



# Sporting **E**quals

Promoting ethnic diversity in sport & physical activity

# RACE Representation INDEX 2021

**Executive Summary**  
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# SPORT MONITORING ADVISORY PANEL



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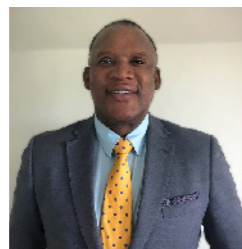
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## Foreword by the Sport Monitoring Advisory Panel

Over the course of the pandemic, the global community has seen the true extremity of disparities that pre-dated and were exacerbated by Covid-19. This included key events such as the death of George Floyd and subsequent worldwide outrage that brought the Black Lives Matter movement to a boiling point. A universal point of reflection and action was required, this stretched to individuals, institutions, and sectors, including the sport and physical activity sector. The Sport Monitoring Advisory Panel was established following the joint statement made by Sport Recreation Alliance where over 100 National Governing Bodies of Sport committed to greater action against racism in sport following George Floyd's death.

In response to the Black Lives Matter protests in the summer of 2020 and the shift in sentiment for the race equality agenda amongst our sector, Sporting Equals established the Sport Monitoring Advisory Panel. We invited significant advocates, with lived experiences, for African and Caribbean communities within the sport sector to play a part in our campaign against racism in sport and equally encouraging greater opportunities for ethnically diverse communities.

Sporting Equals announced alongside the Sport Monitoring Advisory Panel that they would be launching and administering a Race Representation Index. Developed in consultation with the Panel, the Race Representation Index will act as a method of measuring and monitoring sport and physical activity organisations against progress with the race equality agenda, with a particular focus on ethnic representation. It is designed to gauge where organisations currently are in terms of ethnic diversity representation and we want to highlight, where possible, good practice and monitor progress.

We are proud to share the findings in this report and acknowledge that moving ahead the processes can be refined as per feedback from the National Governing Bodies of Sport. However, the exercise was incredibly vital to begin true and factual evidence-based diversity, equity, and inclusion monitoring practices focusing on race and racism within the UK sport and physical activity sector.

Year on year our ambition is to see if there is a quantitative improvement and publish findings via Sporting Equals, making all data publicly available. This will enable us to celebrate success stories along the way and ensure that the pledges for improved equity in the sector in terms of race equality is being measured to mark progress.

**Densign White MBE**, *Chair of SMAP, Chief Executive Officer IMMAF, Chair Sporting Equals, Former Chair of British Judo.*

## Executive summary

The Race Representation Index (RRI) was developed by the Sport Monitoring Advisory Panel (SMAP) with the support of Sporting Equals.

SMAP was established by Sporting Equals following the joint statement made by the Sport Recreation Alliance where over 100 National Governing Bodies of Sport committed to greater action against racism in sport following George Floyd's death. Sporting Equals announced alongside SMAP that they would be launching and administering the RRI. The RRI will act as a method of measuring and monitoring sport and physical activity organisations against progress with the race equality agenda, with a particular focus on ethnic representation. We want to track progress within the sector and highlight, where possible, good practice.

The RRI scores and grades hiring practices across the criteria of Board membership, Senior Leadership/Management Teams, Senior Coaching, and Players/Athletes in National Governing Bodies of Sport (NGBs) in the UK. The RRI is intended to provide a point of reference as to how individual publicly funded NGBs are performing against the ethnicity data of ethnically diverse populations. It encourages organisations to collect data around the ethnicity of their senior staff and elite sporting positions.

The RRI publicly reports grades for four main criteria based on a comparison with national ethnic representation with a +10% markup to ensure that the percentage achieved overtakes the ethnically diverse national representation number by a significant amount. This is currently based on Census 2011 figures. At the time of writing this report, the 2021 Census figures were not available. An aggregate grade is then attributed based on the total points awarded for each criterion. The RRI is inherently about the organisation's performance against representation, not their performance against other organisations.

The survey was sent to publicly funded<sup>1</sup> NGBs. Fifty-two NGBs were invited to participate in the survey. The completion rate was 75% (39 NGBs completed the survey).

Organisations were provided with information on how data would be processed and what processed data would be made publicly available. A Data Protection Impact Assessment was conducted as part of the development of the RRI. The collection and processing of any ethnicity data was conducted in a way in which individuals could not be identified. We have ensured that any information provided by NGBs to Sporting Equals has been used in the way that was outlined in the data processing information provided.

The RRI was launched on 28 October 2021, with invitations sent in three stages, with follow-up calls and emails taking place between 25 November-17 December 2021. The deadline for participation was 10 December 2021, with an extended deadline to 06 January 2022. In February 2022, NGBs were sent their detailed scorecards for review and feedback. NGBs were also able to provide contextual commentary that would be publicly shared<sup>2</sup>. NGBs were informed of the date of publication of the RRI and report. The RRI and report were shared with NGBs with a specified embargo period before it was shared publicly.

<sup>1</sup> Sporting Equals based the organisations that we contacted about the 2021 RRI on the funding list available under the section 'What we've funded' on the Sport England website (<https://www.sportengland.org/why-were-here>), using the filter for the Programme Name NGB Funding 2013-2017 and NGB Funding 2017-2021.

<sup>2</sup> See Annex 2 in full report.

## Overview of Participation

Of the 52 NGBs invited:

- 75% (39 NGBs) completed the survey. Therefore, the survey had a 75% completion rate.
- 92.3% (48 out of 52 NGBs) contacted Sporting Equals about the survey either by having a query, choosing not to participate, declining to participate, requesting an extension, responding to later communication, or completing the survey.
- Sporting Equals has not been able to confirm receipt of the RRI with four NGBs (British Basketball Federation, British Swimming, England and Wales Cricket Board, and Volleyball England).
- Two NGBs (The Football Association, Rugby Football Union) have declined to participate in the survey.

- Including NGBs that did not complete, did not respond, or declined to participate, the average overall grade across NGBs across the sector is E. NGBs that declined to participate responded at the outset indicating that they would not be participating in the RRI.

### Learning point 3. Ethnically diverse representation on Boards are only the tip of the iceberg and do not reflect representation across all criteria

- Even though the grade that occurs most frequently in the criterion of Board Membership is A, the average grade for Board Membership is C. This is because the size of most Boards is small, and having one or two individuals from ethnically diverse backgrounds as Board members can considerably affect the grade
- Of the 39 NGBs that participated in the RRI, 15 NGBs (38.5%) were graded A for Board membership, but only six NGBs (15.4%) were graded A for Senior Management/Leadership Teams. The average grade across participating NGBs for Senior Management/Leadership Teams is E.
- Of the 39 NGBs that participated in the RRI, six NGBs (15.4%) were graded A for their Senior Management/Leadership Teams. This includes the four NGBs that had two or more categories with N/A. Twenty-seven (67.2%) were graded F. Please refer to the main report for a full table of both criteria.

### Learning point 4. Across the sector, Senior (paid) coaching is the weakest area in terms of ethnically diverse representation and detailed data collection

- Of the 29 NGBs that participated in the RRI that had Senior (paid) Coaching staff, only four NGBs (13.8%) were graded A for their Senior (paid) Coaching Staff. Fifteen NGBs (51.7%) were graded F for their Senior (paid) Coaching Staff, three (10.3%) did not collect data, and one (3.4%) said they were in the process of collecting the data.
- The average grade across participating NGBs for Senior Coaching is E. This suggests that a greater focus on increasing ethnically diverse representation in the area of Senior Coaching will increase the average for both criteria. Please refer to the main report for a full table of Senior Coaching grades.

### Learning point 5. Much work needs to be done on ethnically diverse representation in Senior Management/Leadership positions and paid Senior Coaching positions

- No CEOs were reported as being from an ethnically diverse background. Of the 39 NGBs that completed the RRI survey, 89.7% of CEOs (35/39) were from white ethnic backgrounds. Four NGBs did not state the background of their CEO.
- On average, NGBs were graded E in the areas of Senior Management/Leadership Teams and Senior Coaching.
- Despite numbers in Senior Management/Leadership Teams and Senior Coaching being generally small in numbers – and having one or two individuals from ethnically diverse backgrounds can switch the grade from F to A – the average grade across participating NGBs for both these criteria is E.
- These points suggest that across the sector, whilst the grade for Board Membership indicates a certain level of progress, more can be done to increase ethnically diverse representation in the areas of Senior Management/Leadership Teams and Senior Coaching.

### Learning point 6. Developing balanced ethnically diverse representation across all criteria should be the aim for NGBs and sport/physical activity providers

- An A grade in one criterion does not equate to an overall A grade. NGBs could achieve A grades in Board membership and Senior Executive/Management/Leadership teams but achieve lower grades in the Senior Coaching and Players/Athletes criteria which affects the overall grade.

### Learning point 7. Detailed data collection for players/athletes is challenging, pointing to the need for a more centralised system of data collection

- Many NGBs reported trying to collect ethnicity data from their players/athletes but found that a large number of players/athletes preferred not to provide their ethnicity data. This resulted in many NGBs having incomplete data.
- In view of this challenge, grades were more spread out across the players/athletes category. Furthermore, out of 26 NGBs on the RRI, the average grade in the criteria of Players/Athletes is C. This average does not take into account nine NGBs that

did not provide data (Incomplete) or indicated that data is not collected for this criterion.

- Including NGBs that did not complete, did not respond, or declined to participate, the average overall grade across NGBs is E. This suggests that more can be done to increase ethnically diverse representation in senior and elite sporting positions. Please refer to the main report for a full table of Player/Athletes grades.

Under the requirements of the updated Code for Sport Governance (July 2021)<sup>3</sup>, all bodies will be required to have a Diversity Inclusion Action Plan that is updated annually. From our survey, it was very encouraging to see that nearly all of the NGBs had EDI strategies and plans.

## Recommendations

**Sporting Equals and the Sport Monitoring Advisory Panel have the following recommendations:**

- NGBs should consider their performance on the RRI as a reference point as to how they are performing and how they can improve their performance in the area of ethnically diverse representation in their workforce. NGBs can use the ethnicity data they have collected to review and develop strategies to engage ethnically diverse communities.
- If an NGB's headquarters is in a location with a higher percentage of people from ethnically diverse backgrounds – such as Birmingham, Leicester, London, and Manchester – the NGB should work towards higher representation from these communities. This will help build empathy, understanding and key networks locally to support their work.
- NGBs were graded E on average in the area of Senior Management/Leadership Teams. NGBs should increase the numbers of individuals with ethnically diverse backgrounds in their Senior Management/Leadership Teams to help the organisation build more empathy and develop more accurate interventions. This can be achieved by marketing in ethnically diverse media, making messages more inclusive, and ensuring internal policies and processes are equitable<sup>4</sup>.

**Sporting Equals has the following recommendations for the recruitment areas highlighted by the RRI as areas in which NGBs in general can improve on.**

- To develop more inclusive recruitment practices in general, NGBs could conduct a review of their recruitment policies. For example, London Marathon Events (LME) has a recruitment and selection policy which was reviewed by Sporting Equals in 2021. This has ensured that the policy will enable LME to attract a wider pool of candidates from different protected characteristics, and also ensure that managers are appropriately trained, so that any subconscious bias is removed from the recruitment and selection process.

The average grade across the participating NGBs for each criterion are as follows:

Board	SMT/SLT*	Senior Coaching	Players/Athletes	Overall
C	E	E	C	D

\*Senior Management/Leadership Teams

### An analysis of the results reveals the following learning points:

#### Learning point 1. Whilst the rate of engagement with the survey was high, over a quarter of NGBs can collect more detailed data

- Ten out of 35 NGBs (28.6%) were graded A, B, or C overall. 15 out of 35 NGBs (42.9%) were graded D, E, or F overall. This includes the six NGBs with N/A in the Senior Coaching category. Ten out of 35 NGBs received 'Incomplete' instead of a grade because data in particular categories was either not collected or being collected. Please refer to the main report for a full table of overall NGB grades.

#### Learning point 2. With an average overall D grade across the sector, more can be done to increase ethnically diverse representation

- The average overall grade across the 35 NGBs that participated in the RRI is D. This does not include the four NGBs that have N/A in 2 or more categories.

<sup>3</sup> A link to the Code for Sport Governance is on this page: <https://www.ukssport.gov.uk/news/2021/07/02/code-for-sports-governance-update>

<sup>4</sup> If this is of interest, please contact [info@sportingequals.org.uk](mailto:info@sportingequals.org.uk) for more details about our Charter.

- Empowering ethnically diverse individuals within sport organisations can help to increase Board diversity. Premiership Rugby invested in placing six candidates to the LeaderBoard Academy programme from their internal structures including current and ex-players. These included those working in Premiership Rugby teams. Additionally, through Sporting Equals' advertising of board positions Golf Foundation recruited two Board members from ethnically diverse backgrounds.
- Positive action can also be implemented for Senior Management/Leadership Team recruitment. For example, Ernst & Young (EY) has a 'proportional promotion process which seeks to advance employees on a representative basis according to the diversity composition of each job level. For example, with 20% from BME<sup>5</sup> backgrounds at manager level, EY expects 1 in 5 promotions from manager to senior manager to be from ethnic minorities<sup>6</sup>.
- Other forms of positive action include providing bursaries as a way of opening doors and empowering those that have traditionally faced barriers. We would also recommend interviewing candidates from ethnically diverse backgrounds who have a good application and meet the person specification and job role. These can help to increase opportunities for individuals from ethnically diverse backgrounds to become Senior Coaches. The FA is an example of an organisation that has offered bursaries<sup>7</sup> to people from ethnically diverse backgrounds which has resulted in the recruitment of more Senior Coaches from ethnically diverse backgrounds. Further, if individuals from such backgrounds meet the role specification they should be offered an interview.

Other inclusive recruitment practices that may be considered by NGBs are:

- Advertise in areas into which ethnically diverse communities are connected, such as ethnically diverse employment agencies and the Sporting Equals website.
- Having individuals from ethnically diverse backgrounds on interview panels.
- Have an independent individual on the panel not connected to your organisation who understands the diversity, equity, and inclusion agenda.
- Role models – such as coaches from ethnically diverse backgrounds that NGBs do have – need to be showcased and given opportunities. This is because communities need to see people who have faced similar challenges and have succeeded - this will inspire the next generation into sport and physical activity.

If they have yet to do so, NGBs can sign up to the Sporting Equals' Charter<sup>8</sup> to develop positive actions, interventions, and more inclusive policies.

### The Race Representation Index as a baseline for progress

This is the first survey of its kind in the UK sport sector to aim to obtain this level of ethnicity data. The aim is to achieve a baseline measurement of ethnically diverse representation in senior staff and elite positions in publicly funded sport organisations. We are aware of the limitations of the first iteration of the survey and have taken on feedback from respondents.

Throughout the course of the survey, we have received feedback from NGBs around the survey and aim to incorporate their feedback into refining the RRI 2022. Furthermore, we are engaging with professional sport clubs regarding a Race Representation Index tailored for them. Our ambition is to ensure greater data collection from the UK sport sector with a focus on ethnic representation. Sporting Equals' Charter provided a great supporting framework for the work undertaken in this report index as it predates this innovative work and has aided in capturing, committing, and celebrating race equality in the sector on a one-to-one basis with NGBs.

Through regular evidence-based data monitoring and evaluation of ethnically diverse representation in the UK sport and physical activity sector, we will be able to measure and track the progress made by the sector. It will also enable the sector to identify best practices that can be widely adopted. Through this vital work, we will be able to ensure greater race equality for ethnically diverse communities within the sector. It is only with regular data monitoring and evidence that change can be tracked, best practices identified and implemented for the current issues of institutional and grassroots racism to be addressed and situations improved for all communities wishing to access the benefits of sport and physical activity in the UK. We urge NGBs to either continue or begin to meaningfully capture data and acknowledge that the issue of racism within the sector requires an evidence-based approach of data monitoring to inform diversity, equity, and inclusion resolves to our longstanding issues of racism in sport within the UK.

# Race Representation Index 2021 – Full Results

## Race Representation Index 2021

	Organisation	Board	SMT/SLT	Senior paid coaches	Players/Athletes	Overall grade
1	England Handball	A	A	A	A	A
2	Basketball England	A	B	A	A	A
3	GB Taekwondo	A	B	A	A	A
4	British Judo	A	B	C	B	B
5	British Weight Lifting	A	F	B	A	B
6	England Boxing	A	A	F	A	B
7	England Hockey	B	A	C	D	B
8	England Netball	A	F	C	A	C
9	British Wheelchair Basketball	F	A	A	C	C
10	Table Tennis England	A	F	F	B	D
11	Rugby Football League	B	F	E	C	D
12	Baseball/Softball UK	C	F	F	B	D
13	England Lacrosse	B	F	E	E	D
14	Archery GB	B	F	F	D	D
15	Goalball UK	A	F	F	C	D
16	Swim England	A	F	F	F	E
17	Bowls England	B	F	F	F	E
18	British Triathlon	C	F	F	D	E
19	British Gymnastics	F	F	F	B	E
20	England Squash	F	F	F	C	E
21	British Canoeing	F	F	F	E	F
22	Snowsport England	F	F	F	F	F
23	Lawn Tennis Association	B	A	I	A	I
24	British Rowing	F	F	F	I	I
25	England Golf	F	F	F	I	I
26	Badminton England	A	F	NC	NC	I
27	British Orienteering Federation	B	F	F	NC	I
28	Rounders England	B	F	NC	NC	I
29	British Cycling Federation	F	NC	NC	NC	I

## NGBs with N/A in Senior Coaching category

30	British Fencing	A	A	N/A	C	B
31	British Shooting	C	F	N/A	D	D
32	British Mountaineering Council	F	F	N/A	F	F
33	British Wrestling	A	F	N/A	NC	I
34	Angling Trust	F	F	N/A	NC	I
35	English Indoor Bowling Association	F	F	N/A	I	I

## NGBs with N/A in two or more categories

36	British Taekwondo	A	N/A	N/A	N/A	N/A
37	Parkour UK	B	N/A	N/A	N/A	N/A
38	UK Athletics	A	F	N/A	N/A	N/A
39	Exercise, Move & Dance UK	C	F	N/A	N/A	N/A

<sup>5</sup> As quoted from Best practice case studies from 'Race in the workplace: The McGregor-Smith review – annexes' as presented on gov.uk website. Url: (<https://www.gov.uk/government/publications/race-in-the-workplace-the-mcgregor-smith-review>). Please note Sporting Equals does not use the term 'BME' or 'BAME'. Please refer to the Sporting Equals terminology resource at Sporting Equals Terminology Resource (<https://www.sportingequals.org.uk/news-and-blogs/sporting-equals-terminology-resource.html>).

<sup>6</sup> Best practice case studies from 'Race in the workplace: The McGregor-Smith review – annexes' as presented on gov.uk website. Url: (<https://www.gov.uk/government/publications/race-in-the-workplace-the-mcgregor-smith-review>)

<sup>7</sup> FA Bursary | The Boot Room <https://thebootroom.thefa.com/about/ways-we-can-help/fa-bursary>.

<sup>8</sup> Please visit Sporting Equals | Support Us | Sign Our Charter for more information on the Charter <https://www.sportingequals.org.uk/support-us/commit-to-signing-our-charter.html>.

## Race Representation Index 2021

### NGBs that Did Not Complete, Did Not Respond, or Declined to participate

40	Boccia England	Did not complete/No response
41	British Basketball Federation	Did not complete/No response
42	British Equestrian Federation	Did not complete/No response
43	British Swimming	Did not complete/No response
44	British Water Ski & Wakeboard	Did not complete/No response
45	England and Wales Cricket Board	Did not complete/No response
46	England Athletics	Did not complete/No response
47	GB Snowsport	Did not complete/No response
48	Pentathlon GB	Did not complete/No response
49	Royal Yachting Association	Did not complete/No response
50	Volleyball England	Did not complete/No response
51	Football Association	Declined to take part in survey
52	Rugby Football Union	Declined to take part in survey

Key  
N/A = Not applicable  
I = Incomplete  
NC = Not collected by organisation

For more information about this and other training and support services offered by Sporting Equals,

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**Sporting**  **Equals**

Promoting ethnic diversity in sport & physical activity