



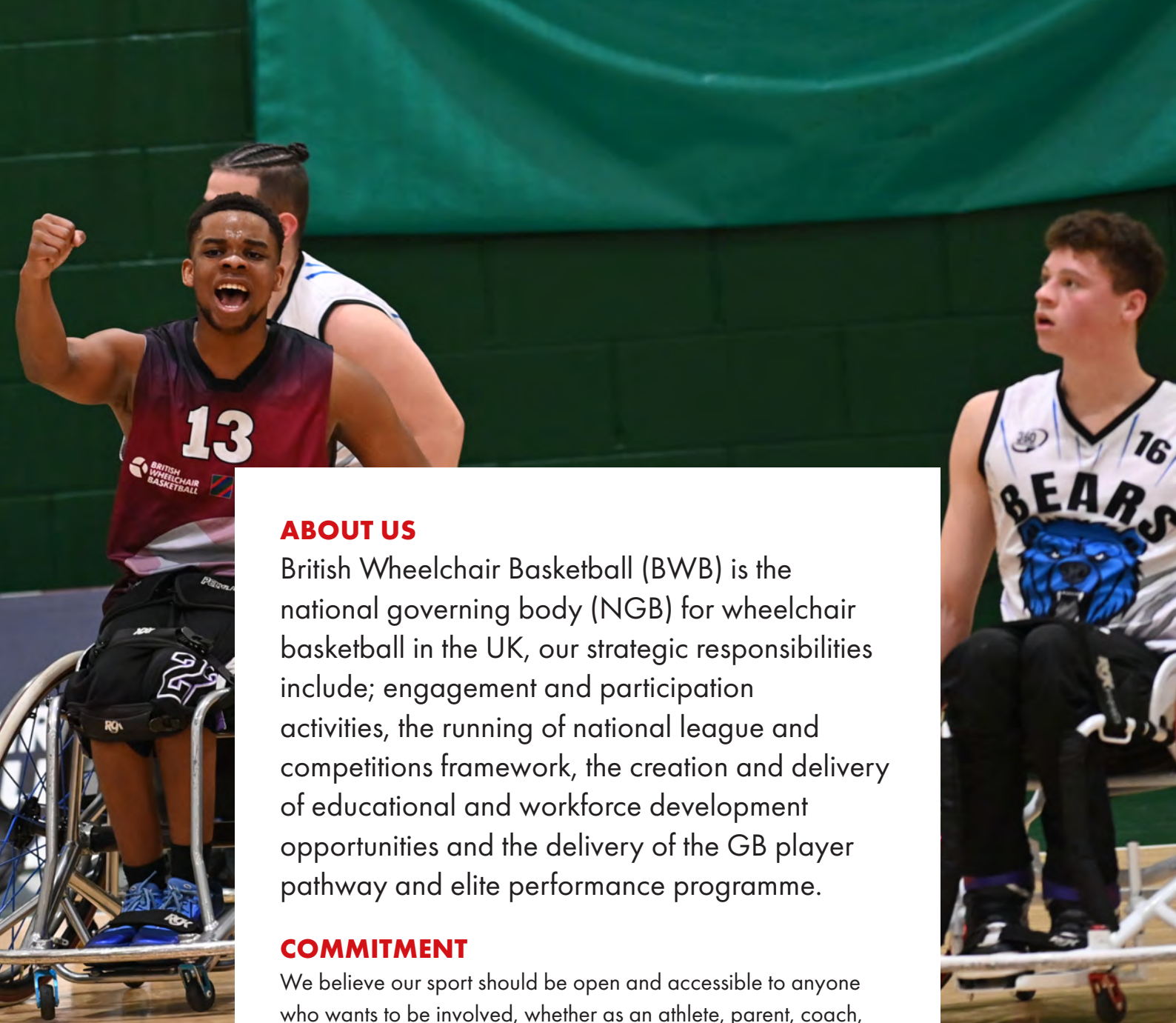
DIVERSITY AND INCLUSION ACTION PLAN (DIAP)

TO MARCH 2027



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ABOUT US

British Wheelchair Basketball (BWB) is the national governing body (NGB) for wheelchair basketball in the UK, our strategic responsibilities include; engagement and participation activities, the running of national league and competitions framework, the creation and delivery of educational and workforce development opportunities and the delivery of the GB player pathway and elite performance programme.

COMMITMENT

We believe our sport should be open and accessible to anyone who wants to be involved, whether as an athlete, parent, coach, official, volunteer or fan. We are committed to treating everyone with dignity, respect and fairness and ensuring that the wheelchair basketball community is one where everyone can thrive. We value diversity and recognise the need to ensure that people with different backgrounds and experiences are able to shape our sport to help us best meet the needs of our community.

We are committed to ensuring that our Board includes representatives from the wheelchair basketball community, whether as players, officials or club administrators.

AIM

The aim of the BWB DIAP is to improve equality, diversity and inclusion, both within its workforce and sanctioned activity, and to enhance the sense of belonging for participants.



OUR SPORT'S PROMISES

PARTICIPATION:

Wheelchair basketball is an inclusive sport open for all to play. We are committed to removing barriers to participation and GB pathway progression, by working with local communities and partners to ensure that everyone is welcomed and supported in their pursuit of activity. We will specifically work to identify and address the inequalities evident in the sport and put in place 'Equality Impact Assessments' for all British Wheelchair Basketball activity. We will monitor the success of our interventions and activities through participation data analysis, evaluation, and consultative feedback.

EDUCATION AND TRAINING:

We believe in the power of learning, to better enable ourselves, our clubs, and participants to benefit from the many educational and training opportunities which will support our sport to embed strong inclusivity, equality and diversity practices. We have an education programme which is compulsory for all NGB staff to ensure that informed choices and decisions are always made in respect of Equality, Diversity, and Inclusion. For our clubs and participants, we deliver an education, training and workshop calendar which offers development opportunities from understanding unconscious bias to recognising inequality.

REPRESENTATION:

Through the representation of our sport in the media, digital platforms, and communication activities, we promise to always project positive and inclusive images/stories of wheelchair basketball and its participants. We will address and challenge inequality in representation through working with media and sporting partners to ensure that appropriate content and positioning are always adopted.

LEADERSHIP:

We are committed to building a world-class national governing body, which can only be achieved if our governance practices support our fundamental belief that wheelchair basketball is a sport open to all. We recognise that there is still so much we can do to improve the diversity in our sport, and we continue to reflect, discuss, and challenge ourselves on what we must do better.





A SHARED LANGUAGE

WHAT IS EQUALITY, DIVERSITY & INCLUSION?

Creating a shared language is the most important piece of this plan

EQUALITY

Ensuring that every individual has an equal opportunity to make the most of their lives and talents.

DIVERSITY

Is about recognising difference. It's acknowledging the benefit of having a range of perspectives in decision making and the workforce being representative of the organisations customers.

INCLUSION

The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised, regardless of their background or ability feels welcomed and respected.

ETHNIC DIVERSITY

Relating or belonging to a group of people who can be seen as distinct, because they have a shared culture, tradition, language, history etc. The UK Government use 'ethnic minorities' to refer to all ethnic groups except the white British group. Ethnic minorities include white minorities, such as Gypsy, Roma and Irish Traveller groups.

Due to BWB's focus on representation and race, for the purposes of this DIAP, Ethnic Diversity statistics refer to anyone who does not identify as White. This is a change in definition from previous plans and BWB statistics will only reflect this from September 2026.



LGBT+

An abbreviation for lesbian, gay, bisexual, transgender and more. These terms are used to describe a person's sexual orientation or gender identity.

JUNIOR

A person who is 18 or under in the specified Season (1st September-31st Aug).

TRANS ATHLETE

Defined as players whose gender identity and sexual expression do not match the sex assigned at birth.

NON-BINARY

Is used to describe people who feel their gender cannot be defined within the margins of gender binary. Instead, they understand their gender in a way that goes beyond simply identifying as either a man or woman.

LOW SOCIOECONOMIC BACKGROUND

Low socio-economic background refers to a combination of social and economic factors. These factors include, parents' educational qualifications, parents' occupations, household income and the level of reliance on government income support.



CONTEXT

Wheelchair Basketball is an inclusive sport by nature, providing opportunities for people to play the sport regardless of ability, disability or background.

However, participation in the sport does not match the picture nationally in terms of representation of people with protected characteristics. The British Wheelchair Basketball Diversity and Inclusion Action Plan seeks to proactively reduce barriers to the sport and address inequalities.

The list of formally recognised protected characteristics are as follows:

- / Age
- / Disability
- / Gender reassignment
- / Marriage and civil partnership
- / Pregnancy and maternity
- / Race
- / Religion or belief
- / Sex
- / Sexual orientation

BWB seeks to identify areas of underrepresentation and remove barriers to participation. Understanding the context and background of people within the sport in the context of the UK picture is important in order to set realistic but challenging ambitions to impact the diversity of the sport.



SETTING THE SCENE

IN THE UK:

DISABILITY

26% of females and **22% of males** are disabled in the United Kingdom (24% overall or 16.1 million people). This represents **8.8 million disabled females** and **7.2 million disabled males**.¹

11% of children, 23% of working-age adults and **45% of state pension age adults are disabled** in the United Kingdom.²

The prevalence of disability rises with age. In the UK, **11% of children are disabled** compared with **23% of working age adults** and **45% of people over state pension age**.³



Disability is most prevalent in the Northeast of England. **31% of people in the Northeast are disabled**, seven percentage points above the UK average. London has the **lowest prevalence at 15%**.⁴

7.7 million people in the UK have a mobility impairment, which is the largest reported impairment type by disabled people (48%).⁵

For disabled children, the most common impairment type was **social or behavioural impairments**, with half reporting this. This was followed by a **learning impairment**, at 32% then a mental health impairment, at 30%.

For disabled working-age adults, **47% reported a mental health impairment**, the most prevalent category among this age group. This was closely followed by a **mobility impairment, at 41%**. The third most likely impairment type was to do with **stamina, breathing or fatigue, at 34%**.



The most common impairment type reported among disabled State Pension age adults was a **mobility impairment**, with 69% reporting this. The second most likely impairment type was a **stamina, breathing or fatigue impairment** and the third was a **dexterity impairment**, at 46% and 33% respectively.⁶

ETHNIC DIVERSITY

According to recent Census data, **81.7% of the population are “White”** (48.7 million) in England and Wales, with **18.7% of the population from ethnically diverse backgrounds** (10.9 million) - nearly one in five people. Other ethnic population groups include

- / Asian, Asian British/Welsh (9.3%; 5.5 million)
- / Black, Black British/Welsh, Caribbean or African (4.0%; 2.4 million)
- / Mixed or Multiple ethnic groups (2.9%; 1.7 million)
- / Other ethnic group (2.1%; 1.3 million)⁷



Based on data from the Office for National Statistics (ONS)'s Annual Population Survey, an estimated **10% of disabled people aged 16 in and over in the UK are from a minority ethnic background**. Of these, around 5% are Asian; 2% are Black; 1% are from a Mixed or multiple ethnic background; and 1% identify as part of an 'Other' ethnic group. This compares with 14% of the total population aged 16 and over who are from a minority ethnic background.⁸

In the UK, **rates of disability are highest among the White ethnic group**. However, this is likely to be a result of age distribution, as minority ethnic groups tend to have a younger age composition compared with the general population. When age-standardised, disability prevalence is highest among people from the Bangladeshi ethnic group (36%), with the Chinese ethnic group having the lowest proportion of age-standardised disability prevalence (15%). Mixed/Multiple ethnic groups (30%), White (28%), other ethnic group (26%) and Black African/Caribbean/British (26%) are also reported, with 28% of all people aged 16+ reporting a disability.⁹

LGBT+



An estimated **2.1 million** (3.8%) of the UK population aged 16 and over identified as **lesbian, gay** or **bisexual**, with a further 400,000 (0.7%) people identifying their sexual identity as 'other'.¹⁰

An estimated **1.4%** of Asian/Asian British, **1.8%** of Black/African/Caribbean/Black British, **11.6%** of Mixed/Multiple ethnic groups, **4.0%** of White, and **3.3%** of other ethnic group identified as lesbian, gay or bisexual.¹¹

According to Census data, **0.5%** (262,000) people in England and Wales **reported a different gender identity as their sex registered at birth**.¹²

According to Census data, **6.4% of disabled people** in England and Wales identify as **lesbian, gay, bisexual** or **other**.¹³

17% of LGBT+ people in the UK consider themselves to have a **disability**. This lower percentage is likely driven by the lower average age of people who identify as LGBT+.¹⁴

33% of trans people in the UK consider themselves to have a **disability**.¹⁵

SOCIO-ECONOMIC BACKGROUND

The **poverty rate for disabled people was 30%**, 10 percent higher than the rate for non-disabled people.¹⁶

Disabled working-age adults are around **twice as likely to live in poverty** compared with those who are non-disabled (35% vs 18%).¹⁶

Poverty rates are also higher for disabled children (34% vs 29% non-disabled children) and pensioners (20% vs 16% non-disabled pensioners).¹⁶

Half of all people who are disabled and living in poverty have a long-term, limiting mental health impairment – around **2.4 million people**.¹⁶

The poverty rate for disabled people with a **limiting mental health condition is 36%**, compared with 29% for people with a physical or other impairments.¹⁶

IN ENGLAND:

Sport England's Active Lives Adult Survey data shows disabled people are almost **twice as likely to be physically inactive** than non-disabled people (40.8% vs 20.7%).¹⁷

Active Lives Survey also shows that **two thirds of non-disabled adults are considered active** (at least 150 minutes activity per week) compared with less than half of disabled adults (68.6% vs 47.8%).¹⁷

Inactivity increases as the number of impairments a person has increases. Nearly one third of people with one impairment are inactive (31.9%) compared with **nearly half of people with three or more impairments** (47.7%).¹⁷

58% of the adult population has at least one inequality factor.¹⁸





75% of adults with no inequality factors meet the **activity guidelines**, compared to 44% for those with two or more factors.¹⁸

62% of children and young people hold **one or more** inequality factors.¹⁸

51% of those with no inequality factors meet **activity guidelines**, compared to 39% for those with two or more factors.¹⁸

¹ Family Resources Survey 2022-2023

² Family Resources Survey 2022-2023

³ Department for Work and Pensions, Family Resources Survey 2022-23

⁴ Department for Work and Pensions, Family Resources Survey 2022-23

⁵ Department for Work and Pensions, Family Resources Survey 2022-23

⁶ Department for Work and Pensions, Family Resources Survey 2022-23

⁷ Office for National Statistics, Census 2021

⁸ House of Commons Library, UK disability statistics: prevalence and life experiences, 2024

⁹ House of Commons Library, UK disability statistics: prevalence and life experiences, 2024)

¹⁰ Office for National Statistics, Sexual Orientation, UK, 2023

¹¹ Office for National Statistics, Sexual Orientation, UK, 2023

¹² Office for National Statistics, Gender Identity, 2021

¹³ Office for National Statistics, Protected characteristics by disability status

¹⁴ Government Equalities Office. National LGBT Survey. 2018

¹⁵ Government Equalities Office. National LGBT Survey. 2018

¹⁶ Joseph Rowntree Foundation (2025) UK Poverty 2025

¹⁷ Active Lives Survey, Sport England 2022-23

¹⁸ Sport England, Focus on inequalities, 2024

Socio-economic background is **not currently a protected characteristic under the Equality Act 2010**. However, there are calls to include 'disadvantaged socio-economic status' as a protected characteristic in equality legislation to ensure anyone subject to less favourable treatment because of their inherited social status or economic situation is provided legal protection.



BARRIERS TO PARTICIPATION

In 'The Activity Trap: Disabled People's fear of being active' (Activity Alliance, 2023), when asked to choose from a list of barriers preventing them from participating in sport and physical activity in general, the research shows that their impairment is the biggest barrier for disabled people. Not enough opportunities (51%) or inadequate facilities in their area (49%) are the next most prevalent barriers. Finances and benefits weigh heavily, with 40% unable to participate due to insufficient funds and a further quarter (25%) fearful of losing their benefits or financial assistance.

CURRENT POSITION

BWB is committed to ensuring there are equal opportunities for all across every facet of the sport. The development of our four strategic commitments aim to strengthen diversity in all forms across the sport, including ethnicity, gender, disability, and LGBT+. Whilst we do have more detailed stats available in certain categories, these are not always consistent across all categories and work will be put in place in the longer term to develop our data sets.

As a sport and an organisation, Equality, Diversity and Inclusion within wheelchair basketball should be evident through the delivery of a sport that is regarded as one of the most inclusive sports and that welcomes all participants to unite together on court. We will undertake a full review of our Equality, Diversity, and Inclusion Plan, as well as reviewing existing policies and processes in place to effect change which will support the NGBs pursuit of equality over the next 4 years. We recognise that there is still so much we can do to improve the diversity in our sport, and we continue to reflect, discuss, and challenge ourselves on what we must do better.

SEASON 23/24 DATA

In the 2023/24 Season 'Ethnic Diversity' was categorised as 'people who do not identify as White British' as per the government definition. This is how the data for the 2023/24 Season is represented.

After extensive review and consultation, BWB will categorise 'Ethnic Diversity' as anyone that does not Identify as 'White' moving forward. This categorisation will apply to any data collected from the 2026-27 Season and beyond.

BWB has highlighted an issue within the digital membership system whereby people are able to bypass providing required information on their profiles. This has led to inconsistent and inaccurate data that will be addressed ahead of the 2025-26 Season. This is particularly the case in stats presented on Ethnic Diversity in all membership categories.

	Board		SLT		Staff total	
Gender	Male	Female	Male	Female	Male	Female
	33%	66%	25%	75%	44%	56%
Ethnically diverse	22%		0%		17%	
Disability	11%		0%		7%	
U18	0%		0%		0%	

	All Membership (Paid and Recreational)			Paid Membership			Recreational Membership			IAG		
Gender	Male	Female	Other	Male	Female	Other	Male	Female	Other	Male	Female	Other
	53%	24%	23%	56%	26%	18%	30%	13%	11%	59%	37%	4%
Ethnically diverse	14%			4%			2%			10%		
Disability	66%			83%			52%			72%		
U18	17%			13%			33%			18%		

	Licenses	Players		
Gender		Male	Female	Non-Binary
		60%	24%	1%
Ethnically diverse		12%		
Disability		85%		
U18		11%		

Licenses	Coaches			Referees		Table Officials		Statisticians		Classifiers			Activators	
Gender	Male	Female	Non-binary	Male	Female	Male	Female	Male	Female	Male	Female	Non-binary	Male	Female
	78%	24%	1%	71%	18%	38%	56%	47%	41%	36%	55%	9%	55%	43%
Ethnically diverse	7%			19%		11%		6%		0%			36%	
Disability	63%			14%		35%		53%		55%			19%	
U18	0%			3%		0%		0%		0%				

Pathway Athletes (ENG)			Pathway Coaches (ENG)			Academy Athletes (GBR)			
Gender	Male	Female	Other	Male	Female	Other	Male	Female	Other
	70%	30%	0%	100%	0%	0%	45%	55%	0%
Ethnically diverse	11%	1.5%	0%	17%	0%	0%	6%	0%	0%
Disability	100%	100%	0%	83%	0%	0%	100%	100%	0%
U18	16%	4%	0%	0%	0%	0%	12%	11%	0%

Performance Athletes (GBR)				Coaches (GBR)		
Gender	Male	Female	Other	Male	Female	Other
	54%	46%	0%	100%	0%	0%
Ethnically diverse	11%	6.6%	0%	100%	0%	0%
Disability	100%	100%	0%	25%	0%	0%
U18	0%	0%	0%	0%	0%	0%

HISTORICAL MEMBERSHIP DATA

Paid Membership Total	2023/24	2022/23	2021/22	2020/21
Senior (%)	89.45%	87.15%	85.99%	88%
Junior (%)	12.97%	12.85%	13.35%	12%
Male (%)	55.80%	56.72%	67.21%	67%
Trans Male (%)	0%	0.30%	0.38%	0%
Female (%)	26.37%	27.47%	28.31%	33%
Trans Female (%)	0%	0%	0.10%	0%
Non-Binary (%)	0.21%	0.89%	0.29%	0%
Prefer not to say (%)	0.11%	0.89%	0.95%	N/A
Ethnically Diverse Communities (%)	4.430%	14.33%	10.49%	8%
Disability (%)	83.43%	63.44%	73.88%	73%

Coaches	2023/24	2022/23	2021/22	2020/21
Male	77%	77%	76%	77%
Female	24%	22%	24%	23%
Non-Binary	0.89%	1%	0%	0%
Ethnically Diverse Communities (%)	7.14%	9.41%	6.36%	8%
Disability (%)	63.39%	81.17%	75.45%	80%

BWB's current access to data within the membership is inconsistent. Issues within the online membership system in terms of gathering data have been identified in the 2024-25 Action Plan and will be addressed ahead of the 2025-26 Season. This leaves comparative data inaccurate, providing an issue when trying to design insight driven programmes. BWB understands that whilst key information required on protected characteristics is 'required' data within the Membership registration process, large amounts of profiles have managed to bypass this requirement whilst still gaining the memberships and licenses required to participate.

66% of BWB's participation* identifies as having a disability, with 85% of people with a Player License within this identifying as disabled. This figure greatly increases the further up the pathway with 100% of GB Squads and Pathway athletes having a disability, as opposed to 19% of people in BWB's entry level programme 'Inspire A Generation'. This is typical of grass routes initiatives that are targeting communities where people with a physical disability may be integrating with mainstream programmes such as Youth Zones.

24% of BWB's participation* is Female, with 53% male and 23% as non-binary or other. This gender disparity continues in a number of Workforce licenses, notably Coaches and Referees who are largely male dominated roles.

*Participation is defined as Paid and Recreational Membership combined

CONSULTATION

In 2022, BWB conducted a questionnaire to gain insight into the experiences of people in the sport in relation to Diversity and Inclusion. Overwhelmingly on the surface when thinking of 'Inclusivity' in the context of disability, people thought our sport was a very welcoming environment.

When digging deeper into Diversity within the sport, a number of different themes emerged. Commonly, respondents raised a lack of role models, lack of engaging and encouraging staff, lack of awareness of the sport inside various communities, poor outreach or targeted community work and poor personal support systems. See Appendix 1 for qualitative information provided.

BWB will consult with people within the sport in 2025 in order to gain a more up to date understanding of peoples experiences.

BWB PRIORITY GROUPS

In order to inform the direction of the Action Plan and ensure resource is placed in the right areas for positive change, BWB has identified the following priority areas based on BWB's current picture, consultation and wider context in the UK.

- / Disability (D)
- / Ethnic Diversity (ED)
- / Females (F)
- / Juniors (U18)
- / Socio-economic Background (SEB)

Socio-economic background is **not currently a protected characteristic under the Equality Act 2010**. However, there are calls to include 'disadvantaged socio-economic status' as a protected characteristic in equality legislation to ensure anyone subject to

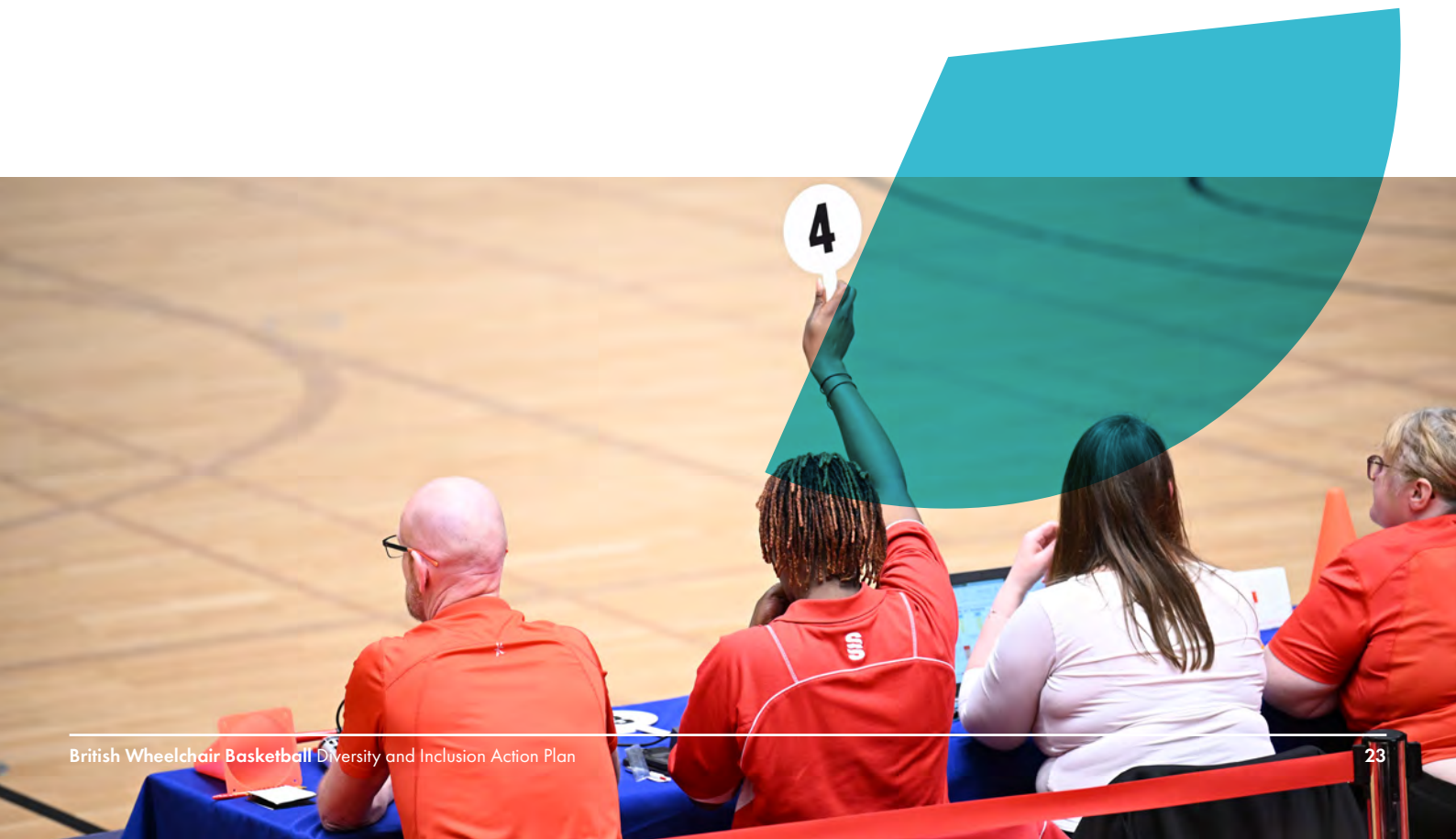
less favourable treatment because of their inherited social status or economic situation is provided legal protection. Due to the high prevalence of disabled people experiencing poverty or in a lower socio-economic group, it is important to recognise this as a big barrier to participation, fed through a number of recent studies and BWB consultation.

Whilst representation in some areas of the sport is equal or greater to the national average; female board members, ethnically diverse activators and disabled coaches, there are a number of specific areas that require resource and action to make improvements.

Areas of underrepresentation in the sport:

- / Ethnically diverse people on the Board
- / Disabled people on the Board
- / Disabled people in the BWB staff team and GB coaching team
- / Female Coaches
- / Ethnically diverse Coaches
- / Female Referees
- / Young Referees
- / U18 - Disabled and ethnically diverse athletes
- / Ethnically diverse athletes in the pathway and GB teams

These areas of underrepresentation have been used to prioritise the action plan.



ACTION PLAN



This action plan is for the period ending on March 31st 2026. This Diversity and Inclusion Action Plan has also been sub-divided into four key themes in order to ensure impact across BWB activity.

- / Participation
- / Education and Training
- / Representation
- / Leadership

MUST HAVES

BWB has identified a number of high priority Actions that will be the focus of the Action Plan, with a number of wider issues address across all areas of the sport.

Key Objective		P1 Annual priorities for IAG national and local delivery partners	
Actions		Lead	Date
/ Recruitment and training of community activators and local community partners to deliver the Inspire a Generation programme		BR/JBH	April 26
/ Develop key partnerships with organisations working with BWB's priority groups, encouraging access to wheelchair basketball and exit routes		JP	
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB England led (UK wide availability for some elements)	/ Increase of 3% by March 26 of ethnic diversity within participation of taster sessions / Ensure long term partnerships with national partners eg H4H, Police Disability UK, Sporting Equals	/ Improved community engagement / Increase in the number of IAG clubs with most playing in Inspire Leagues / Extensive engagement with local communities and voluntary sector organisations to gain greater insight into needs / Greater representation of key roles / Increase engagement opportunities with Wheelchair basketball within priority groups	

Key Objective		P2 Junior Programme		
Actions			Lead	Date
/ Work with Junior Clubs on social media presence and inclusive recruitment			JP	Sept 25
Priority Groups	Measurement	Intended Outcomes/evidence of improvement		
U18 ENGLAND ONLY	/ All 14 clubs undertake social media content workshop / All clubs to undertake inclusion training	/ More juniors across the country in welcome and inviting club environments		
Key Objective		P3 Female Participation		
Actions			Lead	Date
/ Develop a plan to develop a more accessible female pathway, promoting female only sessions within the community			ABP	March 26
Priority Groups	Measurement	Intended Outcomes/evidence of improvement		
F, U18	/ More female only training environments – Support Love Handles to establish a place in the pathway for aspiring females by delivering 6 sessions per season	/ More females across the country in welcome and inviting club environments		
Key Objective		P4 Club Health Check		
Actions			Lead	Date
/ Ensure inclusion and diversity is prioritised at a Club level, developing a Club Health Check toolkit to support delivery at grass roots. This includes EDI, Safeguarding and Mental Wellbeing			JP/ABP	Sept 25
/ Produce a mandatory online induction and training programme for Club Welfare Officers, instilling the importance of inclusion at the heart of the club			SC	May 26
/ Ensure Training on Mental Health Awareness for Welfare Officers			SC	Oct 25
Priority Groups	Measurement	Intended Outcomes/evidence of improvement		
D, ED, F, U18, SEB D, ED, F, U18, SEB D, ED, F, U18, SEB	/ Club Health Check 14 Junior clubs to undertake Health Check in 2025-26 Season / Ensure online training at beginning of the Season	/ Clubs are welcoming and inviting for all		

Key Objective		P5 Set up Community Awards Scheme	
Actions		Lead	Date
/ Implement a recognition process to attract and engage diverse participants and promote success		JR/JP	June 25
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	/ Annual awards	/ Introduction of an Inclusion Award in Annual Awards	

Key Objective		P6 Implementation of Equality Impact Assessments	
Actions		Lead	Date
/ Embed the Equality Impact Assessment (EIA) process across programme development etc		Exec	Ongoing
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	/ All new programmes and events undergo EIA	/ Equality Impact Assessments embedded throughout BWB, with the EDI working group supporting staff and members with training and guidance to conduct EIAs in a robust and meaningful way. To include impact on EDI, safeguarding, Mental Wellbeing etc	

Key Objective		P7 Competitions	
Actions		Lead	Date
/ Ensure a long term competition structure that provides high quality playing experiences from recreational through to national leagues, removing barriers to participation		JR/HS	Sept 25
/ Create more inclusive recreational competitions and events, celebrating diversity and culture at a community level		JP/ABP	Summer 25
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	/ Publish Competition Review Findings, implementing operational changes from 2026-27 Season	/ Increased diversity at grass roots level	
	/ Establish a cultural event in London in memory of Leroy Dobson	/ Increased diversity and sense of belonging in the community	

Key Objective		P8 Talent Pathway	
Actions		Lead	Date
/ Work to remove barriers in the Talent pathway, providing supported access for people within BWB's priority Groups		GW	Summer 25
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	/ Minimum of 4 places retained for ethnically diverse athletes	/ Diversity within the talent pathway	

Key Objective		P9 Performance Pathway	
Actions		Lead	Date
/ Create a number of high profile role models to speak and promote on important EDI issues (Use of Coaches and Athletes)		BF	Ongoing
/ Ensure review of current practices to make allowances for cultural differences to thrive in the performance environment eg – training times, prayer room facilities		SR	March 25
/ Regularly review and update policies and practices to align with best practice in inclusion		SR	
/ Provide training for staff and support staff		HOPS/SR	
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F	/ 2 role models supporting campaigns each year	/ Diversity is celebrated within the Performance Pathway	
	/ EIA completed on camps, events and HPP's		
	/ Policies reviewed annually		

Key Objective		E1 Coaching Education and Recruitment	
Actions		Lead	Date
/ Develop a plan to recruit and train a more diverse coaching network, introducing funded courses and bursaries. Priority groups; females, ethnically diverse, young people, disabled people		JBH	April 25
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18	/ Publish Workforce Development Plan / Increase number of licensed ethnically diverse coaches to 3% by 2027 / Increase number of licensed female coaches by 3% by 2027	/ Increased diversity within the coaching network	

Key Objective		E2 Referee Education and Recruitment	
Actions		Lead	Date
/ Develop a plan to recruit and train a more diverse referee network, introducing funded courses in IAG. Priority groups; females, ethnically diverse		JBH	Dec 23
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
ED, F, England only	/ Publish Workforce Development Plan / Develop at least 10 new female referees by March 2026 / Increase number of licensed ethnically diverse referees by 3% by March 27 / Increase number of licensed female referees by 3% by March 2027	/ Increased diversity within the coaching network	

Key Objective		E3 IAG Education Bursaries	
Actions		Lead	Date
/ Develop a plan to recruit and train a more diverse coaching network, introducing funded courses and bursaries. Priority groups; females, ethnically diverse, young referees		BR, JBH	Dec 25
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, SEB England only	/ Fund a minimum of 20 coaches from priority groups on Level 1 or 2s by March 26 / Fund a minimum of 10 referees from priority groups by March 26	/ Increased number of people qualifying as coaches and licensing annually, particularly from priority groups	

Key Objective		E4 Member and Staff Education	
Actions		Lead	Date
/ Promote education and training around unconscious bias and EDI, raising awareness within the sport		JBH	May 25
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	/ Include in license requirements for Referees	/ Increased opportunities for learning	

Key Objective		R1 EDI Marketing	
Actions		Lead	Date
/ The use of engagement & content that appeal to diverse groups and communities / Guarantee that equality is represented within the BWB marketing & communications strategy / Increase the diversity of images used for publication/promotions – work with artists from diverse backgrounds to produce imagery/artwork (murals) that appeal to, and can be identifiable to diverse communities / Actively and publicly address diversity on the BWB website with signposting to further support/information on EDI		BF	Ongoing
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	/ Increased number of EDI images available for online content from national championships / Aim for EDI themed content at least once per month / Review suppliers and introduce an equitable process to ensure there is a panel of suppliers that include a broader representation. Consider introducing a ‘supplier diversity policy’	/ BWB marketing is more representative of the membership and promotes underrepresented groups / BWB social media is representative and celebrative of member culture / Regular and ongoing public comms on diversity within our sport / Broader and more diverse suppliers, from established to newly created businesses	

Key Objective		R2 Increase Gender, Faith & Cultural Awareness	
Actions		Lead	Date
- Development of an EDI calendar which should be considered when launching events e.g., Ramadan, Diwali, International Women's Day, BHM - Research based fact finding exploration of different religious/cultures and requirements. Showcase good practice and pointers for consideration		BF	March 25
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
ED	Calendar produced by March 25	- Improved understanding of other cultures and faiths so as to understand barriers to participation and engagement - Launch of events in view of a cultural/religious calendar - celebration of diverse communities	

Key Objective		R3 Increase LGBT+ Awareness	
Actions		Lead	Date
- Champion EDI and allyship on social media channels - Share opportunities to unite clubs and increase club and athlete voice		BF	Ongoing
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	- Support rainbow laces campaign - Show support for LGBT+ month on social media, include min 1 article from role model	Educational opportunities to understand gender reassignment, transgender, transsexual, gender dysphoria, transphobia and use this knowledge to engage with, and promote fair and safe competition/participation reinforce by BWBs code of conduct	

Key Objective		L1 Ensuring Accountability		
Actions		Lead	Date	
- EDI Champion from the Board is appointed to oversee implementation of BWB DIAP, in close liaison with EDI working group - Written evidence the Board has nominated or appointed a Board member with responsibility for equality e.g., job descriptions; written into		JB	Ongoing	
Priority Groups	Measurement	Intended Outcomes/evidence of improvement		
D, ED, F, U18, SEB	Champion appointed and Chair EDI group meetings – min 2 per year	- The conversation and sponsorship of EDI is held at the highest echelons of BWB - Increased visibility of EDI issues and campaigns to reinforce leadership commitment		

Key Objective		L2 EDI Sustainability		
Actions		Lead	Date	
Provide clear lines of responsibility and training for the EDI Working Group to steer and help instil an organisation-wide EDI culture		Board Champion/ JB/JR	Ongoing	
Priority Groups	Measurement	Intended Outcomes/evidence of improvement		
D, ED, F, U18, SEB	- Produce terms of reference for EDI Working Group - Quarterly DIAP meetings internally	The embedding of EDI across all ranks of BWB. Produce terms of reference and quarterly meetings for EDI group		

Key Objective		L3 EDI Reporting		
Actions		Lead	Date	
Regular reporting to the Board with EDI forming a standard item at Board meetings. Include EDI impact on all board papers		Board Champion/ JR	Quarterly	
Priority Groups	Measurement	Intended Outcomes/evidence of improvement		
D, ED, F, U18, SEB	- Board reports produced quarterly on DIAP progress - Annual Progress report against DIAP to Working Group and Board	Periodical EDI reports to be published internally with key progress and trends communicated		

Key Objective		L4 Adopt a Zero tolerance approach to discrimination	
Actions		Lead	Date
/ Create a process for reporting discrimination within the sport, promoting a culture of open conversation around issues of discrimination against protected characteristics		SC	Sept 25
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	/ Review policies and procedures – Introduce reporting system for discrimination of priority groups	/ Robust policies, procedures and strategies put in place which adopt an anti-racist and anti discriminatory culture / Anti-racist and inclusive language is adopted / An anti-discriminatory approach to recruitment, retention and development is taken – working closely with the HR Team to implement and monitor this across BWB / Updated customer charter and complaints procedure	

Key Objective		L5 Attraction, recruitment, and retention of diverse staff	
Actions		Lead	Date
/ Review recruitment methods - webpages, recruitment agencies and information about working for BWB		SC	Summer 25
/ Ensure a diversity statement is centred on all adverts		SC/BF	
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F	/ New recruitment pack produced by Sept 24 / Areas of under representation defined and actions to improve specified including positive action (recruiting differently e.g., video, adverts in diverse publications and social media outlets) / All staff profiles on the website within 1 month of start date, including photo	/ Equitable recruitment	

Key Objective		L6 Attraction, recruitment, and retention of diverse board members	
Actions		Lead	Date
/ Work with executive searches, diverse recruitment agencies, and personal/professional networks to improve BWB Board diversity and explore creative ways for reaching and attracting candidates for Board appointments		JB	Ongoing
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	/ A diverse BWB Board	/ A diverse board that is representative of the membership	

Key Objective		L7 Data Sets	
Actions		Lead	Date
/ Establish clear data sets which break down membership and engagement across protected characteristics in order to better inform the development of programmes		JR	May 25 March 25 Season 25-26
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	/ Clear identification of underrepresentation / Review data sets to inform collection of member data in new digital system / Implement a new definition for Ethnically Diverse Groups, allowing a true representation of race within the sport / Produce a new benchmark for EDI data based on clean data from the new digital system	/ A consistently accurate picture of representation in the sport	

Key Objective		L8 Qualitative Data	
Actions		Lead	Date
/ Establish a touch point with the membership to understand their experiences in the sport in the area of EDI. Build on the questionnaire published in 2022 in order to check the pulse of the sport		JR/SC	Sept 25
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	/ Questionnaire published for 2025-26 Season	/ An accurate picture of inclusion, culture and discrimination in the sport	

Key Objective		L9 Lobbying	
Actions		Lead	Date
/ Lobby at a national level for the rights of people in BWB’s priority groups		JBH/CJ	Ongoing
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
D, ED, F, U18, SEB	/ Publicly support causes important to the BWB Membership	/ An engaged and supported membership	
Key Objective		L10 Strategic Partnerships	
Actions			
/ Partner with organisations working in the communities BWB would like to engage more			
Priority Groups	Measurement	Intended Outcomes/evidence of improvement	
	/ Joint press releases about the importance of disability sport provision and the popularity of Wheelchair Basketball to inspire disabled and non-disabled participants	/ Wider communications and partnership working, accessing organisations that can promote opportunities to be welcomed into the BWB community	



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