



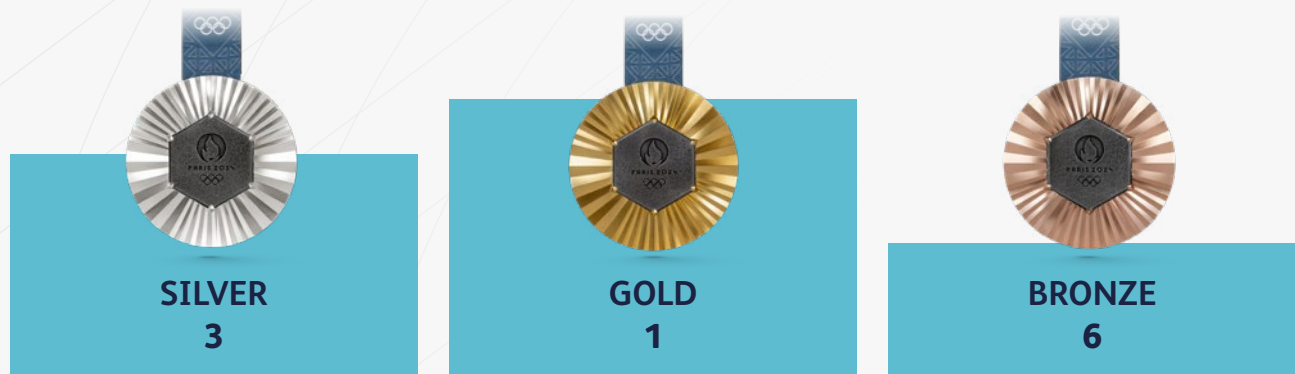
UK Athletics Diversity & Inclusion Action Plan



Message from Jack Buckner (Chief Executive Officer)

Athletics is a truly global sport, which has seen a higher level of competition. Our athletes continue to perform on the world stage. This was evident for all to see during the 2024 Paris Paralympic and Olympic Games where the Great Britain and Northern Ireland Athletics Team achieved the following medal haul:

Olympic Games

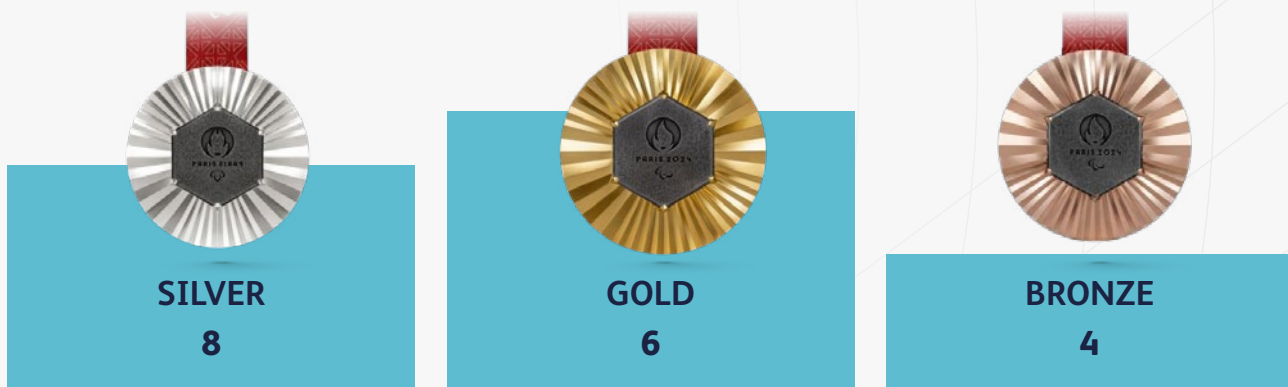


Of the 5 individual medal winners, 3 (60 %) were women, and 2 (40 %) were from an ethnically diverse community.

The women's relay teams won a silver in the 4 x 100m and a bronze in the 4 x 400m whilst the men claimed a bronze medal in both the 4 x 100m and 4 x 400m events. The mixed 4 x 400m relay team also won a bronze medal.

The relay teams consisted of 13 men and 13 women. This represented an equal gender split. Of the 13 women, 12 (92 %) were from an ethnically diverse community, whilst 10 (77 %) of the men were from an ethnically diverse community.

Paralympic Games



Of the 6 gold medals, 5 (83 %) were awarded to women and 1 to a man.

There was a total of 8 silver medals won, comprising of 7 individual medals and 1 relay medal. The 7 individual silver medals were split, 5 (71 %) to women and 2 to men. 3 (42 %) medals were won by athletes from an ethnically diverse community. The mixed 4 x 100m relay consisted of 2 women and 2 men (50:50 split).

Of the 4 bronze medals won, 3 (75 %) were won by women and 1 by a man. 1 medal (25 %) was won by an athlete from an ethnically diverse community.

The above outstanding medal achievement demonstrates on the globe world stage that athletics in the UK is a truly inclusive and diverse sport.

The GB&NI Athletics Team was the most diverse of any of the GB teams at the 2024 Paris Olympics and Paralympics, in both regard to the make-up of the teams and the medal success.

To enable athletics to remain a truly inclusive sport, we work in collaboration with the Home Countries, to enable delivery of the Athletics Unified Strategy <http://www.uka.org.uk/wp-content/uploads/2020/11/UK-Wide-Strategy.pdf>, 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. As the CEO I will continue to champion equality, diversity and inclusion through positive actions. As we commence the planning for the Los Angeles 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 the actions from our Diversity and Inclusion Action Plans and will be fully committed to delivering successful outcomes for the various communities of our sport.

UK Athletics commit to refreshing our Diversity and Inclusion Action Plan on an annual basis, to review what has been completed and to set ever evolving new KPIs for each new year.



Message from Ian Beattie MBE (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.

As the Chair of UK Athletics, I confirm our clear commitment is to work towards reflecting the diversity of the UK population at every level within our sport and the organisation.

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 actions. 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](#). As we are committed to prioritising inclusion and creating truly inclusive workplaces. To create inclusive environments where staff, athletes, coaches, officials, volunteers are all valued and contribute towards the success of our sport.



I Who are the key people responsible for delivering this plan

Jack Buckner (Chief Executive Officer), Ian Beattie (Chair), Tom Solesbury (General Counsel/Chief Operating Officer).

Ralph Knibbs (Head of HR), Lorna Dwyer (Equality, Diversity and Inclusion Lead). Working in collaboration with our Home Country Athletics Federations Equality and Inclusion Leads.

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.



I Background

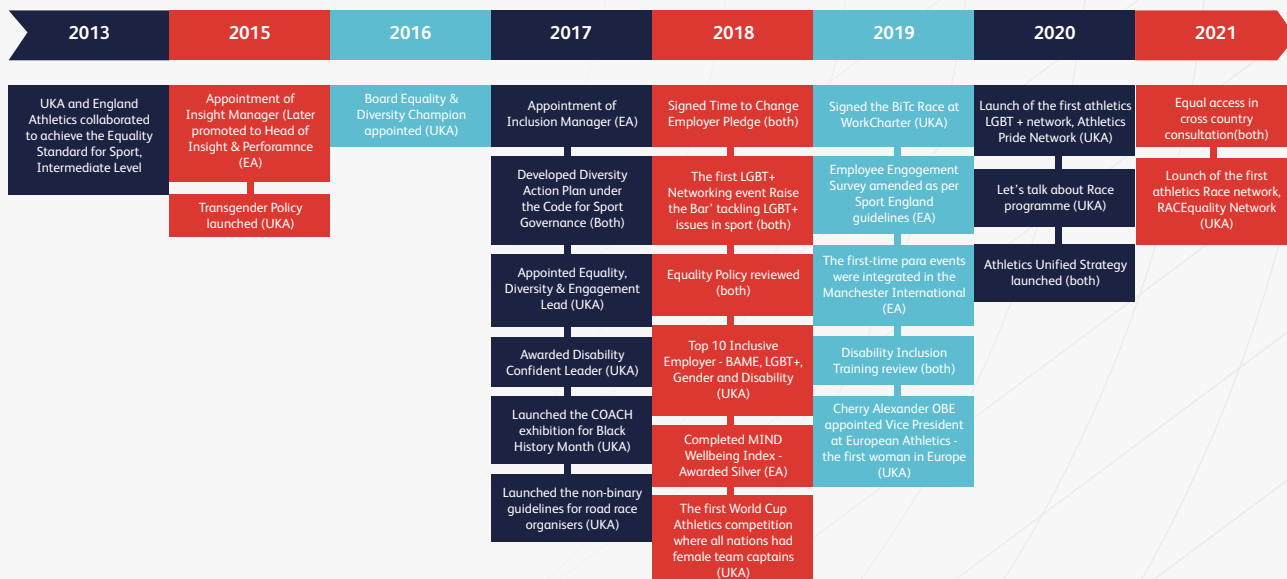
UK Athletics is the National Governing Body for the sport of athletics in the United Kingdom of Great Britain and Northern Ireland. UK Athletics is committed to the creation and enhancement of an inclusive culture which enables elite success, individual achievement, and a vibrant, attractive and sustainable 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. With the aim to reflecting the diversity of the UK population at every level across the sport.

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 below some of the key achievements and activities:

Our Journey so far



Note: The Equality Standard has now been withdrawn and replaced by the new Moving to Inclusion Framework.

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:

1. Achieved the Equality Standard in Sport Advanced Level with England Athletics. Now replaced by the new Moving to Inclusion Framework.
2. Board diversity statistics: 30 % female, 30 % from ethnically diverse community, 20 % with a disability.
3. Delivered unconscious bias training to the performance team.
4. Zero tolerance to discrimination for safeguarding and disciplinary cases. Implemented MyConcern, an independent platform used to manage any safeguarding cases, which includes any discriminatory matters regarding Officials, Coaches, Athletes.
5. Participants of the Sporting Equals Race Representation Index Annual Survey. Achieved Grade A for inclusive representation of Board.
6. Published Gender Equity in Coaching Plan.
7. Launched the Women in Coaching Network.
8. UK Athletics pay complies with the annual UK Real Living Wage.
9. Undertake an Equality Impact Assessment for all core policies and procedures.
10. Tendering/new suppliers are required to:
 - Confirm that they are fully compliant with requirements the Modern Slavery Act.
 - Asked to declare if they have a written equal opportunities policy to avoid discrimination, and have you signed up to the Disability Confident Scheme.
11. Signatures of the Race at Work Charter.
12. Disability Confident Leader.
13. Implemented the Talos360 inclusive online recruitment system.

See Appendix A for 2024 achievements.

THE FOLLOWING ARE THE KEY ED&I ACTIONS PLANNED FOR 2025

The aim is for all the priorities to be completed by the end of 2025.

Governance

At UKA we are committed to ensuring our governance structure is in the upper quartile for sporting national governing bodies. 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. Therefore, we must have robust inclusive governance processes which are able to withstand external scrutiny.

The aim is for all the priorities to be completed by the end of 2025

Priorities	Responsible Person(s)	Actions	Outcome to Achieve
Review the ED&I governance processes.	Head of HR, ED&I Lead, General Counsel/ Chief Operating Officer	To review and document the ED&I governance processes. Create an overview document and incorporate a visual diagram which captures the governance structure which can be clearly communicated. To be completed by 30th June 2025. Then an article on the inclusive governance process to be published in the UKA Newsletter to key stakeholders in the second half of 2025.	Create one document which encapsulates the current ED&I governance processes. To enhanced communication and understanding across the sport and with key stakeholders.
Provide ongoing training to Board, Senior Executive Team and all UKA staff.	Head of HR, ED&I Lead, HR Officer	Continue to provide an ongoing series of education opportunities focussed on inclusion to all Board members, UKA staff, WCP Athletes and their coaches. 2025 plan to be revised and diarised by 28/2/2025. Attendance levels to be monitored, with a minimum attendance target of 80 %.	All UKA staff to be continually educated in ED&I to enable a better understanding in how to be more inclusive in our actions and behaviours. Thereby creating an inclusive environment, where everyone can be their authentic self.
Ensure we are meeting the requirements of our existing accreditations and charters.	Head of HR, ED&I Lead, General Counsel/ Chief Operating Officer	To implement annual plans to maintain compliance of: <ul style="list-style-type: none"> UK Sport Code of Sport Governance. Commitment to the Race at Work Charter. To undertake the Moving to Inclusion self-diagnostic tool to identify priority areas for continued improvement. Disability Confident Leader. This is an annual ongoing and constant process. 	External auditing and verification of the UKA ED&I policies/procedures and governance, to check they are fit for purpose. To also provide external benchmarking and continual improvement.



Recruitment and 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 is committed to ensuring fair and inclusive recruitment/selection as well as providing the induction and support everyone needs once within our athletics family.

The aim is for all the priorities to be completed by the end of 2025

Priorities	Responsible Person(s)	Actions	Outcome to Achieve
Create a robust inclusive appointment process for all of the decision making groups/panels/teams	General Counsel/COO, Head of HR, ED&I Lead, Head of Performance Business & Operations	<ul style="list-style-type: none"> Identify all the relevant groups/panels. By 31/3/2025. Provide written guidance for interview panels to ensure an inclusive process for appointments. By 30/6/2025 Implement inclusive recruitment and appointment processes. From 1/7/2025. 	Enable all UK Athletics appointments to task and finish groups, selection panels, championship teams etc. To be inclusive and representative of the athletics community.

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 we have within our sport is celebrated routinely.

The aim is for all the priorities to be completed by the end of 2025

Priorities	Responsible Person(s)	Actions	Outcome to Achieve
Launch a Disability Network, to reflect our Paralympic responsibilities.	ED&I Lead, Paralympic Pathway Manager,	<ul style="list-style-type: none"> 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. By 31/3/2025. Draft terms of reference. By 30/6/2025. Form Disability Network, diarise meetings and create standard agenda. From 1/7/2025. 	<ul style="list-style-type: none"> A representative group of individuals who provide a voice for the Disability Network. To enable co-production of Paralympic specific policies/ procedures. To enable a positive engagement which enhances the experience of our WCP Paralympic Athletes and their Coaches. So, they can be advocates and/or mentors in the future.
Execute inclusive communications/ engagement activities throughout 2025	ED&I Lead, Head of HR, 7 x ED&I Advocates. Head IT and Technology	<ul style="list-style-type: none"> Diarise dates when all staff are meeting during 2025. Already completed. Identify inclusion activities for each date. By 31/1/2025. ED&I articles being published in each UK Athletics Newsletter, which is sent to key stakeholders. Bimonthly. British Athletics website to be fully accessible. By 	<ul style="list-style-type: none"> To have inclusive engagement activities which educate and involve all staff when they meet during 2025. To publish and celebrate the ED&I achievements and positive activities to our stakeholders. To enable those with accessible needs to be able to easily use our website.
Track and Field Inclusion Awards (TAFi)	ED&I Lead and external partners/sponsors	<ul style="list-style-type: none"> Awards task and finish group to be agreed by 28/2/2025. Date, venue, agenda and funding of event to be determined by 31/3/2025. Overall project plan created and resources identified by 31/3/2025. 	A successful inaugural inclusive athletics awards evening. Which celebrates the inclusivity achievements of athletics. Which is representative of the sport.

Representation

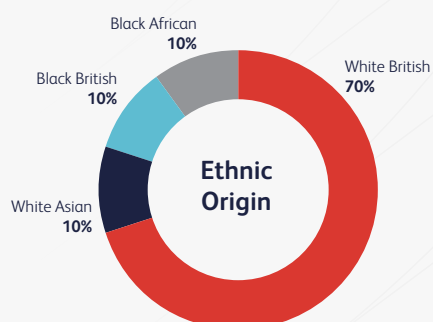
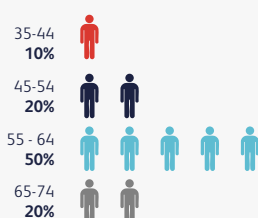
To enable UKA to identify our key gaps and to set meaningful targets to improve representation, we need to collect and collate the current equality data on our Board, Staff, WCP Athletes and their Coaches, Major Athletics Events Officials and our Volunteers.

Currently we believe we have a representative and diverse Board, employees, WCP Olympic Athletes and their Coaches. However, we need to collate the information for the WCP Paralympic Athletes and their Coaches, our Officials and Volunteers at our major events before we can set any meaningful targets.

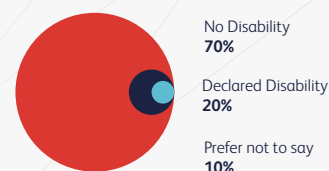
Below is the current equality data we have collated for our Board, Senior Executives, Employees, WCP Athletes and their Coaches. Plus, what we still need to do regarding Official and Volunteers at our major events.

Board (consisting of 10)

Age



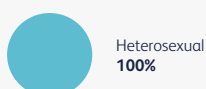
Disability



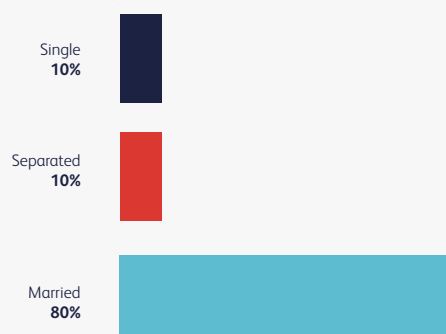
Religion



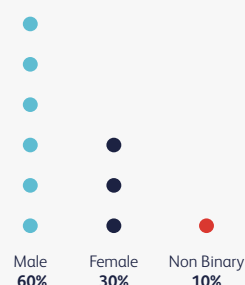
Sexual Orientation



Personal Status



Gender



Gender Reassignment

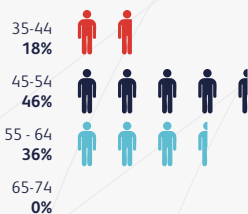


Senior Executive Leadership Team

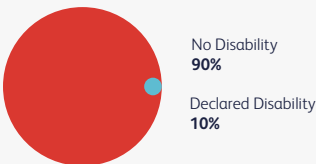
(consisting of 11)



Age



Disability



Religion



Sexual Orientation



Gender Reassignment



Personal Status

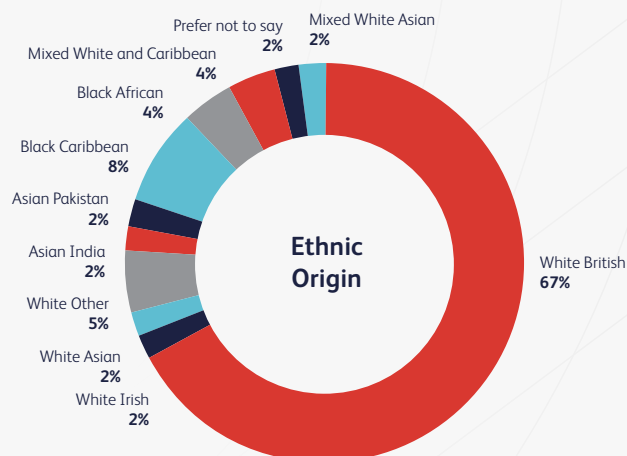
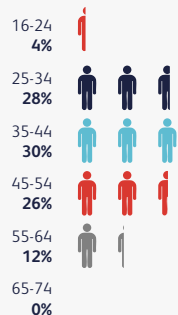


Gender

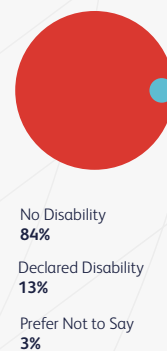


Employees (consisting of 59)

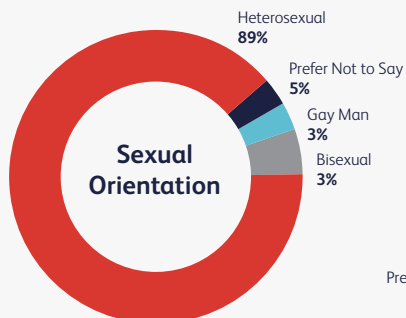
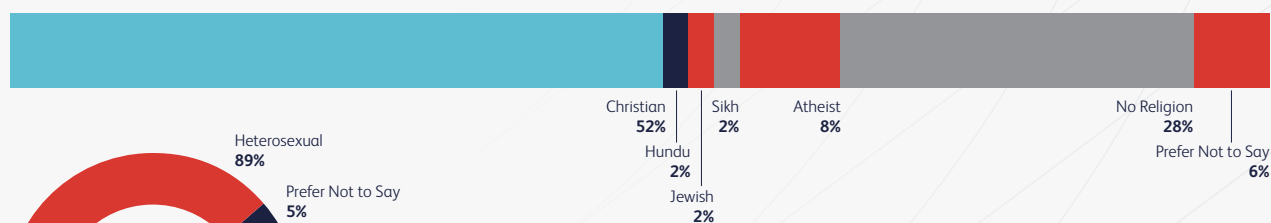
Age



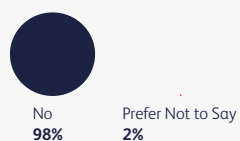
Disability



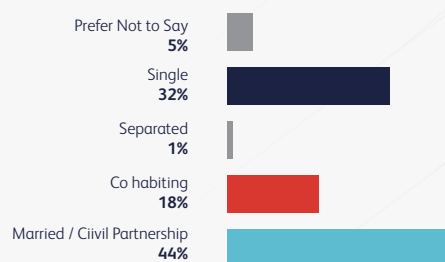
Religion



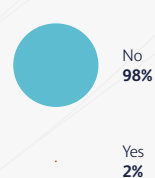
Gender Reassignment



Personal Status



Pregnancy/Maternity



Gender



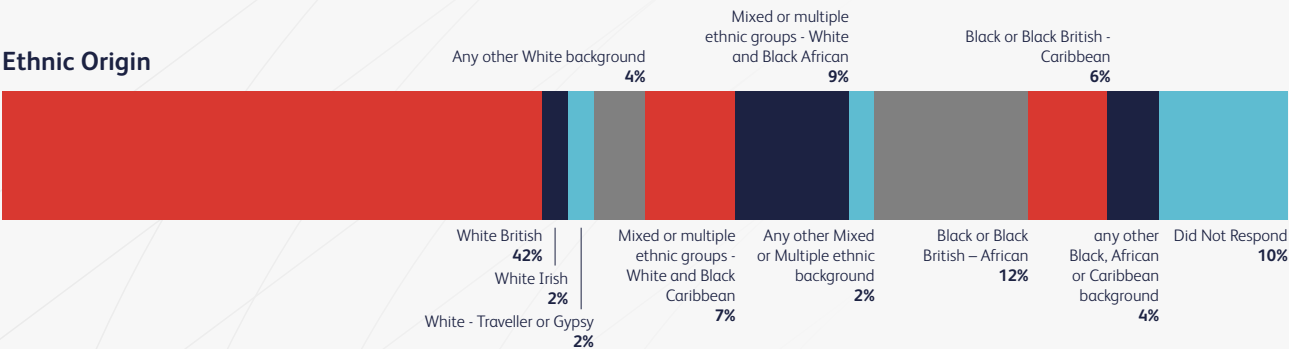
World Class Plan Athletes for 2024-25:



Gender



Ethnic Origin



At time of writing the DIAP, we are in the process of capturing the same data as the Olympic WCP Athletes.

World Class Plan Coaches for 2024-25:



Ethnic Origin



Gender



22

Paralympic Coaches



At time of writing the DIAP, we are in the process of capturing the same data as the Olympic WCP Coaches.

Officials at UK Athletics Major Events

During 2023 the licencing and education for Officials has been transferred and delivered by the Home Country Athletics Federations.

In April 2024 a new joint venture with UK Athletics, Great North Run and London Marathon Events was created, called Athletic Ventures. This organisation will deliver all the UK Athletics major events, such as the London Diamond League and the 2026 European Athletics Championships in Birmingham. Therefore, it is Athletic Ventures' responsibility to gather the Officials equality data.

As part of UK Athletics commitment, we will be working in collaboration with the Home Country Athletics Federations and Athletic Ventures, to capture the equality data of the Officials used at the Major Events and determine some smart objectives for the future to increase representation.

Volunteers at UK Athletics Major Events

As part of UK Athletics commitment, we will be working in collaboration with the Athletic Ventures, to capture the equality data of the Volunteers used at the Major Events and determine some smart objectives for the future to increase representation.

Pathways

To ensure the grassroots to podium pathways are aligned, in collaboration with our Home Country Athletics Federation partners, we will begin to review the equality data regarding the athletes, coaches, officials and volunteers. To be able to incorporate it in our refreshed plan in 2026 and beyond.

The aim is for all the priorities to be completed by the end of 2025

Priorities	Responsible Person(s)	Actions	Outcome to Achieve
Collect and collate equality data on Major Events Officials	ED&I Lead, Athletic Ventures HR BP, Head of IT and Technology	<ul style="list-style-type: none"> To review what equality data has been collected. By 31/3/2025. Create process to automatically collect and collate the Official equality data. By 30/6/2025. Implement the system. From 1/7/2025. Determine positive action plan to close any gaps on representation of Officials. To be enacted in 2026. By 31/12/2025. 	<ul style="list-style-type: none"> A representation of Officials used at UK Athletics Major Events, who are reflective of both the inclusive athletics community and the wider UK population.
Collect and collate equality data on Major Events Volunteers	ED&I Lead, Athletic Ventures HR BP, Head of IT and Technology	<ul style="list-style-type: none"> To review what equality data has been collected. By 31/3/2025. Create process to automatically collect and collate the Volunteers equality data. By 30/6/2025. Implement the system. From 1/7/2025. Determine positive action plan to close any gaps on representation of Volunteers. To be enacted in 2026. By 31/12/2025. 	A representation of Volunteers used at UK Athletics Major Events, who are reflective of the both the inclusive athletics community and the wider UK population.
Collect and collate equality data on WCP Paralympic Athletes and their Coaches	ED&I Lead, Senior Athlete Support Coordinator (Paralympic)	<ul style="list-style-type: none"> Conclude the collection of the equality data for the WCP Paralympic Athletes and their Coaches. By 31/3/2025. Determine positive action plan to close any gaps regarding representation. In conjunction with the HCAFs. To be enacted in 2026. By 31/12/2025. 	Selected UK Athletics Paralympic Teams to be a wide representative of the UK population. To inspire the next generation of potential Paralympians to participate in athletics.
<ul style="list-style-type: none"> To maintain current levels of ethnic, disabled and female representation membership of Board. When able in the future, promote to under-represented groups to increase female representation to 50 %. 	Chair, General Counsel, Head of HR	<ul style="list-style-type: none"> Continue to take promote to under-represented groups when recruiting for Board members. To further reflect the UK population. To be implemented in the next NED recruitment process. At the time of writing the DIAP, there are no Board vacancies. 	A UKA Board which is truly reflective of the UK population in its diverse membership.

To increase the disabled representation of the SLT and employees to 20 %.	Head of HR, ED&I Lead, HR Officer, Managers	<ul style="list-style-type: none"> Continue to be a disability confident leader and promote to under-represented groups when recruiting for employees. Include neurodiversity in the equality questionnaire and in the next staff survey. By 20/9/2025. 	To have a workforce which is more representative of the UK population regarding disability. Currently 23 % of working age adults have a disability in the UK.
Increase the amount of WCP female coaches, as they are current under-represented.	ED&I Lead, General Counsel/ COO, Performance Director, Head of Development and Projects, WCP Pathway Manager, Performance Coach Advisory Group, HCAF Staff	<ul style="list-style-type: none"> To create a project group with the clear intention of increasing the number of WCP female coaches. By 30/6/2025. To set progressive attainable yearly targets for the LA cycle to improve the position. By 30/9/2025. Underpinned by specific initiatives, such as: <ul style="list-style-type: none"> female-only women coaches' programme etc. sponsor/mentor for each existing female coach etc. 	<ul style="list-style-type: none"> To have a better representation of WCP coaches by the end of the LA Olympic/Paralympic cycle. A programme which provides a clear direction of travel, with clear targets and annual SMART objectives.



APPENDIX

ED&I DIAP 2024 ACHIEVEMENTS

1. Governance

Priorities/Objectives	Achievements	Responsible Person(s)
Provide ongoing training to Board, Senior Executive Team and all UKA staff.	<ul style="list-style-type: none"> We become members of Inclusive Employers and went live with a new Marsh learning platform. We have rolled out ED&I induction training for new employees, 2024/25 cohort of Olympic WCP athletes and their coaches. We will be rolling out the revised ED&I training plan during 2025. 	Head of HR, ED&I Lead, HR Officer.
Ensure we are meeting the requirements of our existing accreditations and charters.	<p>Maintained compliance and membership of:</p> <ul style="list-style-type: none"> UK Sport Code of Sport Governance. Commitment and adherence to the Race at Work Charter. The Advanced Level of the Moving to Inclusion Framework. Disability Confident Leader. Gained approval for the submitted an ED&I plan to UK Sport, as part of the Sport Code of Sport Governance. Which has now been approved. UK Athletics continue to adhere to the Race at Work Charter. Implement the new UK Real Living Wage of £12 per hour. Updated and the published the UK Athletics DIAP and Action Tracker. <p>In February was asked to advise the British Paralympic Committee on how to become a Disability Confident Leader, due to being the first NGB to gain the status.</p>	General Counsel/COO, Head of HR, ED&I Lead, HR Officer.
Re-establish the employed volunteer ED&I Advocates Group.	<ul style="list-style-type: none"> 7 employees have volunteered to be ED&I Advocates. Regular meetings have been diarised. ED&I role profiles and the terms of reference have been reviewed and updated. A 2025 ED&I calendar of activities have been diarised, for when there are staff gatherings. 	ED&I Lead
To ensure ED&I responsibilities are incorporated in employees job descriptions/objectives. To create a distributed responsibility across the organisation.	<ul style="list-style-type: none"> The published DIAP names the individuals/roles which have a direct responsibility for ED&I. Role profiles updated for ED&I Advocates, plus associated objectives. HR and ED&I Lead have specific responsibilities in their job descriptions and objectives. 	Head of HR, ED&I Lead, HR Officer.

2. RECRUITMENT AND RETENTION

Priorities/Objectives	Achievements	Responsible Person(s)
Collect high quality ED&I data across our various populations (athletes, coaches, officials, panels etc).	ED&I data has been collected for employees, board members, UK members, athletes and coaches on the Olympic World Class Plan.	Head of HR, ED&I Lead, HR Officer
Provide a robust and inclusive induction process for Coaches, Officials and Athletes.	Inclusive induction process implemented for the 2024/25 WCP cohort of athletes and their coaches.	ED&I Lead, People Performance & Culture Lead

3. ENGAGEMENT

Priorities/Objectives	Achievements	Responsible Person(s)
Continue to support and empower the Race Equality Network, Athletics Pride Network and Women in Coaching Network.	<ul style="list-style-type: none"> Positive relationships have been re-established with the networks. An independent advisor has consulted and drafted a report to support how the Race Equality Network can proceed in a positive manner. Meetings are continuing to identify what are the core needs of the Athletics Pride Network. Amended term of references have been drafted for agreement. 	ED&I Lead
Execute an inclusive communications strategy	<ul style="list-style-type: none"> There is an ED&I section in the UK Athletics Newsletter which is published and sent to the key stakeholders. A 2025 ED&I calendar of activities have been diarised, for when there are staff gatherings. ED&I presentation delivered in March to the Olympic Performance Team, UK Sport and the British Olympic Association. UKA submits relevant articles to be included in the ED&I HCAFs combined newsletter. 	Head of HR, ED&I Lead, ED&I Advocates
Supporting the athletics family in how to deal with discriminatory behaviour	<ul style="list-style-type: none"> MyConcern an independent platform used to manage any safeguarding, disciplinary, which includes any discriminatory matters regarding Officials, Coaches, Athletes. UK Athletics have policies to handle any discriminatory behaviour such as: <ul style="list-style-type: none"> Equality, Diversity and Inclusion. Conduct and Ethical Behaviour Policy. Disciplinary Policy. Bullying and Harassment policy. Grievance Policy. Whistleblowing Policy. 	General Counsel/COO, Lead Safeguarding Officer, Head of HR, ED&I Lead
Ensure connectivity with UKA and Home Country Athletics Federations (HCAFs)	<ul style="list-style-type: none"> The HCAF ED&I Leads meet with the UKA ED&I Lead on a regular basis. Working collaboratively to deliver the ED&I elements of the Athletics Unified strategy. UKA submits relevant articles to be included in the ED&I HCAF combined newsletter. 	ED&I Lead
Forming of the Transgender Project Group.	<ul style="list-style-type: none"> The Transgender Project Group has been formed, with the purpose to plan the next steps in terms of consultation around Transgender inclusion in the sport and any rule changes. Gloucestershire University has been appointed to lead on the consultation process to determine the sports' Transgender Policy and future strategy. 	General Counsel/COO, Duty of Care Coordinator
To create an annual inclusive award event for the sport	<ul style="list-style-type: none"> The Track and Field Awards pre-launch event took place on 12th December 2024. 	ED&I Lead

