

Present: HA, SDA, LM, BD, HP, JW, AT

Apologies: RD

- **Actions from last meeting:**

Membership survey & staff survey could also be used to capture ED&I data.

Outstanding Action: HP to discuss with Development team to pick this up as part of their focus on club meeting equality standard and club cultures i.e. creating welcoming environments for all

**Trans policy update;**

JW provided verbal update working with UKA & HCAF's

Action: JW confirm timelines on Trans Policy across HCAFs

**Tai Pawb Housing Association** – SDA provided further update. 1<sup>st</sup> tranche have completed Board training, but none expressed an interest within sport. 2<sup>nd</sup> tranche currently in training, and several have expressed an interest in sport. SDA has confirmed with this tranche that Welsh Athletics are interested in working with them.

Action: SDA to keep members updated on this initiative and make links with an interested individuals.

HA provided update that she was having meeting with potential new member next week following intro from LM. [Post meeting note – HA met with Sue Gregory-Phillips, who will join ED&I group at the next meeting].

- **Data Capture** - Discussion took place on how best to capture ED&I data for social running club participants. Currently Welsh Athletics only capture data from those individuals who are members of Run Clwb Wales. This is only a relatively small number, and it was acknowledged that as such this does not capture data on the majority of social running members. Overall social running participation is not recognised within the overall Welsh Athletics membership data, so we're not demonstrating an accurate view of those taking part in running across Wales. All agreed it would be beneficial to gain insight from big data sets such as State of the Nation and Active Adults survey.

Action: SDA to discuss with Owen Hathway at Sport Wales how best to drill down and get access to this data set.

JW shared with the group that England Athletics use an open survey to capture user data.

Action: JW to discuss with colleagues at England Athletics in order to gain more info about the survey and any lessons/info that could be shared with us at Welsh Athletics to inform our approach.

BD stated that she uses an App (**Spond** is a free app and club management solution, created to simplify how people manage their clubs, teams, and groups <https://www.spond.com/>)

This App could potentially be used to undertake user surveys with groups to gain insight and data into what they require to help us in our thinking in providing an offer to social running participants and also to encourage them to complete ED&I data.

Action: AT to review the App to ascertain the functionality.

Discussion also took place on how we can better use the various athlete groups to gain their insight, and also how we can support them as part of their career development into Board roles. It was noted that there were several groups currently operating, e.g. Sport Wales Athlete group (run by the Institute), and Welsh Athletics groups.

Action: SDA to discuss with Cath Shearer at Sport Wales how to link all these Athlete groups, share good practice and better work with them to gain data/insight into this area.

Discussion took place on park run participants and capturing this data. This data is owned by Park Run, and as such they don't share the detail. It was acknowledged that Welsh Athletics need to have an offering to support those taking part in park runs to join Welsh Athletics. Examples included discounts on merchandise, sports clothing, and running shoes.

Discussion took place on gaining access to Run4Wales survey data too.

Action: HP to discuss with Development & Participation team link to social running workstream

- **ED&I Data update** – AT provided presentation on current data for both disability and ethnicity, and as per our strategic objectives mapped this against Stats Wales data. The data capture is very different, and as such using Stats Wales as a benchmark to measure achievement of our objectives may not be the best approach. For example in relation to disability, Welsh Athletics captures minimum data, whereas Stats Wales captures much broader data set. This is similar in relation to capturing data on ethnic minority membership – the categories are not aligned so are difficult to compare. SDA was aware that Sport

Wales were having discussions currently with Welsh Government in relation to what terminology to use.

Action: AT to discuss with Disability Sport Wales their definition of disability and how best we can capture membership data in this area.

Action: SDA to discuss with new ED&I lead at Sport Wales the agreed terminology to use for ethnic minority membership.

Action: SDA to follow up with Owen Hathway at Sport Wales best practice for survey collection communications to encourage a high response rate.

Action: JW follow up with Disability Sport Wales re: benchmarking against other sports.

Action: AT review data capture and our current strategic targets to inform if the group needs to re-consider the previously agreed strategic objectives.

- **InSport Silver Accreditation** – HP provided update on this. Bronze was achieved c.2years ago. As such it was felt it would be beneficial to review activity since then to ensure key areas of work were still delivering. Timescales for Silver were Nov 2023. HA queried what input/support was required from members of the ED&I sub-group. HP stated that it would be good to have member engagement, especially in relation to Panel meeting in November.

Action: All members to consider what support they could provide, and if they wished to support with attending the panel meeting in November 2023.

- **Equality Standard for Sport** – RD had provided an update via email on the new 'Moving to Inclusion' Framework:
  - Sport Structures are working with the home Sports Councils (SC Equality Group) to progress the framework to get it ready for a soft launch over the summer.
  - A company has been commissioned to develop a new website and diagnostic tool and we're working with them to populate it.
  - The mentor workforce that will support the framework have been recruited and are currently undertaking training.
  - Starting to plan partner briefing sessions over the summer to raise awareness of the framework so look out for invites in the coming weeks.
  - Each Sports Council is planning their approach for supporting organisations through the framework based on their budgets

DONM – Exact date TBC, but will be in September 2023.