

# Race Representation Index 2022

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**Executive Summary**  
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# SPORT MONITORING ADVISORY PANEL



**Densign White MBE**

Chair - Sport Monitoring Advisory Panel, Chief Executive - IMMAF, Chair - Sporting Equals, Former Chair - British Judo Association



**Alexandra Rickham**

Sustainability Consultant - PCSG, Double Paralympic Medallist, Sailor



**Kadeena Cox MBE**

Five-time Paralympic Medalist, Athlete and Cyclist



**Fiona May**

Supervisory Board - Puma, Broadcaster, Former Track and Field Olympian



**Chris Ramsey MBE**

Technical Director - QPR, Former Professional Footballer



**Devon Malcolm**

Owner - DEM Sports, Events Organiser, Former England International Cricketer



**Ama Agbeze MBE**

Lawyer, Mediator, England Netball International



**Harley Hicks**

Head Coach - Waltham Forest Gators



**Rodney Hinds**

Sports Editor - The Voice



**Maggie Alphonsi MBE**

Broadcaster, Former England International Rugby Union Player



**Professor Kevin Hylton**

Special Advisor to the Panel, Professor Emeritus of Equality and Diversity in Sport and Education - Leeds Beckett University



**Arun Kang OBE**

Special Adviser to the Panel, MA in Equality, Diversity and Inclusion, Chief Executive - Sporting Equals

## Executive Summary

Sporting Equals have developed The Race Representation Index (RRI) and Survey working with the Sport Monitoring Advisory Panel (SMAP). It was launched in 2021 and endorsed by the SMAP and funded by Sport England. This has provided an important baseline barometer, to score publicly funded National Governing Bodies (NGBs) of sport against progress with the equality agenda, with a particular lens on ethnic diversity and representation.

This year, we have extended the 2022 RRI Survey to include Sport England and UK Sport funded NGBs. Consequently, providing us with a larger comprehensive sample size to analyse. We are pleased to have secured an 86% completion rate for the 2022 RRI. A huge thanks to the NGBs for their continued support as this work would not be possible without their commitment to change and improvement. The survey tracks progress and changes as well as offering an opportunity for NGBs to tell their story. The data allows us to measure the impact of progressive and productive action and showcase best practices. Furthermore, the collated factual evidence base, provides a clear picture of where efforts can be focused to improve equity and inclusion monitoring.

The 2022 Report has demonstrated that there have not been any notable changes. However, change and improvement are ongoing processes that can take time. Our engagement with the NGBs in producing this index has been encouraging, demonstrating one of the ways they are working to understand the areas for improvement in bringing more inclusive diversity. NGBs are beginning to make changes with multiple interventions including: the approaches detailed to tackle inequalities articulated in the Sport England's Uniting the Movement strategy, the impact of named system partners and the revised Code for Sports Governance all helping to shift the race equality dial in the right direction. The increased response rate from last year reiterates the fact that NGBs are wanting to understand the areas which can be improved to have a more equitable and inclusive sector, which is supported by the individual scorecards issued by Sporting Equals to each of the NGBs. The scorecards provide a more detailed understanding of the grades awarded within the criterion of the RRI 2022 along with bespoke recommendations on how to improve.

*“The RRI does not collate data of the full workforce. It is intended to collect data on the decision makers within NGBs. Those that decide strategy, budget, interventions and select who enters the talent pathways.”*

*Arun Kang OBE, CEO Sporting Equals*

## About the Race Representation Index (RRI)

The RRI was compiled by utilising information submitted by the NGBs. The first survey was sent in October 2021 and the results were reported in March 2022. The second survey was sent in October 2022 and this summary report highlights the key findings.

The RRI has been developed to understand how publicly funded organisations are performing against ethnicity data provided by the Census 2021. The updated Census has shown an increase in the ethnically diverse population which is now at 18.3%. This impacts the scores obtained in the current RRI 2022 compared to the previous year. Additionally, the index aims to analyse change on a yearly basis, using the initial index of 2021 as a point of reference baseline. The index measures the organisations' diversity data against national representation. Whilst the NGBs differ in size, resources, and structure, they should be representative and inclusive of the ethnically diverse communities in which they operate.

**“The RRI is a baseline for NGBs to work from and show the journey they are making in delivering Diversity, Equity and Inclusion in the workplace, a commitment many made in positive statements after the Black Lives Matter protests of 2020. The journey will be very different for each NGB as they are varied in size, structure and resource.”**

*Densign White MBE, Chair of Sporting Equals.*

### Methodology Summary:

The study seeks to understand the state of ethnically diverse representation within NGBs in the sport sector. It evaluates data submitted across four distinct criteria:

- Board
- Senior Leadership/Management Teams
- Senior Coaches
- Players/Athletes

The figures are then compared to the national ethnic representation from the Census 2021 figures. The data is collected by submitting a request to NGBs to complete a structured survey. They are given a three-month period to submit the information. The results are calculated as a percentage share of ethnic representation against the total population size for each criterion as shown below.

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

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

**England Athletics is addressing racial inequalities with their 'Let's Talk About Race' supported by a Race Equality Network.**

## Overview of Participation

### Of the 64 NGBs, invited:

- 55 NGBs (Sport England / UK Sport Funded bodies), completed the survey. Therefore, the 2022 RRI survey had an 86% completion rate.
- The 86% completion rate is a higher response rate compared to the 2021 RRI which had a response rate of 75%, demonstrating the interest and engagement with the survey\*
- The 2022 RRI survey did ask for officiating data. However, this has not been included in the grading due to a low response in completing this question\*\*
- Some NGBs have a N/A in some categories, this is because the nature of their organisational structure. These NGBs have still been graded based on the criteria which is applicable and ranked accordingly.
- Where NGBs have the same score in the index, the position on the table is ordered according to 1) the breadth of data provided, then 2) alphabetical order
- 9 NGBs did not complete the survey. This was for several reasons including; problems with data collection, changes in staffing, and capacity, or having other surveys in place. These have been all stated as 'declined' on the Index.

\*Please note additional UK Sport Funded NGBs were asked to take part in the 2022 RRI.

\*\*This has been reflected in the main report

**British Judo Association revised its EDI strategy to tackle underrepresentation managed by a Diversity & Inclusion (D&I) steering group and accountable to a D&I group.**

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

### Average grades in each criterion – 2022 RRI

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

\*Senior Management/Leadership Teams

There has not been any notable change since the last RRI. Board, SMT/SLT, and Senior Coaches remain the same however Players/Athletes have dropped from a C to a D. However, the Overall grade has remained the same at a D.

### Average grades in each criterion – 2021 RRI

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

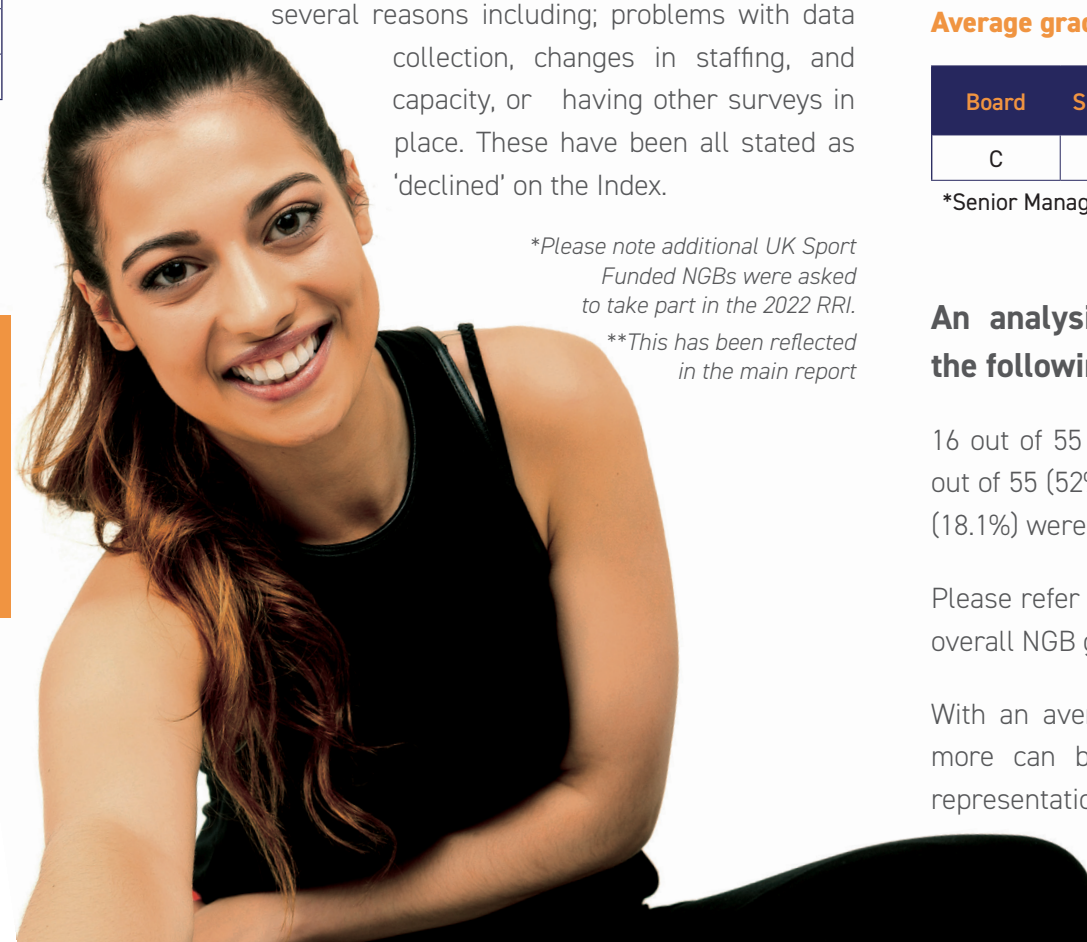
\*Senior Management/Leadership Teams

An analysis of the overall results reveals the following;

16 out of 55 (29%) were graded A, B or C overall. 29 out of 55 (52%) were graded a C or D, and 10 out of 55 (18.1%) were graded an F.

Please refer to the appendices index for a full table of overall NGB grades.

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





## Summary of Progress

The 2022 RRI demonstrated weaker performance in NGBs on race representation compared to the 2021 RRI. This will be because the grading has been adjusted to reflect the new 2021 census figures where the ethnically diverse population has increased to 18.3% (from 14.3%).

Findings revealed some changes in the rankings of NGBs, with Basketball England moving from second to first place with an overall "A" score. In this review, they were the only NGB that obtained an overall "A".

**Board Representation** – Against the updated methodology there has been a reduction in the ethnic diversity of boards. Of the 55 NGBs that participated in the 2022 RRI, 14 NGBs (25%) achieved grades A and B respectively; 5 NGBs achieved a grade C (9%), 6 NGBs achieved a grade D (10.9%), 2 NGBs achieved a grade E (3.6%) and 13 NGBs achieved an F (23.6%) with 1 Not Complete. Compared to the 2021 RRI where 15 NGBs graded A (38.5%) this has seen a drop however more NGBs have moved into the B grading compared to 2021, where 9 have achieved a grade B (23%).

The grades that occur most frequently in the criterion of Board Membership is 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 affect the grade.

*Rugby Football Union has set up Rugby United, focusing on young Black and South players within the community and Club academies to set their own D&I action plans.*

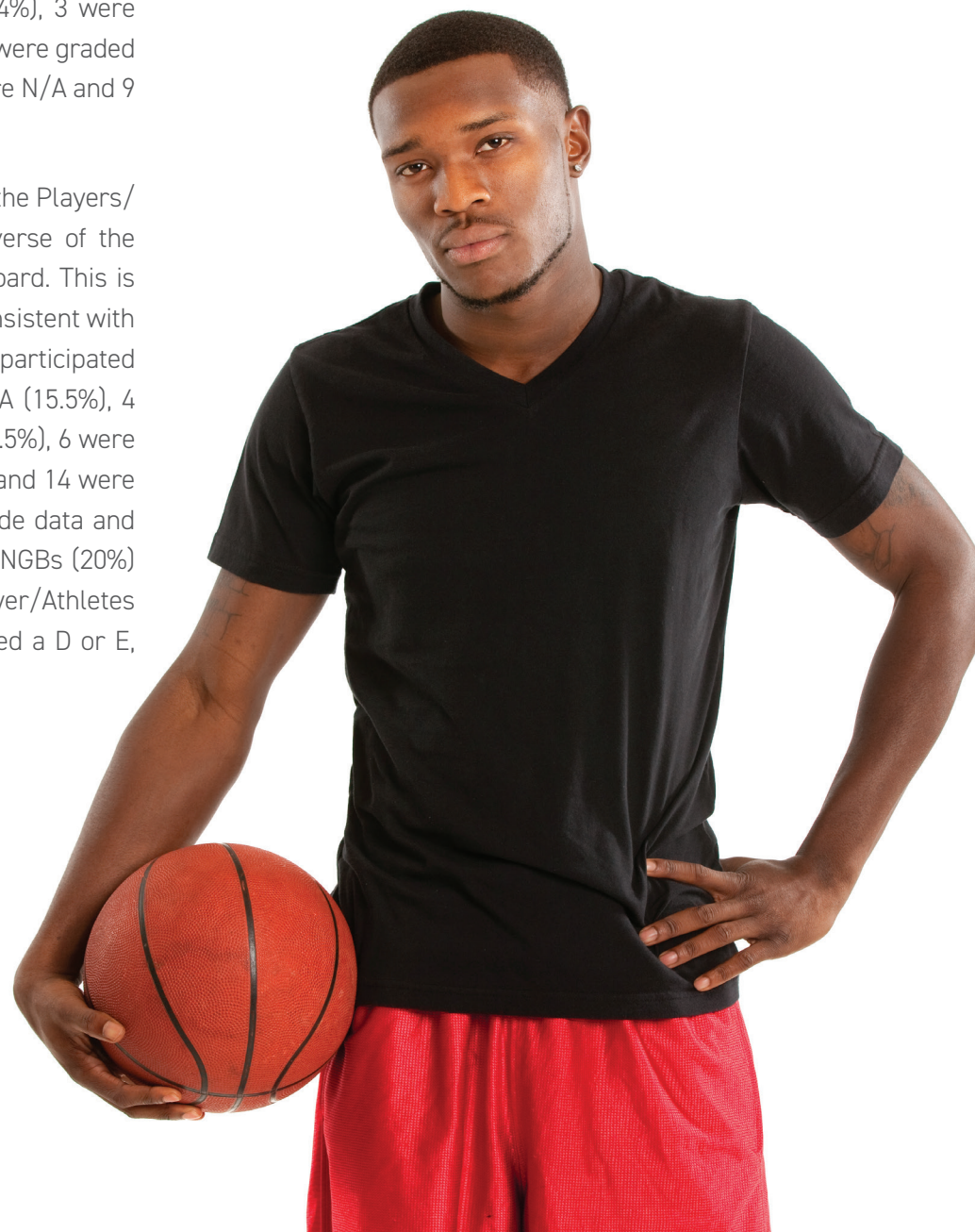
**Senior Management/Leadership** - Ethnic representation at the Senior Management/Leadership level is low. Of the 55 NGBs that participated in the 2022 RRI, 7 NGBs were graded A (13%), 3 NGBs were graded B (5.6%), and 4 NGBs were graded C (7.5%), 1 was graded D. 36 NGBs were graded F (67.9%), 4 NGBs were Not Complete or Not Applicable. This was consistent with the 2021 RRI saw a 69% F grade in Senior Management/Leadership.

**Senior Coaches** - In 2022, there was an improvement by NGBs within this criterion since the 2021 index. The scores demonstrated a range through the "B to F" grade categories, compared to the 2021 RRI where 4 NGBs were graded an A (13.8%) and the majority of NGBs scored in the F category. The new range of scores demonstrates an improvement in scores and the diversity representation of senior coaches. Out of the 55 NGBs that participated in the 2022 RRI, 6 NGBs were graded A (13%), 2 were graded B (4%), 3 were graded C (6.5%), 4 were graded D (8.6%), 2 were graded E (4%) and 22 were graded F (47.8%). 7 were N/A and 9 Did Not Complete.

**Players/Athletes** - Findings revealed that the Players/Athletes criterion is the second most diverse of the evaluated group for the NGBs after the Board. This is followed by more representation and is consistent with the 2021 findings. Out of the 55 NGBs that participated in the 2022 RRI; 7 NGBs were graded an A (15.5%), 4 were graded B (8.8%), 7 were graded C (15.5%), 6 were graded a D (13%), 4 were graded E (8.8%) and 14 were graded an F (31%). 10 NGBs did not provide data and 3 were N/A. Compared to the 2021 RRI, 7 NGBs (20%) were graded A for their elite level Player/Athletes and 9 (26%) graded B or C. 10 were graded a D or E, or F (28%).

*“Basketball England has achieved the highest grading, which is not by accident. They attract diverse candidates through their governance, coaching and talent pathways from a wide range of diverse backgrounds. They also have an EDI committee and have put in place EDI training to support Recruitment and retention. Well done Basketball England.”*

*Ama Agbeze MBE, Sport Monitoring Advisory Panel*



*Snowsport England is championing EDI across the organisation to support greater diversity such as running sessions for hearing-impaired South Asian women.*

## Overall Summary

The 2022 RRI has demonstrated that NGBs are more diverse at the Board and Players/Athletes criteria. However, considerable work needs to be done to increase the diversity within the Senior Management/Leadership teams, and Senior Coaching criteria. The lack of diversity within these two sections 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 recognised the importance of improving their race representation and therefore, have widely improved their data collection, which has been extremely beneficial for curating this index. Consequently, the increased recognition of the NGBs led to a successful 2022 RRI where we have achieved an 86% response rate. The commentaries provided by the NGBs have reinforced the need for the RRI as it provides a clear supportive framework to celebrate progress. Additionally, the continuous annual review of the index supports NGBs in the monitoring of their diversity and inclusion action plans and hopes to incentivise the organisation to align with ethnicity diversity data as provided by the Census 2021.



## Recommendations

### Sporting Equals and the Sport Monitoring Advisory Panel (SMAP) have the following recommendations:

- Change of recruitment practices: Organisations should consider diversifying recruitment practices. This can be done by; utilising platforms that remove bias for job applications, advertising vacancies in ethnically diverse media, making messaging more inclusive and ensuring internal policies and processes are equitable<sup>1</sup>.
- Creating safe spaces: listening to the experience of ethnically diverse staff to create a more supportive work environment and attracting more a diverse workforce.
- Diversity of interview panels: It is important to have diversity on interview panels and support having an independent individual on the panel not connected to their organisation who understands the diversity, equity, and inclusion agenda.
- Incentivise talent: understanding the importance of economic equity to advance employees. Bursaries<sup>2</sup> 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.
- Data collection: NGBs should ensure they collect data on ethnicity and faith so that they can track the impact of their Diversity and Inclusion Action Plans.

*UK Athletics will be collecting diversity data from athletes who have been selected onto the World Class Performance programme 2022-23.*

*Swim England has put in place a new strategy to improve data collection across talent pathways.*

- Community Voices: Build stronger relationships with local communities for better insight and co-develop solutions of underrepresentation.
- Relatable role models: Showcase coaches and athletes from ethnically diverse backgrounds. Allowing relatability for people who have faced similar challenges to see success as a tangible goal.
- Celebrating successes in diversity: Utilising the tools of social media, local news outlets and community networks to widen and build their network.
- Joining the Sporting Equals Charter: NGBs can sign up to the Sporting Equals' Charter<sup>3</sup> to develop positive actions, interventions, and more inclusive policies.

## Conclusion

The Race Representation Index (RRI) is an important baseline for progress. It measures ethnically diverse representation across four categories: Board, Senior Management/Leadership, Senior Coaches, and Players/Athletes across publicly funded NGBs. The survey has been revised following feedback from respondents in 2021 and included additional UK Sport funded NGBs. We are pleased to have received a good response rate this year and would like to improve this for the next index by encouraging the NGBs that did not take part this year to contribute to the next.

*England Boxing data review in 2021 has been used to help support diversity across the sport.*

*British Water Ski & Wakeboard Federation has surveyed their members to understand diversity participation, workforce, and volunteering.*

Regular data monitoring provides evidence of change and a tangible method to track and evaluate progress. There are many NGBs who are creating accountability by updating their strategies to place measures for data collection. However, the sector has a long way to go. The data collated for the RRI was developed to help NGBs assess underrepresentation within their senior workforce as these are key decision-making roles. The assessment provides a clear understanding of exactly which areas require improvement in building ethnic diversity. NGBs can thus utilise this insight to increase participation and engage and attract more ethnically diverse talent. We have been supporting many NGBs through the Sporting Equals Charter providing a supportive framework that aids in capturing, committing, and celebrating race equality, helping to change policy and practice.

The benefits of sport are undeniable, and the impact they can have on the community to bring social cohesion, cultural exchange, as well as health and wellbeing, are invaluable. Therefore, it is important that the tool of sport is utilised to its full potential and is representative of all communities. The increased representation would create the necessary interventions for higher participation among the communities who were underrepresented. The work of the RRI is the beginning of a journey in bringing about inclusive representation, promoting tolerance and respect of diversity, both within sport and society.



<sup>1</sup> If this is of interest, please contact [info@sportingequals.org.uk](mailto:info@sportingequals.org.uk) for more details about our Charter.

<sup>2</sup> FA Bursary | The Boot Room (thefa.com)

<sup>3</sup> Please visit [Sporting Equals](#) | [Support Us](#) | [Sign Our Charter](#) for more information on the Charter.

## Race Representation Index 2022

The Race Representation Index (RRI) has been developed to better understand NGB ethnic demographics across senior and elite sporting positions in the UK, and progress made against Ethnic Diversity and Inclusion policies.

An aggregate grade is attributed to each NGB based on the total points awarded for four criteria – 1) Board Membership, 2) Senior Leadership Teams, 3) Senior Coaching, and 4) Players/Athletes. The grades for each criteria are based on a comparison with national ethnic representation – currently based on the latest Census 2021 figures.

	Organisation	OVERALL	Board	Senior Leadership Team	Senior Coaches	Players /Athletes
1	Basketball England	A	A	C	A	A
2	England Athletics	B	A	A	C	B
3	GB Taekwondo	B	B	C	A	A
4	England Handball Association	B	B	B	D	A
5	Great Britain Wheelchair Rugby (GBWR)	B	A	A	B	E
6	England Hockey	B	C	A	A	D
7	England and Wales Cricket Board (ECB)	B	B	A	D	C
8	Baseball Softball UK	B	A	F	A	A
9	England Boxing	B	A	A	B	DNC
10	England Netball	C	A	F	A	C
11	British Fencing	C	A	A	N/A	DNC
12	British Judo Association	C	B	C	D	B
13	Lawn Tennis Association	C	A	B	DNC	B
14	British Wheelchair Basketball	C	F	A	A	C
15	Table Tennis England	C	B	F	D	A
16	Rounders England	C	A	F	C	D
17	Skateboard GB	C	F	N/A	N/A	A
18	Badminton England	D	B	F	F	A
19	Goalball UK	D	A	F	F	C
20	British Bobsleigh and Skeleton Assoc.	D	B	F	F	B
21	British Taekwondo	D	B	DNC	N/A	N/A
22	British Equestrian Federation	D	B	B	DNC	DNC
23	British Gymnastics	D	B	F	F	C
24	British Triathlon	D	E	C	F	C
25	Rugby Football League	D	B	F	E	D
26	Swim England	D	A	F	E	E
27	UK Athletics	D	A	D	DNC	DNC
28	British Basketball Federation	D	A	N/A	DNC	DNC
29	Parkour UK	D	C	F	N/A	N/A
30	Royal Yachting Association	D	C	F	F	C

	Organisation	OVERALL	Board	Senior Leadership Team	Senior Coaches	Players /Athletes
31	British Para Table Tennis	D	A	F	F	E
32	Volleyball England	E	F	F	C	D
33	British Shooting	E	B	F	F	F
34	British Water Ski & Wakeboard Fed.	E	C	DNC	N/A	F
35	Rugby Football Union	E	B	F	DNC	DNC
36	Exercise, Move & Dance UK (EMD UK)	E	B	F	DNC	DNC
37	GB Snowsport	E	C	F	DNC	DNC
38	England Squash	E	D	F	F	F
39	Bowls England	E	D	F	F	F
40	British Canoeing	E	D	F	F	F
41	British Orienteering	E	D	F	F	F
42	British Swimming	E	F	F	F	D
43	Boccia UK	E	D	F	F	F
44	England Golf	E	D	F	F	DNC
45	British Ice Skating	E	F	F	DNC	D
46	England Lacrosse	F	E	F	F	F
47	British Mountaineering Council	F	F	F	F	E
48	Pentathlon GB	F	F	F	F	DNC
49	Boccia England	F	F	F	DNC	N/A
50	Angling Trust	F	F	F	F	F
51	British Rowing	F	F	F	F	F
52	Snowsport England	F	F	F	F	F
53	English Indoor Bowling Association (EIBA)	F	F	F	N/A	F
54	The Great Britain Luge Association (GBLA)	F	F	F	N/A	F
55	British Curling	F	DNC	F	F	F

56	Archery GB	NGBs that Did Not Complete, Did Not Respond, or Declined to participate				
57	British Amateur Boxing Association					
58	British Cycling Federation					
59	British Disabled Fencing					
60	British Handball					
61	British Volleyball Federation					
62	British Weight Lifting					
63	British Wrestling					
64	The Football Association					

\*Note: where NGBs have the same score in the index, the methodology is ordered according to 1) breadth of data provided, then 2) alphabetical order.

N/A - Not Applicable  
NC - Not Complete

The current national representation figures are based on the latest Census 2021 statistics, where ethnically diverse representation in the population for England and Wales is 18.3% (Office for National Statistics). A detailed explanation for the scoring and grading methodology can be accessed through our website [sportingequals.org.uk](https://sportingequals.org.uk)

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