



uk sport
inspire the nation

**An update
on culture from
UK Sport**

Monday 7 September 2020

Welcome

Foreword by Dame Katherine Grainger
Chair of UK Sport

UK Sport's aim has always been to inspire the nation by empowering our athletes to deliver unforgettable moments of Olympic and Paralympic success.

However, just as we aspire to excel at performance, we also want to set the very highest standards in culture, governance and integrity and to fulfil our duty of care towards athletes and staff.

Today's event is designed to offer an insight into the work we are doing around culture in high-performance sport.

One example of that work is our ongoing Culture Health Check. It is essential that we share its findings, in part as a manifestation of the honesty to which we must subject ourselves and the sports we work with.

When you are an elite sportsperson, improvement comes from reviewing and analysing your results

– and acting on those findings. Where there are challenging issues in our sports, we must not shy away from confronting them.

However, it is encouraging to note that a strong majority of those most recently surveyed believe measures are in place to improve wellbeing, and that more measures are being launched to assist that process.

I am very pleased to say all our sports have been fully supportive of the Culture Health Check, even when that commitment has entailed facing up to some uncomfortable insights.

An ongoing willingness to hold up a mirror to our system is crucial if we are to create a system that is strong and healthy in terms of both performance and athlete experience.



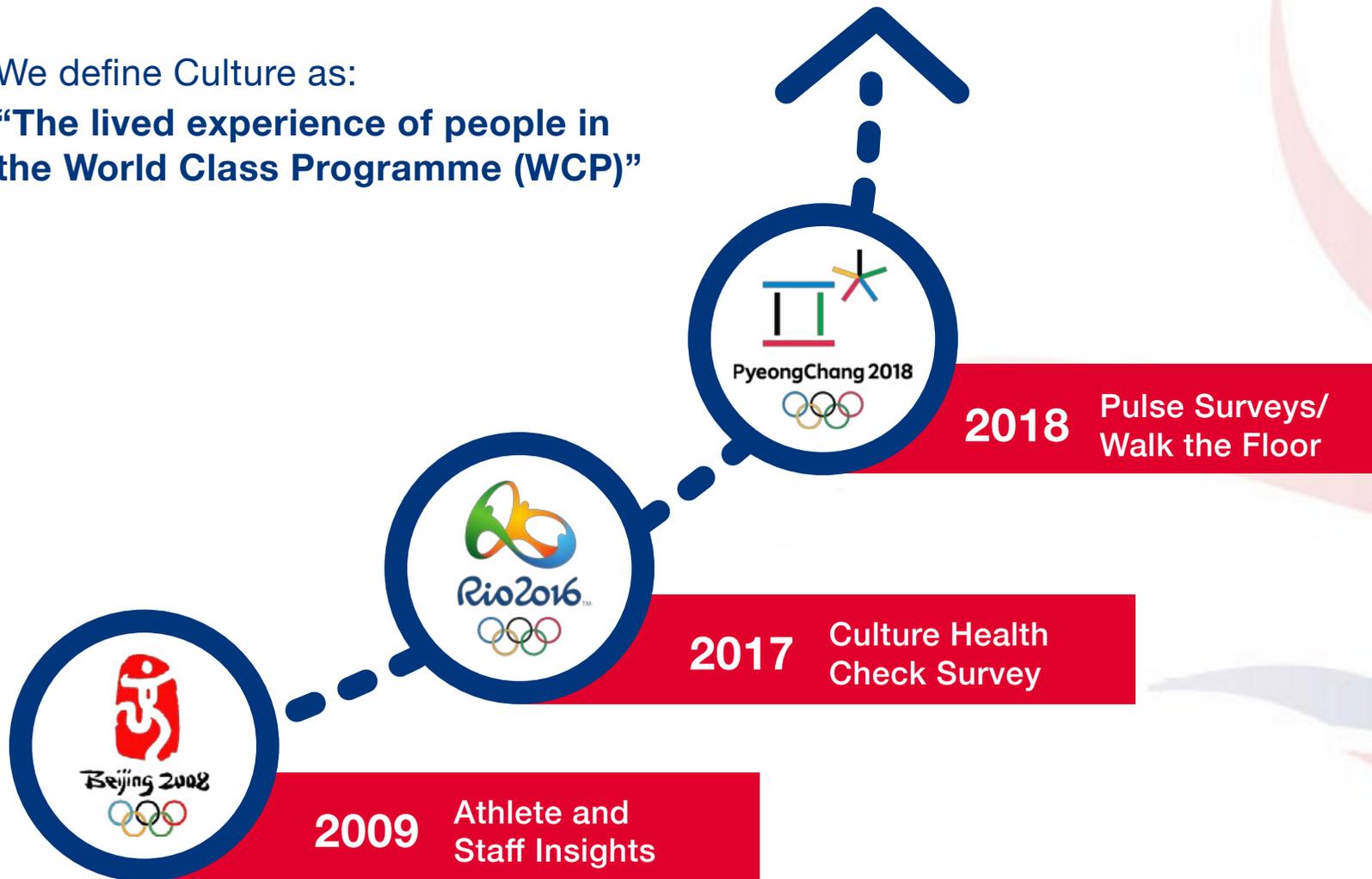
What are we talking about when we say “culture”?

INTEGRITY • VALUE AND RESPECT PEOPLE • INSPIRATION • PURSUIT OF EXCELLENCE

(Key characteristics of a sustainable winning culture as defined in the 2017 culture capture work in partnership with Lane 4 consulting)

We define Culture as:

“The lived experience of people in the World Class Programme (WCP)”





Culture Health Check



Methodologies

- From the original development of the Culture Health Check, which was a survey, our work to understand culture in sports has evolved to include a shorter version of this survey (CHC Lite) as well as a more embedded Walk the Floor exercise.
- During a Walk the Floor, a panel of culture experts will spend time physically present at a sport and, as well as interviewing staff, athletes and stakeholders, panel members will observe the sport environment. This might be in training, or in a competition environment.
- Whether using the surveys or Walk the Floor, the principles of ensuring confidentiality and anonymity for respondents, and that the measurement of culture is independent from the sport, are maintained.
- Once results from the culture work are received, there is a review by an internal panel from UK Sport, before results are shared with the sport in a Culture Development Meeting, and a Culture Development Plan is drawn up.



Who took part?

Culture Health Check online survey

2017



Overall 2017

2,074 were invited to take part and 1,525 completed the survey

73%
Response rate



Athletes

895 Athletes were invited to take part and 682 completed the survey

76%
Response rate



Staff

787 Staff were invited to take part and 630 completed the survey

80%
Response rate



Stakeholders

392 Stakeholders were invited to take part and 213 completed the survey

54%
Response rate

Fieldwork: August - November 2017

2018

Overall 2018

2,314 were invited to take part and 1,801 completed the survey

78%
Response rate

Athletes

1,129 Athletes were invited to take part and 894 completed the survey

79%
Response rate

Staff

933 Staff were invited to take part and 766 completed the survey

82%
Response rate

Stakeholders

239 Stakeholders were invited to take part and 137 completed the survey

57%
Response rate

Fieldwork: August - November 2018

2019

Overall 2019

1,904 were invited to take part and 1,517 completed the survey

80%
Response rate

Athletes

997 Athletes were invited to take part and 795 completed the survey

80%
Response rate

Staff

638 Staff were invited to take part and 565 completed the survey

89%
Response rate

Stakeholders

269 Stakeholders were invited to take part and 157 completed the survey

58%
Response rate

Fieldwork: August - November 2019

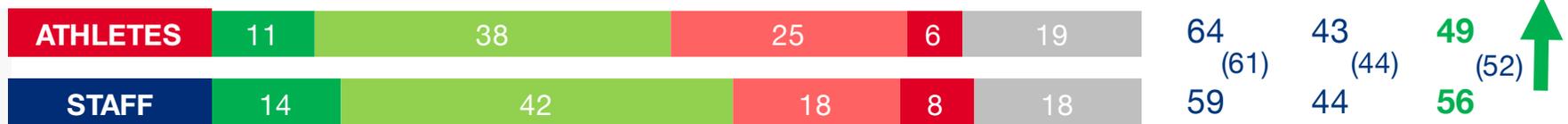
Areas that have improved from 2018

Measures have been taken to improve mental health and wellbeing

■ Strongly agree ■ Agree ■ Disagree ■ Strongly disagree ■ Don't know



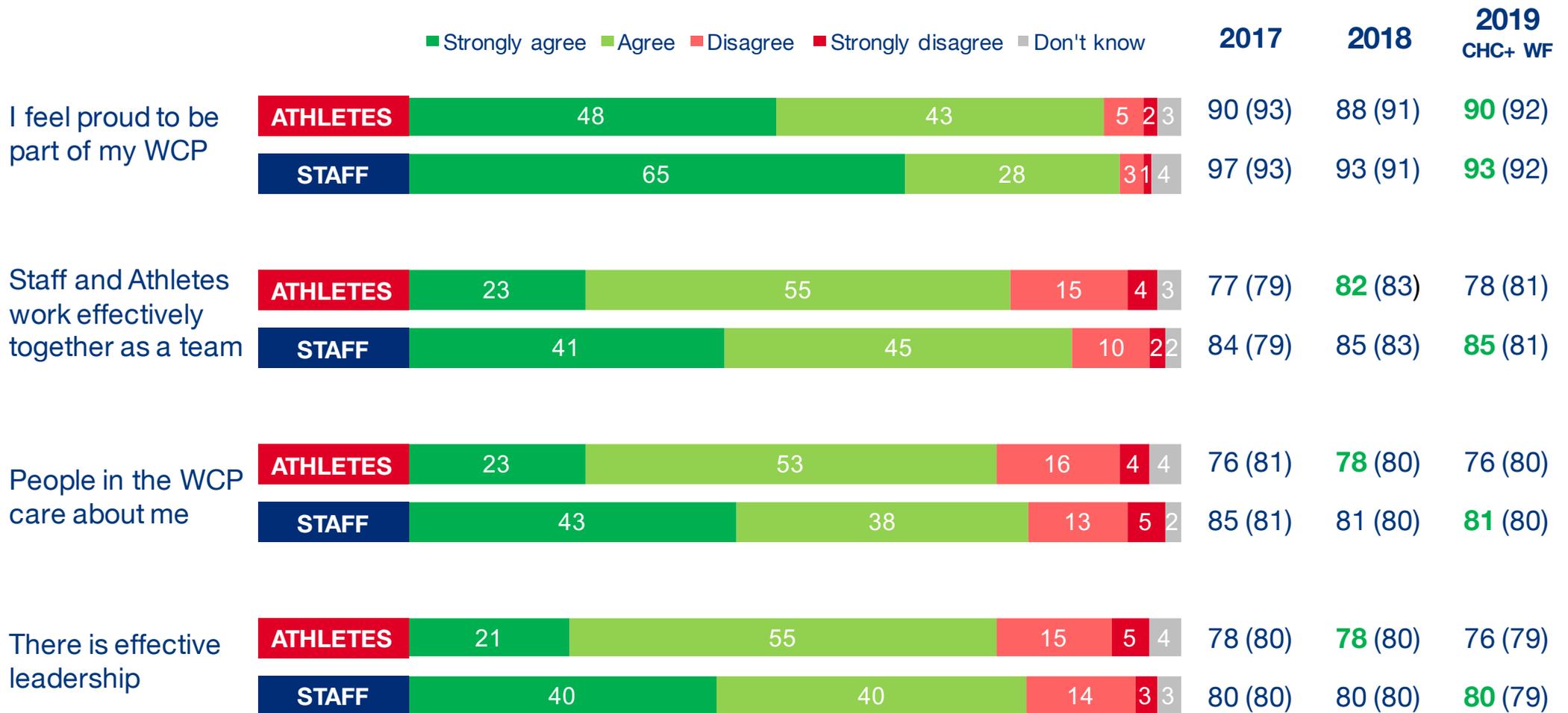
There are consequences when people behave inappropriately



(X) Total figures – Athletes, Staff and Stakeholders Combined

*All above numbers are percentages

Top CHC strengths

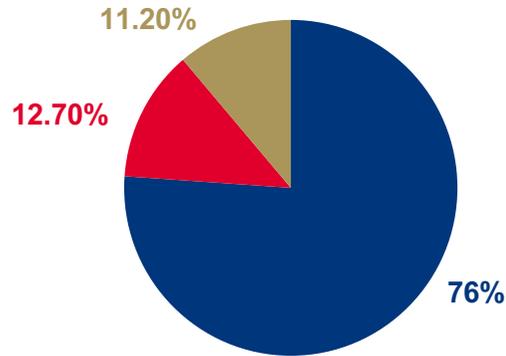


(X) Total figures – Athletes, Staff and Stakeholders Combined

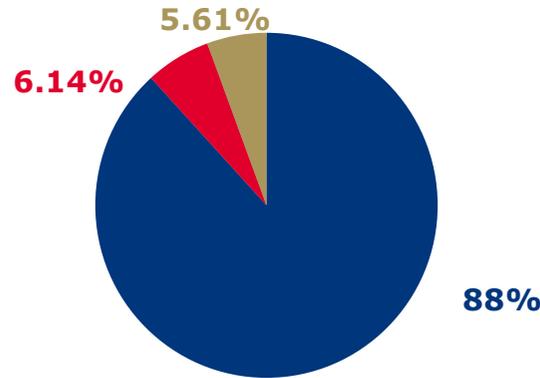
*All above numbers are percentages

Have you experienced and/or witnessed unacceptable behaviour?

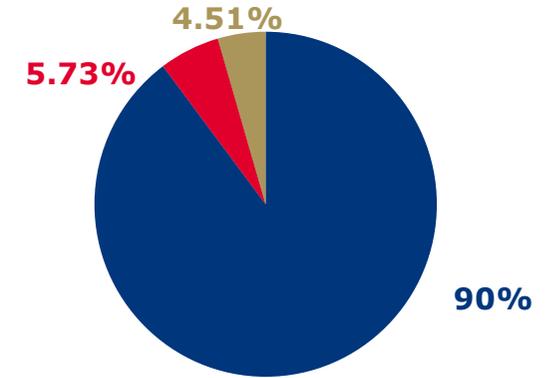
2017
(Ever experienced)



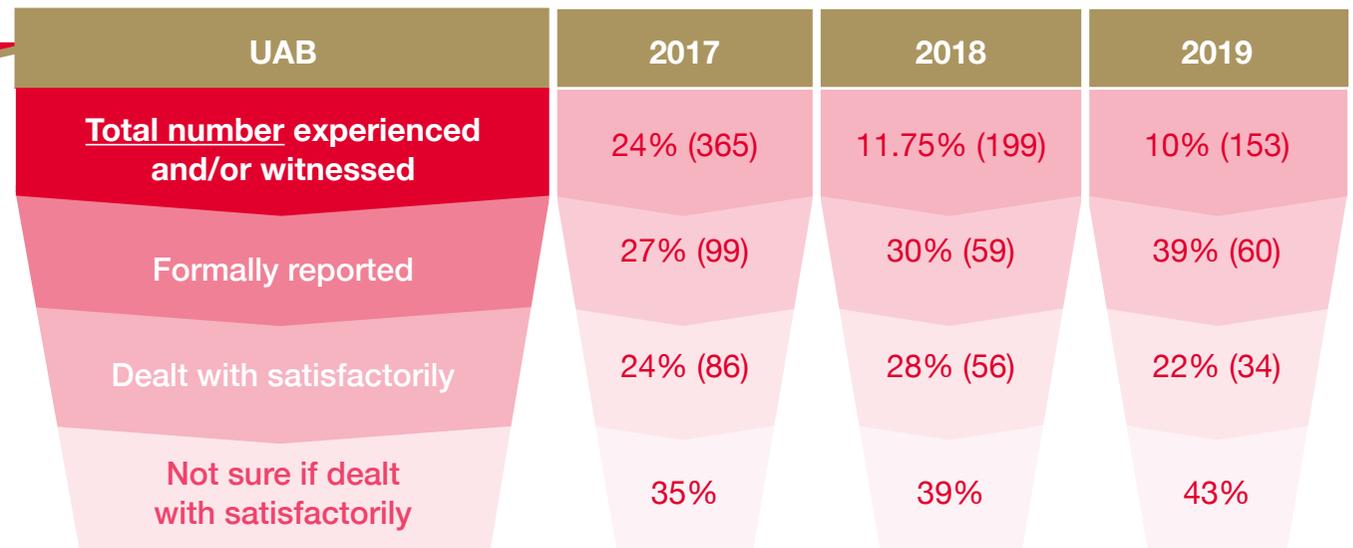
2018
(Past 12 months)



2019
(Past 12 months)



Neither experienced nor witnessed
Both experienced and witnessed
Witnessed only

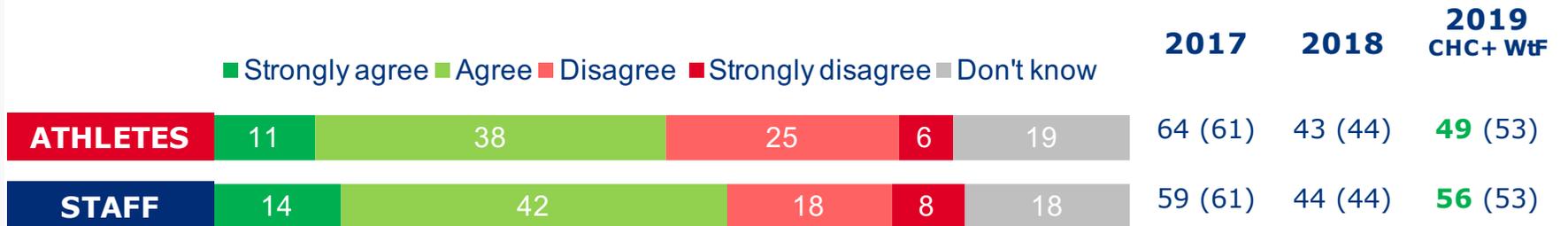


*Formally reported and dealt with satisfactorily statistics both taken from total number i.e. 2019 = 22% of 153

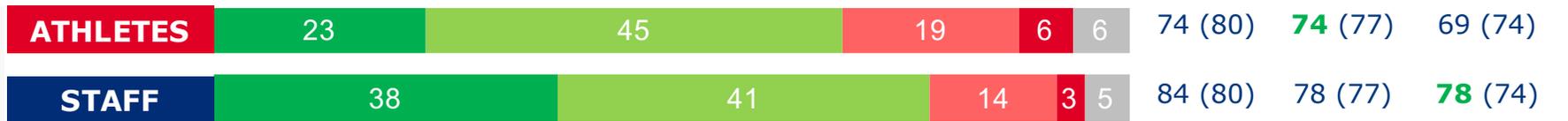
CHC key areas for improvements

There are consequences when people behave inappropriately

■ Strongly agree ■ Agree ■ Disagree ■ Strongly disagree ■ Don't know



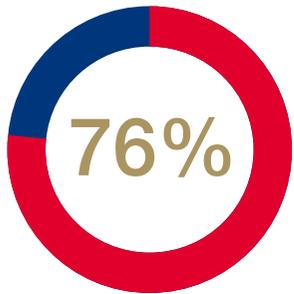
Confidence in the future direction of the WCP



(X) Total figures – Athletes, staff and stakeholders combined

*All above numbers are percentages

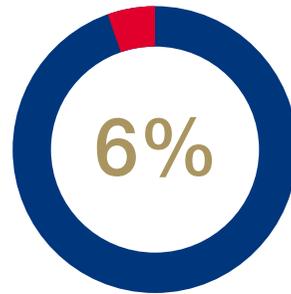
Reflections on the last year



of sports have clearly identifiable **strengths in culture** and for some it is a potential source of competitive advantage and inspiration



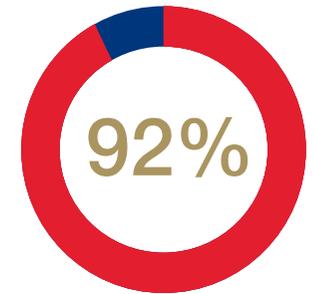
Walk the Floor process is highly insightful



Experience of unacceptable behaviour is **consistently at 6%** over past two years. Still work to be done on ensuring unacceptable behaviour is reported and understood



Significant progress made in the area of **positive mental health**



of people in the high performance sport community are very **proud to be part of it**



Culture Champions

Our aim is to train 200 Culture Champions to enable UK Sport to be more effective and sustainable in our culture work. The aim is to increase expertise across the system, and to enable us to maintain independence from the sport when we conduct a Walk The Floor survey.



Mental Health Champions

Our target is to have 300 Mental Health Champions trained and in place by the end of the Paris cycle.





**For media enquiries please call the
UK Sport press office on 020 7211 5120**

