



Diversity in Sport Governance Survey 2020



01 —

Headlines

925

Total responses received

0.5%

Didn't agree to process data

43.5%

Respondents identify as female

7.9%

Respondents identify as Black and Minority Ethnic

13%

Respondents declared a disability

4.5%

Respondents identified as LGBT+

70%

Respondents attended a state maintained school

02 —

Methodology

Each funded partner was asked to determine a representative who would be responsible for ensuring that the survey was forwarded to each of their Board Members individually.

Permission was then provided by that representative for their details to be shared with Perrett Laver, who sent out the survey to them on 29th October alongside a request to forward the email and survey to Board Members for direct completion.

This contrasted the 2018 survey in which diversity data was collected through the Chair/ Secretary to the Board or other representative using assumed knowledge or previously collected data, without individual Board Members having opportunity to self-identify and complete a survey directly.

The survey was available online as a link through Survey Monkey, as well as in a word document. Telephone interviews were also offered.

All completion options were mentioned in the introductory email, alongside an invitation to contact Perrett Laver directly through a bespoke, confidential email address should they wish to discuss other alternatives or have further questions about the survey.

The aim was to ensure that any individual with accessibility requirements was able and felt comfortable to participate.

Each question also had a "prefer not to say" option, and where relevant and necessary there was an "other" option to give people opportunity to self-identify if their preferred term was not listed.

At the end of the survey, there was also an opportunity to provide additional comments allowing broader feedback to be captured.

897 people completed the online survey (though some skipped specific/multiple questions) and 28 people completed the word document. Nobody chose to do a telephone interview or requested other means.



The survey was open for 27 days, closing on Wednesday 25th November 2020.

A reminder was sent via email to the representative on the 6th November 2020, a week after the initial email, followed by a second reminder on 13th November 2020, two weeks after the initial email. A final reminder was sent on the 20th November 2020, four days before the closing deadline.

03 — Geographical considerations

South West (59 responses)

6.37% of total respondents, of which:
38.60% female*
5.25% Black and Minority Ethnic **
7.02% disabled***

South East (97 responses)

10.47% of total respondents, of which:
45.26% female
9.47% Black and Minority Ethnic
18.09% disabled

London (126 responses)

13.62% of total respondents, of which:
48.10% female
13.71% Black and Minority Ethnic
9.76% disabled

East of England (39 responses)

4.21% of total respondents, of which:
47.37% female
5.26% Black and Minority Ethnic
10.53% disabled

West Midlands (104 responses)

11.24% of total respondents, of which:
38.36% female
2.74% Black and Minority Ethnic
9.59% disabled

East Midlands (104 responses)

11.24% of total respondents, of which:
38.36% female
2.74% Black and Minority Ethnic
9.59% disabled

North West (115 responses)

12.43% of total respondents, of which:
39.64% female
7.28% Black and Minority Ethnic
12.73% disabled

North East (13 responses)

1.41% of total respondents, of which:
38.46% female
0% Black and Minority Ethnic
0% disabled

Yorkshire and the Humber (51 responses)

5.51% of total respondents, of which:
44.00% female
13.72% Black and Minority Ethnic
5.88% disabled

Scotland (7 responses)

0.75% of total respondents, of which:
14.29% female
0% Black and Minority Ethnic
28.57% disabled

*when asked to select which gender they best identified with, chose woman

**when asked to select their ethnicity, chose an option that we have grouped as Black and Minority Ethnic

***when asked do you consider yourself to have a physical or mental disability or long-term health condition, chose yes



04 — Data



Gender

Question Asked: Please select which gender you best identify with

All respondents

Total respondents **818**
Declined to answer **104**

| | |
|---------------------|--------------------------|
| ■ Man | 56.23% / 460 respondents |
| ■ Woman | 43.52% / 356 respondents |
| ■ Non-binary | 0.12% / 1 respondent |
| ■ Prefer not to say | 0.12% / 1 respondent |

Transgender identity

Question Asked: Do you identify as transgender or now have a gender identity which differs to your gender assigned at birth?

All respondents

Total respondents **795**
Declined to answer **127**

| | |
|---------------------|--------------------------|
| ■ Yes | 0.37% / 1 respondent |
| ■ No | 99.37% / 790 respondents |
| ■ Prefer not to say | 0.25% / 1 respondent |



Role of respondents

0% 20% 40% 60% 80% 100%



Elected

Man - 59.07% / 127 respondents
 Woman - 40.93% / 88 respondents
 Non-binary - 0.00% / 0 respondents
 Prefer not to say - 0.00% / 0 respondents

Independent

Man - 55.98% / 234 respondents
 Woman - 43.30% / 181 respondents
 Non-binary - 0.24% / 1 respondent
 Prefer not to say - 0.24% / 1 respondent

Tier of Organisation

0% 20% 40% 60% 80% 100%



Tier 2

Man - 50.00% / 40 respondents
 Woman - 48.75% / 39 respondents
 Non-binary - 1.25% / 1 respondent
 Prefer not to say - 0.00% / 0 respondent

Tier 3

Man - 57.00% / 387 respondents
 Woman - 43.00% / 292 respondents
 Non-binary - 0.00% / 0 respondents
 Prefer not to say - 0.00% / 0 respondents

Type of Organisation

0% 20% 40% 60% 80% 100%



National Governing Body

Man - 59.21% / 254 respondents
 Woman - 40.33% / 173 respondents
 Non-binary - 0.23% / 1 respondent
 Prefer not to say - 0.23% / 1 respondents

Active Partnership

Man - 51.89% / 151 respondents
 Woman - 48.11% / 140 respondents
 Non-binary - 0.00% / 0 respondents
 Prefer not to say - 0.00% / 0 respondents

Other

Man - 57.38% / 35 respondents
 Woman - 42.62% / 26 respondents
 Non-binary - 0.00% / 0 respondents
 Prefer not to say - 0.00% / 0 respondents



Ethnicity

Question Asked: Please select your ethnicity

All respondents

Total respondents **821**
Declined to answer **102**

| | |
|-----------------------------|---------------------------|
| ■ White | 86.60 % / 711 respondents |
| ■ Black and Minority Ethnic | 7.92% / 65 respondents |
| ■ Other | 4.87% / 40 respondents |
| ■ Prefer not to say | 0.61% / 5 respondents |



Role of respondents

0% 20% 40% 60% 80% 100%



Elected

White - 87.38% / 187 respondents
Black and Minority Ethnic - 7.48% / 16 respondents
Other - 3.74% / 8 respondents
Prefer not to say - 1.40% / 3 respondents



Independent

White - 86.19% / 362 respondents
Black and Minority Ethnic - 7.62% / 32 respondents
Other - 5.71% / 24 respondents
Prefer not to say - 0.48% / 5 respondents

Tier of Organisation

0% 20% 40% 60% 80% 100%



Tier 2

White - 94.94% / 75 respondents
Black and Minority Ethnic - 3.80% / 3 respondents
Other - 1.27% / 1 respondents
Prefer not to say - 0.00% / 0 respondents



Tier 3

White - 85.94% / 587 respondents
Black and Minority Ethnic - 8.20% / 56 respondents
Other - 5.27% / 36 respondents
Prefer not to say - 0.59% / 4 respondents

Type of Organisation

0% 20% 40% 60% 80% 100%



National Governing Body

White - 87.01% / 375 respondents
Black and Minority Ethnic - 6.50% / 28 respondents
Other - 5.34% / 23 respondents



Active Partnership

White - 86.64% / 253 respondents
Black and Minority Ethnic - 9.25% / 27 respondents
Other - 4.11% / 12 respondents
Prefer not to say - % / respondents



Other

White - 81.97% / 50 respondents
Black and Minority Ethnic - 11.48% / 7 respondents
Other - 6.56% / 4 respondents
Prefer not to say - 0.00% / 0 respondents

Disability

Question Asked: Do you consider yourself to have a physical or mental disability or long-term health condition?

All respondents

Total respondents 820
Declined to answer 102

- Yes 13.05% / 107 respondents
- No 86.34% / 708 respondents
- Prefer not to say 0.61% / 5 respondents



Role of respondents

0% 20% 40% 60% 80% 100%



Elected

Yes - 17.67% / 38 respondents
No - 81.86% / 176 respondents
Prefer not to say - 0.47% / 1 respondents



Independent

Yes - 9.81% / 41 respondents
No - 89.47% / 374 respondents
Prefer not to say - 0.72% / 3 respondents

Tier of Organisation

0% 20% 40% 60% 80% 100%



Tier 2

Yes - 26.25% / 21 respondents
No - 72.50% / 58 respondents
Prefer not to say - 1.25% / 1 respondents



Tier 3

Yes - 11.16% / 76 respondents
No - 88.40% / 602 respondents
Prefer not to say - 0.44% / 3 respondents

Type of Organisation

0% 20% 40% 60% 80% 100%



National Governing Body

Yes - 13.66% / 59 respondents
No - 85.65% / 370 respondents
Prefer not to say - 0.69% / 3 respondents



Active Partnership

Yes - 11.03% / 32 respondents
No - 88.62% / 257 respondents
Prefer not to say - 0.34% / 1 respondents



Other

Yes - 11.48% / 7 respondents
No - 88.52% / 54 respondents
Prefer not to say - 0.00% / 0 respondents

Age

Question Asked: Please select your age bracket

Total respondents 821
Declined to answer 101

| | |
|--------------------|--------------------------|
| 16-25: | 0.97% / 8 respondents |
| 26-35: | 6.70% / 55 respondents |
| 36-45: | 19.24% / 158 respondents |
| 46-55: | 33.74% / 277 respondents |
| Over 55: | 38.61% / 317 respondents |
| Prefer not to say: | 0.73% / 6 respondents |

Sexual / Romantic Orientation

Question Asked: How would you describe your sexual/romantic orientation?

Total respondents 819
Declined to answer 103

| | |
|------------------------|--------------------------|
| Hetrosexual/straight | 92.92% / 761 respondents |
| Homosexual/gay/lesbian | 3.54% / 29 respondents |
| Bisexual | 0.49% / 4 respondents |
| Asexual | 0.12% / 1 respondent |
| Prefer not to say | 2.93% / 24 respondents |

Education

Question Asked: Please select your educational background (secondary)

Total respondents 802
Declined to answer 120

| | |
|-----------------------|--------------------------|
| State Maintained | 70.45% / 565 respondents |
| Private | 22.07% / 177 respondents |
| Other (International) | 3.99% / 32 respondents |
| Prefer not to say | 3.49% / 28 respondents |



05 — Respondents

Survey responses were received from members of the following organisations:

- Access Sport
- Active Black Country
- Active Cheshire
- Active Cumbria
- Active Devon
- Active Dorset
- Active Essex
- Active Gloucestershire
- Active Herefordshire & Worcestershire
- Active Humber
- Active Lancashire
- Active Lincolnshire
- Active Norfolk
- Active Oxfordshire
- Active Partnerships
- Active Suffolk
- Active Surrey
- Active Sussex
- Activity Alliance, English Federation of Disability Sport
- afPE
- Angling Trust
- Association of College Sport
- BAC
- Badminton England
- Baseball Softball UK
- Boccia England
- British Badminton
- British Blind Sport
- British Curling
- British Cycling
- British Equestrian
- British Fencing
- British Gymnastics
- British Judo
- British Mountaineering Council
- British Orienteering
- British Para Table Tennis
- British Paralympic Association
- British Rowing
- British Shooting
- British Surfing
- British Swimming
- British Taekwondo Council
- British Triathlon
- British Universities and Colleges Sports Association
- British Water Ski and Wakeboard
- British Weightlifting
- British Wrestling
- Chance to Shine
- CIMSPA, Chartered Institute for the Management of Sport and Physical Activity
- Commonwealth Games England
- Cornwall Sports Partnership
- County Durham Sport
- CP Sport
- Dame Kelly Homes Legacy Trust
- Dwarf Sports UK
- Energise Me (Hampshire & IoW)
- Energize Shropshire Telford & Wrekin
- England Athletics
- England and Wales Cricket Board
- England Boxing
- England Golf
- England Handball
- England Hockey
- England Lacrosse
- England Netball
- England Squash
- English Institute of Sport
- Exercise Movement and Dance
- Football Association
- GB Basketball
- GB Boxing
- GB Takewondo
- GB Hockey
- GB Snowsport
- GB Volleyball
- GB Wheelchair Basketball
- GB Wheelchair Rugby
- Goalball
- Get Berkshire Active
- Greater Sport (Manchester)
- Herts Sports Partnership
- Kent Sport
- Lawn Tennis Association
- Leap (Bucks & MK)
- Leicestershire & Rutland Sport
- Limbpower
- Living Sport (Cambridgeshire & Peterborough)
- London Sport
- London Youth Games
- MSP (Merseyside)
- North Yorkshire Sport
- Northamptonshire
- Pentathlon GB
- Rise North East (Prev.Tyne & Wear / Northumberland Sport)
- Rounders England
- Royal Yachting Association
- Rugby Football League
- Skateboard England
- Snowsport England
- Somerset Activity and Sports Partnership
- Sport and Recreation Alliance
- Sport Birmingham
- Sport England
- Sport Resolutions
- Sported
- Sporting Equals
- Sports Aid Trust
- Street Games
- Swim England
- Table Tennis England
- Taekwondo Organisation Ltd
- Team Beds & Luton
- Triathlon England
- Together Active (Staffordshire)
- UK Active
- UK Athletics
- UK Coaching
- UK Deaf Sport
- UK Sport
- Wesport
- Wheelpower
- Wiltshire & Swindon Sport
- Women in Sport
- Youth Sport Trust

