

RACE

REPRESENTATION

INDEX

2023

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Sporting  equals

Table of Contents

Background	3
About the Race Representation Index	6
Methodology Summary:	7
Analysis of the overall results	11
Key Learnings	18
Overall Summary	19
Recommendations	21
Conclusion	22
RRI Index 2023	23

Background

“The RRI benchmarks data on the decision makers within NGBs. Those that decide strategy, budget, interventions and select who enters the talent pathway; this enables us to ensure those of influence are reflective of the communities we seek to engage.”

Arun Kang OBE, CEO Sporting Equals

“The RRI presents ongoing opportunities for NGBs to move beyond narratives of commitment to real demonstrations of transparent progress and meaningful change regarding race equality in sport”.

Professor Emeritus Kevin Hylton PhD, Special Advisor Sport Monitoring Advisory Panel

In 2021, Sporting Equals and the Sport Monitoring Advisory Panel (SMAP) created The Race Representation Index (RRI) and Survey to analyse black representation in senior positions in sport. The Panel was established in 2020 to check and challenge National Governing Bodies (NGBs) regarding their commitment, interventions and impact on race equality in sport. The RRI, now in its third year, forms part of Sporting Equal’s wider advocacy and influencing strategy supported by Sport England. The survey is a crucial baseline barometer, evaluating publicly funded NGBs of sport on their advancements in the journey to greater race equality; specifically focusing on ethnic diversity and representation. It allows NGBs to evaluate and reflect, feeding into diversity action plans to help support long term strategy and sector change.

The RRI Survey includes Sport England and UK Sport funded NGBs. We are pleased to have secured a 92% completion rate for the RRI 2023. This achievement is impossible without the good faith of these NGBs, and we congratulate them for their transparency and accountability. The survey is part of a long-term strategy for meaningful change across the sector. It presents a statistical evidence base to enable tracking of progress over a period of time as change is not always immediate.

The data allows us to measure the impact of progressive action, as well as showcase learnings and best practice. The findings of the report should be considered alongside wider issues in the sector such as racism, microaggressions and other challenges within sport.

The 2023 Report reveals that there have been no noticeable changes observed during this period. Nonetheless, it’s important to recognise that change and improvement are continuous processes. Our collaboration with the NGBs in creating this Index has been positive, showing a clear commitment on their part to recognise where changes are required, alongside the importance of data collection. The RRI aligns to the Sport England/UK Sport revised Code for Sports Governance policy to enhance transparency and accountability of sports. Also, supporting the Diversity in Sport Leadership Audit providing a richer data review around ethnic diversity, all helping to shift the race equality dial.

We are pleased to see that the response rate to this year’s RRI has seen a better response rate (92%) compared to previous year (86%). It highlights the commitment of NGBs wishing to be accountable and recognises key areas for improvement to foster a more equitable and inclusive sector.

Background

This commitment is further supported through the consultation meetings held between the NGBs and Sporting Equals ahead of the report being published. In these meetings we have explored successes and challenges together.

This year, the British Horseracing Authority requested that they could submit data, despite not being funded by UK Sport or Sport England. It is our hope that this is an indication of the broader sector's desire to engage in race equality. Additionally, we welcomed the involvement of four new NGBs (The FA, British Volleyball, GB Boxing and British Handball) in the RRI this year, further emphasising the collective effort required for meaningful change.

This reports offers insights into the sectors need to foster and support ethnic diversity highlighting underrepresentation particularly with the Black and Asian communities. The index has encouraged data collection with more NGBs wanting to provide quantifiable evidence to demonstrate action and change. Consequently, NGBs can leverage these findings to broaden participation and draw a more ethnically diverse range of talent.



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About the Race Representation Index

“We are pleased to see a positive increase in the number of NGBs wanting to take part in the RRI survey. We have seen ongoing issues in sport where representation has been a factor in accountability and see this survey as a starting point for many NGBs to help embed diversity, equity and inclusion at the heart of what they do”.

Densign White MBE, Chair of Sporting Equals.

The RRI is curated by utilising information submitted by the NGBs. The survey was sent to NGBs funded by Sport England and UK Sport. Previous iterations of the RRI were published in March 2022 and 2023.

The RRI was designed to evaluate the performance of publicly funded organisations against national ethnic diversity data. The 2021 Census Data indicates that the population's ethnic diversity has risen to 18.3%. The RRI index aims to track changes annually, with the inaugural RRI serving as a benchmark for comparison. Its starting point is to assess how the diversity data of NGBs aligns with national demographics. Despite differences in participation rates, resources and structure, it is imperative that NGBs reflect and embrace the ethnically diverse communities they serve.



Methodology Summary:

The study seeks to understand the state of ethnically diverse senior representation within NGBs in the sport sector, especially Black representation in light of the Black Lives Matter movement and George Floyd's death in 2020, which sparked the need where evidence was needed to demonstrate the public show of progress being made in sport. The RRI does not collate data of the full workforce, data is only collected at senior decision making levels and those who enter elite pathways. It evaluates data submitted across five distinct criteria:

- Board
- Senior Leadership / Management Teams
- Senior Coaches
- Players / Athletes (Elite, National Level)
- Officiating Staff - (note, this category was not included in the RRI 2021 & 2022 reporting)

**Please note that all data was sourced directly from the NGBs and that Sporting Equals has relied on that data as provided through the online platform.*

Table 1: RRI Grading Table

Percentage of Total (%)	Grade	Points
≥20.1*	A	5
≥16.1-20.0	B	4
≥12.1-16.0	C	3
≥8.1-12.0	D	2
≥4.1-8.0	E	1
4.0 and below	F	0

It is vital to note that NGBs are all structured differently in terms of resources and infrastructure. It is an understanding that Sporting Equals takes into account when sharing recommendations and support to NGBs in their progress and development journey.

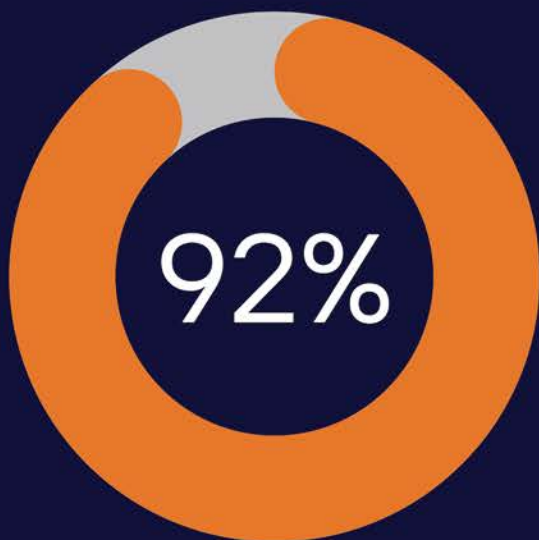
Each criterion is awarded a grade as per Table 1. An aggregate grade is then calculated based on the total points awarded for each criterion. Sporting Equals have provided the opportunity for feedback meetings to NGBs following their submissions to review areas of improvement linked to the recommendations in this report. Those NGBs who are Sporting Equals Charter Members are also provided with a graded scorecard, detailing how they performed compared to the 2021 RRI and specific recommendations to support improvement.

** 18.3 (+10% of 18.3) An 'A' is based on the formula Census representation + 10% of Census representation. The '+10%' ensures that the percentage achieved overtakes the ethnically diverse national representation number by a significant amount.*

Data is analysed against the Census 2021 ethnic representation statistic of 18.3% (those who do not identify as 'White'). The data is received from NGBs through an online portal. After data is input, points are automatically calculated for each category. Following completion of the survey, NGBs are sent an automatic copy of their submission.

For this iteration of the survey, for the first time, Officiating data has also been taken into consideration on the scoring and overall grading. The rationale behind including officiating is rooted in feedback Sporting Equals received from the Associate Member community. Concerns were raised that officials may be discriminatory or biased. It is our belief that by having a more ethnically diverse group of officials that there would be greater empathy and less of a perception of discrimination.

Chart 1: RR1 2023 Response Rate



92% of NGBs participated, 8% Declined



Overview of Participation

Of the 63 NGBs, invited:

- 58 NGBs, completed the survey. Therefore, the 2023 RRI survey had a 92% completion rate.
- This completion rate is the highest the RRI has recorded. In 2021, year one, completion was 75%. In 2022, year two, it was 86%. In year three it is 92%.
- The 2023 RRI survey published the officiating data for the first time since the inception of RRI. The 2022 RRI survey did request officiating data, however, it was not included in the grading due to an insufficient sample size.
- Some NGBs have a "Not Applicable (N/A)" in some categories due to their organisational structure. These NGBs have still been graded based on the criteria which is applicable, and they have been ranked accordingly.
- Where NGBs have selected that they "do not collect this information (DNC)" we have identified them as a Grade F. This change is to reflect the importance of data collection and it does not affect the ranking position on the index table.
- Where NGBs have achieved the same score in the index, the position on the table is determined according to 1) the percentages of diversity in each category 2) the breadth of data provided then 3) alphabetical order
- Five NGBs did not complete the survey, (British Curling, British Water Ski and Wakeboard Federation, British Wheelchair Basketball, British Wrestling and Parkour UK). The reasons given included; a busy period and no change in their data since last year, changes in staffing, and capacity, or having other surveys in place. These have been all stated as 'declined' on the Index.

- Four NGBs took part in the RRI for the first time this year. (The Football Association, British Amateur Boxing Association [GB Boxing], British Handball, British Volleyball).
- British Horseracing also contributed to the RRI this year but have not been added into the overall calculations as the RRI's comparative analysis is currently based on publicly funded governing bodies.
- Please note there have been no new Sport England or UK Sport Funded NGBs for this year, so the NGBs who were invited in RRI 2023 are the same NGBs who were invited to participate in RRI 2022.

Table 2: Comparison of 58 NGBs "We do not collect this information - DNC"

Categories	RRI 2022	RRI 2023
Board	1	0
Senior Leadership Team (SLT)	2	0
Senior Coaches	9	7
Players/ Athletes	10	14
Officiating	N/A	22

In this year's RRI we have seen an improvement in overall data collection. Data Collection is an area that NGBs have expressed having challenges in. The categories of Board and Senior Leadership have 100% submission of data 2023. However more effort is needed to collect data for senior coaches and players / athletes.

Average NGBs' Grades for each RRI Criterion:

Table 3: Average grades: 2023 RRI

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

*SMT/SLT=Senior Management/Leadership Teams

For 2023 there has not been any notable change since the last RRI. Board, SMT / SLT and Senior Coaches have all remained the same. The average grade of Players / Athletes has however seen a change since last year, where the grading has dropped from a D grade to an E Grade. Diversity of Players/Athletes has also been on a consistent decline over the past 3 years since the RRI has been conducted (see Table 4).



Table 4: Overall Snapshot Over Three Years

Overall Across the Years	Board	SLT / SMT	Senior Coaches	Players / Athletes	Officiating*	Overall
2021	C	E	E	C	N/A	D
2022	C	E	E	D	N/A	D
2023	C	E	E	E	E	D

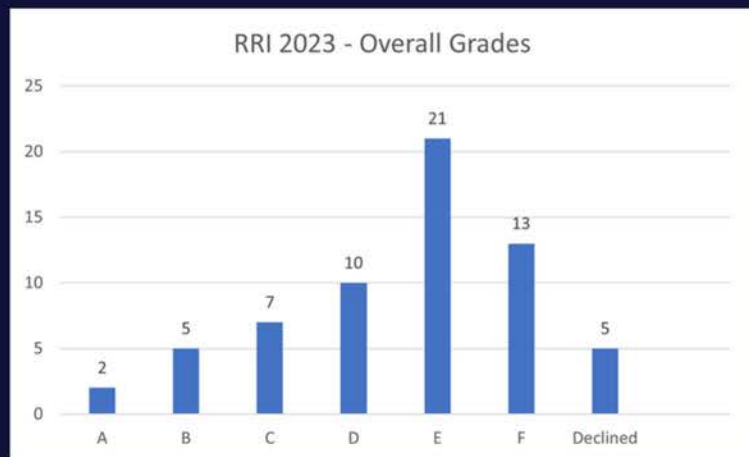
A drop in overall grade is as a result of lower scoring cumulatively for that particular category.

See Appendix 1, index table for a full list of grading.

*New for 2023

Analysis of the overall results

Chart 2: RRI 2023 Overall Grades



Summary of Data

- Two NGBs have scored an overall A this year, compared to one NGB in RRI 2022.
- Five NGBs have an overall B this year, compared to eight NGBs in RRI 2022.
- Seven NGBs have an overall C grade compared to eight NGBs in RRI 2022.
- 10 NGBs have an overall D compared to 14 NGBs in RRI 2022.
- 21 NGBs have an overall E compared to 14 NGBs in RRI 2022.
- 13 have an overall F compared to 10 NGBs in RRI 2022.

Note in this years reporting we have graded F for those NGBs who Did Not Complete (DNC). This does not impact the overall position on the index but does reinforce the need to collect data to help increase the score and grading.

Note: Although the British Horseracing did submit data we have not included them in the data analysis in light of them not being a Sport England or UK Sport funded NGB.

Note: Five NGBs did not participate in RRI 2023 compared to nine NGBs in RRI 2022.

Please refer to the Appendices One for a full table of overall NGB grades.

Findings revealed some changes in the rankings of NGBs. Exercise Move & Dance UK (EMD UK) and British Basketball Federation have attained an overall A grade in RRI 2023 and have gone up on the Index. British Basketball Federation have supplied data for all categories and above average representation of ethnic diversity across board, leadership, coaching and players. Rounders have improved on coaching and athletes / players improving on numbers and overall scores in this area moving up the index. British Swimming have improved on athletes/ players improving on numbers and scores in this area, moving them up the index. Most other NGBs have either stayed where they were previously or moved slightly down the index.

Good Practice: Exercise, Move & Dance UK (EMD UK) has made remarkable progress in improving its diversity. It has also made significant progress over the three years in its Board diversity, achieving a C in RRI 2021, a B in RRI 2022, and an A in RRI 2023. EMD UK has also significantly progressed from achieving an F grade in its Senior Leadership Team in RRI 2021 and RRI 2022 to a B grade in RRI 2023.

With an average overall D grade across the sector, more can be done to increase ethnically diverse representation. Regular data monitoring provides evidence of a tangible method to track and evaluate progress. Considerable effort is needed to put in place measures for data collection and reviewing strategies that will attract more ethnically diverse talent.

Key Findings

Board Representation

Chart 3: Board Representation Grading



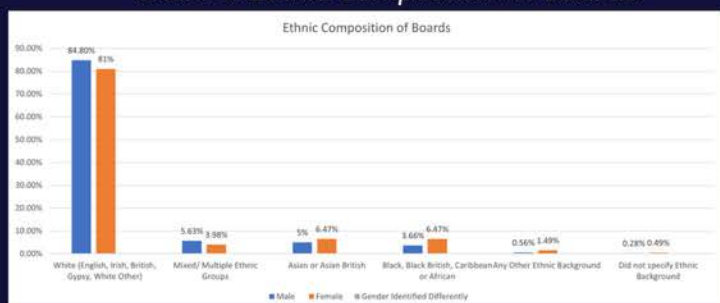
Out of 58 NGBs who participated in the RRI 2023, 19 (33%) NGBs have achieved grade A compared to 14 (25%) in the RRI 2022, 11 NGBs achieved a B grade (19%), three NGBs achieved a grade C (5.2%), 10 NGBs achieved a grade D (16.9%), one NGB achieved a grade E (1.7%). 14 NGBs achieved an F (24.1%) in RRI 2023.

The grades that occur most frequently in the criterion of Board Membership are A and B.

However, 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 impact the overall grade significantly.

Since the last RRI data suggests that Board composition has improved with more NGBs achieving a grade A this year compared to previous years. This demonstrates that action is being taken to diversify board profiles successfully. However, we still have a considerable number of NGBs falling into the F grading, demonstrating the need for all NGBs to continue to make concerted effort to diversify Board profiles.

Chart 4: Ethnic Composition of Boards



Overall 83.33% of the ethnic composition of Boards is White, 16.3% is ethnically diverse and 0.36% did not specify.

Percentage Distribution

- Male Percentage: Approximately 63% of the group are males
- Female Percentage: Approximately 35% of the group are females
- Gender Identified Differently – 0.36%
- Prefer not to say – 1.06%

Of the 63% of Males:

- 14.85% are ethnically diverse
- 3.66% are from Black, Black British, Caribbean or African background
- 5% are from Asian or Asian British Background
- 6.19% are from Mixed/Multiple or Any other Ethnic Backgrounds

Of the 35% of Females:

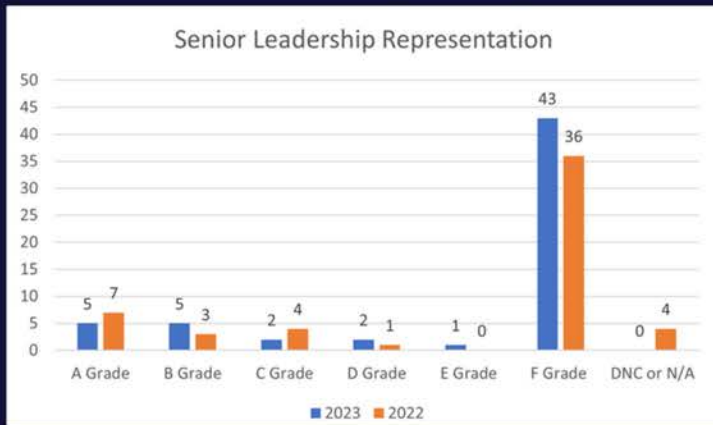
- 18.41% are ethnically diverse
- 6.47% are from Black, Black British, Caribbean or African background
- 6.47% are from Asian or Asian British Background
- 5.47% are from Mixed/Multiple or Any other Ethnic Backgrounds

Board profiling suggests a disparity between males and females with only 36% of board members being female compared to 64% of males. Overall, we have a stronger ratio of ethnically diverse females (18.41%) compared to ethnically diverse males (14.85%) on boards.

Black British, Caribbean, African males are significantly underrepresented (3.66%) and Asian Males (5%) compared to their female counterparts (6.47%) for both Black and Asian females. This is concerning to note the lack of visibility therefore of Black people taking up Board positions within the sector.

Senior Management/Leadership

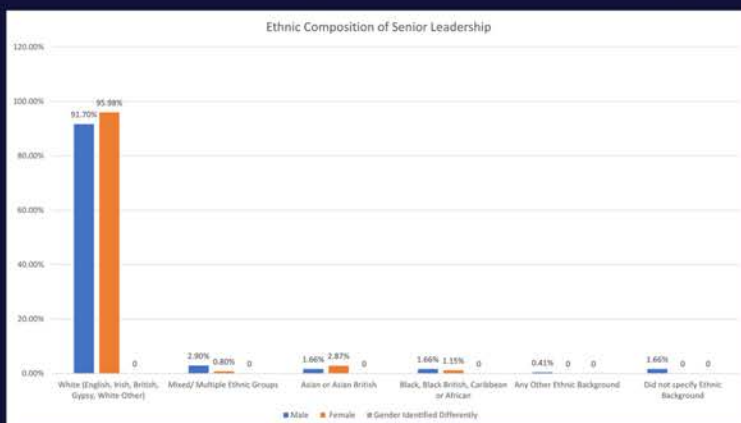
Chart 5: Senior Leadership Grading



Out of the 58 NGBs who participated in RRI 2023: Five NGBs were graded A (8.6%) compared to seven NGBs (11%) in RRI 2022, five NGBs were graded B (8.6%), two NGBs were graded C (3.5%), two NGBs were graded D (3.5%), one NGB was graded an E and 43 NGBs were graded an F (74.1%).

Data therefore suggests that ethnic representation at the Senior Management / Leadership (SLT) level is very low. Only three NGBs' SLT grades have improved since last year. 21 NGBs' SLT grades have remained an F for the three consecutive years of RRI, while 40 NGBs' SLT grades overall have not improved in the reporting period. Most NGBs fall into the F grading demonstrating a clear need and concerted effort to look at SLT profiling and recruitment.

Chart 6: Ethnic Composition of Senior Leadership



Overall 93.49% of the ethnic composition of Senior Leadership is White, 5.54% is ethnically diverse and 0.96% did not specify.

Percentage Distribution

- Male Percentage: Approximately 56.7% of the group are males
- Female Percentage: Approximately 40.94% of the group are females
- Gender Identified Differently – 0%
- Prefer not to say – 2.35%

Of the 56.7% of Males:

- 6.63% are ethnically diverse
- 1.66% are from Black, Black British, Caribbean or African background
- 1.66% are from Asian or Asian British Background
- 3.31% are from Mixed/Multiple or Any other Ethnic Backgrounds

Of the 40.94% of Females:

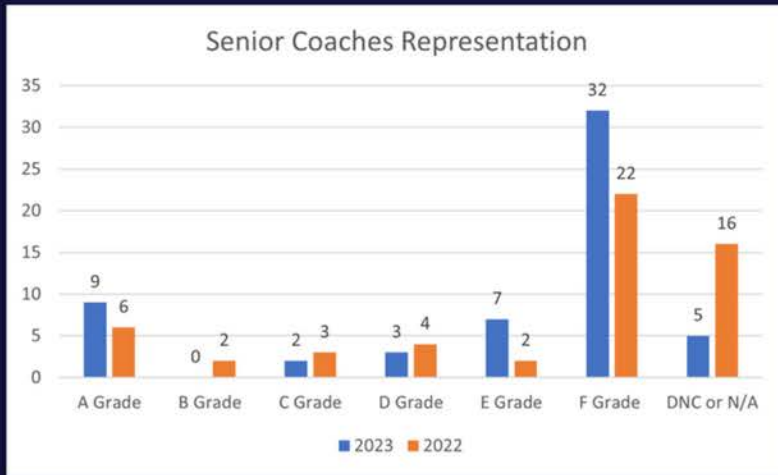
- 4.82% are ethnically diverse
- 1.15% are from Black, Black British, Caribbean or African background
- 2.87% are from Asian or Asian British Background
- 0.80% are from Mixed/Multiple or Any other Ethnic Backgrounds

The data shows that SLT has an overall good gender balance, however clear underrepresentation exists for all ethnically diverse groups where ethnically diverse males make up 6.65% and ethnically diverse females 4.82%.

Females in particular from Mixed (0.80%) and Black, Black British, Caribbean, African (1.15%) backgrounds have the lowest visibility compared to other groups, . It is interesting to see a slightly higher representation 2.87% of Asian females in senior leadership compared to Asian and Black males. It is therefore concerning to note the lack of Black people in Senior decision making levels.

Senior Coaches

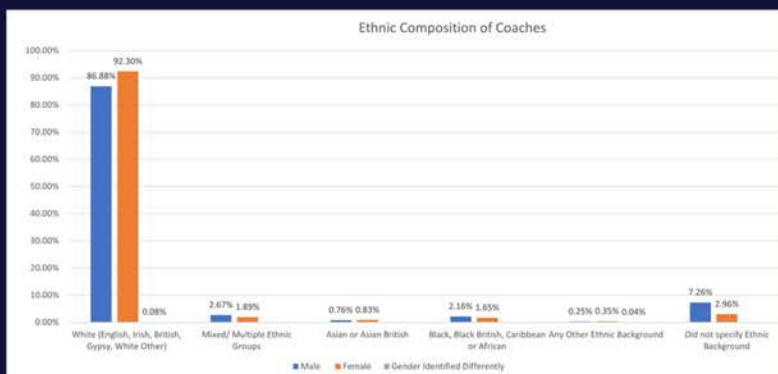
Chart 7: Senior Coaches Grading



In 2022, there was an improvement by NGBs within this criterion since the 2021 index. The scores increased slightly in the A grading and E grading. This does demonstrate some improvement in scores and the diversity representation of senior coaches.

Out of the 58 NGBs who participated in RRI 2023, nine NGBs were graded A (15.5%) compared to six NGBs (10.9%) in RRI 2022. None were graded B, two NGBs was graded C (3.4%), three NGB graded D (5.1%). Seven NGBs were graded E (12%) and 32 NGBs were graded F.

Chart 8 : Ethnic Composition of Coaches



Overall 88.75% of the ethnic composition of Coaches is White, 5.5% is ethnically diverse and 5.75% did not specify.

Percentage Distribution

- Male Percentage: Approximately 64% of the group are males
- Female Percentage: Approximately 34% of the group are females
- Gender Identified Differently – 0.12%
- Prefer not to say – 1.95%

Of the 64% of Males:

- 5.84% are ethnically diverse
- 2.16% are from Black, Black British, Caribbean or African background
- 0.76% are from Asian or Asian British Background
- 2.92% are from Mixed / Multiple or Any other Ethnic Backgrounds

Of the 34% of Females:

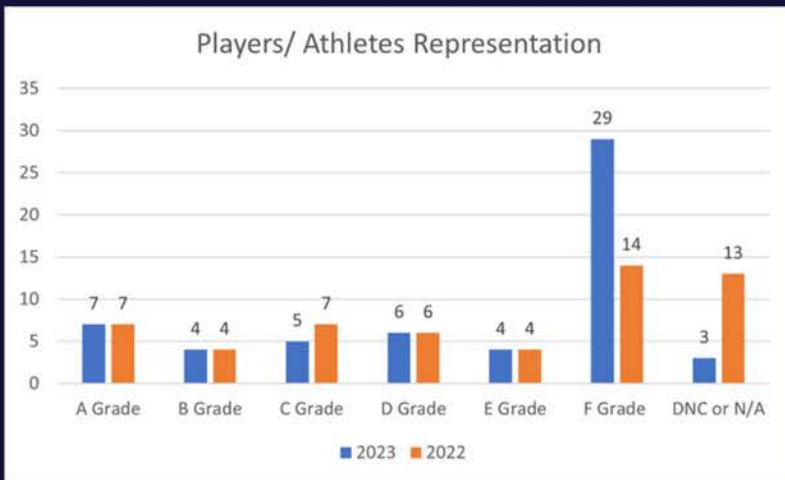
- 4.72% are ethnically diverse
- 1.65% are from Black, Black British, Caribbean or African background
- 0.83% are from Asian or Asian British Background
- 2.24% are from Mixed / Multiple or Any other Ethnic Backgrounds

There is a clear underrepresentation of females in the coaching profession with males twice as more likely to be coaches compared to their female counterparts. Only 4.72% of females are in coaching positions. A lack of diversity in coaches is visible across all ethnic groups and more prominent from those from Asian backgrounds; both males and females having the lowest numbers (0.76% and 0.83% respectively).

Black males and Mixed Groups have higher levels of coaching compared to Asian groups who are clearly underrepresented in the coaching profession. Black females have lower engagement in coaching compared to Black males with Mixed Groups having the highest engagement in coaching.

Players / Athletes

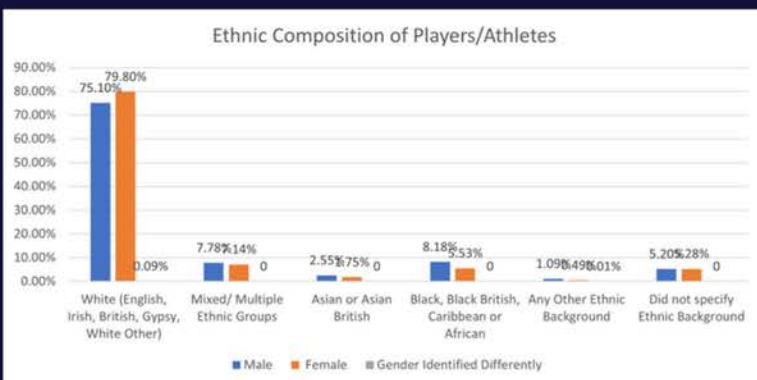
Chart 9: Players / Athletes Grading



Findings revealed that the Players / Athletes criterion is second most diverse of the evaluated group for the NGBs after the Board. This is followed by more representation and is consistent with the data from previous RRI years.

Out of the 58 NGBs who participated in RRI 2023, seven NGBs were graded an A (12%) which has not changed from the RRI 2022. Four NGBs were graded B (6.9%). Five NGBs (5.2%) were graded C, Six NGBs (6.9%) were graded a D, Four were graded E (6.9%), with the remaining 29 graded F and three N/A.

Chart 10: Ethnic Composition of Players / Athletes



Overall 77.25% of the ethnic composition of Players / Athletes is White, 17.52% is ethnically diverse and 5.23% did not specify.

Percentage Distribution

- Male Percentage: Approximately 51% of the group are males
- Female Percentage: Approximately 40.9% of the group are females
- Gender Identified Differently – 0.1%
- Prefer not to say – 7.86%

Of the 51% of Males:

- 19.6% are ethnically diverse
- 8.18% are from Black, Black British, Caribbean or African background
- 2.55% are from Asian or Asian British Background
- 8.87% are from Mixed / Multiple or Any other Ethnic Backgrounds

Of the 40.9% of Females:

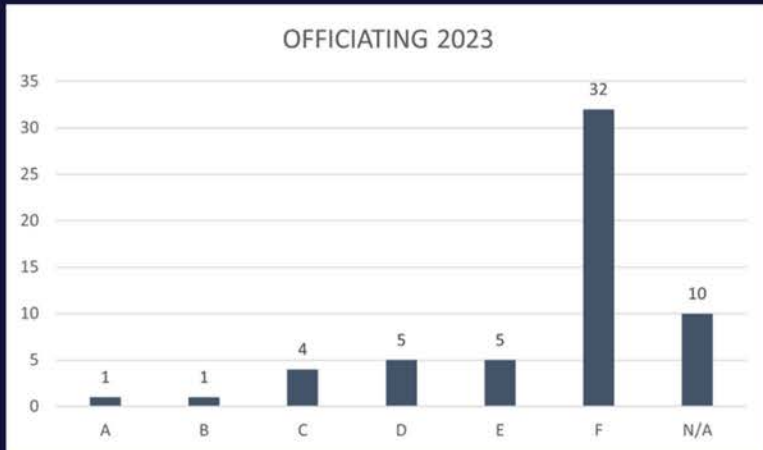
- 14.92% are ethnically diverse
- 5.53% are from Black, Black British, Caribbean or African background
- 1.75% are from Asian or Asian British Background
- 7.64% are from Mixed / Multiple or Any other Ethnic Backgrounds

Ethnic diversity player representation is a lot stronger for the player / athlete category where ethnically diverse males make up 19.6% and ethnically diverse females make up 14.92% of the workforce. The biggest underrepresentation exists for female athletes from Asian backgrounds and males from Asian backgrounds who have the lowest engagement.

Males from Mixed and Black backgrounds are more likely to compete as athletes compared to other ethnic groups however Black females have lowest compared to Black males.

Officiating

Chart 11: Officiating Grading



For 2022 we did not report on Officiating due to insufficient sample size, however we are pleased more NGBs have submitted Officiating Data for the RRI 2023.

Out of the 58 NGBs who participated in RRI 2023, one NGB was graded a (1.7%), one NGB was graded a B (1.7%), four NGBs were graded a C (6.9%), five NGBs were graded a D (8.6%), five NGBs were graded an E (8.6%), thirty two NGBs were graded an F (56.9%), ten NGBs were graded as N/A (17.2%).

Overall 85.17% of the ethnic composition of Officiating is White, 5.29% is ethnically diverse and 9.54% did not specify.



Percentage Distribution

- Male Percentage: Approximately 42% of the group are males
- Female Percentage: Approximately 27.8% of the group are females
- Gender Identified Differently – 0.16%
- Prefer not to say – 29.93%

Of the 42% of Males:

- 5.86% are ethnically diverse
- 1.18% are from Black, Black British, Caribbean or African background
- 2.62% are from Asian or Asian British Background
- 2.06% are from Mixed / Multiple or Any other Ethnic Backgrounds

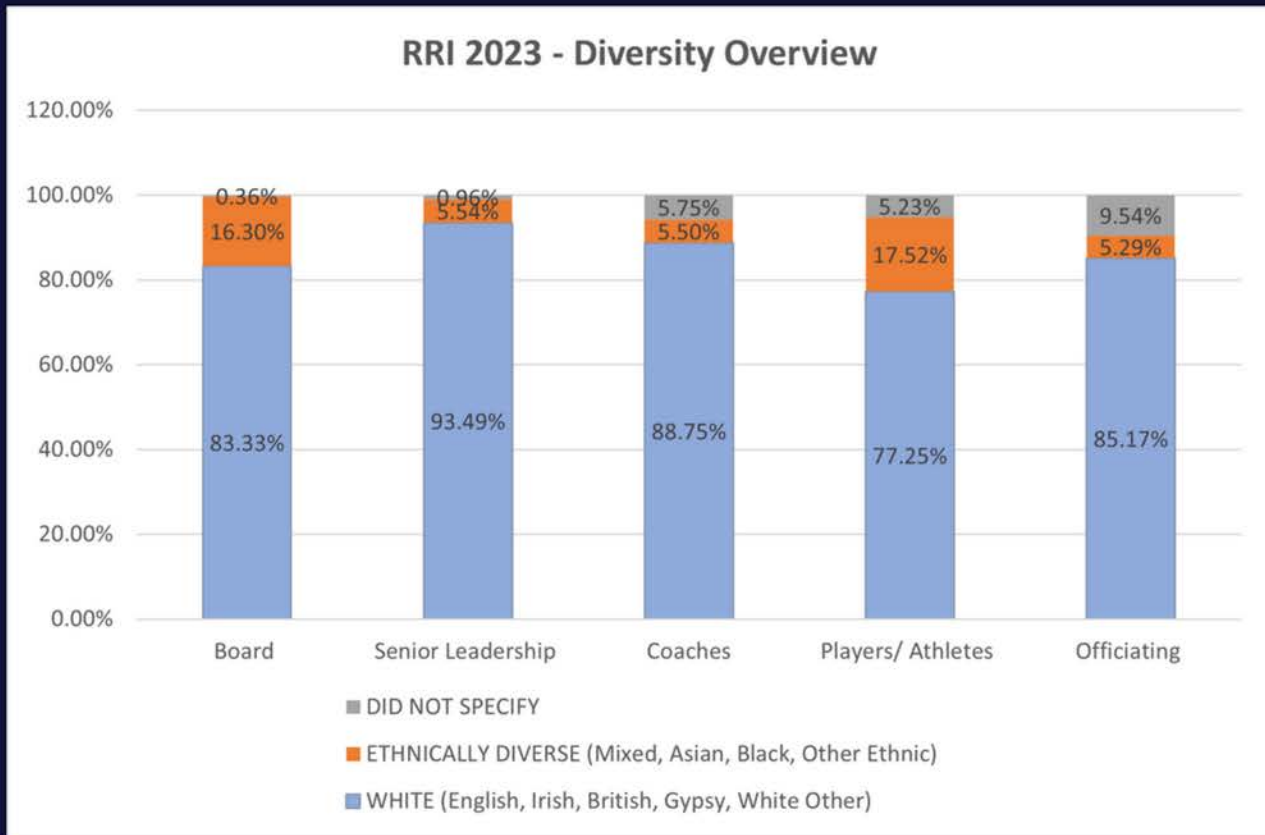
Of the 27.8% of Females:

- 4.4% are ethnically diverse
- 1.08% are from Black, Black British, Caribbean or African background
- 1.37% are from Asian or Asian British Background
- 1.95% are from Mixed / Multiple or Any other Ethnic Backgrounds

There is a clear underrepresentation of females in Officiating positions with only 27.8% of the workforce being female. Of these only 4.4% of Females are from ethnically diverse communities with the lowest engagement with Black females 1.08%.

Black, British, Caribbean African people have the lowest Officiating numbers (1.08% & 1.18% respectively) compared to other groups, although females from Asian backgrounds only fare slightly better at 1.37%. It is clear that Black British, Caribbean and African males and females are significantly underrepresented in officiating positions.

Diversity Overview



Reviewing the data as an overall, ethnic diversity is greatest in the player/athlete composition, followed by Board composition, the remaining categories of senior leadership, coaching and officiating have significantly lower ethnic diversity representation (all below 6%).



Key Learnings

- Whilst the rate of engagement with the survey was high, many NGBs are being graded an 'F' demonstrating the need to collect more data.
- More robust data collection methods and tools are needed in light of the different structures and set up of NGBs.
- With an average overall D grade across the sector, more can be done to increase ethnically diverse representation through long term strategic planning into diversity and inclusion action plans.
- Across the sector as a whole senior leadership, coaching and officiating have significantly lower ethnic diversity representation and more targeted approaches are need in these areas to help address this gap.
- NGBs should consider their performance in the RRI as a reference point as to how they can improve in the area of ethnically diverse representation in their workforce and where focus is needed.
- As part of wider diversity and inclusion planning Boards should oversee and integrate this work as part of the wider audit and diversity action planning.
- Good practice and learning should be shared around recruitment, positive action or targeted interventions.



Overall Summary

The 2023 RRI has demonstrated that NGBs are more diverse at the Board and player / athletes level. However, considerable work needs to be done to increase the diversity within the SLT teams, Senior Coaching and Officiating Staff criteria. In particular, data suggests that Black communities are considerably underrepresented on Boards, SLT and Officiating and Asian communities have lower representation in coaching, players / athletes category.

Gender

The board profiling suggests a gender disparity between males and females with only 36% of board members being female compared to 64% of males. When we break this down by ethnic diversity we have a stronger ratio of ethnically diverse females (18.41%) compared to ethnically diverse males (14.85%) on boards with a clear notable underrepresentation of Black males taking up board positions within the sector.

The data shows that Senior leadership has an overall good gender balance, however clear underrepresentation exists for all ethnically diverse groups with greatest underrepresentation of Black females (1.15%) compared to other groups.

There is a clear underrepresentation of females in the coaching profession with males twice as more likely to be coaches compared to their female counterparts. Lack of diversity in coaches is across all ethnic groups and more prominent from those from Asian backgrounds - both males and females having the lowest numbers (0.76% and 0.83% respectively).

Ethnic diversity player representation is a lot stronger for the player / athlete category where ethnically diverse males make up 19.6% and ethnically diverse females make up 14.92% of the workforce. The biggest underrepresentation exists for female athletes from Asian backgrounds and males from Asian backgrounds who have the lowest engagement.

Alongside this there is a clear underrepresentation of females in Officiating positions with only 27.8% of the workforce being female. Of these only 4.4% of Females are from ethnically diverse communities with the lowest engagement with Black females 1.08%.

Black Representation

Lowest representation on Boards is for Black British, Caribbean, African males who are significantly underrepresented (3.66%) and then Asian Males (5%) compared to their female counterparts (6.47%) for both Black and Asian females. This is concerning to note the lack of visibility of Black people taking up Board positions within the sector.

It is also concerning to note the lack of Black people in Senior decision making levels, the data suggests that females in particular from Black, Black British, Caribbean, African backgrounds have the lowest visibility at senior leadership level compared to other groups, 1.15%.

Black males and mixed groups have higher levels of coaching compared to Asian groups who are clearly underrepresented in the coaching profession. Males from Mixed and Black backgrounds are more likely to compete as athletes compared to other ethnic groups.

The data shows that Black, British, Caribbean African people have the lowest Officiating numbers (1.08% & 1.18% respectively) compared to other groups, although females from Asian backgrounds only fare slightly better at 1.37%. It is clear that Black British, Caribbean and African males and females are significantly underrepresented in officiating positions.

The lack of diversity within these areas will impact on decision making and creates a gap in the consistency of having diversity across all areas within an organisation. Addressing these areas to improve race representation will consequently enhance the quality and equity of participation within the sporting activities of the NGBs.

NGBs have acknowledged the significant need to enhance their racial representation, leading to improvements in their data collection practices. However, data suggests there is still a lot of progress to be made in this area.

The annual audit provided by the index assists NGBs, motivating them to tackle underrepresentation. The grading for each category allows a review for areas of improvement which can feed into longer term diversity and inclusion action planning. This enables a robust framework of self assessment, encouraging continuous improvement which will help move towards a more visible, inclusive sector.



Recommendations

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

- As part of an ongoing commitment to make diversity, equity and inclusion an integral part of the NGB long term strategy, data collection should be a key part of the Diversity and Inclusion Action planning.
- Ensure any positive action or other measures are feeding directly into Diversity and Inclusion Action Plans.
- Recruitment practices should be reviewed regularly to ensure they are inclusive; utilising platforms that remove bias for job applications, clear and literal about skills and what is expected, conscious of gender coded language, advertising vacancies in ethnically diverse media, and monitoring of recruitment/selection practices.
- Training staff panels on understanding recruitment, ensuring diversity on interview panels - including having an independent individual on the panel not connected to their organisation who understands the diversity, equity, and inclusion agenda.
- Creating safe spaces by listening to the experience of ethnically diverse staff to create a more supportive work environment supporting a more diverse workforce.
- Incentivising talent through supporting training and development opportunities. Bursaries are an effective way of supporting people from ethnically diverse backgrounds to gain training and support to help open pathways and opportunities for career progression.
- Build stronger relationships with local communities to enable them to have a voice for better insight and taking advice on underrepresentation.
- Working with the Sporting Equals team on reviewing data and recommendations for improvement through policy, recruitment and process change.
- Showcase coaches and athletes from ethnically diverse backgrounds to help inspire others. Allowing relatability for people who have faced similar challenges to see success as a tangible goal.
- Celebrating successes in diversity through utilising the tools of social media, local news outlets and community networks which will help widen and build your networks.
- NGBs can sign up to the Sporting Equals' Charter to develop positive actions, interventions, and more inclusive policies to help tackle underrepresentation particularly with Black and Asian communities.



Conclusion

This report offers an insight into the state of racial representation within publicly funded sporting organisations. Now in its third year, the index provides an opportunity to highlight the evolving landscape of diversity and inclusion within the sector. Sporting Equals recognises that change is a gradual process and the commitment of NGBs to achieving this as part of their wider inclusion and diversity goals is an important step towards a more equitable and inclusive sector.

The data gathered through the RRI is designed to assist NGBs in identifying areas of underrepresentation within their senior workforce, who help influence decision-making. This analysis offers insights into the sport sectors needing enhancement to foster ethnic diversity highlighting underrepresentation; particularly within Black and Asian communities. Consequently NGBs can leverage these findings to broaden participation and draw a more ethnically diverse range of talent. Our support for numerous NGBs through the Sporting Equals Charter has provided a foundation that facilitates the acknowledgment, commitment to and celebration of racial equality; influencing a shift in policies and practices.

Greater diversity is integral to a more empathetic sector and the challenges facing communities to access sport. With a more diverse senior workforce with lived experiences, the programmes developed will be more receptive to the needs of those that are underrepresented in sport, building a sense of belonging from participation to the talent pathways. This in turn will increase participation and widen the pool of talent for further sporting success; creating role models at a performance level. The efforts driving RRI supports environments where diversity is valued, respected and embraced in the realm of sport and across broader society.



RRI 2023 Index

	Organisation	Board Grades	Leadership Grade	Coaches Grade	Athletes Grade	Officials Grade	Overall Grades
1	British Basketball Federation	A	A	A	A	N/A	A
2	EMD UK	A	B	N/A	N/A	N/A	A
3	Basketball England	A	C	A	A	B	B
4	Great Britain Wheelchair Rugby	A	A	A	F	C	B
5	GB Taekwondo	C	B	A	A	N/A	B
6	England Netball	A	F	A	A	C	B
7	England and Wales Cricket Board	A	A	D	C	C	B
8	Rounders England	A	F	A	B	D	C
9	England Boxing	A	A	D	F	D	C
10	England Athletics	A	B	E	A	F	C
11	England Handball	B	F	A	B	C	C
12	England Hockey	E	A	A	E	E	C
13	Lawn Tennis Association	A	B	N/A	F	N/A	C
14	Boccia England	A	F	N/A	N/A	N/A	C
15	Baseball Softball UK	D	F	A	A	F	D
16	UK Athletics	A	B	F	C	F	D
17	British Weight Lifting	A	F	E	C	D	D
18	Football Association	A	E	C	F	F	D
19	British Judo Association	A	D	F	D	F	D
20	Volleyball England	F	F	D	D	A	D
21	Swim England	A	F	E	D	E	D
22	Rugby Football League	A	F	E	D	F	D
23	British Shooting	B	F	C	F	N/A	D
24	Royal Yachting Association	C	F	F	C	D	D
25	British Fencing	A	F	F	F	F	E
26	Badminton England	D	F	F	B	E	E
27	British Taekwondo	B	F	N/A	N/A	F	E
28	Rugby Football Union	A	F	F	F	E	E
29	British Mountaineering Council	F	F	F	A	N/A	E
30	British Para Table Tennis	B	F	F	E	F	E
31	British Swimming	D	F	F	D	N/A	E
32	British Gymnastics	B	F	E	F	F	E
33	British Triathlon	D	C	F	F	F	E
34	Goalball UK	D	F	F	C	F	E

RRI 2023 Index

	Organisation	Board Grades	Leadership Grade	Coaches Grade	Athletes Grade	Officials Grade	Overall Grades	
35	England Lacrosse	D	F	F	E	E	E	
36	GB Snowsport	C	F	E	F	N/A	E	
37	British Canoeing	B	F	F	F	F	E	
38	Archery GB	B	F	F	F	F	E	
39	British Bobsleigh and Skeleton Association	F	F	F	B	F	E	
40	British Equestrian Federation	D	D	F	F	F	E	
41	England Squash	B	F	F	F	F	E	
42	GB Boxing	B	F	F	F	F	E	
43	Table Tennis England	B	F	F	F	F	E	
44	British Volleyball	B	F	F	F	F	E	
45	British Orienteering Federation	D	F	F	F	N/A	E	
46	British Rowing	F	F	E	E	F	F	
47	British Ice Skating	F	F	F	F	D	F	
48	Boccia UK	D	F	F	F	F	F	
49	Skateboard GB	F	F	F	D	F	F	
50	Snowsport England	D	F	F	F	F	F	
51	England Golf	F	F	F	F	F	F	
52	Bowls England	F	F	F	F	F	F	
53	English Indoor Bowling Association*	F	F	F	F	F	F	
54	Angling Trust	F	F	F	F	F	F	
55	British Cycling Federation	F	F	F	F	F	F	
56	British Handball	F	F	F	F	F	F	
57	Pentathlon GB	F	F	F	F	F	F	
58	The Great Britain Luge Association	F	F	N/A	F	F	F	
59	British Curling	DECLINED						
60	British Water Ski and Wakeboard Federation							
61	British Wheelchair Basketball							
62	British Wrestling							
63	Parkour UK							

*Recipient of indirect public funding from the Bowls Development Alliance

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For more information about this and other training and support services offered by Sporting Equals contact us as below:



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