

TABLE OF TRARIIS-RELATED ACTIVITIES CARRIED OUT BY EACH SPORT COUNCIL BETWEEN JUNE-DEC 2021

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

Key

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