



EQUALITY, DIVERSITY AND INCLUSIVITY ACTION PLAN 2018 – 2021 (Updated May 2020)

Message from Our Chairman – Angus Kinnear

“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

OUR 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 will also seek over this period to continue to grow the number of women and girls participating in the sport. We have already produced guidance for our affiliated clubs on welcoming transgender participants and people from different ethnic and faith groups.

Our four 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 seven 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

We are 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, we are 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. Throughout the next cycle we will demonstrate that equality is embedded throughout the organisation, our functions, policies, staff and volunteers. Key dates that we have committed to are:

Level of the Standard	Target Date	Achievement Date
Preliminary	31 October 2018	3 November 2018
Intermediate	31 October 2021	

Board Diversity

We have already implemented a wide scale reform of the Board of Directors with the intention of becoming far more reflective of the sport and society as a whole. Our target is to maintain a position where a minimum of 30% are from each gender and we have achieved this for some time with three of the ten current BWL Board members being female, with all members varying in age and background. At present two members are from a minority ethnic group. Two athlete representatives are 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.

In October 2019, we adopted new Articles of Association, which now provide more clarity in the recruitment process for elected and potentially appointed directors, ensuring it is more transparent and easier for current members and recently retired lifters to both understand the process and the opportunities to be involved at Board level. These Articles also further enhance our commitment to Equality, Diversity and Inclusivity stating as a minimum 25% of the Board should comprise Independent Directors with the preferred option for an Independent Chair plus a 30% gender balance and greater encouragement for representation from BAME communities or those with difficulties.

Day-to-Day Practice

We commit to ensuring that equality and diversity procedures, policies and practices are active always throughout our organisation. We aim to maintain as close to possible an equal (50/50) split in competition entries and Technical Officials. We are also looking to develop and grow the number of high quality female coaches. We are also committed to ensuring fair recruitment across all vacancies and our employee recruitment policy reflects this.

Monitoring

We conduct equality monitoring of all groups (Board, staff, job applicants, members, coaches, instructors, officials, elite squads).

Recruitment How the organisation will attract an increasingly diverse range of candidates	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 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	BUL commitment to staff recruitment.
Objective: Embed good diversity and inclusion practice into our recruitment activities and decision-making processes	✓	✓	✓	✓	✓	✓	✓
Actions	Person(s) Responsible			Completion Date / Update			
Determine current diversity levels within the organisation including Board, Executive and staff. Report findings and define additional actions – provide evidence of review and evaluation of equality. Publish EDI Plan online. Publish commitment to Equality and Diversity online – to include a minimum of 30% of each gender on the Board. As vacancies arise for all roles (Board/Sub-committees/ Executive and staff) ensure positive diverse representation through advert and interview process. All Board and Executive positions to be advertised to as wide an audience as possible with the aim of attracting the most diverse list of candidates.	Chair / CEO / Chairs of sub-committees / SLT Chair / CEO CEO / SLT CEO / SLT Chair / Nominations Committee CEO / SLT Chair / Nominations Committee CEO / SLT			New surveys were issued in March 2020 to determine current diversity levels within the organisation Updates are provided at Board meetings – next update and actions will be reported to Board in June 2020. Plan is updated quarterly and then published on the website. Current plan was published in February 2020. A website page is dedicated to equality, diversity and inclusivity - which includes our commitment to this area. On-going as and when recruitment needs arise. Our Articles of Association were amended in October 2019 to ensure the recruitment process is more transparent and to further enhance our commitment to EDI. On-going as and when recruitment needs arise, within budgetary limits.			

<p>Ensure attention is paid to advertisements for all roles to ensure no individual is or feels precluded. Job specifications written to ensure each role will attract the most diverse range of applicants.</p>	<p>CEO / SLT</p>	<p>Staff recruitment policy was revised as part of organisational review of the Employee Handbook which was implemented in 2019, following approval by an external HR legal consultant. We have recently carried equality screening via an equality impact assessment on our recruitment policy and a number of actions are being addressed as a result of this.</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>Nominations Committee / CEO / SLT</p>	<p>A recruitment agency was commissioned to oversee the recruitment for a Chair of the organisation in June 2019. A specialist agency was used for a new role of Commercial Manager in August 2019. No further recruitment undertaken.</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 discussion/review</p>	<p>CEO / SLT</p>	<p>System has been implemented to ensure statistics are gathered after each recruitment exercise. These are reviewed by the Internal Governance group. No recent recruitment undertaken.</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 / SLT</p>	<p>Continue to work 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. Para-Powerlifting competitions are held as part of many of our national Championships. BWL were a key stakeholder in the recent Manchester 2020 World Para-Powerlifting World Cup and we continued to develop and strengthen our relationships with a number of disability organisations through this.</p>

Engagement		Code for Sports Governance						
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 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 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
Objective:		✓	✓	✓	✓	✓	✓	✓
Actions				Person(s) Responsible		Completion Date / Update		
Board sign off updated EDI statements, agree the Action Plan and commit to achieving the Equality Standards				Chair / CEO		EDI updates provided at regular quarterly Board meetings		
Board and staff undertake training on Equality and Diversity				Chair / CEO / Internal Governance group		Preliminary Equality Standard achieved in November 2018 and currently working towards Intermediate level.		
Ensure succession planning and Board recruitment policies include a clear equality and diversity dimension				Chair / Nominations Committee / CEO		EDI training session delivered (by external training provider) for all staff in February 2019. New staff undertake an online EDI awareness training module.		
Ensure all key staff and Board are identified as being responsible for equality in their area of operation.				Chair / CEO / SLT / Internal Governance group		Four new Board members appointed in December 2018 and a new Chair appointed in June 2019 following open recruitment processes.		
Ensure equality priorities are clearly identified in all Board and Executive objectives, job descriptions and strategic plans.				Chair / CEO / SLT / Internal Governance group		A Board Champion was appointed in December 2018. Equality, diversity and inclusivity updates are provided at team meetings to ensure everyone is aware of their responsibilities. Internal Governance group oversee progress against action plan.		
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	<p>Board move on from reliance on Equality and Diversity Champion to more collective responsibility.</p> <p>Board to appoint Diversity Steering Group, with approved ToR and ensure governing documents are gender neutral.</p> <p>Continue to grow and support external diversity events or promotions, such as This Girl Can, Women in Sport Week, Pride etc.</p> <p>Develop and implement campaigns which support diversity.</p>	<p>Chair / CEO</p> <p>Chair / Board</p> <p>CEO / SLT</p> <p>CEO / SLT</p>	<p>screening via an equality impact assessment on our strategy document and a number of actions are being addressed as a result of this.</p> <p>Equality, diversity and inclusivity is a standing agenda item at all Board meetings</p> <p>A Board Champion has been appointed and Internal Governance group is up and running internally within BWL.</p> <p>BWL regularly support stakeholder campaigns and raise awareness through social media and specific campaigns. We recently supported Maccabi GB in the promotion of the Maccabiah Games due to run in 2021.</p> <p>BWL worked closely with Women in Sport to develop a campaign to encourage women into weight lifting using #StrongIsNotASize which had large reach and engagement levels. Since then, this is a message which we have continued to promote. We are now developing another campaign in conjunction with UK Active using the same hashtag which will be implemented later this year.</p>
	<p>Achieve Equality Standard targets as agreed with SE/UKS:</p> <ul style="list-style-type: none"> - Preliminary level – 2018 - Intermediate level - 2021 <p>Ensure equality becomes the norm throughout all BWL events, policies and procedures, recruitment etc</p>	<p>Board / CEO / SLT / Internal Governance group</p> <p>CEO / SLT / Internal Governance group</p>	<p>BWL achieved the preliminary level of the Equality Standard in Sport in November 2018. Now working towards Intermediate Level and aiming to achieve in advance of our 2021 deadline. Meetings have been held with Liz Davidson (Designated Support Lead) over the last few months to progress our submission document.</p> <p>Equality and diversity is a core principle through all BWL policies and procedures with details documented accordingly and updated regularly. We have recently re-written all our codes of conduct and ensured equality principles are embedded throughout these</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>Key individuals underwent training on equality and diversity (during 2017/18). Further face to face training session for all current staff was delivered (by an external training provider) in February 2019. EDI updates are provided at regular full team meetings.</p>
	<p>Determine current diversity levels within the wider membership of the organisation</p>	<p>Internal Governance Group</p>	<p>Full EDI survey conducted in September 2018 and additional data collected in June 2019 (as part of volunteer survey). Further data was be collected during March 2020 on a specific data set – our Talent Pathway athletes and support staff.</p>
	<p>Develop an elearning module on equality, diversity and inclusivity – to engage externally and raise awareness with the wider membership</p>	<p>Internal Governance Group</p>	<p>An elearning module was been developed which was reviewed by the Sport England Senior Equality & Diversity Manager before being launched in August 2019. This module has been made available free of charge to all our members.</p>

Progressing talent from within	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&T 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 Staff commitment
Objective: A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.	✓	✓	✓	✓	✓	✓	✓
Actions	Person(s) Responsible			Completion Date / Update			
<p>Publish Equality and Diversity commitment on website and include in regular newsletters which are sent to all members and volunteers.</p> <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"> • Current contacts within our sport • Contacts from other sports • Key influencers/volunteers and ex-athletes • Those with current or past experience of working on boards/committees etc <p>Continue to monitor, train and seek continual improvement in equality and diversity to ensure it becomes firmly embedded in the culture of BWL.</p>	<p>CEO / SLT / Internal Governance group</p> <p>Nominations Committee / CEO / SLT</p> <p>CEO / SLT / Internal Governance group</p>			<p>Information was initially published in December 2017. Regular updated information continues to be published via a dedicated section on our website which is available for anyone to view. Information is regularly sent out directly to members via the monthly member newsletter.</p> <p>On-going – as and when recruitment needs arise.</p> <p>Relationship developed with Perrett Laver, to support on-going partnerships to promote all roles to the widest possible audience.</p> <p>On-going monitoring processes are in place, which are managed by the Internal Governance group.</p> <p>The staff survey carried out in October 2019, resulted in 94% of staff either “strongly agreed” or “agreed” that BWL valued equality and diversity.</p>			