

Throughout all its work, the UK Sports Institute (UKSI) aims to promote the highest standards of conduct by building a culture of openness, belonging, inclusion and pride. Ensuring capability and talent are carefully nurtured to their fullest potential – irrespective of background, thought and experience.

The UKSI has a key role to play in helping create a more diverse and inclusive sporting system that enables everyone, whether athletes, volunteers, officials, coaches, managers, or Board members, to reflect and celebrate the range of experiences that makes us all unique.

We will promote and support the development of a fair, equitable and ethical world-class sporting system in the UK that proactively removes barriers and remains people focused, to fully reflect our values and embraces diversity in all its forms.

The UKSI will focus on raising awareness and understanding through targeted activations across an equality, diversity, and inclusion (EDI) spectrum, to become a workplace that champions equity, celebrates diversity and fosters an inclusive culture, empowering all our people to excel.

The Institute conforms with the requirements of the Equality Act 2010 and will not tolerate discrimination either directly or indirectly, based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation. Moreover, the UKSI is committed to EDI and strives to be representative of the population we serve across a range of characteristics, not limited to those named in the Equality Act 2010.

In consultation with our employee network group, we have created a [Diversity, Inclusion Action Plan \(DIAP\)](#) which details the activity of our 4-year [EDI Strategy](#). This shows our intention to be ambitious, bespoke, and targeted in our action. We recognise that as an organisation we are not representative of UK population and that our recruitment process across Board, Senior Leadership Team and workforce have not yet effectively tackled historical underrepresentation. We are working hard to address this.

We intend to make change within the 4-year horizon of the strategy and lay the foundations for long term sustainable impact. As Chair, I view this as being of critical importance to our development and I will be giving it my personal attention.

John Dowson
UK Sports Institute Chair