



**2025**

# **DIVERSITY & INCLUSION**

**ACTION PLAN**





## FOREWORD BY THE CEO

It is with great enthusiasm and a commitment to progress that we present to you our Diversity, Equality, and Inclusion Plan. At the heart of our sport is a community that is diverse in its backgrounds, experiences, and talents. Yet, as we strive for excellence, it is imperative that we ensure boxing is a sport that welcomes and celebrates everyone, regardless of gender, physical abilities, or any other characteristic that makes each of us unique. As a sport, we are aware that there are fewer opportunities to participate for certain groups, and as such this action plan will look to address these barriers, and remove them where possible.

In the realm of diversity, we are proud of the strides England Boxing has already taken. Our community reflects a rich tapestry of cultures, backgrounds, and perspectives. As per the Equality Act 2010, we will support all protected characteristics and look to engage underrepresented groups across all levels of participation in the sport. However, as we move forward, our focus turns to areas where we can enhance and expand our inclusivity, particularly in two crucial dimensions: fostering greater female participation and adapting the sport to different physical abilities.

## EMPOWERING WOMEN IN BOXING

Historically, boxing has been perceived as a male-dominated sport. We challenge this notion and are committed to creating an environment where women not only feel welcome but thrive. Our plan includes targeted initiatives to encourage and support female participation at all levels of the sport. Whether it's in the ring, coaching, officiating, or administration, we believe that every woman should have the opportunity to enjoy, contribute and excel in the world of boxing.

Through research conducted with Women In Sport, England Boxing is more aware of the barriers to female participation. Using this information, and with the full-time work of the Women and Girls Officer, England Boxing are committed to addressing the findings from the research, and increasing the number of women and girls in the sport. By providing avenues for mentorship, addressing barriers to entry, and amplifying the achievements of our female athletes, we aim to inspire the next generation of women who will shape the future of boxing in England.

## **ADAPTING FOR ALL ABILITIES**

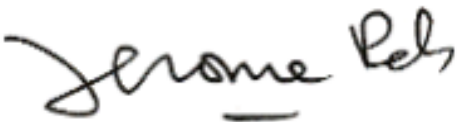
Another crucial aspect of our plan is to ensure that boxing is accessible and enjoyable for individuals with diverse physical abilities. We recognize the unique challenges that some may face and are dedicated to adapting our training programs, facilities, and competitions to accommodate varying needs. In doing so, we not only enrich the sport but also open doors for those who may have previously felt excluded.

## **ETHNICALLY DIVERSE COMMUNITIES**

England Boxing takes great pride in the diverse backgrounds of our membership. We represent a number of ethnically diverse communities across multiple levels of the sport, particularly when it comes to our boxers. Whilst we champion ethnic diversity in boxing, we must recognise that we have challenges to address when it comes to the behaviour of sections of our membership. We are in a unique position to support and educate, in order to provide a welcoming and safe environment for people from all backgrounds to participate in boxing. We also recognise that whilst our boxers represent a range of ethnically diverse communities, this is not true of our coaches (particularly at performance level), nor of our referees and judges. Through targeted initiatives, and creating more opportunities for development, we hope to address these imbalances in the sport.

Our commitment to diversity, equality, and inclusion is not just a reflection of our values but a strategic imperative for the growth and longevity of boxing in England. We invite every member of our community to join us on this journey, to share insights, and to actively contribute to the realisation of a more inclusive future. Together, we can make England Boxing a shining example of unity in diversity.

Yours in sport,



Jerome Pels  
CEO England Boxing



## **PURPOSE OF THE DIAP**

This Diversity and Inclusion Action Plan provides a framework with which England Boxing can better serve and engage underrepresented groups across all areas of the sport. With the creation and implementation of the DIAP, England Boxing can identify areas for improvement across inclusion and diversity, as well as begin to instil a culture change throughout the sport. This document highlights solutions and gives the organisation a direction of travel, to constantly improve, adapt, and continue to make the sport as diverse, inclusive, and accessible as possible. Progress against the DIAP and the strategy will be regularly monitored and reviewed as part of England Boxing board meetings, with updates provided to the membership through the Equality, Diversity and Inclusion page on the website, and quarterly newsletters to the membership. In order to successfully implement this plan over the next 12 months and beyond, England Boxing will continue to have a board champion, as well as a full time EDI Officer working across the organisation. There is also budget allocation, as well as cross-departmental funding, that encourages the development of inclusive boxing opportunities across the organisation



In line with the **England Boxing Strategy** (2022–2027), our inclusion goals will be broken down into actions to be achieved over the course of 2025, and outlined in this Diversity and Inclusion Action Plan. The wider aims up to 2027 are as follows:

## MISSION

TO SUPPORT AND COLLABORATE WITH OUR NETWORK OF CLUBS AND PARTNERS TO ENHANCE AMATEUR BOXING AT ALL LEVELS AND IN ALL COMMUNITIES THROUGHOUT THE COUNTRY

## VISION

AN INCLUSIVE, DIVERSE AND ACCESSIBLE SPORT FOR ALL

## OBJECTIVES

### Educate and Empower

- Lanyards will only be issued for coaches, referees, judges, and course tutors who have completed the required EDI pre-requisites (this can be through conferences, courses, awareness sessions or similar, and England Boxing will provide plenty of opportunities to take part in these)
- Embed EDI modules into courses (this includes referees and judges, as well as coaching courses)
- Create a thorough education page on the website, that provides the membership with easily accessible information on areas of EDI
- Roll out the England Boxing inclusion course for the membership to attend

### A Diverse Workforce

- Full time staff, SLT and the board will be representative of the wider population in the areas of ethnicity, gender, sexuality, and disability/long term health condition (including neurodivergence)
- Course tutors and performance coaches to be representative of the boxing community

- Create a pathway for performance boxers to move into coaching

### **Inclusive boxing opportunities**

- Create competition opportunities for those with disabilities or long-term health conditions
- Create completely accessible boxing gyms, at least one additional venue in each region to receive investment for infrastructure changes
- Increase the number of women in the sport, across the participation pyramid

### **Lead with insight and innovation**

- Use the CRM to collect all demographics data in line with ONS standards
- Have an in depth understanding of the number of recreational members in boxing, and their demographic break downs
- Have an in depth understanding of our volunteer base, and its demography

### **Year 1: Laying the foundations and increasing awareness**

- Updated CRM to collect accurate and complete data of the membership, wider workforce and performance athletes
- Full education programme to be implemented and delivered, as well as resources provided on the website for ease of access
- Policies to be presented in an alternative, more accessible way for the membership to read
- Begin the journey of creating a disability performance pathway, as well as a wider disability offer
- Inclusive recruitment and positive actions to make the process from application onwards as accessible, inclusive, and unbiased as possible

## **Year 2: Inclusion Initiatives**

- Set ambitious inclusion targets once all data has been collated, with the intention of having a sport that is reflective of the wider population
- Introduce further inclusion initiatives to boost representation in all areas of the sport
- Begin infrastructure development on specific clubs to improve accessibility, and expand their disability offers
- Launch training programme for coaching and officiating wheelchair boxing

## **Year 3: Long-Term Culture Change**

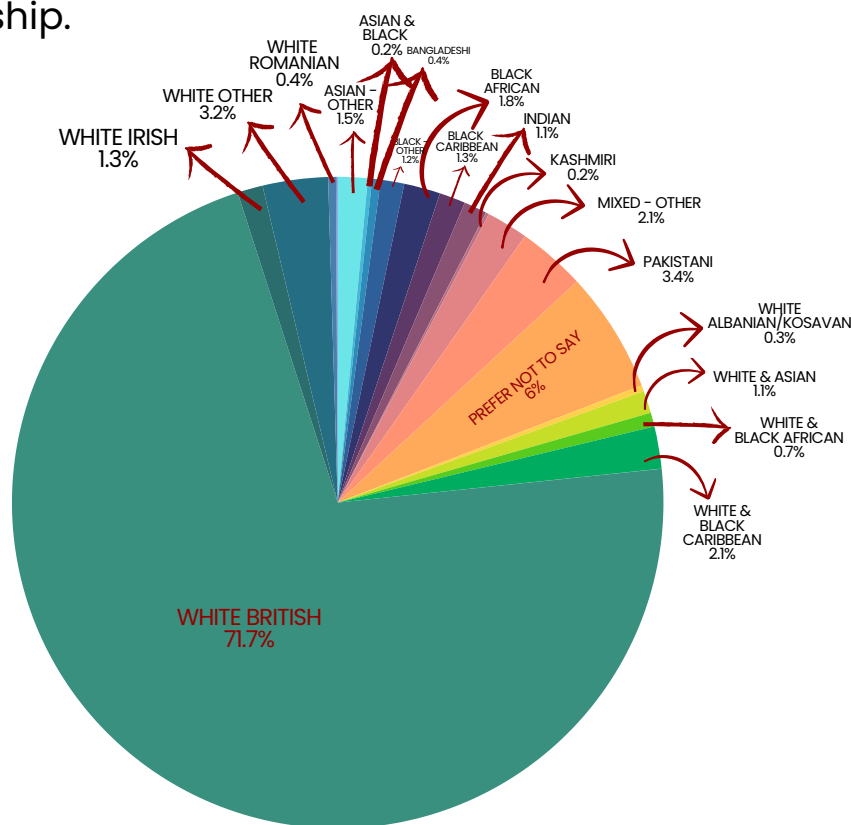
- Continue to monitor and evaluate all data being collected, especially that of complaints and grievances, to assess where further education is required
- Continuous education
- Ensure a diverse workforce, including at leadership level. Mentorship programmes to be established to assist with this, both within full time staff groups, and the wider membership
- Become an agile organisation that is open to challenging the norm, and making the necessary changes. Be proactive in making improvements across the sport in all areas of equality, diversity and inclusion.



## CURRENT PICTURE

The following statistics show the breakdown of the England Boxing membership when it comes to ethnic diversity and female participation.

Ethnically Diverse communities account for **22.32%** of the England Boxing membership.



- Of this, **24.25%** are registered boxers
- **15.78%** are registered coaches
- **15.62%** are registered officials

There is a clear discrepancy between England Boxing boxers, and our coaches/officials. There are far more ethnically diverse communities amongst our members who are boxers. The organisation will look to address the drop off among our coaches and officials.



- Women and Girls account for 10.85% of the England Boxing membership
- Of this, 10.15% are boxers
- 10.08% are coaches
- 16.18% are officials
- 541 females competed in England Boxing championships in the 22/23 season

When considering 51% of the population are women, there is a significant under representation of women in the sport. Through initiatives like the Women's Inspire and Aspire camps, as well as the Women's Coach Development programme, there are opportunities for our female members to remain engaged in the sport, as well as develop their skills and knowledge. Attracting women into the sport is a high priority, and it's likely that there is a significant number of recreational female boxers – this data is not currently collected though.

England Boxing already has a number of programmes and initiatives that have been designed to engage more diverse, and often under-represented, groups into the sport\*:

- **Inclusion Clubs:** There are currently 40 clubs affiliated with England Boxing that offer disability inclusion sessions. These also include Parkinsons sessions, and following a successful collaboration with Parkinsons UK, training courses for delivering these sessions will be rolled out in 2025.
- **Clink to Club:** this programme runs in prisons around the country. Ethnically diverse communities are disproportionately incarcerated, as such this programme works with individuals from a range of backgrounds, and provides them with vital skills to get them into a boxing club upon release, and assist with reintegration into society.

- **The Women's Coach Development Programme:** is running for the third year. 34 women, 23% of whom are from ethnically diverse communities, have completed the programme so far. As well as this, the Inspire Camps ran for the first time in 2023, bringing women and girls into a professional-style training camp with the aim of keeping them engaged in the sport.
- **Apprenticeship Programme:** the England Boxing Apprenticeship Programme was named a finalist in 2023 for the Apprenticeship Programme of the Year, as well as four of our apprentices being nominated for the Multicultural Apprenticeships Awards.

## WORKFORCE BREAKDOWN



**MAN: 41.8%**  
**WOMAN: 44.12%**  
**NON-BINARY: 2.94%**  
**PREFER NOT TO SAY: 11.76%**  
**MAKING FULL TIME STAFF**  
**VERY REPRESENTATIVE OF**  
**THE WIDER POPULATION**



**WHITE BRITISH: 70.59%,**  
**MIXED MULTIPLE ETHNIC GROUPS:**  
**WHITE AND BLACK CARIBBEAN: 2.94%**  
**BLACK, AFRICAN, CARIBBEAN,**  
**BLACK BRITISH - AFRICAN: 2.94%**  
**ASIAN/ASIAN BRITISH: PAKISTANI: 2.94%**  
**OTHER WHITE: 2.94%,**  
**PREFER NOT TO SAY: 17.65%**

**LARGELY REPRESENTATIVE OF**  
**THE POPULATION AS A WHOLE**



**YES: 2.94%**  
**NO: 91.18%**  
**OTHER: 2.94%**  
**PREFER NOT TO SAY: 2.94%**



**11.76%**  
**VERY REPRESENTATIVE OF**  
**THE WIDER POPULATION**



**8.82%**



**NO: 85.29%**  
**PREFER NOT TO SAY: 14.71%**

**MAKING THE ORGANISATION**  
**UNDER REPRESENTATIVE OF**  
**THE WIDER POPULATION**

# SLT BREAKDOWN



MAN: 58.33%  
WOMAN: 41.67%



ASIAN, ASIAN BRITISH - PAKISTANI: 8.33%  
BLACK, AFRICAN, CARIBBEAN, BLACK  
BRITISH - AFRICAN: 8.33%  
MIXED MULTIPLE ETHNIC GROUPS:  
WHITE AND BLACK CARIBBEAN: 8.33%  
OTHER WHITE: 8.33%  
PREFER NOT TO SAY: 8.33%  
WHITE BRITISH: 58.33%



YES: 8.33%  
NO: 91.67%

LGBTQIA+

HETEROSEXUAL/STRAIGHT:  
100%



NONE OF THE ABOVE: 91.67%  
DYSLEXIA: 8.33%



NO: 91.67%  
PREFER NOT TO SAY: 8.33%

# BOARD BREAKDOWN



MAN: 81.82%  
WOMAN: 18.18%



BLACK, AFRICAN, CARIBBEAN, BLACK  
BRITISH - CARIBBEAN: 9.09%  
ASIAN, ASIAN BRITISH - INDIAN: 18.18%,  
MIXED MULTIPLE ETHNIC GROUPS - WHITE  
AND BLACK CARIBBEAN: 18.18%  
WHITE BRITISH: 45.45%  
WHITE OTHER: 9.09%



YES: 63.64%  
NO: 36.36%

LGBTQIA+

HETEROSEXUAL/STRAIGHT: 90.91%  
PREFER NOT TO SAY: 9.09%



AUTISM: 9.09%  
NONE: 90.91%



YES: 9.09%  
NO: 90.91%

## **Inclusion at England Boxing**

**The Race Review** was conducted amid the Black Lives Matters movement, consulting members who shared their experiences of boxing. The review issued a series of recommendations. The following have already been introduced:

- Retired the use of the phrase BAME
- Signed up to the Sporting Equals Charter
- EDI Sub-Committee set up to ensure implementation of EDI actions
- Anti-Discrimination course completed, with the aim of rolling it out in 2025
- More robust disciplinary process is now in place

The Review also documented the lived experience of our membership, and highlighted the following:

- Underrepresentation of coaches and officials from ethnically diverse communities
- Experiences of racism have been commonplace for our membership from these communities
- England Boxing could and should be doing more as an organisation to better represent the membership, and tackle these issues



As part of the England Boxing Membership survey, questions around inclusion and the perception of how diverse and inclusive the sport is, were asked. Below shows some of the feedback:

Do you feel that boxing is an inclusive and accessible sport? 11% of the membership said no.

Do you feel there are equal opportunities in boxing for people from all different backgrounds? 18% said no, with the following feedback provided from the two questions above:

**STILL PROBLEMS AROUND  
RACISM, SEXISM,  
HOMOPHOBIA AND  
TRANSPHOBIA**

**BOXING HAS ALL THE ELEMENTS TO BE THE MOST INCLUSIVE AND ACCESSIBLE SPORT IN THE WORLD DUE IT LOW BARRIERS TO ENTRY; HOWEVER THE CLUB ENVIRONMENT NEEDS TO BE PROGRESS WITH THE TIMES - AND THE OLD SCHOOL MACHO-DOMINATED APPROACH IN SOME GYMS DOES NOT HELP BOXERS IN THE LONG TERM NOR BRINGS IN A WIDER SET OF POTENTIAL PEOPLE TO THE SPORT. THE CULTURE NEEDS TO PROGRESS**

**CLUBS DO NOT HAVE  
ENOUGH FUNDING/TIME  
TO OFFER INCLUSIVE  
SESSIONS**

**I THINK IT IS VERY DEPENDANT  
ON THE CLUBS IN CERTAIN  
AREAS. SINCE CLUBS ARE  
BRILLIANT AT ENGAGING WITH  
EVERYONE SOME ARE NOT SO  
MUCH. YOU MAY SAY SOME ARE  
MUCH MORE OLD SCHOOL IN  
THEIR APPROACH**



From the membership survey, as well as the race review, it is clear there is a culture issue in boxing. Funding of course can make it difficult for certain clubs to expand their offers, however there is also a perceived reluctance to create more inclusive sessions across the board. Attitudes and behaviours affect how inclusive and welcoming the sport is, and this is something that England Boxing will look to address, largely through education and empowerment initiatives.

When asked what inclusion initiatives already exist within England Boxing, 25% were unaware of any of the EDI initiatives/programmes/resources that are currently delivered by England Boxing, or available to the membership. This indicates that we are not reaching the membership as well as we should be when delivering these vital pieces of information.

## **WHAT WE WILL DO:**

England Boxing commits to greater Equality, Diversity and Inclusion throughout the sport. In line with the strategy, and wider inclusion plans, we will deliver the following actions throughout 2024. Each of the four corners outlined below will be accompanied by a series of actions, to improve representation throughout the sport, better educate our staff and membership, and begin to instill a wide scale culture change all the way through the sport:



- Educate and Empower
- A Diverse Workforce
- Inclusive boxing opportunities
- Lead with insight and innovation

## A DIVERSE WORKFORCE:

A workforce that is representative of the sport and that has equal opportunities for development and progression

- **Improved accessibility from application, to interview, and beyond**

As a staff group, England Boxing is relatively diverse across a few key areas, however we are falling behind with regards to employing those with a disability or long term health condition. It's key to ensure that everyone can feel comfortable applying for roles, and in turn we need to make it clear that we welcome people from all backgrounds to submit applications. As crucially, we also need to make it clear that people will be supported appropriately if they are successful.

- Review and update recruitment policy, and include a link to this on job applications
- Targeted recruitment to ensure everyone has access to apply for roles (continue working with Sporting Equals to post job roles for more ethnically diverse communities to see, roll out the reasonable adjustment request form, review current practise and introduce anonymous applications, with a greater emphasis on balanced interview panels) - all of this is an attempt to remove bias from start to finish of the application process.
- Become a Disability Confident employer (clear signifier on vacancies that the organisation actively encourages those with long term health conditions/disabilities to apply for roles)
- Create a mentoring space for full time staff, and eventually for the whole membership (for example, a women in boxing network, which develops mentoring opportunities as seen with our Women's Officials Development Programme). These programmes can be adapted and expanded to include other under-represented groups.

- **Diversify the volunteer base**

The vast majority of boxing clubs are able to run as a result of their volunteers. It is widely reported that most volunteers are from a specific ethnic group, and socio-economic background. To develop as a coach, referee, or judge, you are required to volunteer a large amount of your time in order to progress. This also affects the diversity of our coaches at a performance level, many of whom are also coaching in a voluntary capacity.

- Design initiatives that can provide additional experience and development opportunities
- Provide incentives to attract more volunteers, as well as retain them

- **DiSE Programme Boxers**

The DiSE Programme is a very diverse group of young people, who are extremely passionate about boxing and are aiming to compete at a high level. Due to the nature of performance sport, many won't progress to this stage, however in providing them with coaching courses, it gives them the opportunity to gain an additional qualification, and stay in the sport in a different capacity. Given the backgrounds of most of these boxers, this will continue to diversify England Boxing coaches.

- Participants of the programme to complete Level 1 courses

- **Educate performance athletes**

As with the DiSE programme, the performance squads contain a diverse group of boxers. Through completing their level 1 courses across these two groups, we look to address the diversity disparity between our boxers and our coaches at the top levels of the sport. In educating them on areas of EDI, as well as coaching courses, refereeing and judging, it provides additional routes to be involved with boxing. This could also assist with the difficult setback of finishing a boxing career early, by providing realistic alternatives that keeps them participating.

- Provide information on the boxer to coach/R+J pipeline
- Provide level 1 course for the senior squad to experience coaching, and get their certificate

## INCLUSIVE BOXING OPPORTUNITIES

A sport that is accessible to all regardless of gender, ethnicity or capability

- **Expand existing inclusion programmes**

- Inclusive Boxing Clubs
- LGBTQ+ sessions
- R+Js
- Women and Girl's Programme

- **Improve infrastructure**

Work with clubs to create more accessible offers and spaces by locating funding pots to help clubs be more accessible eg create disabled parking spaces

- Provide information on how clubs can be more accessible, and how to get any planning permission etc
- Locate funding pots
- Support clubs to create more accessible venues, in order to expand their offers
- Review and update venue requirements for gym/club checks, particularly for those that are used as EB venues for courses (have at least one fully accessible venue in each region that hosts EB courses)

- **Performance**

Currently, there is no provision for those with disabilities or long term health conditions to compete in boxing. There is also no international framework for this (including no paralympic boxing).

England Boxing wants to be at the forefront of creating a performance pathway and competition framework for this community.

- Collect data on current performance pathway boxers, as well as coaches so we can identify underrepresentation at the top levels

- **Events**

England Boxing championships are held all around the country, and are open to the public to spectate. As such, it is important that venues are accessible for all to attend should they wish to, this includes accessibility for those with disabilities or long term health conditions, as well as those that require a quiet space to pray. Outside of championships, England Boxing host other events, such as conferences and the awards night – these too need to be held in venues that are accessible.

- Introduce venue checklist to ensure that venues are accessible and inclusive (for example wheelchair accessible, multi-faith prayer space)
- Ensure that reasonable adjustment requests can be made when booking tickets for England Boxing events
- Design a disability performance pathway
- Create and engage with steering groups from underrepresented groups, beginning with disability boxing.



## LEAD WITH INSIGHT AND INNOVATION

Enhanced data collection practices, that can provide a thorough overview of all sections of England Boxing

- **The Vault**

Review of the system to ensure all information is being captured

- Collect data on disabilities/long term health conditions, as well as sexuality and gender reassignment



- Strong marketing campaign targeting the membership, to highlight the importance of keeping information up to date, and accurate
- This marketing campaign will explain what we use the data for, and why this information helps to create a more inclusive and diverse sport. We will be particularly looking to decrease the number of people who select 'Prefer Not to Say', as this percentage is currently a lot higher than we would like it to be.
- **Competitions and courses**

Previously there has been no demographics information collected when it comes to competition entries, nor on those who are completing England Boxing courses

- Start to capture demographics data at competitions (including that of the referees/judges/officials)
- Capture demographics information for all courses (coaching, officials, and CPD courses)
- **Volunteer Base**

There is not currently robust or accurate information on our volunteer base. We estimate most of our memberships' roles within a club setting is voluntary, however we don't currently have the data to confirm this. As a result, we are unable to identify the make up of our volunteer base

- Strong communication campaign around what a volunteer is, and how to indicate on The Vault that you are a volunteer in a club setting
- Collect data on voluntary positions, and analyse this to establish the diversity of our volunteer base (create inclusion plan off the back of this accordingly)
- **Wider data collection**

There are wide gaps in the data we are currently collecting. This is something we'll look to rectify, to ensure we are working with accurate information. Throughout 2025 we will collect the following, in order to establish which areas require action:

- Capture data on wider workforce ie course tutors/coach educators/performance pathway coaches
- Capture data on the performance pathway boxers
- Track complaints, grievances and reporting. Collect information on types of enquiries that come in, to inform areas of need that require more training or education – improve behaviour and attitudes of membership

## EDUCATE AND EMPOWER

Embedding our principles of ethical behaviour and meeting our duty of care with clubs and members, through education and empowerment

- **Embed EDI into workforce and membership:**

EDI should be woven throughout all areas of England Boxing. Working with various partners, and creating our own resources, full time staff, the wider workforce, and the membership should be able to easily access related information and CPD opportunities.

- Embed EDI into coaching courses, so everyone has an awareness from the start of their England Boxing coaching journeys
- Include EDI specific sessions on staff training days
- Implement a three tier CPD system, whereby without a minimum amount of hours spent on EDI related CPD annually, tutors will not be licensed to deliver EB courses
- Regular EDI updates through a newsletter, celebrating and educating, culminating in an EDI award category at the England Boxing Awards
- Diverse and inclusive social media posts and content - using appropriate images, language, and widening the type of stories/case studies we publish. Align athletes with their communities
- Create an EDI content calendar, and celebrate our diverse communities more
- Provide resources:

As shown in the membership survey, there are a number of areas where education is still key for better understanding and creating more welcoming environments. The membership also do not receive all the information that is shared when it comes to inclusion events or initiatives.

As such, it's crucial to have an area of the website that contains easy to read fact sheets on all areas of EDI, that can educate, provide ideas, and answer questions our membership or partners may have.

- Continue to deliver an annual EDI and Women and Girls Conference for the membership and workforce
- Create a bank of resources online for members to access, including fact sheets and short courses on different areas of inclusion
- **Expand CPD opportunities throughout the organization:** Provide CPD opportunities around EDI for staff and board of England Boxing (continue to work with E-Learning providers to educate staff in this area) – this includes wider workforce
- Provide CPD for existing members of the workforce to upskill them in diversity and inclusion (so as not to miss out the workforce who have already completed courses)
- Provide courses/training to pathway workforce to ensure they're aware and up to date on aspects of EDI

## GOVERNANCE POLICY

- Regular reviews of policies and procedures, adjusting with areas of need and legislation developments
- Review of the recruitment policy, with a particular focus on attracting talent from ethnically diverse communities and those with disabilities or long term health conditions
- Create an accessible format version of policies for the membership. This increases the chance of them being read and understood properly
- CSO Surgeries to be delivered, supporting clubs across the board, but particularly with regards to ensuring they're compliant

- EDI representative to continue to sit on the board, and chair the EDI Sub-Committee
- Establish networks in the sport for under-represented groups.

## **STAKEHOLDER ENGAGEMENT**

- England Boxing will provide quarterly updates on progress against the Diversity and Inclusion Action Plan to the membership, through email communications and website updates
- The EDI Sub-Committee will publish notes on the minutes from meetings
- Progress against the DIAP will also be included in the annual report, and in the annual EDI Conference

## **EDI KPIS**

The below KPIs are our initial baseline and will be reviewed as actions from the DIAP are completed as the year progresses.

**INCREASE ETHNIC DIVERSITY IN COACHING BY 3% OVER THE NEXT 3 YEARS**

**INCREASE ETHNIC DIVERSITY IN R+JS BY 2% OVER THE NEXT 3 YEARS**

**INCREASE NUMBER OF FEMALE COURSE TUTORS SO THERE IS AT LEAST ONE IN EVERY REGION**

**IDENTIFY AT LEAST ONE FULLY ACCESSIBLE VENUE FOR COURSES IN EVERY REGION**

It is the intention of England Boxing to implement the actions outlined in this plan, with the aim of growing the sport and widening participation across under-represented groups. As outlined at the start of the document, this plan is part of the wider strategic aims of the organisation, and is the start of a comprehensive strategy that continues for the next three years. In completing the actions of this plan, we hope to be able to achieve and develop the following:

- A more representative and diverse workforce
- A more representative and diverse volunteer and membership base
- A comprehensive disability boxing pathway (for both competition and recreational participation)
- More accessible venues
- An education programme for all involved with England Boxing
- Robust complaints procedures
- A welcoming and inclusive culture for all

### *Appendices*

*\*Full list of England Boxing programmes are as follows*

- [Clink to club](#)
- [Parkinsons](#)
- [Women's Inspire and Aspire](#)
- [Women's coach dev programme](#)
- [Women's Officials Dev programme](#)
- [Veterans Programme](#)
- [Box to Beat It](#)
- [Apprenticeship programme](#)
- [Community Inclusion Clubs](#)
- [Volunteer Recruitment Programme](#)



# PROJECT PLAN

KEY:



QUARTER 1 QUARTER 2 QUARTER 3 QUARTER 4

## MILESTONES

## ACTIONS

## OWNER(S)

### QUARTER 1

Collect data on wider workforce (course tutors, pathway coaches, R+Js)

- Collect data on R+Js, particularly at EB Championship events
- Collect demographics data at the onboarding stage of new course tutors, referees and judges, and pathway coaches
- Collect demographics data on the existing wider workforce to get an accurate picture on representation

Championship + Events Manager/EDI Officer

Workforce Officer/Performance Team

Workforce Officer/Performance Team

Collect data on performance pathway athletes

- Collect accurate demographics data of all performance athletes
- Make this data easily accessible on The Vault to view and analyse (currently requires a manual search of each individual)
- Begin to collect data on the athlete to coach/r+j pipeline

Performance Team

Operations Manager/Performance Team

Performance Team

## MILESTONES

## ACTIONS

## OWNER(S)

Create an education programme and calendar for the membership on EDI

- Through partnership work and England Boxing events/initiatives, create a thorough plan and easy to read calendar for the membership to receive plenty of notice for attending these events

EDI Officer/Community Team/Membership Officer/Performance Team

Create bank of resources on the EB Website

- For each area of EDI, there will be resources on the EDI page of the website
- Policies to be published as easy to read one pagers (in conjunction with full policy documents)

Community/Compliance

Embed foundations of EDI into Level 1 coaching courses from Jan 2025

- Write inclusion module to be delivered in level 1 courses
- Deliver information and training sessions to course tutors who will be leading these courses
- Create dashboard to track tutors attendance at CPD related activities

EDI Officer/Workforce Manager

Workforce Manager

Workforce Officer

## MILESTONES

## ACTIONS

## OWNER(S)

Include EDI sessions at staff team days

- Ensure EDI is embedded within the staff group, including training and/or updates on EDI at every staff day

EDI Officer/Community Manager

EDI updates on the webpage regularly, with a newsletter monitoring progress against the action plan going out to the membership in line with board meetings

- Following board meetings, an update on progress against the DIAP will be published on the website. There will also be a monthly newsletter sent out to membership, providing information and good news stories related to EDI

EDI Officer/  
Communications Team

Update venue checklist for clubs affiliating

- Include accessibility questions at the point of affiliating
- Through the checklist, England Boxing can identify clubs and venues that are, or very close to being, completely accessible
- Complete mapping exercise of accessible venues in the country, and use tier system for how accessible they are

Membership/EDI Officer

Membership

Community team/Membership /Events

## MILESTONES

## ACTIONS

## OWNER(S)

Create steering groups for underrepresented communities, starting with a disability focus group

- Through these groups, England Boxing will collect the lived experiences of our membership, as well as from those from outside the sport to share their expertise. Through this EB can ensure we better serve all corners of the boxing community

Community Team

Create an inclusive and diverse content calendar

- Ensure that England Boxing is celebrating significant dates in the cultural calendar, and showcasing the good work our clubs and members are doing in these areas

Communications Team

Review recruitment practises, and update accordingly

HR/EDI Officer

### QUARTER 2

Continue to deliver the EDI and Women + Girls Conferences, and increase attendances

- Following membership feedback, the EDI conference will look to offer an online option, as well as change location each year, to try and reach as much of our membership as possible

EDI Officer/W+Gs Officer

## MILESTONES

## ACTIONS

## OWNER(S)

Implement 3 tiered accreditation system that requires a set amount of EDI hours to be a course tutor

- Establish specific requirements for each tier
- Provide communication and information call for tutors to explain how the system will work
- Use dashboard to accurately monitor attendance, so the administrative work does not fall on the tutors themselves

Workforce Manager /Membership Manager

Workforce Team

Workforce Team

Collect data on approx. number of LGBTQ+ boxers

- Through the adjustments made to The Vault, this information will start to be collected. We can also use the membership survey as an approximation, however we require the response rate to increase significantly for greater accuracy

EDI Officer

Expansion of existing programmes (specifically LGBTQIA+ sessions and women and girls programmes)

- Continue to support clubs that are already providing these sessions
- Continue to support the Women and Girls Officer in delivering Aspire, Inspire and Women's Coach Dev Programme
- Create checklists for clubs to establish sessions that target specific groups

Community team

W+Gs Officer

Community team/W+Gs Officer



## MILESTONES

## ACTIONS

## OWNER(S)

Begin review of volunteer base at England Boxing

- Establish base line figures for England Boxing volunteers through existing data on Vault profiles accordingly
- Include question on The Vault on whether or not role within a club or with EB is voluntary
- Collect and collate this data
- Establish plan for diversifying the volunteer base (where required, following data collection findings)

Community Team

Membership Manager/EDI Officer

EDI Officer

Community Managers/EDI Officer

Locate funding for infrastructure upgrades to make venues more accessible

EDI Officer

Senior performance boxers to complete level 1 coaching course

- Provide education for senior performance boxers on the boxer to coach/R+J pipeline, to provide additional opportunities at the end of their boxing careers

Workforce/  
Performance

## MILESTONES

## ACTIONS

## OWNER(S)

Become a Disability  
Confident Employer

- Complete initiatives required to become a Disability Confident Employer, ensure this is highlighted on vacancies so as to attract a diverse pool of candidates for job roles

HR/EDI Officer

Deliver R+J courses  
for specific under  
represented groups

- Follow the existing model set out by the Women's officials development programme

W+Gs Officer/EDI  
Officer/Workforce

### QUARTER 3

Review of The Vault

- Update the wording of questioning for questions on disability/long term health conditions, ethnicity, sexuality, and gender reassignment - in line with ONS data collection
- Update answer options on the vault, in line with ONS data collection
- Add optional pronoun and preferred name options on The Vault

Membership  
Manager/EDI Officer

## MILESTONES

## ACTIONS

## OWNER(S)

Championship data

- Collect demographics data on boxers entering championships
- Work with the regions to standardise entry forms, so all the correct and relevant information is collected
- Collect information on women and girls competing – this has only been collected for the 22/23 season, so we now have a baseline moving forward

Women + Girls Officer

Championship + Events Manager

Championship + Events Manager/EDI Officer

Deliver 8 training sessions around EDI topics in 2025

- This will also be through our partnership work and England Boxing specific events/courses, and will be highlighted in the calendar

EDI Officer/Community/Workforce/Performance

## MILESTONES

## ACTIONS

## OWNER(S)

Create a framework for expansion of disability boxing provisions (competitive and non-competitive)

- Engage with members of the community to collate lived experience and ideas on expanding this offer
- Engage with other NGBs to expand this offer
- Create a framework and set of rules for non-competitive inclusive boxing (looking at adaptive boxing, alternative ways of engaging with the sport)
- Create a framework and set of rules for inclusive competitive boxing, beginning with wheelchair boxing

Community team/EDI Officer

EDI Officer

EDI Officer

EDI Officer

Have at least one fully accessible venue in each region that hosts EB courses

- Through above actions, ensure accessible courses are running regularly throughout the country

Workforce

Introduce venue checklist for events (for championships, awards, conferences)

- Create a standardised checklist for any EB event venue, ensuring that there is adequate accessibility, space for prayer rooms etc

EDI Officer/  
Championships + Events  
Manager

## MILESTONES

## ACTIONS

## OWNER(S)

DiSE programme boxers to be placed on Level 1 coaching course

- Diversify coach base by providing DiSE programme participants with a level 1 coaching course

Workforce/performance

### QUARTER 4

Data on full time staff, SLT, board and wider workforce

- Continue to issue annual surveys, and analyse the findings - the 2023 one included questions for the first time related to socio-economic backgrounds, as well as mental health and more specific gender identities. We now have a baseline for these moving forward

EDI Officer/Operations Manager

Have at least one female course tutor in every region

- Run a women's only coach educator course to increase the amount of women delivering courses

W+Gs Officer

## MILESTONES

## ACTIONS

## OWNER(S)

Volunteer awareness campaign, to set up data collection for volunteers

- Through diversifying our volunteer base, it provides opportunities for development and gaining experience, to move into coaching, referee and judging roles - thus diversifying those groups too

Communications Team/Community

Monitoring and evaluation of complaints/grievances/reporting

- Through tracking complaints and grievances, we can target areas of need for education, courses, awareness sessions etc

Compliance Manager

Collect data on recreational boxers

- Marketing campaign to emphasise importance of uploading accurate information on recreational boxers to the vault
- Ensure clubs receive incentives for including their recreational boxers
- Issue information on how to quickly and accurately provide this data, with minimal impact on day to day running of clubs

Operations Manager

Community Team

Communications Manager