed in 1995, it's part of International Fronrunners, a global network of LGBT+ running clubs.

Sadly, many Pride events had to be cancelled last year due to the pandemic and that included our Pride 10k. So it was a joyful occasion recently when 600 runners came together in Victoria Park, East London for the 18th running of this much loved event.

One person who particularly enjoyed the race was Tom Bosworth, multiple world record holder and Olympic and Commonwealth race walker who was our celebrity Race Starter.

Tom said: "It was a pleasure to be involved; to see so many smiling faces together in one place after the last 18 months. I loved hearing so many different stories from runners about why they were there. This race is not only an important inclusive event, it is a true representation of the wonderful LGBT community and its allies."

My experience was equally positive. Lacking a bit of race fitness, I dragged myself round the three-lap course, in what I think some runners describe as 'party pace'. I was buoyed up by great support from fellow Fronrunners as well as members of the public enjoying a day in the park. I was grateful for a cold beer and a chance to celebrate with friends at the after party in an adjacent pub garden.

This race means a lot to me. I took part in my first Pride Run three years ago shortly after beginning my gender transition and I found it such a joyful event, a celebration of our community and our love of running together. I realised I had found the supportive and encouraging community which I really needed. So I was pleased to have the opportunity to help with the event organisation this time.



Sadly, too few LGBT people get involved in athletics or, indeed, in any sport. Tom and I are members of the Athletics Pride Network, which was formed two years ago with support from UK Athletics to inspire and encourage LGBT+ inclusion in athletics. So we celebrate the important part inclusive running clubs like LFR play in giving LGBT+ people the encouragement and opportunity to get involved. I can't wait for next year's Pride 10k.

INCLUSION

EQUALITY GUIDANCE FOR CLUBS - SCOTTISH ATHLETICS

At the end of September 2021, scottishathletics launched their revised [Equality, Diversity and Inclusion Guidance for Clubs](#). The Guidance is a resource for clubs to provide support on Equality and Diversity Issues, covering the characteristics held and protected by the Equality Act 2010. The Guidance includes a Good Practice Checklist - a toolkit which allows clubs to self-evaluate where they are with regards to Equality and Inclusion within their club - examples of best practice and Club Inclusion Champions. The scottishathletics Equalities Officer hosted a webinar on the Guidance at the end of November, which included presentations from three clubs and provided an opportunity for questions to be asked. The webinar was very well attended with more than 20 clubs represented.



ATHLETICS PRIDE NETWORK - UK ATHLETICS

The Athletics Pride Network delivered a series of LGBT+ inclusion workshops at the UK School Games in Loughborough in September, and also to employees at UK Athletics and Home Country Athletics Federations.

The project delivered a specially adapted version of Diversity Role Models' LGBT+ inclusion workshops to an athletics audience including young athletes, coaches and support staff.

Diversity Role Models aims to create safe spaces where young people can explore difference and consider their role in creating a world where we all feel accepted. Their workshops feature LGBT+ or ally role models who speak openly about their lived experiences, building young people's empathy so they can understand the (often unintended) impact of their language and actions. Athletics DRM trained speakers also contributed to the sessions in Loughborough and online.



INCLUSION CONT.

YOUNG PEOPLE'S FORUM - SCOTTISH ATHLETICS

In November 2021, we started a recruitment process for a Young People's Forum (YPF). scottishathletics values and recognises the importance of providing opportunities for our young athletes, coaches, officials, and volunteers to input into decisions around our sport, and how it can have a positive outcome for young people. The YPF will initially look at two areas: Focus on retaining young people in athletics and mental health in sport for young people. We were delighted to receive nearly 40 applications and an announcement on the successful candidates will be communicated in due course.

JOGSCOTLAND #MENOPAUSEFRIENDLY CAMPAIGN - SCOTTISH ATHLETICS

jogscotland launched their #MenopauseFriendly campaign at the end of November. The campaign is to help joggers learn about running through menopause, and help jogging groups become as menopause friendly as possible. As part of the campaign, jogscotland published useful information on their website for joggers and jog leaders, and held a seminar with Dr Juliet McGrattan, an expert in running and health and award-winning author.



LET'S TALK ABOUT MENTAL HEALTH SERIES - ENGLAND ATHLETICS

The latest 'Let's Talk About Mental Health online session' took place in November. This panel session hosted by Donna Fraser (Head of Inclusion & Engagement at Birmingham 2022 Commonwealth Games) with Sabrina Pace-Humphries (Black Trail Runners and UKA Race Equality Network), Ian Braid (founder and MD of DOCIA sport), and Shelby Williams (LIONS Running Community, Mental Health Champion and Northwest Regional Council Member). The next event will be a speaker event in January with GB athlete Pippa Woolven. For more information visit the [England Athletics website](#).



NATIONAL CLUB CONFERENCE - SCOTTISH ATHLETICS

The scottishathletics National Club Conference took place on Saturday 9th October, with diversity and inclusion very much part of the agenda. There was a presentation on Youth Forum, Para Sport and the #OnTheRightTrack (Changing Lives) programme. The scottishathletics Equality and Diversity Advisory Group also hosted one of the workshops, presenting on the role of the Group and the revised Equality Guidance for Clubs. The keynote speaker for the Conference was Paula Dunn, UKA's Paralympic Head Coach.

EQUALITY STANDARD FOR SPORT

England Athletics and UK Athletics achieve the Advanced Equality Standard for Sport

England Athletics and UK Athletics have been recognised nationally for their commitment to equality, diversity and inclusion. Both have achieved the Advanced Level of the Equality Standard for Sport which is the highest level given by the Sports Council Equality Group, consisting of the five Sports Councils in the UK. The award follows a joint submission by England Athletics and UK Athletics and the organisations were recognised for the close collaboration in delivering greater equity across the sport, from grassroots and clubs through to elite level.



The Advanced Level of the Equality Standard for Sport is given to those organisations that have made significant progress towards diversity within board, staff, coaches, officials, members and participants, mainstreamed equality through their functions, policies and procedures, and developed further initiatives to address each protected characteristic. [Find out more here.](#)

DID YOU KNOW?

Scottish Athletics

SCOTTISH ATHLETICS – We were delighted that two women from the athletics community were named as winners at this year's Scottish Women in Sport Awards. Katie Johnson of Edinburgh AC was named sportscotland Young Sportswoman of the Year, while Sophie Allan of Dunfermline Track and Field is Kube-net Volunteer of the Year. Katie and Sophie were among eight finalists from the athletics and running communities to have been nominated.

RACEQUALITY NETWORK – UKA & HCAFS

Following the launch of the RACEquality Network in February 2021 after the Let's Talk about Race (LTAR) programme in the summer of 2020, the Network has continued to grow over the last 10 months.

The Network is looking to expand further to support both UKA and the Home Countries Athletics Federations tackle racial inequality within the sport.

Chaired by UKA's, Lorna Dwyer, the Network have met three times since the launch, with another meeting due later in December and it is continuing to go from strength to strength. The Network has been key in working with UKA on the organisation's Diversity Action Plan.

During October, the Network collated a series of content for Black History Month which was shared with an internal and external audience including '60 seconds with...' profiles with key people in the sport, books of the week, quizzes and providing links to educational material.

Also, following the successful 'Noir Voices' series in 2020, those conversations were shared again on the British Athletics social media channels, including '[My Hair is my Crown](#)' featuring Asha Philip, Kadeena Cox, Kristal Awuah, Cassie-Ann Pemberton and Donna Fraser.

Additionally, Melanie Anning, Marcus Opoku and Sabrina Pace-Humphreys have collaborated with England Athletics to create content for clubs. They recently contributed to a webinar discussion focusing on 'Improving club inclusion' in collaboration with Herne Hill Harriers.

One of the most important outcomes from the Network in its opening few months is that the forum allows for open and honest discussions. Members have specialised in certain areas, be it communications, coaching, officials etc, to make a positive difference to the sport.

If you wish to get involved with the Network, please email EqualityDiversityInc@uka.org.uk

WHAT'S ON?

DIVERSITY CALENDER

FEBRUARY

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						

KEY



LGBT History Month

MARCH

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			

KEY



International Women's Day



World Down Syndrome Day

WALES AND SCOTLAND

JANUARY

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						

KEY



WA: Junior Indoor Open, National Indoor Athletics Centre, Cardiff



SA: 4J Studios scottishathletics Indoor SUPERteams (U12s), Emirates Arena, Glasgow

FEBRUARY

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						

KEY

SA: 4J Studios scottishathletics National Indoor Masters Champs (and Para Success), Emirates Arena, Glasgow

CONTACTS

Shauna Bratten

Athletics NI Equality Officer

Shauna.bratten@athleticsni.org

Liz Purbrick

England Athletics Inclusion Manager

lpurbrick@englandathletics.org

Francesca Snitjer

Scottish Athletics Equalities Officer

francesca.snitjer@scottishathletics.org.uk

Rob Sage

Welsh Athletics Equalities lead

rob.sage@welshathletics.org

Liz Birchall

UK Athletics Head of Communications

lbirchall@britishathletics.org.uk

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](#)
- [GUIDANCE FOR INCLUSION OF TRANSGENDER PEOPLE IN SPORT](#)
- [DIVERSITY ACTION PLAN UPDATE OCTOBER 2021](#)
- [SCOTTISH ATHLETICS EQUALITY, DIVERSITY AND INCLUSION GUIDANCE FOR CLUBS](#)
- [RUN WALES GUIDE RUNNING SUPPORT](#)