

Group	Equality, Diversity and Inclusion Subgroup
Date/Time	16 th November 2021
Attendees	Helen Adams, Rob Sage, Rachel Brenton, Stephen De Abreu, Bethan Davies, Lorraine Mullvaney, Zoe Brown, Zoe Holloway
Apologies	Tom Cole, Lorna Kerr
Secretariat	Rob Sage

Key Points/Decisions

- Main discussion point was around **Recruiting & Retaining Diversity**
- ZB presented on the different programmes of work in place to address underrepresentation within the coaching community identified from the data and insight work done; including – Female Coach, Athlete to Coach, Student to Coach
- ZH presented on work done to recruit new event volunteers and Officials
- Recruitment and management of all volunteers is closely connected to the modernisation of clubs, and the need to influence the culture within clubs to ensure positive, welcoming, and supportive environments are in place.
- It may be useful to map out the various journeys people can take through our sport, **and also to ‘break down’ roles which may overcome time barrier cited by some as a barrier into taking up roles.**
- Question was raised around whether we understand who are ‘Super’ volunteers are and how we manage and support them. What is our engagement system with all the different cohorts of volunteers?
- The need to open up the role of Team Manager to a wider group of people was expressed to ensure diversity in this role.
- **Disability question response options** – consider why data is being collected? Is a list of impairments/conditions necessary or should participants be able to self-describe condition and personal support needs? – depends on situation and how and who data will be used by. RS to feedback into UKA & HCAF Equality group.
- Agreement that more communication is needed back out to the community around the diversity data we hold, what it looks like, and how it is informing our programmes of work.
- HA expressed her thanks to Zoe & Zoe for attending and presenting on their areas of work.

Actions	Owner	Due Date
1. RS to follow up with TC around options for provision of sanitary products for women and girls via clubs.	RS	30/11/21
2. ZB to send RB copies of the guide running workshop material	TC	30/11/21

3. ZB to follow up with SDB around inclusive leadership programme, and RB around coaches as volunteers & volunteer experience.	TC	<i>Completed</i>
4. Members to complete and return skills matrix to RS or HA by 20 th December.	All	20/12/21
5. RS to speak to SMT and agree Comms plan for sharing ED&I data and insights with the community.	RS	31/1/22
6. RS to keep the group informed on progress with implementation of the Transgender Inclusion in Sport guidance published by UK Sport.	RS	ongoing

Risks

Risks identified	Level	Mitigations
1. <i>None discussed</i>		