



# EQUALITY AND DIVERSITY ACTION PLAN 2018 – 2021 (Updated February 2019)

# Message from Our Chairman – Patrick Roberts

**“At British Weight Lifting, diversity has always been and continues to be, an important part of our culture. We are committed to promoting and increasing diversity in our leadership, workforce, operational decisions, performance training and community development. Facilitating diversity and inclusion are not initiatives or programmes with expiry dates. They’re the right things to do and also core principles for the way we do business. We firmly recognise that leadership, governance and decision making are greatly enhanced when calling on a wide range of different opinions.”**

## **ABOUT US**

BWL is the National Governing Body for Olympic Lifting and IPC Para-Powerlifting in the UK.

Olympic Weight Lifting is one of the oldest competitive sports still practiced today. Tracing its origins back to ancient Greece and China, Olympic Weight Lifting was one of the seven sports that made up the programme of the first modern Olympic Games in Athens, 1896. Weight Lifting for men has featured at every edition of the Olympic Games in the modern era, with women’s events introduced at the Sydney Games in 2000.

Olympic Weight Lifting is a bodyweight sport with athletes competing against others in the same category. British Weight Lifting is affiliated to the European Weight Lifting Federation (EWF), the governing body for Olympic Weight Lifting in Europe, and the IWF (the International Weightlifting Federation).

Para-Powerlifting is one of the fastest growing Paralympic sports. The second Paralympic Games in Stoke Mandeville, 1964 saw Para-Powerlifting make its debut. By the 1992 Paralympic Games in Barcelona, 25 countries participated in the Para-Powerlifting competition. That number more than doubled in 1996 at the Atlanta Paralympic Games with 58 countries in participation.

Since 1996 that number has risen to a total worldwide membership of 115 countries with 5000 registered athletes on five continents. This is a dramatic change from its humble beginnings where only men were permitted to compete. Women competed for the first time at the Sydney Games in 2000 and at the 2008 games in Beijing, powerlifting was one of the most viewed sports at the Paralympic games.

The sport is adapted from non-disabled powerlifting, concentrating solely on the bench-press movement. The key aspect of the sport is simple; the person who lifts the most weight within their body weight category on the day of competition is deemed the winner. Technical rules apply and during competition, 3 judges apply criteria in determining whether a lift is acceptable. Athletes must lower the bar to their chest, hold it motionless, and then press it upwards to arm’s length with elbows locking simultaneously. An athlete gets 3 attempts on stage to lift their maximum weight.

Para-Powerlifting is governed by the International Paralympic Committee. More information on Para-powerlifting can be found on the [World Para Powerlifting website](#).

## **OUR MISSION**

To influence, connect and provide Weight Lifting and Weight Training to make it an everyday part of people's lives in England, Northern Ireland and the United Kingdom.

## **OUR VISION**

To inspire a nation of weight lifters through exceptional leadership and expertise which will revolutionise a sport. We are committed to change a culture and to stimulate Olympic and Paralympic success, whilst reducing inactivity and increasing participation to encourage a fitter, stronger and healthier nation.

## **OUR VALUES**



**CARE**



**SHARE**



**DARE**

**Care** - maintain integrity and respectful relations with all our stakeholders, customers, partners, suppliers, employees and communities

**Share** - expertise, knowledge, passion, enjoyment and innovation

**Dare** - to make a difference to solve problems and achieve goals that drive performance and the sport forwards in a collaborative manner

## **THE BWL STRATEGY 2017 to 2021**

Our role is – *To influence, connect and provide Weight Lifting and Weight Training to make it an everyday part of people's lives in the United Kingdom.*

Inclusivity is one of our core principles running through the heart of our Strategic plan, as we strive to ensure our sport is accessible and attractive to the widest audience. We encourage all connected to Weight Lifting to embrace diversity and we are actively seeking new partnerships to broaden our offer.

In our Strategic Plan we have committed to increasing the diversity of volunteers (including Board and committee members), participants, instructors, staff and our wider workforce. Although we lead the World in terms of Female Technical Officials, we are working on a number of initiatives to encourage more women, especially female coaches, people with disabilities and people from black and ethnic minorities to become more actively involved in all aspects of our activities. We have also produced guidance for our affiliated clubs on welcoming transgender participants and people from different ethnic and faith groups.

Our 4 key strategic objectives are:

- More People – Taking part in Weight Lifting and Weight Training on a regular basis
- Greater Inclusivity – So everyone can take part
- Globally Successful – The UK leading the World on and off the platform
- Maximising Investment – A well governed, managed and financially sustainable NGB

Through 7 programmes of:

- Strong - Help those who are inactive to regain their strength in their daily lives
- Stronger - Help those who are active and wish to become fitter and stronger
- Strongest - Provide inclusive competitions for those who want to compete to be the best
- Talent – Provide environments, opportunities and support for talented lifters to raise their potential to succeed
- Performance – Winning frequently at Olympic, Paralympic, World, European, Commonwealth and International level
- Governance – Manage the sport and NGB in the most effective, efficient and safe way possible
- Investment – Create sustainable investment streams to develop and support Weight Lifting

### **Statement on Diversity and Equality**

BWL is fully committed to providing equal opportunities to all employees, potential employees, past, present and potential members and participants, coaches, instructors, volunteers and officials.

Our commitment to equal opportunities ensures everyone will be treated fairly and on an equal basis. We do not condone discrimination on the grounds of sex, age, disability, race, colour, nationality, ethnic or national origin, religion or belief, sexual orientation, pregnancy or maternity or marital or civil partnership, gender reassignment or social status.

### **Equality Standard**

To ensure the organisation remains fully compliant, BWL is fully committed to achieving the essential levels of the Equality Standard for Sport, established by the Sports Councils as a benchmark for the governing bodies to whom they provide funding. BWL will over the next cycle demonstrate that equality is embedded throughout the organisation, its functions, policies, and all its staff and volunteers. Key dates that we have committed to are:

<b>Level of the Standard</b>	<b>Target Date</b>	<b>Achievement Date</b>
Preliminary	31 October 2018	3 November 2018
Intermediate	31 October 2021	

BWL will seek over this period to continue to grow the number of women and girls participating in the sport as well as making significant changes to the corporate governance of the organisation, which has led to wide scale reform of the Board of Directors with the intention of becoming far more reflective of the sport and society as a whole.

### **Board Diversity**

30% of the 10 active BWL board members are female, with all 10 members varying in age and background. Two members are from a minority ethnic group and one is white Irish. The two athlete representatives invited to attend Board meetings, one is female and one has a disability.

### **Board Recruitment**

Board vacancies are advertised openly using a wide range of media, including Stakeholder websites, Women on Boards and the Sporting Equals Leaderboard. Candidates are shortlisted by our appointed Nomination Committee on the basis of their competences, knowledge, skills and experience, taking account of any skills gaps in the competences of the remaining Board members.

Where there is more than one candidate with a similar range of skills and competences, the Nomination Committee use positive action with the aim of ensuring that, if at all possible, the shortlist includes suitably skilled women, people with disabilities and people from BAME backgrounds.

### **Commitment and Day-to-Day Practice**

BWL commits to ensuring that equality and diversity procedures, policies and practices are active always throughout organisation, both in internal and external facilities.

Our target is to maintain a position where a minimum of 30% of Board members are from each gender, maintain as close to possible an equal (50/50) split in competition entries and Technical Officials, and develop and grow the number of high quality female coaches.

BWL are also committed to ensuring fair recruitment across all vacancies.

### **Monitoring**

BWL conducts regular equality monitoring of all groups (Board, staff, job applicants, members, coaches, instructors, officials, elite squads).

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 parity and greater diversity generally on its board	Demonstrate a strong and public commitment to progressing greater diversity generally (including but not limited to BAME, disability, LGBT and socio-economic)	Identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 2.1	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)	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	BWL commitment to staff recruitment.
How the organisation will attract an increasingly diverse range of candidates							
<b>Objective:</b> Embed good diversity and inclusion practice into our recruitment activities and decision- making processes	✓	✓	✓	✓	✓	✓	✓
Priorities	Actions		Person(s) Responsible		Completion Date / Update		
<b>Short Term:</b>	<p>Information gathering &amp; analysis</p> <p>Determine current diversity levels within organisation – Board &amp; Executive. Identify any shortfalls</p> <p>Report findings and define additional actions – provide evidence of review and evaluation of equality</p> <p>Publish Diversity Plan online</p> <p>Publish commitment to Equality and Diversity online – to include a minimum of 30% of each gender on the Board.</p>		<p>CEO / SLT</p> <p>Chair /CEO/ Chairs of sub-committees/SMT</p> <p>CEO /Chair / Board Equality Champion</p> <p>CEO / SLT</p> <p>CEO / SLT</p>		<p>September 2018</p> <p>September 2018</p> <p>September 2018</p> <p>Published regularly. Latest updated plan published October 2018</p> <p>Statements published maintained on website</p>		
<b>Medium Term:</b>	<p>As vacancies arise for all roles (Board/Sub-committees/ Executive and staff) ensure positive diverse representation through advert and interview process.</p> <p>Improve relationships and engage with larger number of organisations representing under-represented groups, which may be able to spread the opportunity and assist with identifying potential candidates, such as: Women In Sport, Activity Alliance, Sporting Equals, Women on Boards, Wheelpower, Limbpower, Dwarf Sports Association.</p>		<p>CEO and SLT Nominations Committee/CEO</p> <p>CEO and SLT</p>		<p>On-going – as and when recruitment needs arise</p> <p>Staff recruitment policy revised as part of review of Employee Handbook – for implementation in March 2019</p> <p>We are currently working closely with a number of these organisations including Women in Sport, Wheel Power, Limb Power, Cerebral Palsy Sport, Dwarf Sports Association, Stoke Mandeville, Help for Heroes and Invictus Games.</p>		

	<p>Board level posts and all executive positions to be advertised to as wide an audience as possible with the aim of attracting the most diverse list of candidates.</p> <p>Further attention paid to actual advertisements for all roles to ensure no individual is or feels precluded. Job specifications to be re-visited and re-written if appropriate to ensure each role will attract the most diverse range of applicants.</p> <p>Consider the use of a recruitment consultant to support application process and widen search as well as ensure all measures taken around diversity.</p> <p>Continually monitor data of applicants with a view to exploring options to improve. Report to be provided after each round of recruitment for Board discussion if appropriate.</p>	<p>Nominations Committee/CEO</p> <p>CEO and SLT</p> <p>Nominations Committee</p> <p>CEO and SLT</p>	<p>On-going – as and when recruitment needs arise</p> <p>On-going – as and when recruitment needs arise</p> <p>A recruitment agency has been commissioned to assist with the current recruitment for a Chair or the organisation</p> <p>System has been implemented to ensure statistics are gathered after each recruitment exercise.</p>
<b>Long Term:</b>	<p>Ensure continual monitoring and improvement</p> <p>Publish action plan and results against the plan on an annual basis on our web site</p>	<p>CEO and SLT</p> <p>CEO and SLT</p>	<p>As above, monitoring system is in place to gather statistics. Annual review will be held at end of reporting year.</p> <p>Action plan is updated regularly and published on the website.</p>

<b>Engagement</b>		<b>Code for Sports Governance</b>						
Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally		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 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)	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	Staff commitment
<b>Objective:</b>		✓	✓	✓	✓	✓	✓	✓
<b>Priorities</b>	<b>Actions</b>	<b>Person(s) Responsible</b>			<b>Completion Date / Update</b>			
<b>Short Term:</b>	Board sign off updated Equality and Diversity statements, agree the Action Plan and commit to achieving the Equality Standards	Chair / CEO			On-going - Equality and Diversity updates provided at regularly Board meetings 2018  Preliminary Equality Standard achieved in November 2018			
<b>Medium Term:</b>	<p>Board and staff undertake training on Equality and Diversity</p> <p>Ensure succession planning and Board recruitment policies include a clear equality and diversity dimension</p> <p>Ensure all key staff and Board are identified as being responsible for Equality in their area of operation.</p> <p>Ensure equality priorities are clearly identified in all Board and Executive objectives, job descriptions and strategic plans.</p> <p>Board move on from reliance on Equality and Diversity Champion to more collective responsibility.</p>	<p>Chair / CEO / Internal Governance group</p> <p>Chair / Nominations Committee / CEO</p> <p>Chair / CEO / SLT / Internal Governance group</p> <p>Chair / CEO / SLT / Internal Governance group</p> <p>Chair / CEO</p>			<p>Training session scheduled for 26 February 2019</p> <p>Recent recruitment of new Board members has demonstrated this. Four new Board members appointed in December 2018 following an open recruitment process</p> <p>Equality and diversity updates are provided at team meetings to ensure everyone is aware of their responsibilities. Internal Governance group oversee progress against action plan.</p> <p>Equality and diversity statements are included in job information packs and JDs. An updated Equality statement is included in the new employee handbook due for implementation in March 2019</p> <p>Equality and diversity is a standing agenda item at all Board meetings</p>			



	<p>Board to appoint Diversity Steering Group, with approved ToR and ensure governing documents are gender neutral.</p> <p>Continue to grow internally in the sport and support external diversity events or promotions, such as This Girl Can, Women in Sport week, Pride etc</p>	<p>Chair / Board</p> <p>CEO / SLT</p>	<p>BWL regularly support stakeholder campaigns and raise awareness through social media and specific campaigns. Throughout 2018 BWL worked closely with Women in Sport to develop a campaign to encourage women into weight lifting using #StrongIsNotASize which had a large reach and engagement levels.</p>
<b>Long Term:</b>	<p>Achieve Equality Standard targets as agreed with SE/UKS</p> <p>Ensure equality becomes the norm throughout all BWL events, policies and procedures, recruitment etc</p> <p>Ensure continual training of the BWL Board and SLT – minimum period between sessions of 2 years.</p>	<p>Board / CEO / SLT / Internal Governance group</p> <p>CEO / SLT / Internal Governance group</p> <p>Board / CEO / SLT / Internal Governance group</p>	<p>BWL achieved the preliminary level of the Equality Standard in Sport in November 2018.</p> <p>Equality and diversity is a core principle through all BWL policies and procedures and details are documented accordingly and updated regularly.</p> <p>Some key individuals have already undertaken training on equality and diversity. A new face to face training session for all current staff is scheduled for 26 February 2019.</p>

<h2>Progressing talent from within</h2> <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)	Identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Req 2.1	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)	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	BWL Staff commitment
<b>Objective:</b>	✓	✓	✓	✓	✓	✓	✓
<b>Priorities</b>	<b>Actions</b>			<b>Person(s) Responsible</b>		<b>Completion Date / Update</b>	
<b>Short Term:</b>	<p>Publish Equality and Diversity commitment on website and include in next newsletter to be forwarded to all members and volunteers.</p> <p>Publish report on website as soon as is viable.</p>			CEO / SLT / Internal Governance group		Information was initially published in December 2017. Regular updated information has been published since via a dedicated section on our website which is available for anyone to view. Information is also sent out directly to members via the monthly member newsletter.	
<b>Medium Term:</b>	<p>Encouraging applicants, particularly for Board positions and SLT roles from a wider pool. Utilise more networks to ensure opportunities are appreciated by more individuals, including:</p> <ul style="list-style-type: none"> <li>• Current contacts within our sport</li> <li>• Contacts from other sports</li> <li>• Key influencers/volunteers and ex-athletes</li> <li>• Those with current or past experience of working on boards/committees etc</li> </ul>			Nominations Committee / CEO / SLT		On-going – as and when recruitment needs arise	
<b>Long Term:</b>	Continue to monitor, train and seek continual improvement in equality and diversity to ensure it becomes firmly embedded in the culture of BWL.			CEO / SLT / Internal Governance group		<p>On-going monitoring processes are in place, which are managed by the Internal Governance group.</p> <p>The recent staff survey carried out in October 2018, resulted in 100% of staff either “strongly agreed” or “agreed” that BWL valued equality and diversity.</p>	

