



Great Britain Wheelchair Rugby
DIVERSITY STATEMENT
&
DIVERSITY ACTION PLAN
2017 – 2021

ABOUT GBWR

Great Britain Wheelchair Rugby Limited (GBWR) is the National Governing Body (NGB) for the sport of Wheelchair Rugby in England, Scotland and Wales. It is a registered charity and company limited by guarantee and was incorporated in February 2007.

GBWR is a full member of the International Wheelchair Rugby Federation (IWRF) and of the British Paralympic Association (BPA). In both organisations it has full voting rights. GBWR is funded through public, commercial and individual investment.

OUR MISSION

GBWR's Mission is to lead, promote, grow and support Wheelchair Rugby for the enjoyment for all in England, Scotland and Wales, inspiring and achieving excellence in everything we do.

OUR VISION

GBWR's vision is to provide an inclusive, accessible, enjoyable, fulfilling Wheelchair Rugby experience for all:

Inclusive: We are open to anyone who shares our values and one who wants to join us – male, female or transgender, able bodied or disabled, young or old, black and ethnic minorities, gay or straight – there is a welcome and a role for all in our sport.

Accessible: We want to make it easy for individuals to experience Wheelchair Rugby by creating opportunities for individuals to take part in the sport regularly and to be part of supportive Wheelchair Rugby communities.

Enjoyable: We want Wheelchair Rugby to be fun and the sport of choice for disabled people.

Fulfilling: We want individuals to experience the wider benefits of our sport; to be part of a vibrant community, to enjoy the physical and mental benefits of regular exercise, for the very talented to experience the achievement of representative honours, and for personal and career development to be a key feature of the development of our volunteers and workforce.

Wheelchair Rugby Experience: We are much more than a sport, we are a community that supports and encourages disabled people to have positive and lasting lifestyle behaviours and experiences.

OUR VALUES

Everyone involved with GBWR is expected to follow the core values of our sport:

Enjoyment: We want everyone who includes Wheelchair Rugby in their lives, whether as a player, a member of staff, an official or a volunteer to love everything about the sport; the excitement, its contact and the feeling of belonging to a community.

Excellence: Everyone involved will strive to be the best at everything they do.

Trust: The Wheelchair Rugby family believes in honesty, integrity and fair play.

Respect: People involved with the sport and all who come into contact with the sport have respect for one another.

Teamwork: All those in Wheelchair Rugby are part of a team; and part of the Wheelchair Rugby family.

Inclusiveness: Wheelchair Rugby is open to anyone who shares these values of the sport. People will help each other to reach their goals; treating them fairly and equally.

Diversity Statement from our Chair & Trustees

As Chair of Great Britain Wheelchair Rugby, and supported by my fellow Trustees, I believe that a commitment to inclusiveness and diversity in GBWR's Vision and Values is an essential part of what the Wheelchair Rugby community should continually strive to achieve. We are proud to be a Paralympic sport and we are also proud of the wide range of diversity amongst both our sport's participants and the many volunteers. This diversity brings a richness and a vibrancy to our sport.

We will continue to develop our sport, opening up opportunities for diverse communities across Great Britain to participate at every level from grass roots to the Paralympic Games. We will also extend our sport to reach participants across a broader spread of abilities through developing variants of the game; an example of which is the form of Wheelchair Rugby played at the Invictus Games and which was created by GBWR.

Over the last few years the GBWR Board of Trustees has attracted a number of new, talented and enthusiastic individuals, which has provided us with strong gender representation. We currently have three female Trustees, which exceeds the 30 % gender threshold set out in GBWR's 21 November 2017 Articles of Association. Over time, and always recruiting on the basis of skills and experience and on merit, the GBWR Board aspires to reach gender parity.

We are also aware that we now need to do further work to encourage and attract individuals from the BAME and LGBT communities to apply, as and when new openings become available. This will be a key focus over the coming years and, in this way, we will then better reflect the Wheelchair Rugby community which we serve.

Kevin Aitchison

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| <h2>Recruitment</h2> <p>How the organisation will attract an increasingly diverse range of candidates</p> | Code for Sports Governance: Diversity Requirements | | | | | |
| | <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board</p> | <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board</p> | <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGBT and socio-economic)</p> | <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Req 2.1</p> | <p style="writing-mode: vertical-rl; transform: rotate(180deg);">The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)</p> | <p style="writing-mode: vertical-rl; transform: rotate(180deg);">The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Req 2.2</p> |
| <p>Objective: Embed good diversity and inclusion practice into our recruitment activities and decision making processes</p> | | | | | | |
| <p>Priorities</p> | <p>Actions</p> | | | <p>Person(s) Responsible</p> | | <p>Completion Date</p> |
| <p>Short Term:</p> <ul style="list-style-type: none"> Complete and publish initial GBWR Diversity Action Plan ('DAP') Develop phased DAP to cover 4 years to 31 March 2021 Implement first phase of DAP Actions | <ul style="list-style-type: none"> Finalise draft of initial DAP for approval by GBWR Board of Trustees ('BOT') To be decided To be decided | | | <ul style="list-style-type: none"> Chair of Governance & Finance Committee To be decided To be decided | | <ul style="list-style-type: none"> Done 31 Dec 2017 31 Mar 2018 |
| <p>Medium Term:</p> <ul style="list-style-type: none"> Encourage diverse range of applicants for Board of Trustees positions which become vacant in 2018 | <ul style="list-style-type: none"> Advertise BOT positions in appropriate media which reach into BAME and LGBT networks and communities | | | <ul style="list-style-type: none"> GBWR Chair + CEO | | <ul style="list-style-type: none"> 30 Sep 2018 |
| <p>Long Term:</p> | | | | | | |

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| <h2>Engagement</h2> <p>Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally</p> | <h3>Code for Sports Governance: Diversity Requirements</h3> | | | | | |
| | <p>Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board</p> | <p>Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board</p> | <p>Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGBT and socio-economic)</p> | <p>Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Req 2.1</p> | <p>The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)</p> | <p>The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Req 2.2</p> |
| <p>Objective: Publish relevant and clear diversity information through GBWR media</p> | | | | | | |
| <p>Priorities</p> | <p>Actions</p> | | <p>Person(s) Responsible</p> | | <p>Completion Date</p> | |
| <p>Short Term:</p> <ul style="list-style-type: none"> Complete and publish initial GBWR Diversity Action Plan ('DAP') Develop phased DAP to cover 4 years to 31 March 2021 Implement first phase of DAP Actions | <ul style="list-style-type: none"> Finalise draft of initial DAP for approval by GBWR Board of Trustees To be decided To be decided Publish relevant information on GBWR website | | <ul style="list-style-type: none"> Chair of Governance & Finance Committee To be decided To be decided To be decided | | <ul style="list-style-type: none"> Done 31 Dec 2017 31 Mar 2018 30 Apr 2018 | |
| <p>Medium Term:</p> <ul style="list-style-type: none"> Increase public visibility of GBWR's DAP actions | <ul style="list-style-type: none"> Include relevant information on DAP Actions in GBWR Annual Report & Financial Statements | | <ul style="list-style-type: none"> To be decided | | <ul style="list-style-type: none"> 31 Dec 2018 | |
| <p>Long Term:</p> | | | | | | |

| Progressing talent from Within | Code for Sports Governance: Diversity Requirements | | | | | |
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| | Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board | Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board | Demonstrate a strong and public commitment to progressing towards achieving greater diversity (including but not limited to BAME, disability, LG&T and socio-economic) | Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 2.1 | The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making) | The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Reg 2.2 |
| A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures. | | | | | | |
| Objective: Include relevant diversity elements in GBWR succession planning and facilitate diversity planning in Affiliated Clubs | | | | | | |
| Priorities | Actions | | Person(s) Responsible | | Completion Date | |
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| Medium Term: | | | | | | |
| Long Term: | | | | | | |

