



DIVERSITY AND INCLUSION ACTION PLAN (DIAP)

TO MARCH 2025



A MESSAGE FROM JUSTINE BAYNES, CEO

Equality, Diversity and Inclusion are the foundation of any organisation and the bedrock for success. At British Wheelchair Basketball we are absolutely committed to making sure our organisation is inclusive at every level.

Wheelchair Basketball is one of the most inclusive sports that there is. On court disabled people play alongside non-disabled people under the same rules at a recreational level. This does not mean however that we have got everything right. I don't believe that we are representative of society and we have a lot more to do to ensure that socio-economic background does not negatively impact the ability to be involved. We have however, made some progress in making our sport more accessible and equitable to all.

Our Inspire A Generation programme has enabled us to broaden our audience so that we can support underrepresented groups to deliver activation and recreational delivery of the sport.

Our junior review has provided us with some really solid evidence on which to base our growth plans and our support for our clubs. We are linking our club support with a focus on inclusion to ensure that clubs know what they can do and how to do it in this area.

We have begun some practical initiatives, such as an athlete bursary fund to support with training and travel costs, EDI training for all staff and an EDI calendar that is now part of our organisational comms plan.



One of the most important areas of focus has been to look at our Board – we now have Board members with lived experience of Equality, Diversity and Inclusion and have a specific Board Champion role. We also ensure that every Board paper has an area for Equality, Diversity and Inclusion considerations, which means that our Board decisions always take them into account.

We have created an IDEA (Inclusion, Diversity, Equality Accessibility) Group, made up of staff, members, people from across the sport and people from outside the world of sport. All have lived experience of an area of Equality, Diversity and Inclusion and this group is proving invaluable in guiding the organisation as well as challenging and supporting our thinking. We also have a Technical Working Group in place, made up from people from across the sport who are able to bring experience and expertise to the governing of our sport.

Whilst we are proud of the progress that we have made we know that there is still a lot to do. We have significant aspirations which are detailed in the action plan. In particular, we want to improve the data that we collect so that we can base our organisational decision making on evidence and lived experience and not assumption. We have no intersectionality in our current datasets, which is an important focus for us to make our data more meaningful. We will not have separate resources to deliver our action plan, as Equality, Diversity and Inclusion must be part of our every day.

Wheelchair basketball must be a safe, inclusive and welcoming sport for all and this action plan will help us ensure that we deliver that.



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ABOUT US

British Wheelchair Basketball (BWB) is the national governing body (NGB) for wheelchair basketball in the UK. Our strategic responsibilities include member engagement and participation activities, the running of national league and competitions framework, the creation and delivery of educational and workforce development opportunities and the delivery of the GB player pathway and elite performance programme.

Wheelchair basketball is the biggest Paralympic team sport in the UK. Our national league consists of 55 teams. In addition, we also have 18 teams in the Women's Leagues, and 8 in the junior league. We also run a Women's Premier League as part of our performance programme, which currently consists of four teams run through High Performance Partners at universities across the UK.

COMMITMENT

We believe our sport should be open and accessible to anyone who wants to be involved, whether as an athlete, parent, coach, official, volunteer or fan. We are committed to treating everyone with dignity, respect and fairness and ensuring that the wheelchair basketball community is one where everyone can thrive. We value diversity and recognise the need to ensure that people with different backgrounds and experiences are able to shape our sport to help us best meet the needs of our community.

We are committed to ensuring that our Board is representative of the wheelchair basketball community and society in general.



OUR PROMISE TO OUR SPORT

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 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 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, coaches, officials and anyone involved in the running of the sport, we deliver an education, training and workshop calendar which offers 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 messages of wheelchair basketball and its participants. We will 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 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.



A person in a wheelchair is shown from the waist down, sitting on a wheelchair with a red-rimmed wheel. They are on a wooden basketball court. In the background, other people in wheelchairs are visible, some wearing basketball jerseys. The scene is brightly lit, suggesting an indoor sports arena.

A SHARED LANGUAGE

WHAT IS EQUALITY, DIVERSITY & INCLUSION?

Creating a shared language is the most important piece of this plan

EQUALITY

Ensuring that every individual has an equal opportunity to make the most of their lives and talents.

DIVERSITY

Is about recognising difference. It's acknowledging the benefit of having a range of perspectives in decision making and the workforce being representative of the organisations customers.

INCLUSION

The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised.

ETHNIC DIVERSITY

Relating or belonging to a group of people who can be seen as distinct, because they have a shared culture, tradition, language, history etc. The UK Government use 'ethnic minorities' to refer to all ethnic groups except the white British group. Ethnic minorities include white minorities, such as Gypsy, Roma and Irish Traveller groups. For the purposes of this document, Ethnic Diversity statistics provided by BWB refer to anyone who does not identify as White British.



LGBT+

An abbreviation for lesbian, gay, bisexual, transgender and more. These terms are used to describe a person's sexual orientation or gender identity.

JUNIOR

A person who is 18 or under in the specified Season (1st September-31st Aug)

TRANS ATHLETE

Defined as players whose gender identity and sexual expression do not match the sex assigned at birth.

LOW SOCIOECONOMIC BACKGROUND

Low socio-economic background refers to a combination of social and economic factors. These factors include, parents' educational qualifications, parents' occupations, household income and the level of reliance on government income support.



CONTEXT

Wheelchair Basketball is an inclusive sport by nature, providing opportunities for people to play the sport regardless of ability, disability or background.

However, participation in the sport does not match the picture nationally in terms of representation of people with protected characteristics. The British Wheelchair Basketball Diversity and Inclusion Action Plan seeks to proactively reduce barriers to the sport and address inequalities.

The list of formally recognised protected characteristics are as follows:

- / Age
- / Disability
- / Gender reassignment
- / Marriage and civil partnership
- / Pregnancy and maternity
- / Race
- / Religion or belief
- / Sex
- / Sexual orientation

BWB seeks to identify areas of underrepresentation and remove barriers to participation. Understanding the context and background of people within the sport in the context of the UK picture is important in order to set realistic but challenging ambitions to impact the diversity of the sport.



SETTING THE SCENE

IN THE UK:

26% of women and 22% of men are disabled. This represents **8.7 million disabled women**, and **7.3 million disabled men**¹

11% of children, 23% of working-age adults and **45% of state pension age adults** are disabled²

18.3% of the population are ethnically diverse - nearly one in five people.

- / 13% of Black/Black British people
- / 12% of Asian/British Asian people
- / 8% of Chinese people, and
- / 7% from a mixed ethnic background are disabled.

*This is likely driven by the lower average age of people from ethnically diverse communities. 2.8% of the population are from an ethnically diverse background are also Disabled.*³



3.2% of people in the UK identify as **gay, lesbian, bisexual**, or as another sexual orientation³, and 0.5% had a different gender identity than their sex registered at birth.⁴

17% of LGBT+ people in the UK consider themselves to have a **disability**. This lower percentage is likely driven by the lower average age of people who identify as LGBT+.⁵

33% of trans people in the UK consider themselves to have a disability⁶





IN ENGLAND:

Nearly a third of the adult population - around **12 million people** – are in a lower socioeconomic group. Disabled people are twice as likely as non-disabled people to **experience poverty**⁷

Inequality increases sharply as the number of impairments a person has increases, with **51% of people with three or more impairments inactive**. If these population disparities are not addressed, the inequalities that already exist for disabled people will increase.⁹

One in five people in England have a **long-standing limiting disability or illness**. Active Lives Adult Survey data shows disabled people are almost twice as likely to be physically inactive (43%), compared with those without a disability (23%)⁸

¹ Family Resources Survey 2021-22

² Family Resources Survey 2021-22

³ Office for National Statistics. Census 2021

⁴ Government Equalities Office. National LGBT Survey. 2018


⁵ Government Equalities Office. National LGBT Survey. 2018

⁶ Government Equalities Office. National LGBT Survey. 2018

⁷ Joseph Rowntree Foundation. UK Poverty Report 2019-20. 2020

⁸ Active Lives Survey, Sport England, 2022

⁹ Active Lives Survey, Sport England, 2022



Socio-economic background is **not currently a protected characteristic under the Equality Act 2010**. However, there are calls to include 'disadvantaged socio-economic status' as a protected characteristic in equality legislation to ensure anyone subject to less favourable treatment because of their inherited social status or economic situation is provided legal protection.

BARRIERS TO PARTICIPATION

In 'The Activity Trap: Disabled People's fear of being active' (Activity Alliance, 2023), when asked to choose from a list of barriers preventing them from participating in sport and physical activity in general, the research shows that their impairment is the biggest barrier for disabled people. Not enough opportunities (51%) or inadequate facilities in their area (49%) are the next most prevalent barriers. Finances and benefits weigh heavily, with 40% unable to participate due to insufficient funds and a further quarter (25%) fearful of losing their benefits or financial assistance.

CURRENT POSITION

BWB is committed to ensuring there are equal opportunities for all across every facet of the sport. The development of our four strategic commitments aim to strengthen diversity in all forms across the sport, including ethnicity, gender, disability, and LGBT+. Whilst we do have more detailed stats available in certain categories, these are not always consistent across all categories and we will continue to improve our data collection.

As a sport and an organisation, Equality, Diversity and Inclusion within wheelchair basketball should be evident through the delivery of a sport that is regarded as one of the most inclusive sports and that welcomes all participants 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 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.

SEASON 22/23 DATA

	Board		SLT		Staff total	
Gender	Male	Female	Male	Female	Male	Female
	36%	64%	25%	75%	43%	57%
Ethnically diverse	9%		0%		21%	
Disability	18%		0%		7%	
U18	0%		0%		0%	

	All Membership (Paid and Recreational)			Paid Membership			Recreational Membership			IAG		
Gender	Male	Female	Other	Male	Female	Other	Male	Female	Other	Male	Female	Other
	57%	35%	9%	57%	27%	16%	56%	42%	2%	61%	38%	1%
Ethnically diverse	14%			14%			16%			10%		
Disability	60%			63%			57%			45%		
U18	31%			13%			48%			0%		

	Licenses		Players		
Gender			Male	Female	Non-Binary
			71%	28%	1%
Ethnically diverse			14%		
Disability			85%		
U18			14%		

	Licenses			Coaches			Referees		Table Officials		Statisticians		Classifiers		Activators	
Gender	Male	Female	Non-binary	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Non-binary	Male	Female
	77%	22%	1%	81%	19%	40%	60%	57%	43%	54%	42%	4%	42%	53%		
Ethnically diverse	7%			17%		9%		10%		12%		19%				
Disability	80%			12%		28%		52%		73%		10%				
U18	0%			2%		1%		0%		4%		0%				

	Pathway Athletes (ENG)			Pathway Coaches (ENG)			Academy Athletes (GBR)		
Gender	Male	Female	Other	Male	Female	Other	Male	Female	Other
	64%	36%	0%	66%	44%	0%	54%	44%	0%
Ethnically diverse	16%	3%	0%	50%	0%	0%	8%	0%	0%
Disability	100%	100%	0%	50%	50%	0%	100%	100%	0%
U18	25%	28%	0%	0%	5%	0%	15%	15%	0%

	Performance Athletes (GBR)			Coaches (GBR)		
Gender	Male	Female	Other	Male	Female	Other
	60%	40%	0%	100%	0%	0%
Ethnically diverse	6%	3%	0%	100%	0%	0%
Disability	100%	100%	0%	33%	0%	0%
U18	0%	0%	0%	N/A	N/A	N/A

HISTORICAL MEMBERSHIP DATA

Paid Membership Total	2022/23	2021/22	2020/21
Senior (%)	87.15%	85.99%	88%
Junior (%)	12.85%	13.35%	12%
Male (%)	56.72%	67.21%	67%
Trans Male (%)	0.30%	0.38%	0%
Female (%)	27.47%	28.31%	33%
Trans Female (%)	0%	0.10%	0%
Non-Binary (%)	0.89%	0.29%	0%
Prefer not to say (%)	0.89%	0.95%	N/A
Ethnically Diverse Communities (%)	14.33%	10.49%	8%
Disability (%)	63.44%	73.88%	73%

Coaches	2022/23	2021/22	2020/21
Male	77%	76%	77%
Female	22%	24%	23%
Non-Binary	1%	0%	0%
Ethnically Diverse Communities (%)	9.41%	6.36%	8%
Disability (%)	81.17%	75.45%	80%

14% of BWB participation¹⁰ is ethnically diverse compared to 18.3% of the UK population who are ethnically diverse, according to the combined 2021 censuses for England and Wales, Scotland, and Northern Ireland. This has increased year on year in the past three seasons, but is still not representative of the UK population. We are committed to increasing ethnic diversity across the sport and we have already developed and begun to implement a number of new strategies to increase representation from more diverse communities.

60% of BWB's participation identifies as having a disability. This figure greatly increases the further up the pathway with 100% of GB Squads and Pathway athletes having a disability, as opposed to 45% of people in BWB's entry level programme 'Inspire A Generation'. These figures do not just include athletes, but all participants in the sport such as coaches and officials.

35% of BWB's participation is female, with 57% male and 9% non-binary. This identifies an issue as we progress through the pathway, as representation for an equal number of opportunities is 36% female, whereas the aspiration should be 50%.

CONSULTATION

In 2022, BWB conducted a questionnaire to gain insight into the experiences of people in the sport in relation to Diversity and Inclusion. Overwhelmingly on the surface when thinking of 'Inclusivity' in the context of disability, people thought our sport was a very welcoming environment.

When digging deeper into Diversity within the sport, a number of different themes emerged. Commonly, respondents raised a lack of role models, lack of engaging and encouraging staff, lack of awareness of the sport inside various communities, poor outreach or targeted community work and poor personal support systems. See Appendix 1 for qualitative information provided.

¹⁰ Defined by BWB Full Paid Membership and BWB Recreational Membership 2022/23 combined

BWB PRIORITY GROUPS

In order to inform the direction of the Action Plan and ensure resource is placed in the right areas for positive change, BWB has identified the following priority areas based on BWB's current picture, consultation and wider context in the UK.

- / Disability (D)
- / Ethnic Diversity (ED)
- / Females (F)
- / Juniors (U18)
- / Socio-economic Background (SEB)

Socio-economic background is **not currently a protected characteristic under the Equality Act 2010**. However, there are calls to include 'disadvantaged socio-economic status' as a protected characteristic in equality legislation to ensure anyone subject to less favourable treatment because of their inherited social status or economic situation is provided legal protection. Due to the high prevalence of disabled people experiencing poverty or in a lower socio-economic group, it is important to recognise this as a big barrier to participation, fed through a number of recent studies and BWB consultation.

Whilst representation in some areas of the sport is equal or greater to the national average, such as female board members, ethnically diverse staff and activators and disabled coaches, there are a number of specific areas that require resource and action to make improvements.

Areas of underrepresentation in the sport:

- / Ethnically diverse people on the Board
- / Disabled people in the BWB staff team and GB coaching team
- / Female Coaches
- / Ethnically diverse Coaches
- / Female Referees
- / Young Referees
- / U18 - Disabled and ethnically diverse athletes
- / Ethnically diverse athletes in the pathway and GB teams

These areas of underrepresentation have been used to prioritise the action plan.



ACTION PLAN

This action plan is for the period ending on March 31st 2025. This Diversity and Inclusion Action Plan has also been sub-divided into four key themes in order to ensure impact across BWB activity.

- ✓ Participation
- ✓ Education and Training
- ✓ Representation
- ✓ Leadership

Highlighted are BWB's 12 short term 'Musts'

Key Objective		P1 Annual priorities for IAG national and local delivery partners	
Actions			Date
<ul style="list-style-type: none"> ✓ Ensure IAG funding prioritises the introduction of organisations that impact on young people, disabled people, ethnic diversity ✓ Recruitment and training of community activators and local community partners to deliver the Inspire a Generation programme ✓ Undertake a community mapping exercise and develop key stakeholder engagement groups that can positively contribute to affecting change in underrepresented groups 			Ongoing
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB England led (UK wide availability for some elements)	<ul style="list-style-type: none"> ✓ Annual IAG partner plan ✓ 1 new national partner per year ✓ 4 new community partners per year. Increase from 10% to 15% diversity within participation of taster sessions by Q1 2025	<ul style="list-style-type: none"> ✓ Improved community engagement ✓ Extensive engagement with local communities and voluntary sector organisations to gain greater insight into needs ✓ Wider diversity of national partners with specific reach of priority groups 	

Key Objective		P2 Junior Programme	
Actions			Date
/ Develop a grant scheme to distribute funds to clubs in order to encourage growth in u18s and priority groups in England			Q2 2024
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
U18 ENGLAND ONLY	/ Publish grant scheme based on findings of the Junior Review / Ten clubs invested in by Q1 2025	/ More juniors across the country in welcome and inviting club environments	

Key Objective		P3 Club Health Check	
Actions			Date
/ Ensure inclusion and diversity is prioritised at a club level, developing a Club Health Check toolkit to support delivery at grass roots. This includes EDI, safeguarding and mental wellbeing			Q3 2024
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	/ Club Health Check release Q3 2024 – Club Health Check release Q3 2024, target of four clubs in year one and a further ten clubs in year two / All clubs receiving junior development grants to undergo	/ Clubs are welcoming and inviting for all	

Key Objective		P4 Set up Community Awards Scheme	
Actions			Date
/ Implement an awards process to attract and engage diverse participants and promote success			Q3 2024
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	/ Annual awards	/ Introduction of an Inclusion Award in Annual Awards	

Key Objective		P5 Implementation of Equality Impact Assessments	
Actions			Date
/ Embed the Equality Impact Assessment (EIA) process across programme development etc			Ongoing
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	/ All new programmes and events undergo EIA	/ EIAs are embedded throughout BWB, with the EDI working group supporting staff and members with training and guidance to conduct EIAs in a robust and meaningful way. To include impact on EDI, safeguarding, mental wellbeing etc	

Key Objective		P6 Competitions	
Actions			Date
/ Ensure that the competition structure provides high quality playing experiences from recreational through to national leagues, removing barriers to participation			Q3 2024
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	<ul style="list-style-type: none"> / Six to eight teams entering Inspire leagues / One to two sanctioned leagues / Increase in recreational membership by 30% and ethnic diversity by 2% 	/ Increased diversity at grassroots level	

Key Objective		P7 Talent Pathway	
Actions			Date
<ul style="list-style-type: none"> / Ensure a diverse cohort of individuals recruited onto DiSE each year / Develop a fund to support developing athletes with the increased financial burden of travel, equipment etc prioritising underrepresented groups stepping onto pathway 			Q3 2024
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB England Only	<ul style="list-style-type: none"> / Minimum of four places retained for ethnically diverse athletes / Implement Support Fund in Q3 2024. Minimum of six athletes meeting criteria informed by DIAP 	/ Diversity within the talent pathway	

Key Objective		P8 Performance Pathway	
Actions			Date
/ Create a number of high profile role models to speak and promote on important EDI issues (use of coaches and athletes)			Ongoing
/ Ensure review of current practices to make allowances for cultural differences to thrive in the performance environment eg – training times, prayer room facilities			Q1 2025
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F	<ul style="list-style-type: none"> / Two role models supporting campaigns a year / EIA completed on camps, events and HPP's 	/ Diversity is celebrated within the performance pathway	

Key Objective		E1 Coaching Education and Recruitment	
Actions			Date
/ Develop a plan to recruit and train a more diverse coaching network, introducing funded courses and bursaries. Priority groups; females, ethnically diverse, young people, disabled people			Q3 2024
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18	<ul style="list-style-type: none"> / Published bursaries/funding support for England / Increase number of ethnically diverse coaches to 12% by 2025 / Increase number of female coaches to 26% by 2025 	/ Increased diversity within the coaching network	

Key Objective		E2 Referee Education and Recruitment	
Actions			Date
/ Develop a plan to recruit and train a more diverse referee network, introducing funded courses in IAG. Priority groups; females, ethnically diverse			Q4 2024
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
ED, F England only	<ul style="list-style-type: none"> / Published bursaries/funding support for England / Develop at least ten new female referees by March 2025 / Increase number of ethnically diverse referees to 18% by Q1 2025 	/ Increased diversity within the coaching network	

Key Objective		E3 IAG Education Bursaries
Actions		Date
/ Develop a plan to recruit and train a more diverse coaching network, introducing funded courses and bursaries. Priority groups; females, ethnically diverse		Q3 2024
Priority Groups	Measurement	Intended Outcomes/evidence of improvement
D, ED, F, SEB England only	/ Fund a minimum of 20 coaches from priority groups on Level One or Two by Q1 2025 / Fund a minimum of ten referees from priority groups by Q1 2025	/ Increased number of people qualifying as coaches and licensing annually, particularly from priority groups

Key Objective		E4 Member and Staff Education
Actions		Date
/ Develop an EDI training module on BWB learning for members to access		Q3 2024
Priority Groups	Measurement	Intended Outcomes/evidence of improvement
D, ED, F, U18, SEB	/ New module published by Q4 2023	/ Increased opportunities for learning

Key Objective		R1 EDI Marketing
Actions		Date
/ The use of engagement & content that appeal to diverse groups and communities / Ensure that equality is embedded within the BWB marketing & communications strategy / Increase the diversity of images used for publication/promotions – work with artists from diverse backgrounds to produce imagery/artwork (murals) that appeal to, and can be identifiable to diverse communities / Actively and publicly address diversity on the BWB website with signposting to further support/information on EDI		Ongoing
Priority Groups	Measurement	Intended Outcomes/evidence of improvement
D, ED, F, U18, SEB	/ Increased number of EDI images available for online content from national championships / Aim for EDI themed content at least once per month	/ BWB marketing is more representative of the membership and promotes underrepresented groups / BWB social media is representative and celebrative of member culture / Regular and ongoing public comms on diversity within our sport

Key Objective		R2 Increase Gender, Faith & Cultural Awareness	
Actions			Date
<ul style="list-style-type: none"> ✓ Development of an EDI calendar which should be considered when launching events e.g., Ramadan, Diwali, International Women’s Day, BHM ✓ Research based fact finding exploration of different religious/cultures and requirements. Showcase good practice and pointers for consideration 			Ongoing
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
ED	<ul style="list-style-type: none"> ✓ Calendar produced by Q3 2024 	<ul style="list-style-type: none"> ✓ Improved understanding of other cultures and faiths so as to understand barriers to participation and engagement ✓ Launch of events in view of a cultural/religious calendar - celebration of diverse communities 	

Key Objective		R3 Increase LGBTQ+ Awareness	
Actions			Date
<ul style="list-style-type: none"> ✓ Champion EDI and allyship on social media channels ✓ Share opportunities to unite clubs and increase club and athlete voice 			Ongoing
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	<ul style="list-style-type: none"> ✓ Support rainbow laces campaign ✓ Show support for LGBTQ+ month on social media 	<ul style="list-style-type: none"> ✓ Educational opportunities to understand gender reassignment, transgender, gender dysphoria, transphobia and use this knowledge to engage with, and promote fair and safe competition/participation reinforce by BWBs code of conduct 	

Key Objective		R4 Improve Employee Engagement	
Actions			Date
<ul style="list-style-type: none"> ✓ Conduct staff survey annually and use the results to improve the inclusive culture of the organisation ✓ Ensure EDI inclusion in induction process 			Ongoing
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F	<ul style="list-style-type: none"> ✓ Issue staff survey annually ✓ EDI induction module on BWB Learning 	<ul style="list-style-type: none"> ✓ Examples of improvements and changes made as a result of the feedback and priorities in the strategy are shared and celebrated 	

Key Objective		R5 Staff and Board Representation	
Actions			Date
/ Ensure understanding and representation of priority groups in all areas of leadership			Ongoing
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F	/ Develop information and data gathering of staff, working groups and board	/ Staff/contractors are able to manage their own data and update regularly if there are any changes	

Key Objective		R6 Member Representation	
Actions			Date
/ Develop a Technical & Competitions Working Group where elected board members and sport members can feed into relevant areas			Complete
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18	/ Establish minimum of three meetings per year in various formats to ensure accessibility for members	/ Staff are informed and supported in decision making / Decision making and direction of the sport is informed by lived experience	

Key Objective		L1 Develop and obtain Board Approval of DIAP	
Actions			Date
/ Consultation meetings with the board to gain insight and use feedback to refine the DIAP / Launch the DIAP through BWB comms team			Completed Autumn 2023
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	/ Publish DIAP on BWB website	/ The vision of EDI at BWB for the next 18 months to be articulated to participants, members, officials, and staff	

Key Objective		L2 Embedding EDI
Actions		Date
<ul style="list-style-type: none"> ✓ Introduction and adherence to the Diversity and Inclusion Action Plan ✓ Update EDI Statement and language in corresponding documents; update website content to affirm commitment to EDI and begin to diversify imagery authentically, without tokenism and look for ways to incorporate EDI concepts/storytelling into the public facing content for future events 		Q3 2024
Priority Groups	Measurement	Intended Outcomes/evidence of improvement
D, ED, F, U18, SEB	<ul style="list-style-type: none"> ✓ Updated statement and DIAP on website 	<ul style="list-style-type: none"> ✓ DIAP signed off by board and communicated ✓ Policy reviewed on an annual basis ✓ Board minutes to demonstrate that the policy was approved

Key Objective		L3 Ensuring Accountability
Actions		Date
<ul style="list-style-type: none"> ✓ EDI Champion from the Board is appointed to oversee implementation of BWB DIAP, in close liaison with EDI working group ✓ Written evidence the Board has nominated or appointed a Board member with responsibility for equality 		Completed April 2023
Priority Groups	Measurement	Intended Outcomes/evidence of improvement
D, ED, F, U18, SEB	<ul style="list-style-type: none"> ✓ Champion appointed and Chair EDI group meetings – minimum of four times per year 	<ul style="list-style-type: none"> ✓ The conversation and sponsorship of EDI is held at all levels of BWB, from the Board down ✓ Increased visibility of EDI issues and campaigns tore in force leadership commitment

Key Objective		L4 EDI Sustainability
Actions		Date
<ul style="list-style-type: none"> ✓ Provide clear lines of responsibility and training for the EDI Working Group to steer and help instil an organisation-wide EDI culture 		Ongoing
Priority Groups	Measurement	Intended Outcomes/evidence of improvement
D, ED, F, U18, SEB	<ul style="list-style-type: none"> ✓ Produce terms of reference for EDI Working Group ✓ Quarterly DIAP meetings internally 	<ul style="list-style-type: none"> ✓ The embedding of EDI across all levels of BWB. Produce terms of reference and quarterly meetings for EDI group

Key Objective		L5 EDI Reporting	
Actions			Date
/ Regular reporting to the Board with EDI forming a standard item at Board meetings. Include EDI impact on all board papers			Quarterly
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	<ul style="list-style-type: none"> / Board reports produced quarterly on DIAP progress / Annual Progress report against DIAP to Working Group and Board 	<ul style="list-style-type: none"> / Periodical EDI reports to be published internally with key progress and trends communicated 	
Key Objective		L6 Adopt a Zero tolerance approach to discrimination	
Actions			Date
/ Make a public commitment to policies and processes aimed at eradicating anti-racism, bullying and harassment, and all forms of discrimination			Q3 2024
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	<ul style="list-style-type: none"> / Review policies and procedures 	<ul style="list-style-type: none"> / Robust policies, procedures and strategies put in place which adopt an anti-racist culture / Anti-racist and inclusive language is adopted / An anti-discriminatory approach to recruitment, retention and development is taken – working closely with the HR Team to implement and monitor this across BWB / Updated customer charter and complaints procedure 	
Key Objective		L7 Empowering the EDI Working Group	
Actions			Date
/ Increase and empower the EDI Working Group (to include members, officials, coaches) and delegate authority to progress the EDI agenda			Completed Oct 2023
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	<ul style="list-style-type: none"> / Recruit minimum of two to four members 	<ul style="list-style-type: none"> / Larger, more knowledgeable, empowered working group 	

Key Objective		L8 Attraction, recruitment, and retention of diverse staff	
Actions			Date
<ul style="list-style-type: none"> ✓ Develop a workforce plan that addresses underrepresented groups ✓ Review recruitment methods - webpages, recruitment agencies and information about working for BWB ✓ Assess job descriptions against accessibility requirements ✓ Ensure a diversity statement is centred on all adverts ✓ Review the staff induction programme for EDI content and ensure the programme is targeted to staff roles ✓ Adopt blind recruitment practices to help reduce the phenomena of bias in recruitment. ✓ Staff profiles on website 			Ongoing
Priority Groups	Measurement	Intended Outcomes/ evidence of improvement	
D, ED, F	<ul style="list-style-type: none"> ✓ Increased diverse representation of staff at all levels ✓ Areas of under representation defined and actions to improve specified including positive action (recruiting differently e.g., video, adverts in diverse publications and social media outlets) 	<ul style="list-style-type: none"> ✓ People Plan reviewed annually and ensure EDI considerations are included ✓ Equitable recruitment 	

Key Objective		L9 Attraction, recruitment, and retention of diverse board members	
Actions			Date
<ul style="list-style-type: none"> ✓ Work with executive searches, diverse recruitment agencies, and personal/professional networks to improve BWB Board diversity and explore creative ways for reaching and attracting candidates for Board appointments ✓ Ensure succession plans in place for all key roles seeking to address areas of underrepresentation at Board and Senior Leadership Level ✓ Review Board members' induction programme which covers information on EDI 			Ongoing
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	<ul style="list-style-type: none"> ✓ A diverse BWB Board 	<ul style="list-style-type: none"> ✓ A diverse board that is representative of the membership 	

Key Objective	L10 Data Sets	
Actions		Date
/ Establish clear data sets which break down membership and engagement across protected characteristics in order to better inform the development of programmes		Q3 2024
Priority Groups	Measurement	Intended Outcomes/evidence of improvement
D, ED, F, U18, SEB	<ul style="list-style-type: none"> / Clear identification of underrepresentation / Improve utilisation of Playwaze 	<ul style="list-style-type: none"> / A consistently accurate picture of representation in the sport

APPENDIX 1 - EXTRACTS FROM MEMBER QUESTIONNAIRE ON DIVERSITY AND INCLUSION 2022

"A wider uptake in the sport, with grass roots options available to people in all communities and therefore an engagement that reflects the ethnicities and beliefs of the country"

"...Your smaller clubs may need that additional support and promotion to help in creating more opportunities for their community" "Opportunity within communities, role modelling, people aware how awesome the sport is"

"More taster sessions at multi-cultural schools and community groups."

"Campaigns that are directed towards marginalised and minority groups"

"More female coaches and officials, more ethnically diverse coaches and officials, more ethnically diverse players in the talent pathway"

One respondent identified that their experience of BWB was very different to BWB's self-portrayal

"In the long run BWB need to be more inclusive in every and anyway and yet they aren't their portrayal of themselves is totally different to how they actually are in real life they aren't very inclusive and diverse at all"

"There is a clear lack of people of colour in the sport and especially female people of colour. There are also few sessions run in so called hard to reach areas, young black individuals in particular are not specifically targeted, and it shows"

Respondents highlighted barriers to access that related directly to resources, economics, training, and geography. Interestingly, these responses only appeared in the three questions relating to barriers for underrepresented groups and were not considered in the questions relating to what could be done to increase diversity or what diversity and inclusion looks like.

"It can be due to the individuals, families' values not necessarily that BWB is doing something wrong. It can be due to travel, costs etc like it is for what you class as well represented groups."

Another noted that it was the *“Cost of equipment and training”* as well as the *“Inability to travel to training and games. For BAME.”*

With regard to finance and officiating, a respondent said *“In the current climate we have many people on low incomes. This is a barrier to paying for and travelling to the training required to some people who wish to officiate.”*

Respondents also acknowledged that education course location and cost was a significant barrier. *“Hard to find local coaching courses which means lots of travel, which could be a barrier for those with mental health concerns, women, etc.”*

“Opportunities in all communities, local of courses, cost of courses”

“There are not enough coaching courses around and the ones that are all based around areas like London and not everyone drives or has the money to attend the course, hire a hotel and transport if these were made more accessible and maybe subsidised then maybe more people may attend.”

“I think a lack of local courses to me has stopped me from getting a coaching certificate as it’s not something I can easily do as I can’t drive.”

The final key theme identified was a strong sentiment that disabled people were unrepresented within the workforce, were less likely to get a salaried role or were looked over in favour of non-disabled or more able-bodied people for careers within BWB. A respondent shared

“Able bodied staff almost exclusively hold salaried roles” Respondents raised that having more disabled members within the BWB ranks would positively contribute to inclusive decision making *“More disabled members in management positions so that they can truly empathize and bring understanding to everyday decisions.”*



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