

DIVERSITY AND INCLUSION ACTION PLAN (DIAP)

TO MARCH 2027

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

This handy one-pager covers the headlines. Alternatively, the full action plan can be viewed on our website.

MUST HAVES:

- P5** Implement a recognition process to attract and engage diverse participants and promote success
- E1** Develop a plan to recruit and train a more diverse Workforce
- R1** Guarantee that equality is represented within the BWB marketing & communications strategy
- L8** Establish clear data sets which break down membership and engagement across protected characteristics in order to better inform the development of programmes
- P7** Create more inclusive recreational competitions and events, celebrating diversity and culture at a community level
- P8** Work to remove barriers in the Talent pathway, providing supported access for people within BWB's priority Groups.
- P7** Ensure a long-term competition structure that provides high quality playing experiences from recreational through to national leagues, removing barriers to participation
- L4** Create a process for reporting discrimination within the sport, promoting a culture of open conversation around issues of discrimination against protected characteristics
- E4** Promote education and training around unconscious bias and EDI, raising awareness within the sport
- P3** Develop a plan to develop a more accessible female pathway, promoting female only sessions within the community
- P1** Develop key partnerships with organisations working with BWB's priority groups, encouraging access to wheelchair basketball and exit routes
- L9** Lobby at a national level for the rights of people in BWB's priority groups

Key

P – Participation

E – Education and Training

L – Leadership

R – Representation