



More people
More active
More often

ukactive

Diversity Action Plan 2018 - 2020

WORD FROM OUR CHAIR

Baroness Tanni Grey-Thompson

"I've been privileged to lead the Board at ukactive for the last three years. In this time I have seen the organisation and the sector grow year-on-year. The physical activity sector is playing an increasingly vital role in improving the health of the nation by delivering on ukactive's mission to get more people, more active, more often.

At ukactive we believe that physical activity is the golden thread that runs through society to support us overcome challenges which are being faced on a daily basis in communities across the nation, such as loneliness and isolation, physical and mental poor health, healthy ageing, youth crime and anti-social behaviour. However, in order for this to happen I truly believe those enacting these changes need to be reflective of society as a whole. We are fortunate to live in a country where differences are accepted and diversity of skills and background are seen as a real positive.

I am aware of this first hand as a girl who grew up as a wheelchair user; facing a far less tolerant, accepting and supportive society; but still determined not to let my disability hold me back. I have been very fortunate through hard work, skill and a bit of good fortune to achieve what I have done and get to a position where I am able to use my profile and position as an ex-elite sportsperson and current position as a peer in the House of Lords, as well as on various Boards (such as ukactive's) to be a leading voice in disability rights. I still face many challenges as I use facilities that aren't quite equipped or people trained to support my needs. However, society has changed drastically since I was a young girl growing up in Wales 'wheelchair-bound'. It is through this experience that I welcome this diversity action plan for ukactive. I am determined, in my role as Chair of the Board, to lead this change across our organisation and look at how we can be an exemplar for the rest of the sector to follow.

We continue to work on projects and programmes which look to support a diverse population: whether it be with young people through our work with Sainsbury's Active Kids; or older adults through Care About Physical Activity programme in care homes; the ParkLives programme which had more than 40% BME representation in Birmingham; or the new funding we have to support the sector support people with disabilities better; and our targeted programme to expectant and new mothers. We are also implementing improvements within the organisation, including our appointed Diversity and Inclusion champion running training for all members of staff. I am truly excited to help continue ukactive along our journey to being a leading light in using diversity to help us to deliver better work and develop and retain the best talent, both at Board level and across the organisation."



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About Us

ukactive exists to improve the health of the nation by getting more people, more active, more often. ukactive provides services and facilitates partnerships for a broad range of organisations, all of which support our vision and have a role to play in achieving that goal.

We serve over 4,000 members and partners from across the public, private and third sectors, from multinational giants to local voluntary community groups. We do so by facilitating partnerships, campaigning and providing outstanding membership services.

Our Vision

Our long-standing and uncompromising vision is to get more people, more active, more often. We are committed to improving the health of the nation through promoting active lifestyles.

We achieve this by facilitating big impact partnerships, campaigning and providing world class membership services. We exist to serve any organisation with a role in getting more people, more active, more often.

We provide a supportive, professional and innovative platform for our partners to succeed in achieving their goals and foster the conditions in which our sector can grow. ukactive – together achieving more.

Our Mission

Our goal is to raise the value and importance of physical activity to society. We are here to grow this value as a whole, in every shape and form; economically, socially, politically and that involves building the broadest possible coalition of partners who have a role to play in this mission.

Our purpose is to champion the fun that being active can bring, the sheer exhilaration of movement, the fun of fitness and the value of wellbeing.

We are here to challenge inactivity wherever we find it, leading the campaign to turn the tide of inactivity, through promoting activity and the benefits it brings from cradle to grave.

We remain totally agnostic about how people move as long as they do, it shouldn't matter who is providing the service as long as it is of a high quality, safe and effective.

Our mission is to ensure that tackling inactivity is seen as a top tier public health issue in its own right.



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Our Values

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Current Workforce Stats

Sex



Female

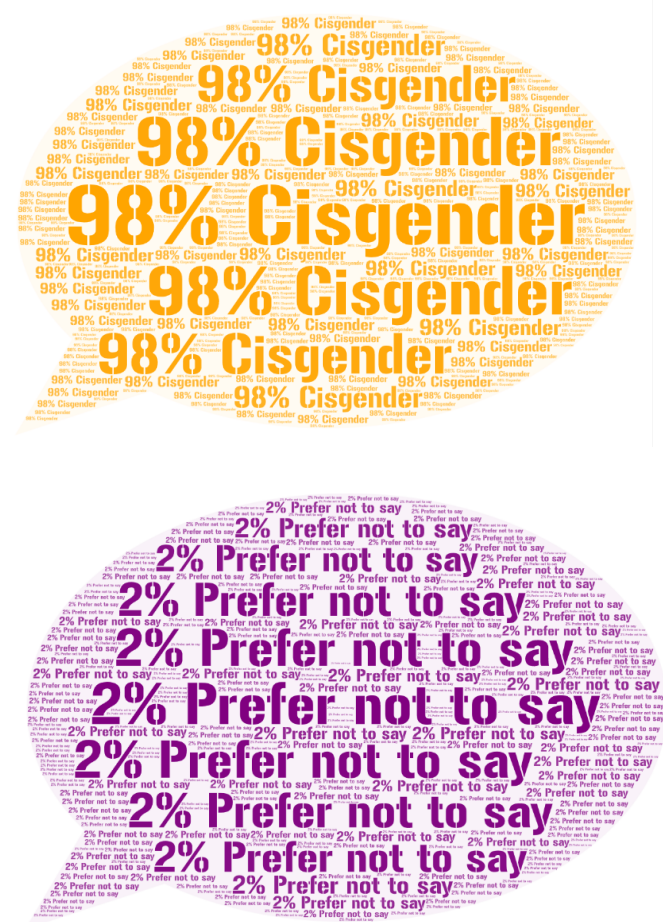


Male



Prefer not to
say

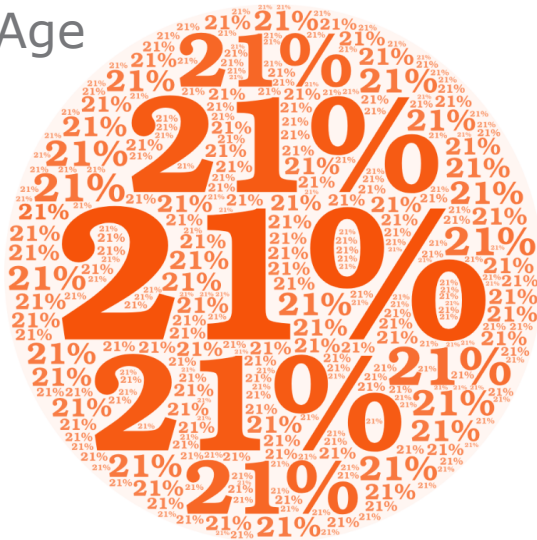
Gender



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Current Workforce Stats

Age



16 – 24 Year
Olds

35 - 44 Year
Olds



25 – 34 Year
Olds

45 – 54 Year
Olds

Current Workforce Stats



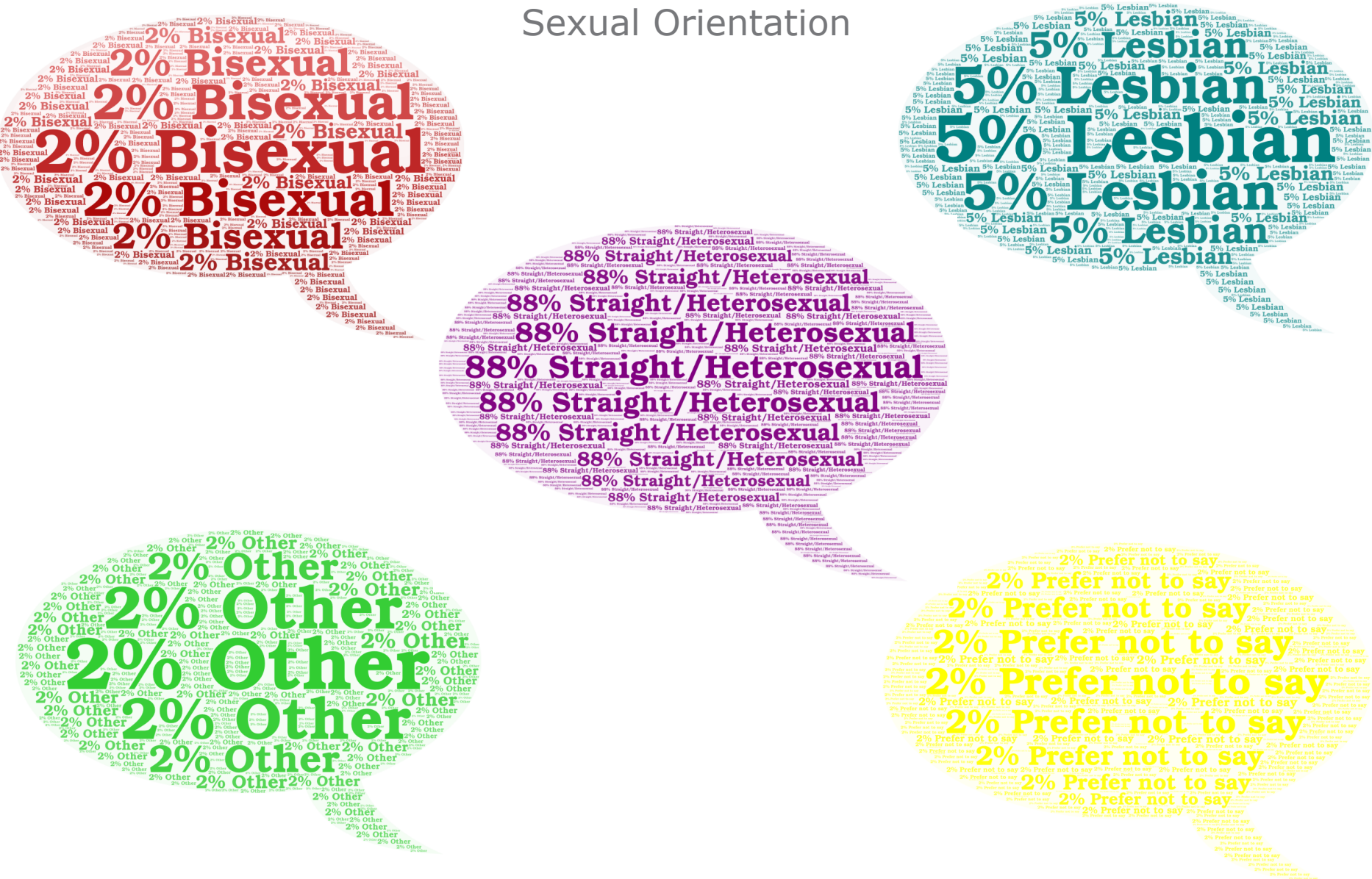
73% - White

25% - BAME

2% - Prefer not to say

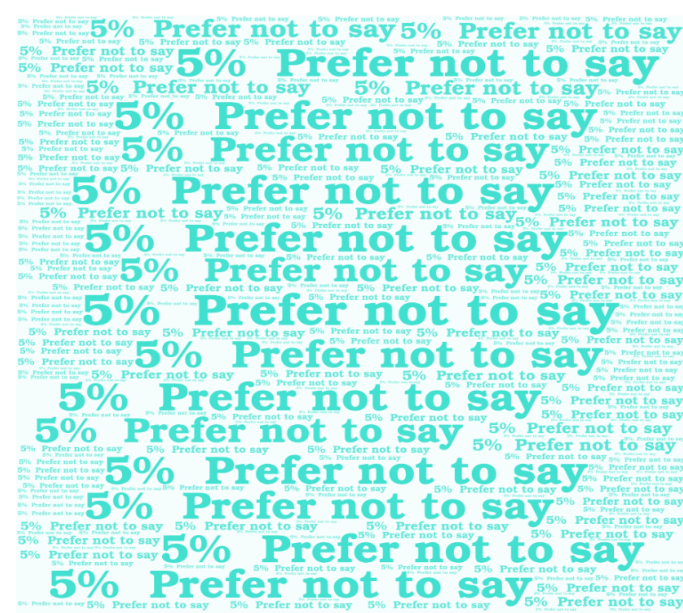
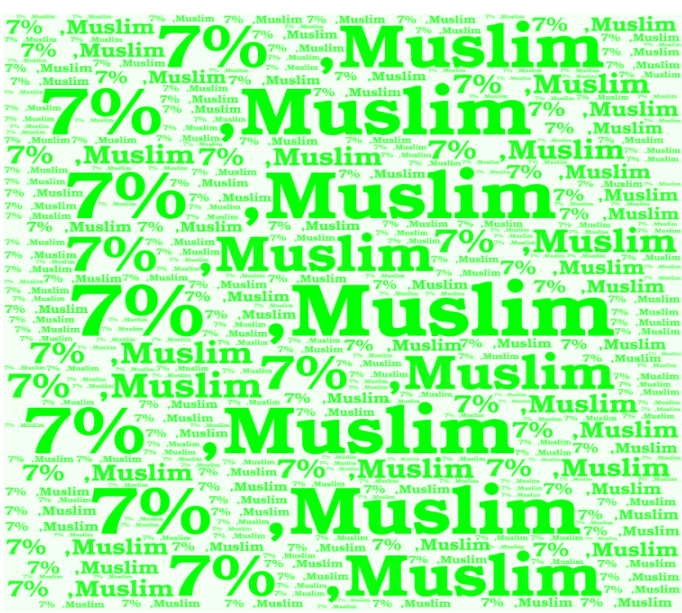
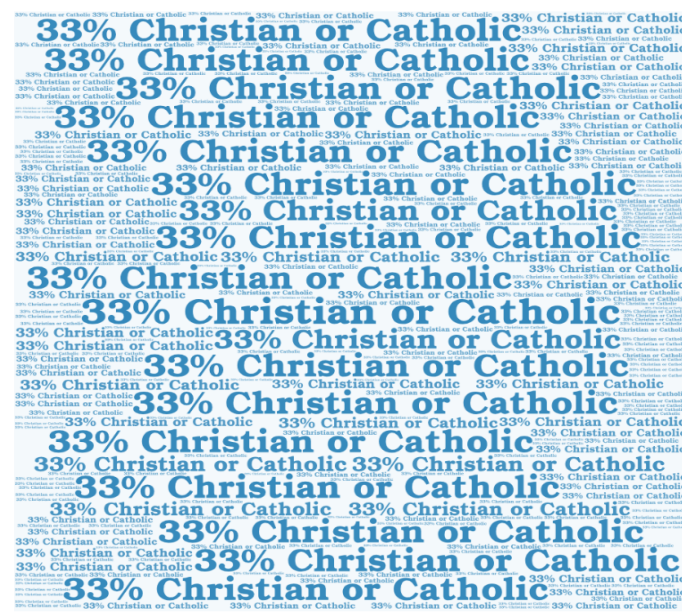
Current Workforce Stats

Sexual Orientation



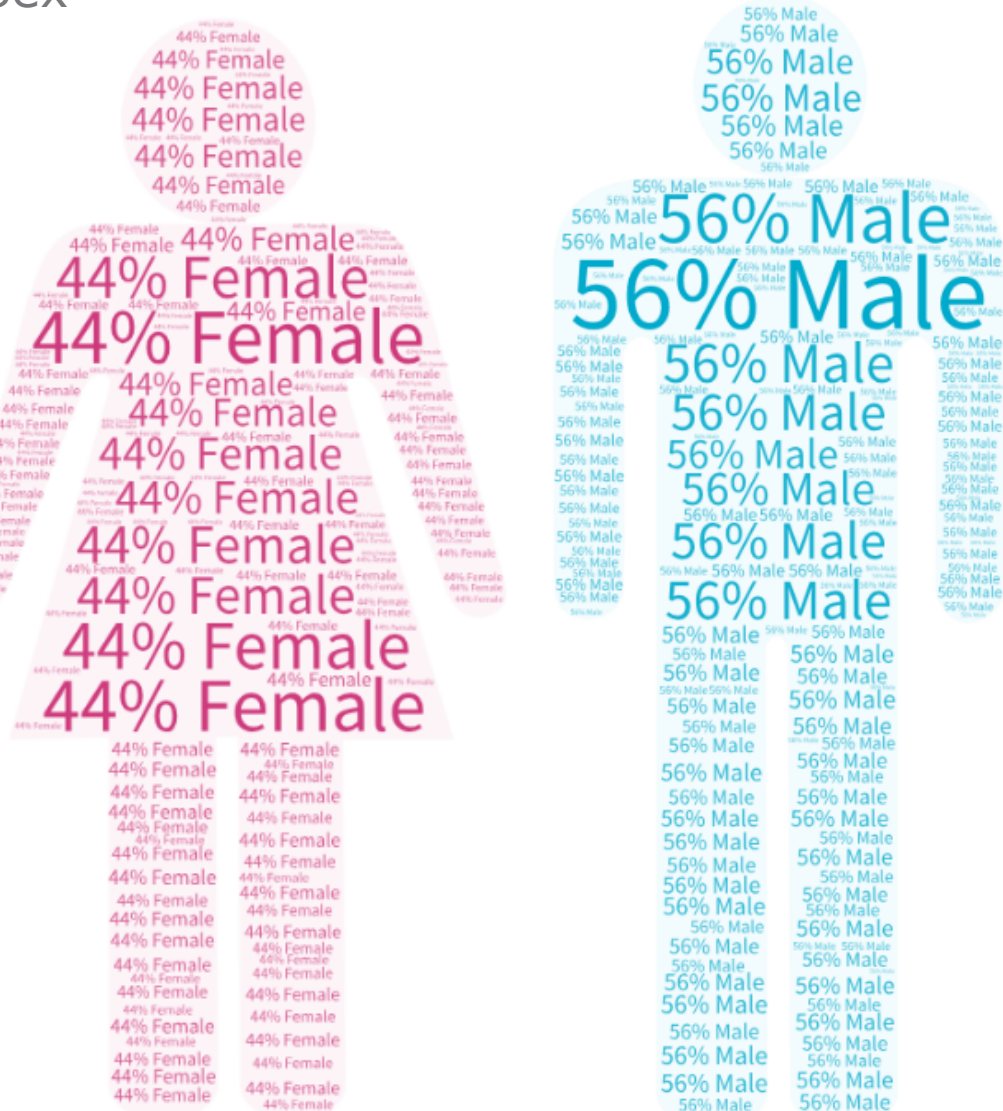
Current Workforce Stats

Religious/Beliefs

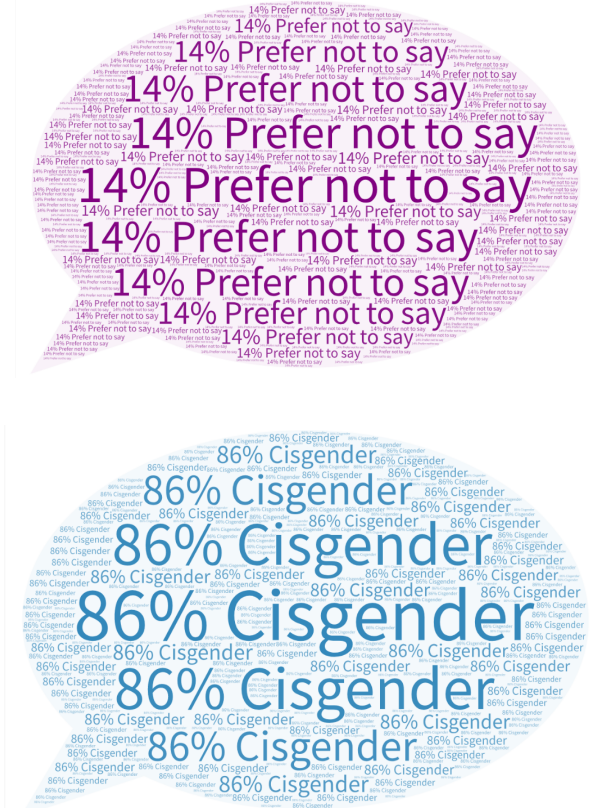


Current Board Stats

Sex



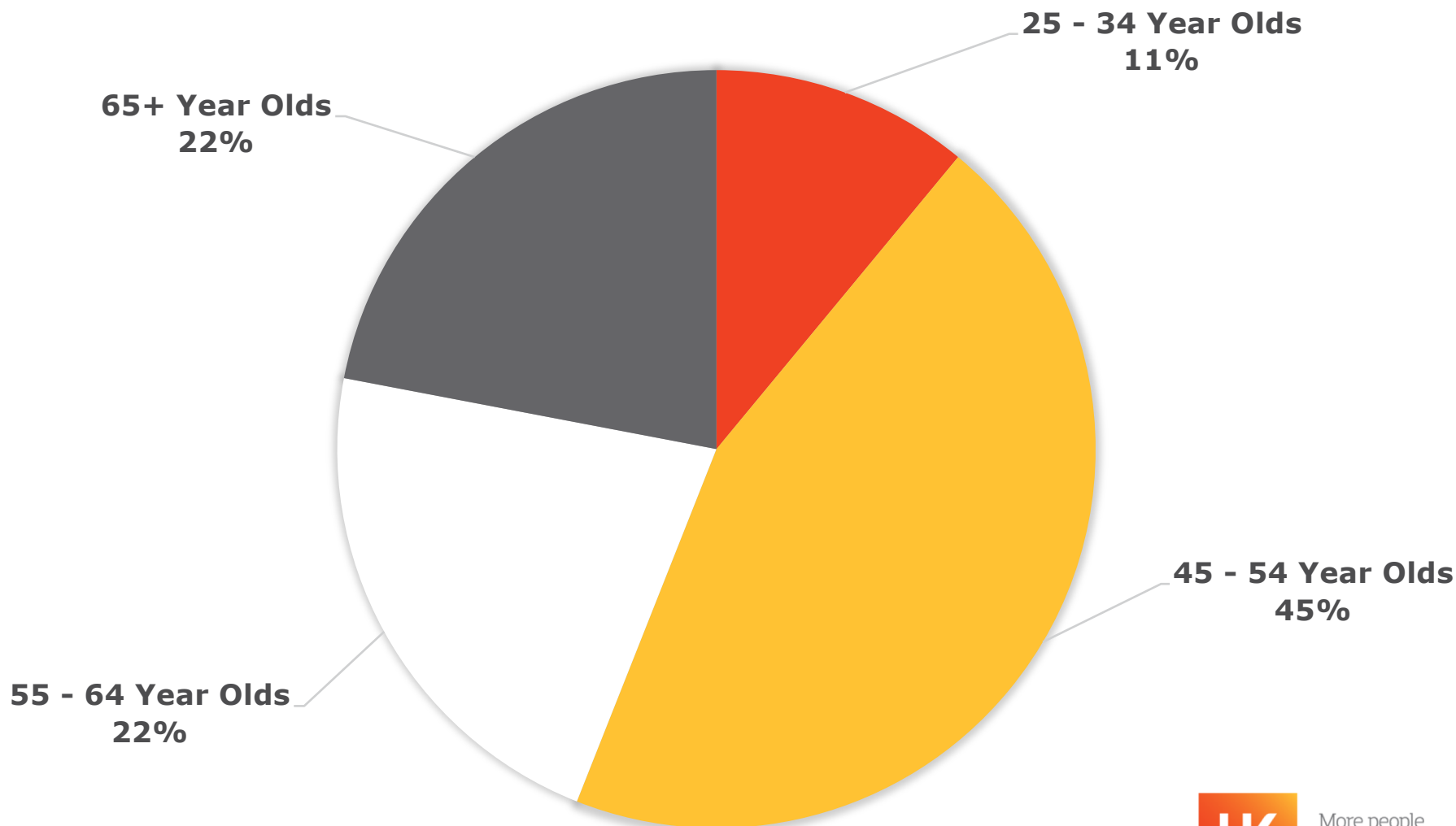
Gender



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Current Board Stats

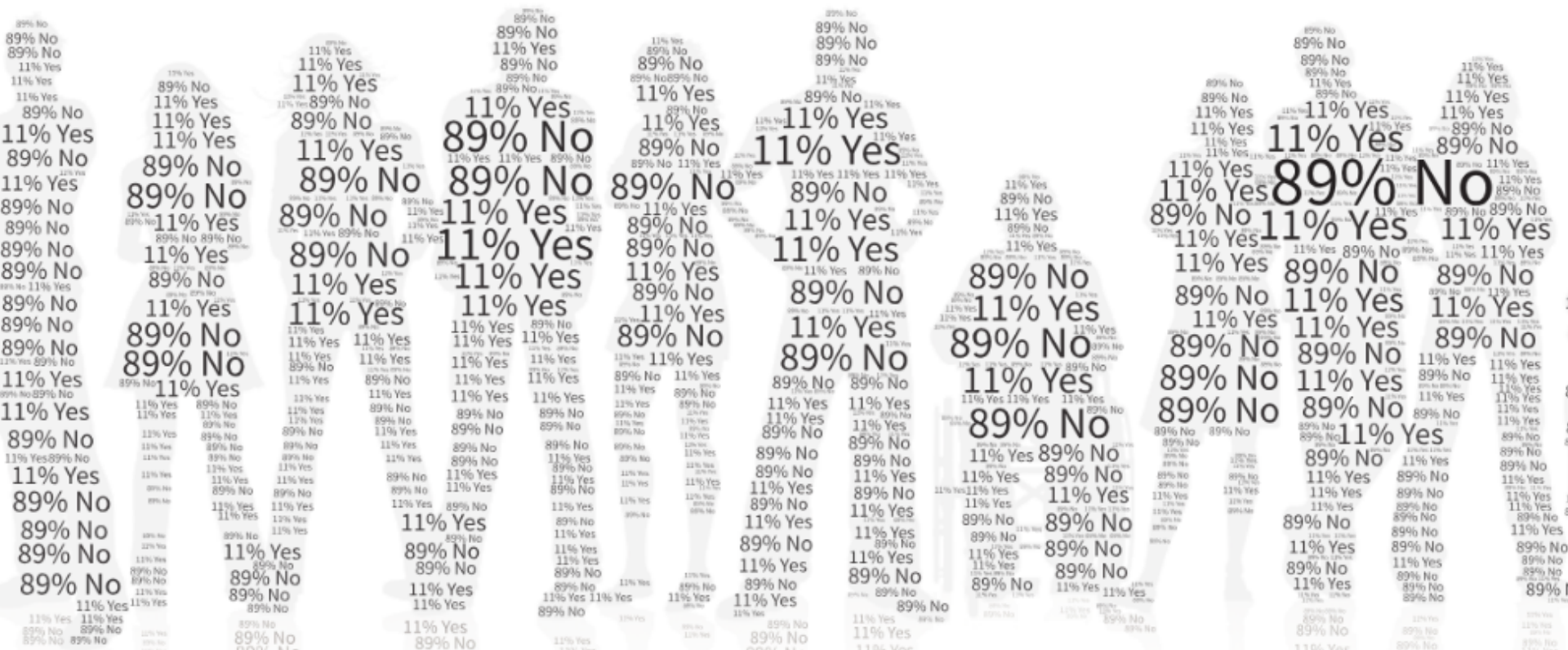
Age of members



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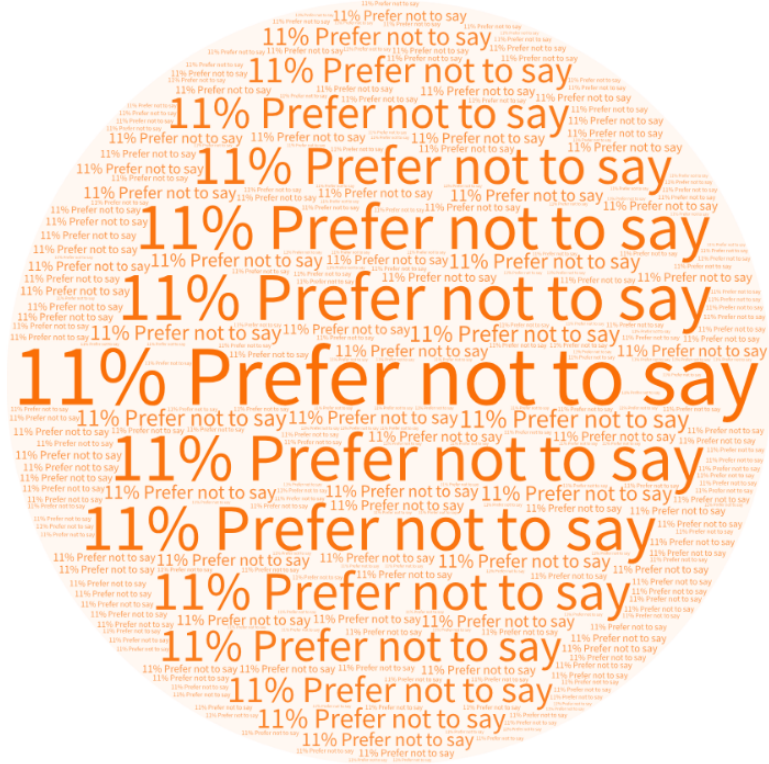
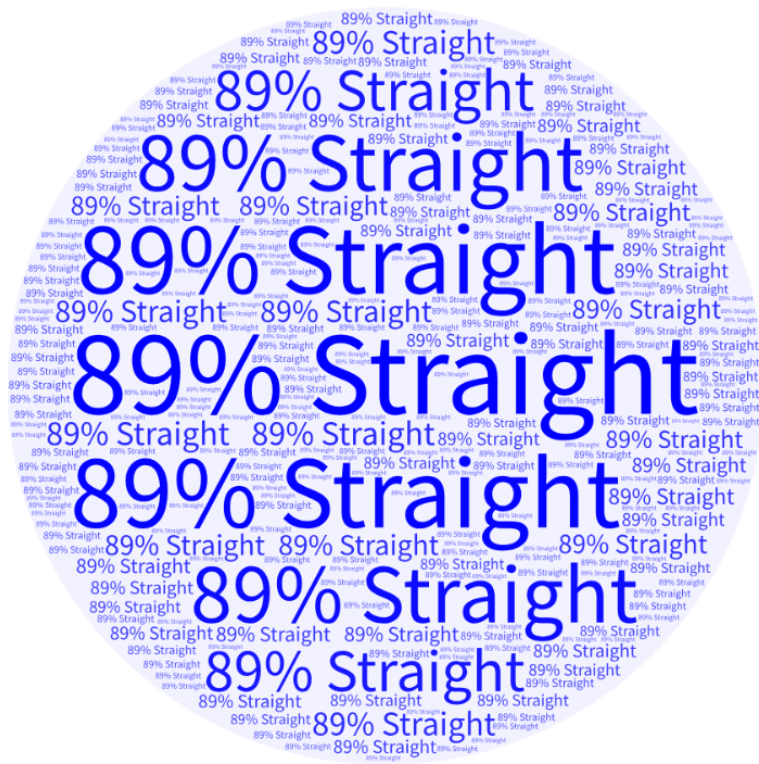
Current Board Stats

Do you consider yourself to have a disability?



Current Board Stats

Sexual Orientation



Religious Beliefs



Current Board Stats

Ethnicity



What we have done so far

- ✓ We have over 40% female representation at board level
- ✓ A Gender, Equality & Diversity Policy and plan is in place across the organisation and its work
- ✓ We have identified a senior level champion responsible for leading the diversity strategy
- ✓ Message from Chair on ukactive website regarding diversity and inclusion
- ✓ Internal and External Communications strategies are inclusive, they reflect and reinforce the diversity strategy
- ✓ Diversity Action Plan published on ukactive website
- ✓ Photo and bio of Board Members published on website.
- ✓ All business communications reinforce inclusive messages and image library is reflective of society and engagement taking place
- ✓ External programmes are delivered to a diverse group, are inclusive and meet the ukactive mission
- ✓ All employees to have completed D&I Training



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Diversity Action Plan – Leads for ukactive

Human Resources – Neil Tune and Haley Brown

Diversity and Inclusion Lead – Jade Harris

Finance Director – Ben Shepherd



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**Thank you for taking the time to read
our Diversity Action Plan.**

For further information please email:

HR@ukactive.org.uk