



STRUCTURES AND SYSTEMS	REPRESENTATION	PEOPLE	INSIGHT	INVESTMENT
TRARIIS findings shared internally and with NGBs, equality leads and Active Partnerships. Meeting planned with partners for open discussion <b>SE</b>	Governance Code Action Plan assures TRARIIS inclusion in funded partners' Diversity and Inclusion Action Plans <b>SE</b>	Engaging with system partners re workforce and participation <b>SE</b>	Insight working group created to identify data gaps and explore how to capture partners' data <b>SE</b>	Business case prepared for ongoing investment <b>SE</b>
Connecting TRARIIS with Sport England strategy on tackling inequalities <b>SE</b>	Changes to recruitment processes being informed to enhance workforce diversity <b>SE</b>	TRARIIS findings incorporated into ongoing workforce composition action planning <b>SS</b>	Research plan will be updated with actions informed by TRARIIS recommendations <b>SS</b>	Equality funding granted for several, bespoke TRARIIS relevant projects <b>SE</b>
Created and held first meeting of TRARIIS participants' stakeholder group; next one planned in Jan re 'systems' <b>SE</b>	Findings to inform co-created actions with groups/communities as part of new equality outcomes <b>SS</b>	Reviewed recruitment; experimenting with internships, work experience schemes and apprenticeships <b>SW</b>	Shared and discussed findings with CEO forum and partner Equality, Diversity and Inclusion (EDI) leads <b>SW</b>	Implemented data driven approach and channelled funding through trusted partners to reach new and under-represented communities, including grass roots level <b>SW</b>
TRARIIS review and recommendations presented to all staff <b>SS</b>	Supporting partnership between Swim Wales and Black Swimming Association (BSA) including investment in BSA to help tackle barriers <b>SW</b>	Commissioned an inclusive leadership development programme for the sector <b>SW</b>	Pathways data research initiated to establish baselines; results to be shared with wider sector <b>SNI</b>	Expanding network to build trust <b>SW</b>
TRARIIS work integrated into EDI 3 strands (People, System and New Ideas), business planning and used to inform future Equality Impact Assessments <b>SS</b>	TRARIIS findings to be launched internally and externally <b>SNI</b>	Findings to inform EDI content of all staff training and development <b>SNI</b>	Data strategy for high-performance systems initiated <b>UKS</b>	
Set up internal EDI exploration group to challenge thinking across organisation <b>SW</b>	Engaged with high-profile BT Hope United football match against online bullying and discrimination <b>SNI</b>	Diverse recruitment and representation targets agreed <b>UKS</b>		
TRARIIS embedded into wider EDI sports governance work in support of Corporate Plan <b>SNI</b>	Implementation of TRARIIS action plans embedded in UK Sport's own Diversity and Inclusion Action Plan (DIAP) and EDI strategy <b>UKS</b>	Mandatory diverse shortlists and recruitment interview panels approved <b>UKS</b>		
Culture and Integrity Manager appointed <b>SNI</b>	Ongoing contract with Perrett Laver to build network of diverse board candidates <b>UKS</b>			
All staff briefed on TRARIIS findings <b>UKS</b>				
68.5% of staff attended workshops to create bespoke departmental TRARIIS action plans, overseen by internal Anti-Racism Group <b>UKS</b>				
Options being finalised around creating an independent process for complaints (including for handling discriminatory behaviour such as racism) <b>UKS</b>				

**Key**

-  Sport England (SE)
-  Sport Northern Ireland (SNI)
-  Sport Scotland (SS)
-  Sport Wales (SW)
-  UK Sport (UKS)
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