



ABA Equity Action Plan
Action Plan developed for Boxing by
Sport Structures Ltd



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Sport Structures is a vibrant sports management consultancy that through its 10 full time staff, two associates, one part-time Community Coaches and business partners provides a broad range of services based on in depth experience to the key delivery agencies in sport namely: National Sports Organisations, National Governing Bodies of Sport (NGBs), County Sports Partnerships (CSPs), Sub-regional Sport Partnerships (SPs), Local Authorities, Schools and other organisations using sport.

Our Expertise includes Workforce Development, Research, Policy & Strategic Planning, Equity & Ethics, Coach Services and Sports Facility Assessment.

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1. Introduction

5.1 The planning process has addressed the following primary areas:

- Administration
- Human Resources / Workforce development
- Publicity and Marketing
- Affiliations and Membership
- Sports Development Delivery / Widening Opportunities
- Developing Talent

5.1 The action plan has taken into account the outcomes from the audit and subsequently research through the submission of the Foundation portfolio for the equality standard. In addition the plan has been developed in relation to the ABAE Whole Sport plan.

5.1 Further research exploring the issues and barriers faced in participating in Boxing as well as an in-depth Training Needs Analysis of staff and senior volunteers has informed the action needed to be taken.

5.1 On the administrative side the review of the equality impact on policies and procedures has also influenced the action planning process.

2. Vision and Goals

The vision for equality in Boxing is

For the sport of Boxing to be equitable at all levels and in the competing, coaching, administration and employment within the sport.

Goals

To achieve this a series of goals have been developed

- Administration - Workforce / Human Resources - Publicity and Marketing
- Affiliations and Membership - Sports Development Delivery / Widening Opportunities
- Developing Talent

3. Action plan

Section One - One year Action plan for 2007/08

Objectives	Action	Completion date	Responsibility	KPI
Administration - Workforce / Human Resources - Publicity and Marketing				
To apply the principles of sports equity and welfare throughout the ABA.	Consult on and finalise draft ABA equity action plan	July 2007	Sport Structures	Action plan developed
	To appoint a Director of the Board with a responsibility for equality	August 2007	Board	Director appointed
	To utilise the Equality and Ethics committee as a sounding board for sports equity action	Quarterly meetings	Equity and Ethics Manager	Two meetings per year
	To develop a network of thematic and regional champions for equity	October 2007	Equity and Ethics Manager	Appointment of champions
	Promote ABA equality policies and action plan utilising briefing documents, website, club materials and Members handbook	October 2007	Office Manager	Published policies and procedures
	Review Human Resources policies, procedures and practices to reflect up to date legislation	January 2008	Equity and Ethics Manager	Review carried out
	Amend data collection and analysis processes to ensure collation of information on postcode, age, gender, ethnicity, disability and sexuality in accordance with equity guidelines	March 2008	Database manager	Data collection processes for membership and workforce meet equity guidance
	Conduct Equity Training Needs Analysis with staff and board members	Annually in July	Sport Structures	TNA report completed

	Implement equity training plan in conjunction with the CP training programme	December 2007	Equity and Ethics Manager	Training plan implemented
	Review equality aspects of active peoples survey and national participation data	March 2008	Sport Structures	Analysis complete
	Work cross directorate to integrate the principles of equity and welfare in all areas of ABA work.	October 2007	Equity and Ethics Manager	Examples of good practice
	Submit evidence to achieve preliminary level of Sport England's Equality Standard: A Framework for Sport.	August 2007	Equity and Ethics officer	Portfolio's submitted
Affiliations and Membership - Sports Development Delivery / Widening Opportunities				
Women and Girls Support a structure that provides recreational and competitive opportunities for Women and Girls.	Investigate aspects of good practice opportunities for Women and Girls in order to develop role models and case study examples	December 2007	Development staff	Case studies produced and published
	Conduct research into issues and barriers with Women and Girls currently represented in the junior and senior (17+) membership	August 2007	Sport Structures	Issues and barriers report produced
	To appoint a volunteer champion for the development of the sport for females	October 2007	Equity and Ethics Manager	Volunteer appointed
	Implement equity training plan to address awareness of female boxing	January 2008	Equity and Ethics Manager	Training plan implemented
	Develop further role modelling of female boxers through the use of the website and other communications	January 2008	Officer Manager	Images on the website
Disability Implemented a programme to work with partners to provide	Develop player pathway for players with a moderate learning disability (MLD) players in conjunction with disability partners (Mencap, Special Olympics, EFDS).	January 2008	Development team	Pilot in place

recreational and competitive opportunities for disabled people	Conduct research into issues and barriers with people with a disability currently represented in the junior and senior membership	August 2007	Sport Structures	Issues and barriers report produced
	Identify projects within the region (s) to meet local need.	December 2007	CEO	Regional mapping programme completed
	To appoint a volunteer champion for the development of the sport for disabled people	October 2007	Equity and Ethics Manager	Volunteer appointed
	Development officers to develop specific pilot projects with disabled people	January 2008	Development Officers	Pilot projects in place
Racial Equality Increased numbers of people from ethnic minority groups involved as players, volunteers and staff.	Conduct research into issues and barriers with ethnic minority individuals currently represented in the junior and senior membership	August 2007	Sport Structures	Issues and barriers report produced
	Identify projects within the region (s) to meet local need.	December 2007	CEO	Regional mapping programme completed
	To appoint a volunteer champion for the development of the sport for diversity in Boxing	October 2007	Equity and Ethics Manager	Volunteer appointed
	Raise awareness through training of how to develop, monitor and evaluate positive action programmes	January 2008	Equity and Ethics Manager	Training plan implemented
	Further engage with the travelling community to support their aspirations in the sport.	March 2008	Equity and Ethics Manager	Pilot programme developed
Young People Promote equality of opportunities for young people	Clarify age divisions for Young People aged 17 to ensure an effective transition from junior to senior division	January 2008	Competitions committee	Clarification circulated

	Conduct research into issues and barriers with individuals currently represented in the junior membership	August 2007	Sport Structures	Issues and barriers report produced
Areas of Deprivation	Investigate the membership in relation to those from areas of deprivation through Postcode analysis	November 2007	Administration	Report produced
	Identify projects within the region (s) to meet local need.	December 2007	CEO	Regional mapping programme completed
	Implement training programme to raise the awareness of how to develop, implement, monitor and evaluate programmes of activity with people from areas of social disadvantage.	January 2008	Equity and Ethics Manager	Training plan implemented
Developing Talent				
Promote equality of opportunity within the player pathway	To audit the profile of elite boxers and identify barriers for those unable to access the elite programmes	January 2008	Equity and Ethics Manager	Report produced
	Further promote the opportunities for the development of female boxing	Ongoing	Equity and Ethics Manager	Further profile for elite female Boxers
	Develop and implement funding streams to support boxers from disadvantaged backgrounds.	Ongoing	Equity and Ethics Manager	Funding identified

Section Two - a draft two-year overview of the key milestones to the end of March 2010

Objectives	Year Two Milestones (2008/09)	Year Three Milestones (2009/10)
Administration		
To set accountability for sports equity at the highest level in ABA	<ul style="list-style-type: none"> - To have developed a management framework to support the ongoing development, implementation and monitoring of the Equity Action Plan - ongoing policy review 	<ul style="list-style-type: none"> - all of the ABA internal policies and procedures pay due regard to diversity equality is mainstreamed through ABA's operations, functions and service delivery
To ensure all who are involved in Boxing have an awareness of ABA equity policies/ plans	<ul style="list-style-type: none"> - Ongoing review and dissemination of information at local, regional and national level with staff, volunteers, partner organisations and local communities 	<ul style="list-style-type: none"> - To have developed a coordinated communication, publicity and information strategy for the dissemination of information regarding Boxing's ongoing progress in sport equity
Ensure sufficient funds are available to support the delivery of ABA's action plan	<ul style="list-style-type: none"> - To work as a management team to ensure priorities are understood and budgeted for accordingly 	<ul style="list-style-type: none"> - To work as a management team to ensure priorities are understood and budgeted for accordingly - Identify a longer term plan to ensure this area of work can be sustained and grown for the future
Ensure appropriate planning and monitoring systems are in place to measure the success of the equity action plan	<ul style="list-style-type: none"> - Ensure year two equity action plan is monitored and reviewed to identify success factors and year three detailed plan 	<ul style="list-style-type: none"> - Ensure year two equity action plan is monitored and reviewed to identify success factors and next four year plan
Human Resources / Workforce Development		
To ensure all who are involved in Boxing have an understanding of sports equity	<ul style="list-style-type: none"> - Equality training is included in the induction, review and appraisals for staff and volunteers 	<ul style="list-style-type: none"> - Rolling implementation of programme of equity training in Boxing including formal qualifications, conferences seminars and

		workshops
To ensure ABA's workforce is trained and able to support people from all areas of the community	- To ensure access to other partner organisations training such as scUK, Running Sports	- To have a comprehensive equity specific training programme for all aspects of the workforce (coaches, officials, administrators)
Ensure the equity training plan is implemented	- To assess and amend training plan to suit the ongoing needs of the workforce	- To assess and amend training plan to suit the ongoing needs of the workforce
To ensure that ABA's employment, recruitment and selection procedures and policies remain equitable	- To review workforce profile and review the profile of staff at all levels of the workforce	- To have established positive action schemes to increase the diversity of staff and board members
Publicity and Marketing		
Ensure effective promotion of the equity action plan	- To have utilised equality organisation networks to have produced articles, features and press releases	- To have regular contact with equality organisations in the promotion of outcomes from the implementation of the action plan
Ensure ABA marketing, media and branding is reflective of the current and future profile of our sport	- Develop PR policy for fair and equal coverage of those involved in Boxing - Marketing and imagery procedures are within the ABA marketing plan	- Boxing to be branded, marketed and reported in the press as a sport accessible to all population groups
Affiliations and Membership		
Identify the demographic make up of the ABA membership, professional staff, elite athletes and senior volunteers	- To have collated and analysed demographic data from membership returns - To have utilised the data collected to inform the development of good practice and for this to be publicised	- To have increased the diversity of the people participating (players, coaches, officials, administrators) in Boxing
Consult with target groups and equality organisations	- To have utilised the data collected from barriers research with a sample of the	- To have utilised the data collected from barriers research with a sample external

regarding the barriers and issues faced by underrepresented groups	<ul style="list-style-type: none"> - membership for targeting initiatives - To have undertaken research with a sample external to the current membership 	to the current membership for targeting initiatives
Sports Development Delivery / Widening Opportunities		
Promote equality of opportunities for young people	<ul style="list-style-type: none"> - Link to national programmes targeting young people such as step into sport 	<ul style="list-style-type: none"> - Link to national programmes targeting young people such as step into sport
Promote opportunities for people with disabilities to get involved with Boxing	<ul style="list-style-type: none"> - Review disabled participation groups against current playing accessible opportunities - Finalise and implement the disability player pathway 	<ul style="list-style-type: none"> - Implement findings of disability review into player pathway and accessible opportunities
Promote opportunities for people from ethnic communities to get involved in Boxing	<ul style="list-style-type: none"> - To have collated examples of good practice currently operating throughout the Sport - To share good practice - To identify gaps in provision 	<ul style="list-style-type: none"> - To develop a consultation process with ethnic minority communities with the aim of developing further opportunities for involvement in Boxing
Create, develop and share equity good practice at a regional and local level	<ul style="list-style-type: none"> - Examples of good practice have been identified and promoted throughout Boxing - more robust system of publicising good practice developed 	<ul style="list-style-type: none"> - To have projects operating throughout the country based on good practice
Developing Talent		
To ensure ABA's player pathway remains equitable at all levels	<ul style="list-style-type: none"> - To have undertaken a comprehensive review of all elite performers and those on the player pathway 	<ul style="list-style-type: none"> - To have undertaken research with a sample of elite performers in an assessment of the player pathway

4. Consultation

4.1 The following process organisations and individuals were consulted in development of the action plan:

Group	Method
Board	Email and board meeting
Staff (HQ and Development)	Email and training session
Council	Email and Council meeting
Sports Equity Partners	Email
Regions	Email and website
Members	Website

5. Monitoring and evaluation

5.1 All staff has responsibility for implementation of the operational plan and equity action plan and as such it will be built into all work programmes, which will be monitored in line with staff appraisal and staff management process.

5.2 Key staff with specific accountability are as follows:

Monitoring and Evaluation area	Responsibility
Overall accountability for the implementation of the Equality Action Plan	Director – Equality
Ongoing monitoring and evaluation of plan progress	Equity and ethnic committee
Implementation progress	Equity and Ethics Manager
Quarterly report to senior staff and ABA Board of Directors	Equity and Ethics Manager
Annual reporting	Equity and Ethics Manager

Appendix 1: Glossary of Terms and named people

KPI - Key Performance Indicator

CEO – Paul King Chief Executive Officer for the ABAE

Equity and Ethics Manager – Barry Jones MBE

Sport Structures – the consultancy company assisting the development of equality work with the ABAE