



# **British Ice Skating Diversity and Inclusion Action Plan**

**2022 – 2024**

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## **British Ice Skating Equality Statement:**

British Ice Skating Association is committed, as a service provider, to promoting Equality within Ice Skating, eliminating unfair discrimination. We believe that Equality is defined by the terms fairness, justice, inclusion and respect for diversity.

It is about making sure that everyone has an equal chance to participate in and contribute to the aspects of ice skating that interest them, and that no one is discriminated against unfairly for any reason, including – but not limited to – sex, gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status or pregnancy.

Sports Equality is also about recognising and acknowledging that inequalities do exist in sport, taking positive and proactive steps to overcome these inequalities, and making sure that any barriers standing in the way of people who are traditionally not involved in ice skating are removed.

## The Code for Sports Governance:

2.1 Each organisation shall publish clear ambitions to ensure its leadership represents and reflects the diversity of the local and/or national community (as appropriate). These ambitions shall be centred on each organisation committing to achieving greater diversity in all its forms on its Board and senior leadership team, as well as where possible cascading this ambition in line with Requirement 4.1.

"2.2 Each organisation shall create a Diversity and Inclusion Action Plan (DIAP) which, among other things, shall:

- (A) identify actions needed to achieve, support and then maintain the ambitions laid out in 2.1, including how these will be reviewed;
- (B) demonstrate a strong and public commitment to promoting, embedding and advancing diversity and inclusion on the Board, senior leadership team and beyond;
- (C) be published on the organisation's website, with an annual update; and
- (D) be agreed with UK Sport and/or Sport England."

## Background

British Ice Skating's Diversity and Inclusion Action Plan sets out our objectives and ambitions for the next two years. This addresses all areas of the organisation and starts with the people in British Ice Skating and reaches out to the wider ice-skating community.

This Action Plan will be in place for the next two years but will be reviewed in line with the release of BIS EDI strategy to address any additional findings. British Ice Skating has a commitment and clear ambitions to make progress by implementing these actions within the organisation and the wider sport.

We are determined to take the necessary steps to become more diverse and inclusive, mirroring the society that we live in. One fundamental piece of work has been forming an EDI working group, which has a responsibility to review all work in this area but with a specific focus on the organisation's EDI strategy. The EDI group is made up of people from within our sport, experts from organisations who share the same values as BIS, our Equality Champion and staff members.

A major piece of work undertaken has been to gather data to understand and give a snapshot of the organisation. This deep-dive into the current make-up of BIS has highlighted some key areas of focus, but also other areas that need more investigation, as there simply is not enough comprehensive data to draw conclusions.

The statistics below show data on our workforce, highlighting that we have relatively equal gender split for our internal workforce although beyond this, and at senior management level, we recognise there is an imbalance. We are aware that we need to work much harder to recruit and retain people from ethnic minorities and disabled people to British Ice Skating, this includes making the sport and organisation a safe and positive place to work, volunteer and participate in any possible way.

Although we don't have historical data to compare this to, we see this as a starting point to make positive change and record how well we succeed at delivering these actions. We will continue to use all the data we have available to us, and use the UK's data to compare with the communities we work in.

# EQUALITY DATA

|                        | ETHNICALLY DIVERSE COMMUNITIES | DISABLED PEOPLE | MALE   | FEMALE | DATA SOURCE      |
|------------------------|--------------------------------|-----------------|--------|--------|------------------|
| Board                  | 0%                             | 0%              | 54.50  | 45.50% | Equality Report  |
| Senior Management Team | 0%                             | 25%             | 25%    | 75%    | Equality Report  |
| TAC Members            | 4.76                           | 13.64%          | 54.55% | 45.45% | TAC Survey       |
| Staff                  | 8%                             | 33%             | 42%    | 58%    | Equality Report  |
| Volunteers             | 3.57%                          | 16.67%          | 28.57% | 71.43% | Volunteer Survey |
| Performance Athletes   | 0%                             | 0%              | 40.74  | 59.26  | BIS Database     |
| Coaches                | 3.72%                          | 1.66%           | 23.25% | 76.75  | BIS Database     |

Disabled People 18% of the national population\* Green: 13% or more than (within 5% of the national population) Amber: from 6 to 12% (from 6 to 12% under the national population) Red: 5% or less than (more than 13% under the national population)

Ethnically Diverse Communities 14% of the national population\* Green: 13% or more than (within 1% of the national population) Amber: from 9 to 12% (from 2 to 5% under the national population) Red: 8% or less than (more than 6% under the national population)

Women and Girls 51% of the national population\* Green: 40% or more than (within 11% of the national population) Amber: from 30 to 39% (from 12 to 21% under the national population) Red: 29% or less than (more than 22% under the national population)

## Our Objectives

- Create a culture within British Ice Skating that creates positive environments and embraces Equality, Diversity and Inclusion.
- Increase the number of ethnically diverse people across British Ice Skating and its activities.
- Maintain and in areas increase the amount of disabled people across British Ice Skating and its activities.
- Move towards a better gender balance across all areas of British Ice Skating.
- To broaden our understanding of the people in BIS and identify the participation barriers when accessing ice skating and BIS pathways.

## **Our Ambitions:**

- The organisation is set up with Equality, Diversity and inclusion as a priority.
- We have a workforce that represents the communities we work in.
- We are focused on collaboratively and proactively removing any barriers that prevent people from enjoying ice skating and its pathways.

**Ambition:** The organisation is set up with Equality as a priority.

| Action                                 | Responsible - Lead  | Goal   | Objective   |         |
|--|---|--|---|---------|
| Strategy and DIAP implementation       | 1.1 Create and implement an EDI Strategy  | Board/ CEO   | Provides BIS guidance and sets out where we want to be.   | 1,5     |
|  | 1.2 Appoint Someone from the senior management team to be work in close liaison with Equality Champion to create, implement and review the DIAP and EDI Strategy.   | Chair/CEO/<br><b>Equality Champion</b>                                       | To influence senior level buy-in and engagement, champion new initiatives and amplify EDI communications.   | 1,5     |
|  | 1.3 Board to review the DIAP annually including any changes or updates which need to be made.   | Board  | EDI organisational plan regularly reviewed by Directors and demonstrates progress   | 1,5     |
|  | 1.4 Set expectations and targets in the EDI strategy for all members of staff and measurements on individuals and team performance to the strategy.   | Board  | All staff are encouraged and empowered to deliver against the EDI strategy and drive the pace of change   | 1       |
| EDI Working groups and data collection | 1.5 Establish and maintain an EDI Working group which includes staff members, our equality champion and people from the wider ice skating community which has a strong representation from minority areas. The group will be formed to create and sustain EDI activities and creation and implementation of the EDI strategy. | Chair/CEO/<br>Equality Champion  | Having a group which is proactively advising BIS and developing the organisation will help us identify any issues and reduce our blind spots. Using well informed people from our sport with a range of experiences will help us a develop a forward-thinking approach to EDI and our equality efforts. | 1,4,5   |
| Communications                         | 1.6 Encourage positive conversations about EDI and allow staff, board and committee members to feel valued and proud of their life experiences. Implement a Employee Engagement plan which highlights the importance of EDI, celebrates diversity and creates awareness about BIS strategic vision.                           | Chair/CEO/<br>Equality Champion and<br><b>Operations and Finance Manager</b> | Increase awareness of comfort and empathy for all aspects of diversity in the workforce. Encourage celebration of all identities at work.   | 1,2,3,4 |



|                          |   |  |   |           |
|--------------------------|---|--|---|-----------|
|                          | 1.7 All strategic communications demonstrate BIS commitments to diversity and inclusion.  | Chair/ <b>CEO</b> /<br>Equality<br>Champion  | Increase awareness of all aspects of diversity and inclusion through regular communications. Assisting with developing the wider culture in ice skating and publicly demonstrate that BIS is a safe organisation to be involved with. | 1,2,3,4   |
|                          | 1.8 Ensure all workforce members who provide any type of public communications receive correct training and have the skills to provide inclusive and well represented communications. | Chair/ <b>CEO</b> /<br>Equality<br>Champion and<br><b>Operations and<br/>Finance<br/>Manager</b> | All our communications are well represented and are inclusive which makes our organisation accessible to reach a wider audience.  | 2,3,4     |
|                          | 1.9 Targets are built into the Communications strategy which contribute to the use of Diverse and Inclusive Communications.   | Chair/ <b>CEO</b> /<br>Equality<br>Champion  | We continue to strive to increase the inclusive and representation within our communications and set goals to progress in this area.  | 1,2,3     |
| Policies and Procedures  | 1.10 Review and, where necessary, update our policies to ensure that they are inclusive in nature. Implement new policies where there may be gaps.                                    | Chair/ <b>CEO</b> /<br>Equality<br>Champion  | Have an internal infrastructure that makes our environments free from discrimination and allows people to flourish.   | 1,2,3,4   |
|                          | 1.11 Ensure our policies reflect a zero tolerance approach to any form of discrimination and any situation is dealt with strictly and efficiently.                                    | Chair/ <b>CEO</b> /<br>Equality<br>Champion and<br>Operations and<br>Finance Manager             | Eliminating discrimination from our sport by stamping it out will allow people to enjoy the sport and its pathways in a safe and fair environment.  | 1,2,3,4   |
| The organisations values | 1.12 Implement inclusive values for the organisation to demonstrate its commitment to Equality. These to be published and understood by all of the BIS workforce.                     | <b>Chair</b> / <b>CEO</b> /<br>Equality<br>Champion  | Create values which link to BIS strategy which represent the inclusive and diverse organisation we aspire to be and promoting a positive culture.   | 1,2,3,4   |
| Partners                 | 1.13 Continue to meet the Equality standards requirements and progress to the higher tier.  | Chair/ <b>CEO</b> /<br><b>Equality<br/>Champion</b> and<br>EDI lead                              | Publicly shows BIS is an organisation that keeps EDI as a priority within their work and has appropriate procedures in place to promote Equality.   | 1,2,3,4,5 |

|  |   |   |  |                  |
|--|---|---|--|------------------|
|  | <p>1.14 Diversity and inclusion training to Senior Management team and board members who are responsible for employing staff members or interviewing committee members.</p>   | <p>Chair/<b>CEO</b>/ Equality Champion</p>        | <p>Upskilling the Senior management team and board through annual mandatory Unconscious Bias training to ensure inclusive procedure is implemented when interviewing and selection staff or committee members to include diverse interview panel where possible.</p> | <p>2,3,5</p>     |
|  | <p>1.15 All Board members and Senior Management (where possible extending to staff and TAC groups) to receive appropriate training on core awareness training and any other opportunities or issues which may be appropriate to assist with decision making or delivering their duties.</p> | <p><b>CEO</b>/ Equality Champion and EDI lead</p> | <p>Keeping the key decision makers in the organisation up to date with current issues to be aware of and how to create an inclusive and diverse organisation will allow it easier for the team to function, recruit fairly and improve the internal culture.</p>     | <p>1,2,3,4,5</p> |

**Ambition:** We have a workforce that represents the communities we work in.

| Action  |   | Responsible (Lead)   | Intended Outcome  | Objective |
|---|---|--|---|-----------|
| Recruitment Targets and Recruitment Processes | 2.1 Using the 2021 Census and internally collected data set recruitment targets for those with ethnically diverse backgrounds and disabled people. These targets to be set for staff, board, technical advisory committees, and the senior management team for the next 5 years. Additional targets may be included based on further data collection. | <b>Chair/CEO/ Equality Champion/ Operations and Finance Manager</b>    | Increase the number of staff and board members from diverse backgrounds and attract broader diverse thoughts and experiences.                 | 2,3,4     |
|   | 2.2 Review and identify where all board, committee and job advertisement should be placed and through certain networks to encourage a more diverse applicant pool by using trusted and inclusive recruiting networks.   | CEO, <b>EDI Lead</b> and Operations and Finance Manager.               | To increase the number of applicants and workforce from diverse backgrounds at Board, Senior management, and staff.                           | 2,3,4     |
|   | 2.3 Ensure new board members receive a full induction to their role and the organisation along with: <ul style="list-style-type: none"> <li>• Annual appraisals</li> <li>• Annual review of the boards skills and lived experiences</li> <li>• Evaluations of their Technical advisory committee (if applicable)</li> </ul>                           | <b>Chair, CEO and Board.</b>   | New members experience an open and inclusive environment that enable them to make their full contribution to discussions and decision making. | 1,2,3,4   |
|   | 2.4 Introduce a mandate for diverse and inclusive shortlists when recruiting until 1.1 is achieved. (as long as the candidate meets the minimum criteria for the roles)   | Chair/CEO/ Equality Champion and <b>Operations and Finance Manager</b> | Increase the level of opportunity and recruits from a diverse background who progress in BIS recruitment processes.                           | 2,3       |
| Data and Reporting                            | 2.5 Continue to monitor the whole ice skating community to understand further   | Chair/CEO/ Equality Champion and <b>EDI Lead</b>                       | To broaden our understanding of our organisation and the people with in it which starts at the  | 1,5       |

|                           |  |  |   |     |
|---------------------------|--|--|---|-----|
|                           | areas such as but not limited to LGBTQ+, sex and socio economics.  |  | protected characteristics but not limited to.                                     |     |
| Retention and Progression | 2.6 Develop initiatives/partnerships/programmes to enable targeted upskilling and capacity building among priority groups. | Chair/CEO/ Equality Champion and <b>EDI lead</b> | To establish a stronger and larger number of applicants from diverse backgrounds. | 2,3 |

**Ambition:** We are focused on collaboratively and proactively removing the barriers for people to enjoy ice skating and its pathways

| Action                                 |   | Responsible - Lead                               | Goal   | Objective |
|--|---|--|--|-----------|
| People                                 | 3.1 Undertake audits of applications for British Ice Skating, committee and senior leadership posts, to capture diversity data on applicants (by reference to the protected characteristics).       | CEO and <b>Operations and Finance Manager</b>    | This information will help us develop and understanding on who is applying for our roles, if we are promoting our jobs in the right space and how if our organisation is considered a safe space to work.                                      | 5         |
|  | 3.2 Continue to and develop insights collected from staff, board and committee members to understand their view on BIS, its culture and how it values individuals who contribute to their activity. | Chair/CEO/ Equality Champion and <b>EDI lead</b> | Understanding our workforce will help us identify what experiences and areas we are missing to provide our organisation with a fair and well represented advice from our committees.   | 1,5       |
| Data                                   | 3.3 Create an organisational view of EDI data across BIS and its membership to understand priority areas.   | Chair/CEO/ Equality Champion and <b>EDI lead</b> | Producing a wider view of the ice skating community will help us understand why ice skating specific roles on our board, staff and TAC groups are not well represented and highlight what areas should be prioritised in our development work. | 5         |
| Community Engagement and participation | 3.4 Proactively engage more people who face barriers to ice skating from available data.  | <b>CEO</b> and EDI lead                          | Increasing the opportunity and levels of participation in our priority areas will increase people from ethnic minorities backgrounds and disabled people taking part in ice skating activities.  | 1,2,3,5   |

|                      |  |                                  |   |         |
|----------------------|--|----------------------------------|---|---------|
|                      | 3.5 Use the new Skate UK launch to implement initiatives to create a more inclusive pathway and encourages a more diverse audience onto the introductory course.   | <b>CEO</b>                       | Having a more inclusive introductory course will retain more people in the sport and allow them to progress into more longer term participation and multiple pathways.  | 2,3,5   |
| Inclusive activities | 3.6 Trial new inclusive activities to understand how we can better facilitate our ice skating activities for underrepresented groups.  | <b>CEO</b>                       | Undertaking our own activities and initiatives for inclusive activities and practices in ice skating will allow us to gain a comprehensive understanding on barriers and interventions that need to be made to make ice skating pathways more accessible. | 2,3,5   |
| Listening            | 3.7 Use our EDI Working group and other data collecting methods to listen to people who have experienced any barriers or discrimination to help us develop the sport and eliminate these experiences for people. | <b>CEO and Equality Champion</b> | Creating accessible and confidential feedback methods from people who want to share their experiences will allow British Ice Skating to   | 1,2,4,5 |