

BWB Equality Action Plan 2021-22

Background

BWB is committed to ensuring there are equal opportunities for all across every facet of the sport. The development of our four strategic commitments (please see below) aim to strengthen diversity in all forms across the sport, including ethnicity, gender, disability and LGBTQ+.

As a sport and an organisation, equality, inclusion and diversity within wheelchair basketball should be evident through the delivery of a sport that continues to be regarded as one of the most-inclusive sports, welcomes all participants regardless of age, ability and gender, to unite together on court.

We will undertake a full review of our Equality, Diversity and Inclusion Plan, as well as reviewing existing policies and processes in place to effect change which will support the NGBs pursuit of equality over the next 4 years.

We recognise that there is still so much we can do to improve the diversity in our sport, and we continue to reflect, discuss and challenge ourselves on what we must do better. On the conclusion of Black History Month, where we have celebrated stories from within our sport, one of the areas that British Wheelchair Basketball's Equality, Diversity and Inclusion Action Group has been looking at the representation from diverse ethnic communities in the sport with the group's findings for BWB and the wider sport outlined below:

- Currently 29% staff of BWB are ethnically diverse
- Currently 9.3% of BWB's Membership are ethnically diverse
- Currently 7% of Men in the Paralympic Performance Pathway are ethnically diverse
- Currently 2% of Women in the Paralympic Performance Pathway are ethnically diverse
- Currently 6% of Coaches are ethnically diverse
- Currently 6% of Officials are ethnically diverse

This is in comparison of 2019/20 BWB figures to the 13% of the UK population who are ethnically diverse, according to the combined 2011 censuses for England and Wales, Scotland, and Northern Ireland.

We are committed to increasing black, Asian and minority ethnic representation across the sport and we have already developed and begun to implement a number of new strategies to increase representation from diverse ethnic communities across participation, coaches, officials and the Performance Pathway.

Our Sport's promises

Participation – Wheelchair basketball is an inclusive sport open for all to play. We are committed to removing barriers to participation and GB pathway progression, by working with local communities and partners to ensure that everyone is welcomed and supported in their pursuit of activity.

We will specifically work to identify and address the inequalities evident in the sport and will immediately put in place 'Equality Impact Assessments' for all British Wheelchair Basketball activity. We will monitor the success of our interventions and activities through participation data analysis, evaluation and consultative feedback.

Education and Training – We believe in the power of learning, to better enable ourselves, our clubs and participants to benefit from the many educational and training opportunities which will support our sport to embed strong inclusivity, equality and diversity practices.

We have put in place an education programme which is compulsory for all NGB staff to ensure that informed choices and decisions are always made in respect of Equality, Diversity and Inclusion. For our clubs and participants, we will deliver an education, training and workshop calendar which will offer development opportunities from understanding unconscious bias to recognising inequality.

Representation – Through the representation of our sport in the media, digital platforms and communication activities, we promise to always project positive and inclusive images/stories of wheelchair basketball and its participants.

We will work to address and challenge inequality in representation through working with media and sporting partners to ensure that appropriate content and positioning are always adopted.

Process and Policies – We are committed to building a world-class national governing body, which can only be achieved if our governance practices support our fundamental belief that wheelchair basketball is a sport open to all.

We recognise that there is still so much we can do to improve the diversity in our sport, and we continue to reflect, discuss and challenge ourselves on what we must do better.

Interim Action Plan

Whilst the sport gathers a more in depth understanding of the current picture and seeks consultation on the longer term EDI Action Plan, an interim action plan has been outlined in order to maintain pace on improvements in a number of areas of the sport.

This Action Plan outlines the organisations and sports' priorities for the 2021-22 Season.

Ref.	Action	Owner	Support	Start Date	End Date	Status at Jan 22	Progress YTD – December 2021
1.	Review BWB recruitment Policy to reassess the following: * Shortlisting processes * Interview criteria	LP, LPi	HR Solutions	April 2021	May 2021	Complete	<ul style="list-style-type: none"> • Shortlisting process is now anonymous • People with a disability who met the minimum criteria are selected for automatic interview
2.	Ensure more diversity in photography of sport activity	LPi	Participation Team	May 2020	none	ongoing	<ul style="list-style-type: none"> • Photographer placed at IAG launch, and included in IAG and WPL launch events • Limited playing opportunities due to COVID-19 • More photography/imagery

							needed of national league – photographer to be gained in priority areas/photography campaign
3.	Introduction of Equality Impact Assessment	JR/All	All	April 2021	None	ongoing	All new programmes or campaigns are utilising the assessment effective from July 2021
4.	Training and development opportunities for staff and membership	JR/SR	All	April 2021	March 22	Ongoing	Completed – Trans Awareness, Black History Month (Jan 22), Inclusive Opportunities (Participation Team) Staff mentoring – 2 selected on ‘Inclusion Influencers’ SE programme Shared training opportunities on Social Media
5.	Policy Review, Consultation & Action Plan. Review and consult on: <ul style="list-style-type: none"> • Trans Athlete Policy • Classification Eligibility • EDI Action Plan 2022 onwards 	JR	Participation Team, EDI Group, Staff and Board	April 2021	April 2022	In progress	1 st draft of Trans Policy produced for further consultation Classification Delphi Study ready for consultation EDI Consultant tender released to support membership and board consultation to build 4 year EDI strategy for the sport

6.	Review Data collection, Monitoring systems etc <ul style="list-style-type: none"> - Review data capture on Playwaze - Review grouping of categories 	LS	JR, EDI Group	September 2021	None	Complete	Data fields updated on Playwaze to now include all inclusion data
7.	Showcasing Diversity in the Sport <ul style="list-style-type: none"> - Promote a wide variety of lived experience in wheelchair basketball 	LPI	EDI Group	Ongoing	None	Ongoing	Profiles released on social media and website every quarter

For Review – 31st March 2022.