



Great Britain Wheelchair Rugby
DIVERSITY STATEMENT
&
DIVERSITY ACTION PLAN
2019 – 2022

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

Chair,

GBWR

Board recruitment How the organisation will attract an increasingly diverse range of candidates	Code for Sports Governance: Diversity Requirements					
Objective: Embed good diversity and inclusion practice into our recruitment activities and decision making processes	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 generally (including but not limited to BAME, disability, LGBT 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
Priorities	Actions			Person(s) responsible		Completion Date
Short Term: <ul style="list-style-type: none"> Identify and appoint a Diversity & Equality Board Champion Capture current Board status relating to Diversity, and include it in this DAP 	<ul style="list-style-type: none"> Seek views from the BOT and make appointment Conduct BOT equality profile/diversity/skills audit 			<ul style="list-style-type: none"> BOT Suzy Christopher 		<ul style="list-style-type: none"> Suzy Christopher appointed - DONE 31 March 2019
Medium Term: <ul style="list-style-type: none"> Encourage BAME applicants for any BOT, Board sub-committee and GBWR positions which become available in 2019 	<ul style="list-style-type: none"> Update GBWR collateral to reflect diverse range of players, volunteers, officials Advertise BOT positions via appropriate platforms which reach into BAME networks and communities 			<ul style="list-style-type: none"> TBC (Suzy Christopher) 		<ul style="list-style-type: none"> 30 June 2019
Long term: <ul style="list-style-type: none"> Maintain at least 30 per cent of female members of the BOT Aim for at least one Trustee with a BAME background by 2021 	<ul style="list-style-type: none"> Diversity and Equality training embedded in BOT induction Advertise BOT positions via appropriate platforms which reach into BAME networks and communities 			<ul style="list-style-type: none"> Suzy Christopher 		<ul style="list-style-type: none"> Ongoing

Engagement: Ensuring that your organisation’s commitment to diversity is communicated through internal practices and externally.	Code for Sports Governance: Diversity Requirements					
Objective: Ensure we publish relevant and clear diversity information through GBWR channels	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 generally (including but not limited to BAME, disability, LGB&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
Priorities	Actions		Person(s) Responsible		Completion Date	
Short Term: <ul style="list-style-type: none"> • Publish refreshed GBWR Diversity Action Plan ('DAP') • Ensure there is a standing agenda item on Diversity at forthcoming BOT meetings • Review corporate messages and values to ensure no unconscious bias 	<ul style="list-style-type: none"> • Publish DAP on the GBWR website • Publish BOT minutes on the GBWR website • Engage BAME, LGBT communities et al to feedback on messages and values 		<ul style="list-style-type: none"> • BOT to approve • BOT to approve • BOT to approve 		<ul style="list-style-type: none"> • 28 Feb 2019 • 28 Feb / ongoing • 31 March 2019 	
Medium Term: <ul style="list-style-type: none"> • Increase public visibility of GBWR's diversity and inclusion campaigns and initiatives • Scope a plan for forthcoming D&I campaigns to be shared with BOT for the year ahead e.g. Celebrate International Women’s Day, #ThisGirlCan and Rainbow Laces campaign 	<ul style="list-style-type: none"> • Enlist BOT and membership to help raise awareness of these initiatives via digital media e.g. BOT tweets of support during campaigns • CEO Blog to include Diversity and Equality updated • Scope plan for BAME-focused engagement campaign to start in September 		<ul style="list-style-type: none"> • Suzy Christopher, BOT • CEO • Suzy Christopher/Julie Bunnage 		<ul style="list-style-type: none"> • Ongoing • Monthly blog posts • 30 June 2019 	

<p>Long Term:</p> <ul style="list-style-type: none"> • Increase public visibility of GBWR's diversity and inclusion campaigns and initiatives • Maintain Equality Standard for Sport Preliminary Level 	<ul style="list-style-type: none"> • Include relevant information on D&I campaigns and initiatives in the GBWR Annual Report & Financial Statements • Create and maintain a series of relevant D&I case studies, accessible via the GBWR website 	<ul style="list-style-type: none"> • Suzy Christopher 	<ul style="list-style-type: none"> • Jan 2020
---	--	--	--

<p>Progressing talent from within: A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.</p>	Code for Sports Governance: Diversity Requirements					
<p>Objective: Include relevant diversity elements in GBWR succession planning and facilitate diversity planning in Affiliated Clubs</p>	<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 Reg 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 Reg 2.2</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"> • Publish refreshed GBWR Diversity Action Plan ('DAP') • Understand the wider GBWR Diversity and Equality landscape 	<ul style="list-style-type: none"> • Scope survey questions and issue survey to BOT, exec team and membership in order to conduct an equality/diversity profile audit 			<ul style="list-style-type: none"> • Suzy Christopher/Julie Bunnage 		<ul style="list-style-type: none"> • May 2019
<p>Medium Term:</p> <ul style="list-style-type: none"> • Seek advice and support on how to 	<ul style="list-style-type: none"> • Ask Inclusive Boards/ Sporting Equals or other 			<ul style="list-style-type: none"> • Suzy Christopher/Julie 		

<p>improve diversity recruitment</p>	<p>relevant professionals for further 1-1 support</p> <ul style="list-style-type: none"> • Seek views from BAME and LGBT groups on adverts before they're posted • Seek views from existing employees and club members • Include D&I action planning on Domestic Management Group agendas 	<p>Bunnage</p>	<ul style="list-style-type: none"> • July 2019
<p>Long Term:</p> <ul style="list-style-type: none"> • Include D&I training and unconscious bias training for all employees responsible for recruitment • Ensure GBWR retains an inclusive culture 	<ul style="list-style-type: none"> • Weave D&I messages through what's discussed at the AGM, including a link to the DAP • Achieve and maintain a diverse board, including at least 30 per cent of female members 	<ul style="list-style-type: none"> • Suzy Christopher • CEO & BOT 	<ul style="list-style-type: none"> • September 2019 • Ongoing

