



Picture by Mark Lees

DIVERSITY ACTION PLAN

2017 – 2021

To be reviewed annually

Table Tennis England

ABOUT US

Table Tennis England is the governing body of table tennis in England, responsible for representing, coordinating, administering, marketing and developing the sport in close co-operation with related bodies such as British Para Table Tennis (BPTT).

Head Office is located in Milton Keynes and currently has 42 staff based both in Milton Keynes and around England. We have an excellent volunteer network to support the work of the staff which includes a number of committees that support the Board, a national council of county representatives and an army of volunteers on the ground who are the lifeblood of the sport.

Mission 2025 is a document that sets out Table Tennis England's aims and ambitions for the sport, from the grassroots to the elite, for the 10 years from 2015. It outlines the work we will carry out in four key areas – Participation, Places, People and Performance – to improve and grow the sport. Throughout the plan there is a core theme of equality and diversity intertwined in all that we do and this is evidenced by the partners we are working with, for example MIND, AGE UK, U3A, Housing Association Charitable Trust and Greenhouse to help deliver our initiatives.

We hold the Preliminary Equality Standard and are actively working towards the Intermediate standard.

Our key national development programme is BE TT (Better Experience in Table Tennis) which focuses on the core of the sport, both ensuring people stay in the sport but growing and developing the sport in areas where demographics may not be fully engaged or are not represented.

The beauty of this fantastic sport is that it has low barriers to entry and anyone can pick up a bat and play. To support the more informal aspect of the sport we have a number of 'mass' programmes: -

- PING! where tables and equipment are placed in public, high footfall areas i.e. train stations, shopping centres
- Loop where tables are placed in more strategic areas i.e. in the workplace, areas of deprivation.

We have found that the participants in the informal aspect of the sport are very different to those who play the formal aspect highlighting that table tennis can be, and is, played all in informal and formal locations, by all ages, all ethnicities, all physical abilities – truly a sport for all for life.

However, this is still more than can be done. The challenge is to begin to create pathways between informal and formal, for those who want to participate more whilst creating a better experience and more opportunities for those who want to play table tennis their way.

OUR MISSION

Working in partnership to create an increasing number of outstanding and exciting opportunities for everyone to enjoy and achieve in table tennis.

OUR VISION

Everyone is talking about table tennis.

Table Tennis England aspires to be recognised as a world leading National Governing Body, delivering a diverse and dynamic sport that transforms lives, connects communities, achieves excellence and inspires medal-winning performances.

OUR VALUES

- Respect
- Ambition
- Inclusion
- Teamwork
- Focus
- Excellence

Message from Our Chair

Table Tennis – a sport for all, for life

Table Tennis, as one of the world's great sports, is played and enjoyed by millions of people in every continent, irrespective of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexual preference or political belief. Table Tennis England recognises that in an increasingly diverse society it is necessary to support the principles of equal opportunities which will ensure that all its participants in training and coaching programmes and administration, are treated not only fairly but also on an equal basis.

Table Tennis England actively promotes participation across society including supporting: women and girls, people with disabilities, members of ethnic minority communities and people from socially excluded communities in accordance with the Equality Standard for Sport objectives. Table Tennis England further acknowledges that different ethnic minority communities exist, and that people from these communities will have different opportunities to take part in sport. In view of this, the association commits to ensuring its work will target those people and communities that are most socially excluded.

Our Commitment

Table Tennis England is proud of its commitment to equality and diversity and we are confident that we can demonstrate this commitment, through our actions, in terms of our governance, playing, administration and support for our counties, clubs, leagues and individual members.

In respect of governance we have adopted a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on our Board; and will demonstrate a strong and public commitment to continuing to deliver and progressing towards achieving gender parity and greater diversity generally on our Board, including, but not limited to, Black, Asian, minority ethnic (BAME) diversity and disability.

We will publish on our website information (approved by the Board) about the work we do to foster all aspects of diversity within our leadership and decision-making, and update this annually.

Table tennis is by its nature an inclusive sport with very few barriers to access. Table Tennis England's initiatives offer something for everyone for both the formal and informal player and in most cases, is purposefully non-dependent on age, gender, ethnicity, physical ability and aim to create increased participation of this great sport by understanding what will drive this participation.

We do however acknowledge that in certain areas focus is required to ensure the sustainability and succession planning is maintained within the sport to ensure its continued health and growth.

Our equality web page (<https://tabletennisengland.co.uk/about/policies-and-procedures/equality/>) should help our members and partners understand our work in this area and provide useful information to enable us all to work together to continue to promote a sport that is open and inclusive.

A handwritten signature in black ink, reading "J Deaton".

Table Tennis: A Sport for all for life

Recruitment How the organisation will attract an increasingly diverse range of candidates		Code for Sports Governance					
		Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board	Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board	Demonstrate a strong and public commitment to progressing towards achieving greater diversity (including but not limited to BAME, disability, LG&T and socio-economic)	Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 2.1	The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)	The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Reg 2.2
Objective: Embed good diversity and inclusion practice into our recruitment activities and decision-making processes.		✓	✓	✓	✓	✓	✓
Priorities	Actions	Person(s) Responsible			Completion Date		
Short Term: Appointed Directors - Attract more appropriately skilled and appointable BAME's to become Board directors	When recruiting for appointed Directors we will proactively advertise and link to non-traditional sport websites and organisations that will attract BAME's and females. In the last tranche of advertising we used:- BAME media – African Voice, Buzzfeed, the Drum, Londra Gazette Women – Women on Boards, Women's Sports Trust, Women in Sport, 30% club, National Women's Network, The Women in Business Network Ethnic Groups – B Comms, The Black List, Sport Equals, National Black Women's Network, African Caribbean Diversity Ed Vaizey weekly twitter where he will advertise these roles. This will be further widened in the next tranche of adverts	CEO/HR function-Nominations committee			Next tranche of Board appointments – April 2018		

	The Governance requirements form part of the nominations committee terms of reference		
Medium Term: Create a greater diverse pool of potential elected directors .	Lead by example and create an equivalent Code of Governance document for the whole of table tennis family, embedding the principles of equality and diversity in table tennis Committees. Support this by creating and training volunteers to create a robust succession plan for committees and clubs that also support equality and diversity.	Head of Operations	July 2019
Long Term: Culture change Create a greater pool of diverse candidates to become elected directors . Currently the pool of potential elected directors is weighted towards the membership demographic, largely white 55+ male. This is also an issue throughout club, league and county committees	Engage with the membership, especially the non-typical demographic, and raise and create the opportunities of supporting the sport through joining committees and becoming involved with the governance of the sport. This will be completed through our Be TT programme with engagement with clubs and leagues.	Head of Development and Volunteering	July 2021

<h2>Engagement</h2> <p>Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally</p>	Code for Sports Governance					
	Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board	Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board	Disability, LGBT and socio-economic)	Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGBT and socio-economic)	Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 2.1	The board shall ensure that the organisation prepared and publishes on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)
Objective: Embed diversity in all communications	✓		✓	✓		✓

Priorities	Actions	Person(s) Responsible	Completion Date
<p>Short Term: Review Rules and Regulations</p> <p>Review, check and challenge current initiatives</p> <p>Volunteers</p>	<p>Split the current Financial, Operations, Rules and Governance group into an Audit Committee and a Governance Committee in order that Governance and Diversity can be prioritised and focused on.</p> <p>An Inclusivity and Diversity Group has been created to check and challenge current rules, regulations and initiatives to ensure what we commit to is delivered</p> <p>Proactive statement to attract BAME applicants to all advertised roles</p>	Head of Operations/Governance Committee/Communications manager	July 2018
<p>Medium Term: Through working with partners deliver interventions/programmes to target and encourage diversity in the sport</p>	<p>Whilst creating interventions that link to, and drive diversity, it is their delivery, impact and outputs/outcomes that will ensure success. It will be the Do aspect of our Plan Do Review process that will ensure that these interventions happen. Fully review Diversity plan and targets and develop new programmes based on learning and successes of previous programmes</p> <p>We also recognise that we do not have the resources or pathways to deliver all this ourselves and will create partnerships with organisations such as Greenhouse, MIND, Streetgames, AGE UK to support delivery and our aspirations.</p> <p>As well as creating partnerships we aim to strengthen relationships with key table tennis</p>	Head of Development and Volunteering/Head of Operations	July 2019

<p>Review impact of changes to Rules and Regulations and amend</p>	<p>communities such as the domestic Chinese Table Tennis Association</p> <p>Ensure rules and regulations are fully inclusive and proactively encourage, support and name all aspects of society particularly focusing on those currently not represented in traditional formal members of Table Tennis England. A recent example has been the inclusion of LGBT. Review published commitment to diversity and ensure that its commitments and targets and being met and what is being delivered are effective.</p>		
<p>Long Term: Review previous work and amend accordingly</p>	<p>Plan, Do, Review the impact of ongoing Table Tennis England programmes and links to partners to check and challenge the impact of these on the Boards annual targets and commitment to its diversity targets. Amend programmes based on review.</p>	<p>Head of Operations/Governance Committee</p>	<p>July 2021</p>

<h2>Progressing talent from Within</h2> <p>A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.</p>	Code for Sports Governance				
	<p>Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board</p>	<p>Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board</p>	<p>Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LG&T and socio-economic)</p>	<p>Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Req 2.1</p>	<p>The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)</p>

Objective: Osmose the culture created internally throughout the sport through both best practice, staff support and directive governance			✓	✓	✓	✓	✓
Priorities	Actions	Person(s) Responsible			Completion Date		
Short Term: Job Descriptions Volunteers	Review all new job descriptions to ensure equality statement is appropriate and up to date. Encourage all aspects of society to apply for roles and that the jobs are advertised in non-traditional sport websites but where the appropriate skills may exist. Through our Pride of Table Tennis programmes and BETT we will highlight and raise the importance of volunteers and having a diverse volunteer workforce.	Head of Operations Head of Development and Volunteering			July 2018		
Medium Term: Ongoing Staff Training Volunteers in clubs	Put in place equality and diversity training for all staff both for internal purposes and externally to support partners around diversity and attracting Through strengthening our clubs and utilizing such tools as our club affiliation programme, Premier Club Programme and Club Matters we will support, grow, raise awareness and embed the importance of good governance, diversity, recruitment and training of volunteers	Head of Operations/HR Head of Development and Volunteering			July 2019		

Long Term: Embed internal diversity ethics into external structures, National Council, Counties, Leagues and clubs	Through directive governance and support from staff begin to change demographics of Table Tennis structures such as committees	All staff	July 2021
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Key Questions

How does this feed into our broader governance plan?

The plan is a natural fit for table tennis, diversity is embedded in our 10 year strategy, Mission 2025, and therefore is a part of our everyday work. Table Tennis is played by all and has low barriers to entry. The formal aspect of the sport is very traditional in its demographic makeup. Both through planned interventions such as Better Experience through Table Tennis (BETT) and our informal interventions such as PING! And Loop, which attract the less traditional demographic of the formal aspect of the sport, and our partnerships with organisations such as MIND, AGE UK, Housing Association Charitable Trust we believe that the makeup of table tennis and its structures will look very different in 4-6 years' time.

Who are the key people responsible for the delivery of this plan?

Whilst accountability sits with senior staff the key people for the delivering the plan are on the ground delivering table tennis. Through proactive recruitment, the demographics of the Board and staff will begin to change, allied with internal training around diversity the impact will osmose through the sport.

How will we measure overall success?

Success will look like a naturally changing demographic of the sport supported by good governance within all structures of the sport to ensure sustainability.

We believe the sport is naturally diverse due to the demographics of the informal aspect of the sport, younger more gender balanced and a greater proportion from BAME, counteracting the demographics of the formal aspects of the sport, white, male 55+. Success will look like the change in the formal aspect of the sport with younger people from a more diverse background beginning to be seen in the formal structures of the sport, from the Board down to the local league committee.

How does your Diversity Action Plan (DAP) cross-reference other parts of the code or other relevant equality or diversity monitoring standards/framework?

As detailed above diversity is embedded in everything that we do, table tennis has few barriers to entry. We run a number of table tennis programmes both informally target those areas of society that are more disadvantaged, PING! and Loop in the Community and formally by understanding barriers which may prevent the more diverse players not participating and creating new opportunities. On a more formal basis we are working towards the Intermediate level of the equality action plan.