



UNITED  
KINGDOM  
ATHLETICS

DIVERSITY AND

INCLUSION

ACTION PLAN

2023



A message from

# JACK BUCKNER

(Chief Executive Officer)

Despite the recent global pandemic and the current economic situation, our athletes continue to perform on the world stage. This was evident for all to see during 2022 and 2023. During 2022 Great British athletes competed at the three outdoor major championships of Commonwealth Games, European Championships and the World Athletics Championships. In 2022, a record-equalling haul of medals were won in the World Championships in Budapest.

In collaboration with the Home Countries, we have the [Athletics Unified Strategy](#), which is the UK wide strategy for the sport; recognising the areas of focus to ensure our sport thrives from playground to podium. Our Equality, Diversity and Inclusion (ED&I) programme has continued to excel and we've captured the hearts and minds of our diverse athletics family through

innovative activities, but there is more to be done. We have been through a period of change in the leadership of UK Athletics, however, as the CEO I will continue to champion equality, diversity and inclusion through positive actions. As we continue the planning for the Paris Olympic and Paralympic Games, we offer direction for the sport with the ED&I golden thread throughout.

We recognise that there are areas we were not able to achieve in the previous versions of our Diversity and Inclusion Action Plans, therefore these have been carried forward into this plan accompanied by new actions beyond the end of this Olympic/ Paralympic cycle to enable all those in athletics to work together. I am very much looking forward to further embedding our Diversity and Inclusion Action Plan and will



be fully committed to delivering successful outcomes for the various communities of our sport.

## A message from

# IAN BEATTIE

### (Chair)

As Chair of UK Athletics (UKA), I see it as a significant part of my role, together with Jack and the Board, to ensure we are all involved at UK Athletics in making the sport truly inclusive.

The Athletics Unified (2020-2032) strategy for the sport was launched in late 2020, created through hard work and collaboration between the five governing bodies of athletics and running in the UK. The five governing bodies regularly review that strategy, ensuring it evolves as necessary. Our sport offers the foundation for a lifetime of activity, from playground to podium, and we have set ourselves the clear objective of being a sport for everyone. That is a serious statement, by which we will judge ourselves, and be judged.

We are committed to driving positive change within our sport, with a demand

that all involved are open and collaborative, and have a mindset of equality, diversity and inclusion.

The Diversity and Inclusion Action Plan is an important tool by which we will hold ourselves to account. It sets out a wide range of individual issues. Behind it all is a commitment to use data and insight, with a mindset that welcomes challenge and open debate wherever there is any question that we are not acting to the standards we have set.

We have set ourselves a number of commitments, through being a Disability Confident Leader, providing support to enhance our workforce's mental health, signing up to the Race at Work Charter which addresses race inequality in the workplace. We will continue to develop the Athletics Pride Network and Race Network,



by sharing experiences, and creating a route for issues to be raised and addressed. Inclusive recruitment into the organisation and the sport as a whole, including volunteers is hugely important.

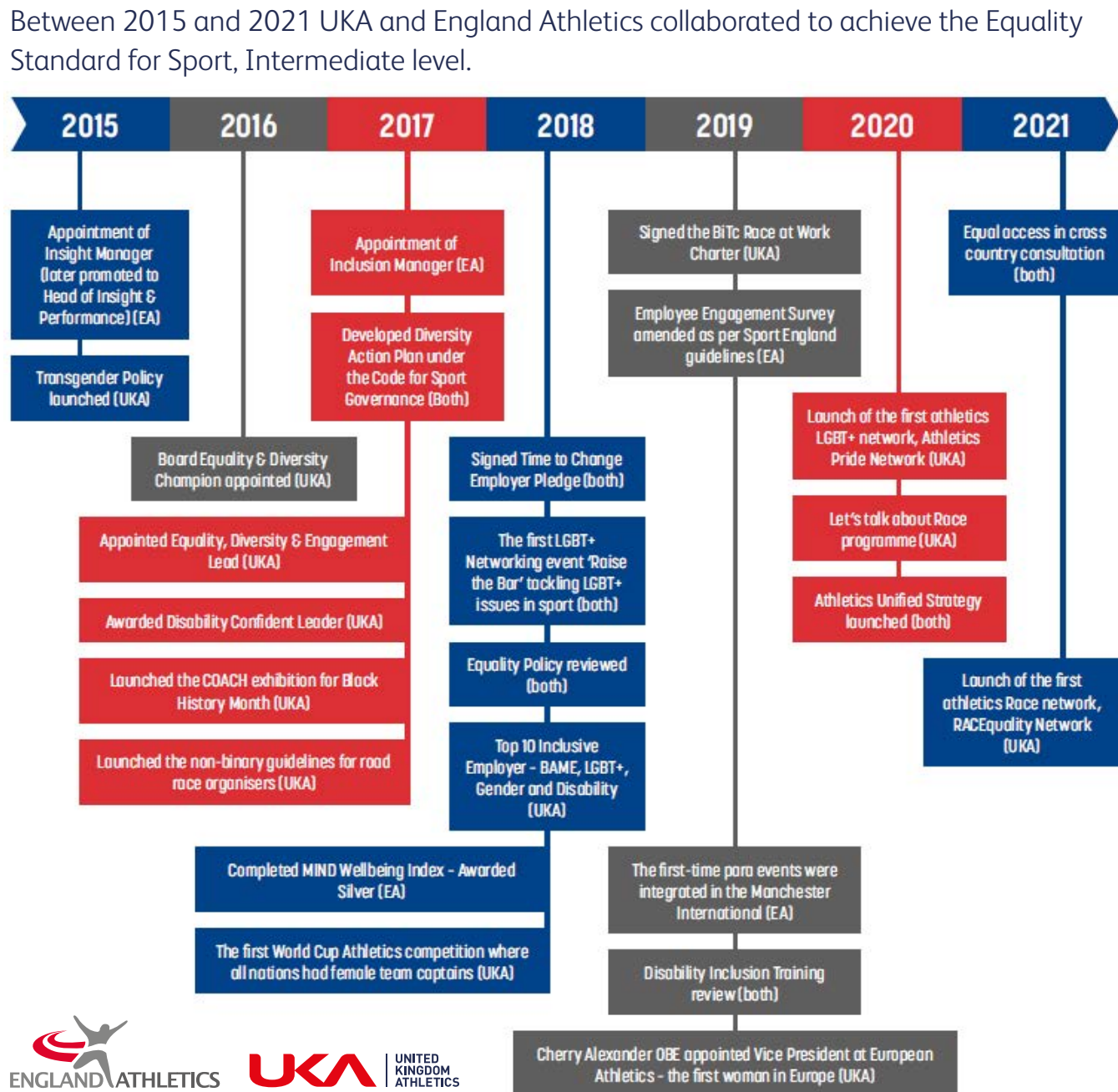
We are a member of Inclusive Employers, who are experts on [workplace inclusion](#), and we are committed to prioritising inclusion and creating truly inclusive workplaces. Our goal is to create inclusive environments where staff, athletes, coaches, officials, volunteers are all valued and contribute towards the success of our sport.

# BACKGROUND

UK Athletics is the National Governing Body for the sport of athletics in the United Kingdom of Great Britain and Northern Ireland. 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. We work closely with the Home Country Athletics Federations (HCAFs) to ensure co-ordination across the 4 nations of England, Scotland, Wales and Northern Ireland.

## Journey and progress to date

UK Athletics (UKA) has been on an Equality, Diversity and Inclusion (ED&I) journey since it was successful at being accredited with the Intermediary Level of the Equality Standard for Sport in 2013. See some of the key achievements and activities in the following diagram:



Since the publication of the first edition of our Diversity and Inclusion Action Plan in 2021 we have made some positive inclusion progress. Please see some of those highlights below:

- **Achieved the Equality Standard in Sport Advanced Level with England Athletics.**
- **Board diversity statistics: 30% female, 30% from ethnically diverse community, 20% with a disability.**
- **Delivered unconscious bias training to the performance team.**
- **Zero tolerance to discrimination for safeguarding and disciplinary cases.**
- **Sporting Equals Race Representation Index: Grade A for inclusive representation of Board.**
- **Published Gender Equity in Coaching Plan.**
- **Launched the Women in Coaching Network.**
- **UK Athletics pay complies with the UK Real Living Wage, which is a minimum of £10.90 per hour.**

## Who are the key people responsible for delivering this plan

**Jack Buckner** (Chief Executive Officer), **Ian Beattie** (Chair).

**Ralph Knibbs** (Head of HR), **Lorna Dwyer** (Equality, Diversity and Inclusion Lead).

**Non-Executive Directors** of the UK Athletics Board, Senior Executive Management Team.

**UK Athletics Networks:** Athletics Pride Network, Race Equality Network, Women in Coaching Network.

**Equality, Diversity & Inclusion Advocates**, supported by all UK Athletics staff.



# GOVERNANCE

At UKA we are committed to ensuring our governance structure is representative of our wider community. We want to create an inclusive culture which enables elite success, individual achievement, and a vibrant, attractive and sustainable sport that can captivate both existing and new audiences.

PRIORITIES	ACTIONS
<b>Review the ED&amp;I governance process.</b>	To review and document the governance process. Create a diagram which captures the governance structure that can be clearly communicated.
<b>Provide ongoing training to Board, Senior Executive Team and all UKA staff.</b>	Provide an ongoing series of education opportunities focussed on inclusion to all Board members and UKA staff.
<b>Ensure we are meeting the requirements of our existing accreditations and charters.</b>	Conduct gap analysis and produce plan of the below to maintain compliance: <ul style="list-style-type: none"><li>• UK Sport Code of Sport Governance.</li><li>• Commitment to the Race at Work Charter.</li><li>• The Advanced Level of the Equality Standard for Sport.</li><li>• Disability Confident Leader.</li></ul>
<b>Re-establish the employed volunteer ED&amp;I Advocates Group.</b>	Review their role profile and the terms of reference for the group.
<b>To ensure ED&amp;I responsibilities are incorporated in employees job descriptions/ objectives. To create a distributed responsibility across the organisation.</b>	Those employees/managers who are responsible for making appointments and selections. To formally capture their responsibility to ensure the processes followed are inclusive.

# RECRUITMENT

# & RETENTION

Removing bias of any form from any appointments and all decision making creates a more inclusive and effective culture and continuous work and education to reinforce this must remain a key priority. UKA are committed to ensuring fair and inclusive recruitment/selection as well as providing the induction and support everyone needs once within our athletics family.

PRIORITIES	ACTIONS
<b>Create a robust inclusive appointment process for all decision making groups/panels.</b>	Identify all the relevant groups/panels. Take positive action to ensure the decision making panels are representative. Provide training and guidance to ensure bias does not influence decision making.
<b>Collect high quality ED&amp;I data across our various populations (athletes, coaches, officials, panels etc.)</b>	Review who/what groups we currently capture equality data for. Colleagues to review demographic data to identify inequalities and priorities.
<b>Provide a robust and inclusive induction process for Coaches, Officials and Athletes</b>	Following appointment/selection by UK Athletics. To have inclusive induction processes to enable them to feel that they belong. Provide appropriate equitable support when required.
<b>Recruitment ED&amp;I Training and Development</b>	Review the current ED&I training provisions. Then create appropriate generic and bespoke training interventions.

# ENGAGEMENT

For UKA to continue its inclusion journey we are committed to listening and proactively consulting with all aspects of our athletics family. Engaging with our existing networks and ensuring the diversity that we have within our sport is celebrated is a core aspect of our Diversity and Inclusion Action Plan.

PRIORITIES	ACTIONS
<b>Continue to support and empower the Race Equality Network, Athletics Pride Network and Women in Coaching Network.</b>	To actively engage with the networks to better understand the needs of the networks, to priorities our actions. Plus, to enable the networks to collaborate.
<b>Launch a Disability Network, to reflect our Paralympic responsibilities.</b>	To consult with relevant colleagues and partners, to determine the benefits of having a Disability Network and forming the most effective structures to facilitate bringing a group together.
<b>Execute an inclusive communications strategy</b>	Identify the inclusion activities and awareness days etc. which UKA will participate on a 12 month basis. Ensure diverse representation across our groups (athletes, coaches, officials). British Athletics website to be fully accessible.
<b>Supporting the athletics family</b>	Appoint an independent person/platform for Coaches, Athletes and Officials to get support with any form of discrimination or other issues they have encountered. Develop clear protocols for Officials, Coaches, Athletes and staff to report any discriminatory behaviour.
<b>Ensure connectivity with UKA and Home Country Athletics Federations.</b>	The ED&I Leads to meet on a regular basis. Working collaboratively to deliver the ED&I elements of the Athletics Unified strategy.
<b>Forming of the Transgender Project Group</b>	The purpose is to plan the next steps in terms of consultation around Transgender inclusion in the sport and any rule changes.



# OTHER AREAS

- Signatures of the Race at Work Charter and Business in the Community
- Disability Confident leader.
- Participants of the Sporting Equals Race Representation Index Annual Survey.
- Commitment to our role in delivering recommendations from the Let's Talk About Race Programme.

