





STRUCTURES AND SYSTEMS	REPRESENTATION	PEOPLE	INSIGHT	INVESTMENT
Working collaboratively with UK Sport and the TRARIIS Stakeholder group to co-create solutions to each of the thematic areas of change. SE	"More of What Works" Event, looking at talent representation with TRARIIS stakeholder as context group in conversation with NGB talent/EDI leads. SE	Using internal DIAP to help drive forward improved representation within the organisation. SE	Insight and the collection of data and insight is embedded in our now commitments of our strategy SE	Influencing how we increase investments into culturally diverse communities through the development of our one front door investment plans SE
Closing the Gap hosted on 9 June looking at actions to understand the current context around race and racism in sport SE	Continuation of the Perret Laver work with UKS and reviewing progress to date on cultural diversity on boards and the workforce. SE	Through the development framework considering mentoring and internships from within the TRARIIS stakeholder and vice versa. SE	Developing research proposal focused on secondary analysis of economic datasets to better understand the demographic characteristics of the professional workforce. Commissioned jointly with HCSCs and in discussion with CIMSPA. SE	Through the Development Framework consider the issue of perceived increase risk often associated with culturally diverse groups SE
Developed a framework that embeds an informed way of working to promote inclusion SE	DIAP consultancy support being finalised, good interest from partners about their involvement and need to begin the process SE	Connected with race equality recruitment network to find ways to diversify representation in our recruitment process. SS	Tender to appoint a qualified contractor to design and lead a coproduction project with and for diverse ethnic communities. SS	Invested into the Scottish Ethnic Minority Sports Association, SS
Invested in a framework for collaboration with internal leaders & external partners SE	Workforce is a lead area in the development framework will spend some time to fully understand the broader challenge building on the additional insight we will be commissioning. SE	Recruitment of an Equality, Diversity and Inclusion Manager. This is a newly created post established to drive forward our commitments in this area. SS	We will proactively engage and share reports with key partners and support them with digesting, understanding and reflecting on findings SW	Invested into Scottish Kabaddi for the sponsorship of two teams; Glasgow and Edinburgh. SS
Sporting Equals partnership developed SS	Board recruitment process resulted in recruitment of two members from diverse ethnic communities SS	We will take a proactive approach to identifying the existing systems and structures currently acting as barriers SW	We will look to be more systematic in the way we collate data; in the research we commission; and in measuring and tracking progress SW	Invested in the Scottish national Diversity Conference and Diversity Awards. We will be the lead sponsor for the Sport Award at the awards later this year. SS
Broaden the audience for new Equality Standard across all organisations SS	We will place greater emphasis on understanding the negative impact of racial inequalities and how better representation can help SW	It will be our priority to make improvements to processes in workforce recruitment, development and retention SW	Participating in SE stakeholder advisory group to brief and gather feedback on our work and identify priority gaps UKS	Invested into the Scottish Association of Minority Ethnic Educators (SAMEE) for its awards later this year. SS
Created a cross-organisational working group, with Sporting Equals, to develop specific, practical actions which responds to TRARIIS recommendations SS	We will work to embed the connection between improved representation and better strategic and operational decision making SW	Recruitment and representation targets set in our DIAP with specific measures agreed to support delivery, so that we represent diversity of UK Society by 2031 UKS	High-performance data strategy finalised and data dashboard created. Some identified gaps to be addressed in DIAP process or via other means UKS	Will work with communities to understand their needs and target investments to address these needs. SW
Overall Grant investment and supply chain arrangements SW	We will be clear where we want our partners to do more, work with allies and share good practice SW	Investigating upgrade to HR Management System to enhance diversity data capture and analysis to better inform interventions UKS	HPSAG talent pathway Inclusion insight reports for HCSCs to be finalised and published in summer UKS	Will continue to invest in targeted programmes that reach ethnically diverse communities and continually measure the impact of our investments SW
Framework and strategies in place to ensure organisations have EDI policies SW	UK Sport's new DIAP (with TRARIIS commitments incorporated) finalised and published on website UKS	Appointing a Director Race Champion to support initiatives around recruitment, retention and progression of ethnically diverse staff, mentoring/reverse-mentoring and sponsorship programmes UKS	NGBs investment poses potential implications if a lack of progress of DIAP by 1 st review. UKS	Exploring feasibility of a small grants programme for 'smaller' governing bodies not currently in receipt of other Sport NI investment, to address gaps in EDI area or promote EDI activities. SNI
Presented TRARIIS findings at PLx with support from a TRARIIS survey participant sharing their lived experiences. Resource pack shared with all participants UKS	Supplier identified to help funded partners create and implement DIAPs, to include measures in response to the TRARIIS findings UKS	Creation of Sports, Culture & Integrity manager 7 team. Review of EDI policies in selected funded organisations and general capacity building SNI		
Project initiated across all 5 HCSCs to review procurement policies and procedures through an anti-racist lens UKS	Scope of Perrett Laver contract extended to include creation of diverse non-exec director network UKS			
TRARIIS working group being formed. SE contracted a Black-owned consultancy to work with this group. UKS				
Personal EDI objectives mandated for all UKS staff UKS				

Key

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