

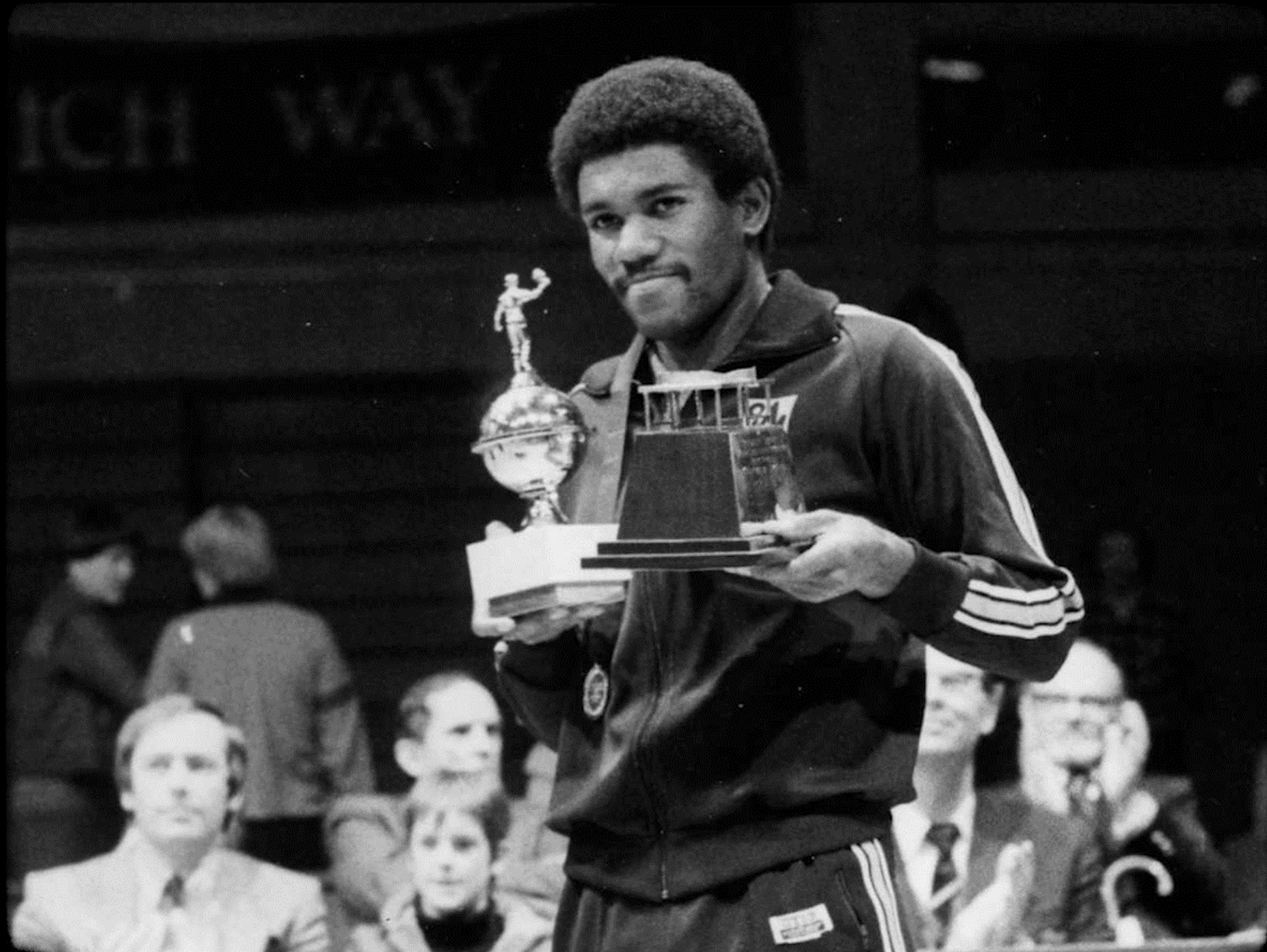
# Diversity and Inclusion



Strategy - #LevelTheTable



[tabletennisengland.co.uk](http://tabletennisengland.co.uk)



Diversity is having a place at the table.

# 5 Key strategic goals

#LevelTheTable is based around 5 goals:

- Listening
- Educating
- Rebuilding
- Growing
- Challenging Discrimination



# Phase one

1. Continue to **listen**, connect and develop a deeper understanding of the lived experiences of different communities in our sport.

## Phase one summary:

- Continuing on the work the organisation has been doing regarding listening, data collection and initiatives
- Provide regular opportunities to continue to listen
- Understand how lived experiences both inside and outside the sport, can impact people lives
- Use our findings which includes the TASS research to create data driven solutions and to shape our thinking moving forwards



# Phase two

**2. Educate** the table tennis community, including internal staff, about what diversity and inclusion means and how inclusive opportunities' can be created and developed

## Phase two summary:

- Act on what we learnt in phase one and fill in some of the knowledge gaps
- Support education through resources and courses
- Develop initiatives that tackles inequalities and diversifies the sport
- Ensure EDI is a part of everything that we do

# Phase three

**3. Increase the diversity** of volunteers, coaches, officials and staff across all levels to be more reflective of the sports participants and the population in England

## **Phase three summary:**

- Rebuild our Table Tennis community using diversity as the catalyst
- Improve visibility to encourage more people
- Deliver targeted initiatives to get more people involved
- Launch Equality impact assessments (EIA'S) on all new products, programmes, partnerships, projects and policies. To ensure our future work is inclusive by design

# Phase four

4. Continue to **grow participation** in the sport to be more reflective of the different backgrounds and communities in England

## Phase four summary:

- Create initiatives to help encourage more people to play
- Continue to develop partnerships
- Offer grants
- Link our programmes to develop pathway systems

# Phase five

5. Establish clear processes and support mechanisms to take action and **challenge discriminatory behaviour**

## Phase five summary:

- Build on our zero-tolerance reactive approach, reporting mechanisms and aspire to become proactive.
- Raise awareness and encourage people to report something, even as a witness
- Provide neutral links of support for everyone involved in an investigation
- Adapt our policies where necessary



# Guiding Principles

- 1. Be pro-active in our approach and directly support to enable programmes, clubs, leagues, volunteer opportunities, schools' engagement, competitive and talent & performance pathways to be truly inclusive. Supporting the local delivery structures to embed diversity and inclusion through research and insight.
- 2. Engage with communities to understand their lived experiences in table tennis, recognising inequality gaps that exist and how, in some cases, have been widened by the COVID-19 pandemic.
- 3. Lobby nationally and internationally to ensure that the sport is fully inclusive and that the equipment, kit and materials required is accessible and fits the needs of what is required for the sport.
- 4. Expose, challenge and take action across all aspects of discrimination and unfair practice.
- 5. Ensure that we recognise the contribution to the sport from all communities, whilst raising the profile of underrepresented communities in the sport to be reflective of the population.

# REPORTING PROGRESS

	Women & Girls	Ethnically Diverse Communities	Disabled People
<b>Board</b> 12 people	42% (green)	17% (green)	0% (red)
<b>National Council</b> 36 people	11% (red)	6% (red)	3% (red)
<b>National Committees</b> 106 people	22% (red)	5% (red)	No current data
<b>Members Advisory Group</b> 16 people	19% (red)	19% (green)	0% (red)
<b>Senior Leadership Team</b> 8 people	50% (green)	0% (red)	0% (red)
<b>Staff</b> 42 people	50% (green)	5% (red)	0% (red)
<b>Officials</b> 449 people	18% (red)	6% (red)	5% (red)
<b>Coaches</b> 2440 people	16% (red)	6% (red)	4% (red)
<b>Licensed Coaches</b> 445 people	16% (red)	9% (amber)	5% (red)
<b>Volunteers</b> 1259 people	13% (red)	2% (red)	4% (red)
<b>Members - Compete Plus</b> 1605 people	19% (red)	19% (green)	3% (red)
<b>Members - Compete</b> 11720 people	8% (red)	9% (amber)	4% (red)
<b>Members - Club Play</b> 2215 people	28% (red)	12% (amber)	4% (red)
<b>Members - Supporter</b> 679 people	27% (red)	11% (amber)	5% (red)
<b>Ping! players</b> 1674 people*	49% (green)	16% (green)	18% (green)
<b>Players - Talent &amp; Performance Pathway</b> 84 people	31% (amber)	19% (green)	4% (red)

## RAG system:

### Women and Girls 51% of the national population\*

- Green: 40% or more than (within 11% of the national population)
- Amber: from 30 to 39% (from 12 to 21% under the national population)
- Red: 29% or less than (more than 22% under the national population)

### Ethnically Diverse Communities 14% of the national population\*

- Green: 13% or more than (within 1% of the national population)
- Amber: from 9 to 12% (from 2 to 5% under the national population)
- Red: 8% or less than (more than 6% under the national population)

### Disabled People 18% of the national population\*

- Green: 13% or more than (within 5% of the national population)
- Amber: from 6 to 12% (from 6 to 12% under the national population)
- Red: 5% or less than (more than 13% under the national population)

\*according to the 2011 Census

NB: This table contains self-reported data, given in response to questions with an answer option of 'prefer not to say', which may lead to under-reporting. It is also important to note, in some cases, people will crossover between groups.

\*Based on a survey sample of all Ping! players.