



WELSH ATHLETICS
ATHLETAU CYMRU **Board Sub-Group Report**

Purpose	Equality, Diversity & Inclusion Sub-Group
Date/Time	4.30pm, 10 th May 2021
Attendees	Helen Adams, Rob Sage, Lorraine Mulvaney, Bethan Davies, Rachel Brenton,
Apologies	Tom Cole, Tim Hardy Lenik
Secretariat	Rob Sage

Key Points/Decisions

- RS updated the group on the Equality Standard submission – all queries have been responded to, we are awaiting formal confirmation that the standard has been achieved but signs are all positive. The revised advanced standard is likely to be published in Autumn 2021.
- RS proposed that 1st September each year be used as the reporting date for Equality data – Staff & Board survey, Trinity download of member, coach and officials information – this was agreed by the group.
- RS updated the group on progress with the Female Coaching network, Inclusive coaching work with DSW, and Athlete to Coach pathway. The group requested more information on why some athletes didn't apply for the A2C pathway and whether there could be positive action to invite athletes [current & historic] with protected characteristics on to the programme.
- The group agreed that further formal training on EqlAs and Equality awareness for staff should be deferred until the autumn due to capacity. Internal, informal training on the EqlA process will continue.
- Consideration should be given to adding qualitative questions around inclusion to the annual members survey.
- Consider inviting Rebecca Rothwell and/or Richard Dando to the September meeting.
- RS to encourage all staff to bring up EDI within conversations when making club visits.
- LM update the group on her links to the Stephen Lawrence Foundation and the potential for work to support young athletes from ethnic minority groups with kit/equipment.

Actions	Owner	Due Date
1. RS to send possible dates for next meetings, including informal social meeting at a competition	RS	31/5/21
2. RS to speak to ZB regarding diversity of participants in the Athlete to Coach programme.	RS	30/06/21
3. RS to arrange peer to peer learning by doing sessions on EqlA process	RS – BD to assist.	31/07/21
4. Re-circulate skills matrix and conflict of interest form to the group for completion	RS / HA	31/05/21
5. Map budget lines in WA operation plan to 'Equality' aims	RS & AT	01/09/21