



DIVERSITY ACTION PLAN

2018 – 2021

British Wrestling Association

ABOUT US

Wrestling is a sport as old as mankind itself. Since the dawn of time men have been pitted against each other in physical hand-to-hand combat, making this almost certainly the most ancient of Olympic sports.

It's a simple concept. Two men or women wrestle until one is declared the winner. Over the years, wrestling techniques have become more sophisticated and generally speaking the winner of any wrestling bout is the person who has the better technique, strength and overall fitness.

Wrestling is split into Greco-Roman and Freestyle disciplines. In Freestyle wrestling the competitors have a much greater freedom. They can use not only their arms and bodies, but also their legs and can take a hold of their opponent anywhere that allows them to overpower and gain total control of them. WWE, World Wrestling Entertainment, as its name entertainment suggests, bears no resemblance to wrestling as a sport.

OUR MISSION

To promote and develop the sport of wrestling so that everyone within it achieves their full potential on and off the mat.

OUR OBJECTIVES

- To develop a sustainable structure
- To increase awareness, participation and standards
- To promote a safe and inclusive wrestling community

Message from Our Chair

Diversity is at the heart of successful interactions in all walks of life. It is of paramount importance to take into consideration everyone's views and take advantage of the varied backgrounds and experiences which give rise to those views. British Wrestling is reaching out to all to come and take part in a great sport.

Board appointments have been made entirely in line with those principles of diversity described in the Code for Governance. The Association has been held up as an exemplar to other Sports NGBs in its ambition to be inclusive and the methods it has employed to achieve inclusivity within the Board. One of the Independent Directors has been nominated as our Diversity Champion.

However there are other areas within the sport where much work needs to be done. There are more men than women taking part, more men than women coaching and officiating and so our development programmes must take

account of this. Of course there are other areas where parity and inclusiveness are relevant.

Wrestling is an attractive sport to many with a BAME background; we know that wrestling takes place in the Gudwarahs and the Mosques. Not only do we want to support this, but would wish to exploit it also and bring such groups into membership of the Association.

We are currently reaching out to the LGBT community in order to talk about how wrestling can be a relevant part of life here too.

The BWA will be analysing membership statistics to try and identify any patterns, including churn, which may have a bearing on how we take forward our aspiration to be one of the UK's most inclusive sports.

*Jem Lawson
January 2018*

Recruitment	Code for Sports Governance				
	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, LGB&I 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)
How the organisation will attract an increasingly diverse range of candidates			✓	✓	
Objective: Embed good diversity and inclusion practice into our recruitment activities and decision making processes					
Priorities	Actions	Person(s) Responsible	Completion Date		
Short Term:	Include the following statement in Job advertisements to ensure candidates understand that the BWA has diversity and inclusion practice in its recruitment practices <i>"The BWA is committed to providing equal opportunities for all and is committed to following best practice in the welfare of young people and vulnerable adults. For further information please consult the Policies page on www.britishwrestling.org"</i>	Colin Nicholson	January 2018		
Medium Term:	Member of the Board to step forward to champion diversity and inclusion practice in its recruitment practices and in the Board during its decision making processes	Colin Nicholson	May 2018		
Long Term:	Board Diversity Champion to review BWA activities to ensure that BWA is embedding good diversity and inclusion practice into its recruitment activities and decision making processes	Board Diversity Champion	31 March 2019		

Engagement Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally	Code for Sports Governance				
	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, 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)
Objective:					
Priorities	Actions	Person(s) Responsible	Completion Date		
Short Term:	<ul style="list-style-type: none"> Publish a commitment to Diversity on the BWA website and current status Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board 	Colin Nicholson BWA Chair	January 2018 January 2018		
Medium Term:	Include a section on Diversity in the 2017-18 BWA Annual Report	Colin Nicholson	November 2018 and annually		

Long Term:	Publish annual update on progress against actions identified in Req 2.2 on the BWA website Diversity page	Colin Nicholson	Annually – November of the year
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<p>Progressing talent from Within</p> <p>A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.</p>	Code for Sports Governance					
	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 Req 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
Objective:						
Priorities	Actions			Person(s) Responsible		Completion Date
Short Term:	<p>Identify what BAME, disability, LGBT and socio-economic data the BWA has available to it currently.</p> <p>Data / metrics to ideally cover Board, Management level but also membership base, volunteers, coaches.</p> <p>Ideally look at actuals over the last 3 years by quarter to see trends and potential drivers across</p>			Colin Nicholson / Membership Secretary		May 2018

	the different categories and define measurement categories that work and make sense		
Medium Term:	Work with Sport England to process available postcode membership information as a surrogate to socio-economic data	Colin Nicholson	31 March 2018
Long Term:	Annually review diversity of key decision-making groups, (e.g. Board, N&R Committee, Sports Committee, coaches and officials) with a view to encouraging an increasingly diverse make-up of these bodies	Colin Nicholson / Membership Secretary / BWA Chair	November annually

Key Questions

How does this feed into our broader governance plan?

The Diversity Action Plan actions require to be added to the Board Calendar of actions to ensure that they happen in a timely and regular manner, in time for key reporting points

Who are the key people responsible for the delivery of this plan?

Jem Lawson (BWA Chair)
Daniela Bauch (Board Champion for Equality/Diversity)
Colin Nicholson (Chief Executive)
Trevor Hoskins (Membership Secretary)

How will we measure overall success?

1. That the Board meets or exceeds the 30% target as laid down by the Code of Sports Governance
2. That the BWA maintains current diversity (cf Sept 2016 BWA figures show 46% BAME)
3. That the number of females participating increases at 5% pa (June 2017 England figures show 118 Female (9%))
4. That the monitored committees, coaches and officials have more diverse membership over time

How does your Diversity Action Plan (DAP) cross-reference other parts of the code or other relevant equality or diversity monitoring standards/framework?

The plan references the Code of Sports Governance and the targets agreed between the BWA and Sport England