

# RACE EQUALITY: STATE OF THE SECTOR

Sporting **Equals**

**PURPOSE:** BRING THE SYSTEM AND ETHNICALLY DIVERSE COMMUNITIES CLOSER TOGETHER BY DISCUSSING THE CURRENT CHALLENGES FACED.

92%  
response rate.



3/4  
NGBs received a  
Grade F overall.



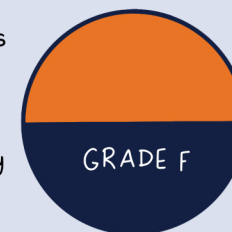
33% of NGBs  
achieved Grade A  
in the RRI 2023  
for the Board  
category  
compared to 25%  
in the RRI 2022.



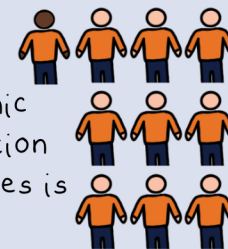
74.1% of NGBs  
received Grade F for  
Senior  
Leadership.



Half of NGBs  
received  
Grade F for  
the category  
of players.



Nearly  
90% of  
the ethnic  
composition  
of coaches is  
white.



## CHALLENGES IDENTIFIED

### FINANCIAL

Financial  
barriers.



Outdated  
funding  
pools.



Investment  
focused on  
qualifications not  
retention.



### CENTRALISATION

Can lead to lack of  
knowledge about  
certain communities.



Lack of understanding  
of the support athletes  
need beyond just  
financial support.

No woman wants  
to walk into a  
stereotypically  
male environment.



### CULTURAL

Lack of visible  
role models.



Talent ID programme  
needs change.



If the  
gatekeepers are  
all white, or all  
male, then  
nothing much is  
going to change.



Lack of  
understanding  
+ education  
around  
pathways.



Narrow window of  
opportunity - keeping  
athletes in "their" sport



### GEOGRAPHICAL

Location of  
hubs + centres.



Lack of access  
to facilities.



### RESOURCES + PROCESSES



No central platform to  
share opportunities.

Reliance on volunteers.



Limited  
spots on  
programmes.



## SOLUTIONS

### FINANCIAL

Equitable investment  
— going to  
the people.



Invest in  
grassroots.



Fund for  
equipment.



Invest in the  
standard of  
people not  
just facilities.



### CENTRALISATION

Making NGBs part of national programmes.



A platform to  
share  
opportunities.



Ensure local  
authorities are  
engaged.



### CULTURAL

Training to make  
governing bodies  
better educated  
+ more aware.



Challenge  
private  
academies.



Open +  
transparent  
processes.



Increase the  
diversity of  
decision makers  
+ gatekeepers.



Make pathways  
more accessible.



Ensure clothing  
is culturally  
appropriate.



Increase the  
number of  
visible,  
relatable  
role models.



### RESOURCES + PROCESSES

Support with storytelling.



12+ 18+ 21+  
16 18 21

Age restrictions  
needed on  
coaching courses.

Resources  
from  
governing  
bodies.



### GEOGRAPHICAL

create more hubs,  
e.g. The Wave.

