

EKNGB Diversity & Inclusion Action Plan



Version: 1.0

Review cycle: Annual

Owner: EKNGB Equality, Diversity & Inclusion (EDI) Lead

1. Governance & Leadership

Objective	Actions	Lead	Timeline	Success Measures
1.1 Achieve and maintain minimum 30% gender diversity on the Board; improve representation of underrepresented groups	<ul style="list-style-type: none"> - Conduct annual Board diversity audit - Use transparent recruitment with open advertising - Partner with organisations (e.g., Sporting Equals, Activity Alliance, Women in Sport) to widen the candidate pool 	Board Chair / HR Lead	Yearly	<ul style="list-style-type: none"> - Board diversity metrics publicly reported - Wider representation achieved
1.2 Embed EDI considerations into Board decision-making	<ul style="list-style-type: none"> - Include EDI impact review on all Board papers - Quarterly EDI performance report 	EDI Lead	Quarterly	<ul style="list-style-type: none"> - Evidence of EDI considerations in Board minutes

2. Inclusive Participation

Objective	Actions	Lead	Timeline	Success Measures
2.2 Remove barriers for disabled participants	<ul style="list-style-type: none"> - Audit venues for accessibility - Develop adapted karate formats - Introduce reasonable adjustment process for gradings 	Development Lead	12 months	<ul style="list-style-type: none"> - ↑ disabled participation - Positive accessibility feedback
2.3 Increase participation among ethnic minorities and underserved communities	<ul style="list-style-type: none"> - Targeted community outreach - Subsidised sessions - Partnerships with community groups 	Participation Lead	24 months	<ul style="list-style-type: none"> - ↑ membership diversity

3. Workforce & Coaching

Objective	Actions	Lead	Timeline	Success Measures
3.1 Ensure all coaches complete EDI training	<ul style="list-style-type: none"> - Introduce mandatory EDI module in coaching awards - Deliver annual workshops 	Coaching Lead	Ongoing	<ul style="list-style-type: none"> - 100% certification
3.2 Increase representation of women, disabled people, and ethnic minorities in coaching	<ul style="list-style-type: none"> - Mentoring programme - Subsidised training pathways 	Coaching Lead	24 months	<ul style="list-style-type: none"> - ↑ diversity in coaching workforce

4. Safe & Inclusive Culture

Objective	Actions	Lead	Timeline	Success Measures
4.1 Ensure all participants experience a respectful, inclusive environment	<ul style="list-style-type: none"> - Update Codes of Conduct - Visible anti-discrimination materials in clubs 	EDI Lead	12 months	- Reduction in complaints
4.2 Improve reporting mechanisms	<ul style="list-style-type: none"> - Online reporting system - Anonymous whistleblowing option 	Safeguarding Lead	6 months	- Prompt complaint resolution

5. Communications & Representation

Objective	Actions	Lead	Timeline	Success Measures
5.1 Ensure communications represent diverse groups	<ul style="list-style-type: none"> - Inclusive imagery - Plain language guidelines 	Communications Lead	Ongoing	- Positive survey feedback
5.2 Improve accessibility	<ul style="list-style-type: none"> - Alternative formats (audio, large print) - Subtitles on videos 	Communications Lead	12 months	- All major materials accessible