



EQUALITY, DIVERSITY & INCLUSION STRATEGY

2023 - 2025

WE CARE. WE COLLABORATE. WE INNOVATE. WE EXCEL.

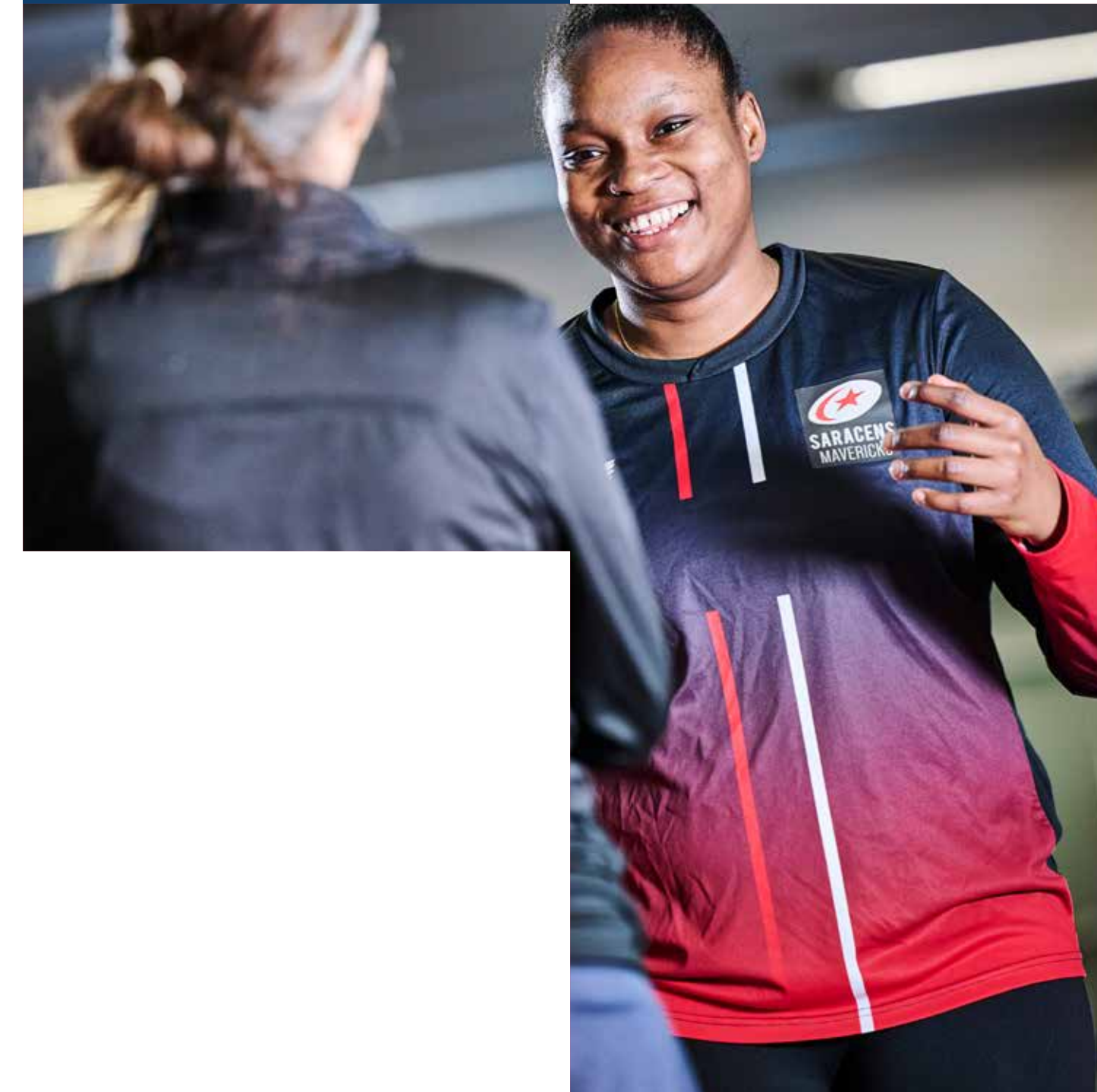
FOSTERING AN INCLUSIVE CULTURE

OUTCOMES

- Annual culture survey shows all UKSI people feel **psychologically safe, more included and valued** in the workplace
- EDI Working Group input informs and shapes **inclusive strategies**
- **More equitable outcomes** achieved in the representation and progression of female, ethnically diverse staff and those with disabilities

ACTIVITIES

- Work towards attainment of a new **national equality standard** and Disability Confident Employer status
- Consider whether **Employee Resource Groups** for underrepresented staff would be helpful
- Use the **EDI WG** to steer activity and monitor timely delivery of outcomes
- Seek to increase our **equality data disclosure rates** to above 80%



RECRUITMENT

OUTCOMES

- UKSI is an **employer of choice**
- Inclusive recruitment practices guarantee all talent an **equal opportunity** of selection and, in particular, deliver an increase in the number of new recruits with **ethnically diverse backgrounds**
- Candidates feel **valued and supported** throughout the process

ACTIVITIES

- Undertake an **end-to-end review of recruitment practices** to identify and remove bias and barriers
- Restructure and update **recruitment and selection training** and mandate its completion by all hiring managers
- Advertise UKSI roles through different outlets to **reach new audiences**
- Collect **data** at every stage of the recruitment process to inform positive action initiatives



RETENTION, DEVELOPMENT & PROGRESSION

OUTCOMES

- Improved **identification of diverse talent**
- More diverse talent pipelines and succession plans that meet our **progression targets**
- Increase in the number of underrepresented staff **gaining promotion or making lateral moves**
- Improved diversity at **Senior Exec and Heads of Department level**

ACTIVITIES

- **Review all policies, procedures and processes** in the employee life cycle for disadvantage
- Understand and take action to **close our gender pay gap**
- **Use data** to understand which people are progressing and whose careers are stalling
- Devise **targeted, bespoke development opportunities** to increase diversity in the succession pipelines for senior management



EDUCATION & COMMUNICATION

OUTCOMES

- **EDI values and principles** are embedded in all ways of working and in the planning and delivery of all UK Sport activity
- UKSI people have greater awareness of and **empathy for all aspects of diversity** in the workforce and more confidence to talk about issues of inclusion

ACTIVITIES

- Embed EDI in **induction, recruitment & selection**, and all management training; use the new LMS system to **target relevant training** at staff
- Deliver a **communications plan** that raises awareness of and celebrates diversity; reports updates from the EDI Working Group; publicises EDI initiatives and internal priorities and socialises UKSI people's lived experiences
- Create an **EDI resource hub** on the intranet



MANAGEMENT ACCOUNTABILITY

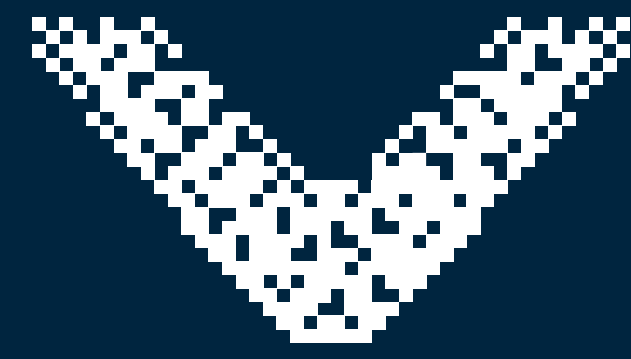
OUTCOMES

- **The UKSI Board composition** better represents and reflects the diversity of UK society
- **Board Diversity Inclusion Action Plan (DIAP) is fully embedded:** progress against it regularly assessed
- EDI organisational plan regularly reviewed by Directors and **demonstrates progress**
- EDI Champions routinely challenge decision-making

ACTIVITIES

- Achieve **greater diversity of Board membership** to better reflect UK Society
- Implement new **Board Diversity & Inclusion Action Plan**; review annually and publish outcomes
- Directors consider SMART personal EDI objective; **role model inclusive leadership**, inspire best practice EDI activity and support bespoke inclusion initiatives





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