



GIVING OUR ALL RELATIONSHIPS **ENJOYMENT** AMBITION **TEAMWORK**



DIVERSITY & INCLUSION STRATEGY & ACTION PLAN



A MESSAGE FROM OUR CEO, MATT HOLT



Matt Holt

At GB Boxing we're committed to creating a culture where everyone, in and out of the ring, feels welcome, safe, valued and included, whatever their background and however they contribute to our sport.

We know that people perform better when they can be their authentic selves and when they are part of an environment which takes a zero-tolerance approach to discriminatory behaviour; and in sport where performance is everything, this can mean the difference between winning and losing.

"WE ALSO KNOW THAT CHANGE WON'T HAPPEN OVERNIGHT AND THAT OUR JOURNEY TO CREATING THAT DIVERSE AND INCLUSIVE CULTURE HAS NO END POINT..."

In order to help everyone achieve their potential, we need to continually understand what diversity and representation do and don't look like across boxing, and what the experiences of our workforce, athletes and coaches are - whether positive or negative - so that everyone can fulfil their potential and be proud of the contributions they make.

Central to our journey is our Diversity and Inclusion Action Plan (DIAP) which is the responsibility of everyone who participates in or supports our sport, and which will ultimately help us to understand whether the initiatives and actions we're putting in place are having a positive impact on our work and the lives of people at GB Boxing.

I'd like to thank you for taking the time to read this strategy and for supporting our diversity and inclusion work.



OUR VISION

INSPIRING GREAT BRITAIN THROUGH OLYMPIC BOXING SUCCESS.



OUR MISSION

DELIVER A WORLD LEADING PERFORMANCE PROGRAMME THAT PROVIDES EQUITABLE OPPORTUNITIES, GUIDANCE AND SUPPORT TO MALE AND FEMALE BOXERS, EMPOWERING THEM TO ACHIEVE THEIR FULL POTENTIAL IN BOXING AND IN LIFE.



PROGRESS SO FAR

In 2021 GB Boxing formed a Diversity & Inclusion Steering Group consisting of board members, employees and an independent consultant to help design and ensure progress of GB Boxing's Diversity & Inclusion Action plan.

Understanding our workforce, athletes and board was a major focus and we conducted annual equality monitoring to provide a greater understanding of our diversity, and to ensure we work towards meeting the needs of our key stakeholders and the wider pathway.

To raise awareness of our plan, D&I training was conducted with our board, staff and athletes, with staff also completing anti-racism training. Staff and athletes also completed mental health training.

One of the proudest moments for GB Boxing in 2024 was supporting refugee athlete Cindy Ngamba to become the first ever refugee to win an Olympic Medal. Cindy has been an

important member of the GB Boxing programme since 2022.

"I WANT TO THANK EVERYONE AT GB BOXING, ROB MCCrackEN, ALL THE COACHES AND SUPPORT STAFF, AS WELL AS THE REFUGEE OLYMPIC TEAM, MY FAMILY AND GOD FOR ALL BEING BY MY SIDE EVERY STEP OF THE WAY AND HELPING ME TO WORK HARD, GET HERE AND NOW WIN A MEDAL."
**Cindy Ngamba, Paris 2024
Bronze Medallist**



In 2023, GB Boxing participated in the UK Sport social impact pilot project where it was established that GB Boxing could help young disadvantaged people to improve their lives through sport and inspiring the nation, with a strong focus on mental health and inequality.

In 2024, two partnerships were formed with **Sheffield Mind**, a charity focused on improving mental health, and **Roundabout**, a youth homelessness prevention charity.



Since the formation of these partnerships, GB Boxing staff and athletes have supported the charities in activities that include: boxing training sessions for the refugee community in support of Football Unites Racism Divides (FURD), boxing training sessions for Roundabout's homeless youths, work experience for youths at World Boxing Cup Finals at the English Institute of Sport in Sheffield in November 2024. GB Boxing staff have also raised money through participation in Roundabout's 'Sleep Out' as well as the Sheffield 10k and half marathon.



Showcasing progress and achievements in its diversity and inclusion activities is an important strand of GB Boxing's communications activities. These include the following examples:

CINDY NGAMBA WINS 'SPORT AWARD' AT ATTITUDE AWARDS

In October 2024, GB Boxing worked with Attitude Magazine, to raise awareness of Paris 2024 bronze medallist, Cindy Ngamba, winning the 'Sport Award' at the 2024 Virgin Atlantic Attitude Awards. GB Boxing's Communications team worked with Attitude to set up an interview and photoshoot with Cindy that featured in the magazine and [online](#).



SUPPORT FOR WORLD MENTAL HEALTH DAY

GB Boxing produced a film which was shared on social media, featuring two Olympic medallists that talked about the importance of mental health and their own strategies for caring for and looking after their own mental health.

SUPPORT FOR RAINBOW LACES CAMPAIGN

In December 2024, GB Boxing used its social media channels to highlight its support for the annual rainbow laces campaign.

SUPPORT FOR ATHLETES PARTICIPATING IN RAMADAN

GB Boxing produced a news article for its website highlighting how the WCP supports its boxers with additional nutritional advice as well as adapted training plans during the period of Ramadan.

UK SPORT'S 'POWERED BY PURPOSE' CAMPAIGN

GB Boxing had two of its boxers take part in UK Sport's 'Powered by Purpose' campaign. First Ellis Trowbridge in 2023 and then Paris 2024 bronze medallist Lewis Richardson in 2024 participated in the initiative aimed at helping funded athletes use their platform to inspire, facilitate and enable positive social change.

STRATEGIC OBJECTIVES



Our Diversity and Inclusion Action Plan is underpinned by its five strategic diversity and inclusion objectives which demonstrate and reflect our priority areas as a governing body of sport and include a range of actions, initiatives and activities through which we will achieve them.

Our Objectives

- **RAISING AWARENESS OF DIVERSITY AND INCLUSION ACROSS GB BOXING.**
- **UNDERSTANDING GB BOXING'S DIVERSITY.**
- **COMMUNICATING GB BOXING'S COMMITMENT TO DIVERSITY AND INCLUSION.**
- **ENCOURAGING A DIVERSE PERFORMANCE PATHWAY FOR BOXING.**
- **COMPLIANCE WITH EQUALITY FRAMEWORKS**

Information about our progress across these objectives is included in the following pages.

RAISING AWARENESS OF DIVERSITY & INCLUSION ACROSS GB BOXING



Issues relating to diversity, inclusion and identity can be complex, contextual and ever-shifting, often leading to a fear of using the 'wrong' language or inadvertently causing offence.

We're therefore committed to ensuring all our employees, board, athletes, coaches and wider boxing community have access to ongoing education, learning and development so that they understand and feel confident to talk about diversity and inclusion in an appropriate, relevant and respectful way.

2025 actions include:

- **CONDUCTING A TRAINING NEEDS ANALYSIS TO UNDERSTAND WHAT LEARNING AND DEVELOPMENT EVERYONE WANTS ACCESS TO.**
- **REGULAR DIVERSITY AND INCLUSION TRAINING AND REFRESHERS FOR OUR STAFF, BOARD AND ATHLETES.**
- **CONVERSATIONS AROUND ANTI-RACISM AND LOOKING AFTER OUR MENTAL HEALTH WITH OUR ATHLETES.**

This work is led by our HR team with the support of our diversity and inclusion consultant and external diversity and inclusion education experts.





UNDERSTANDING GB BOXING'S DIVERSITY

At GB Boxing we strive to be an organisation of choice for both our employees and our athletes, and one where our identity - or perception of how another's identity might be received - poses no barrier to anyone accessing opportunities and being proud to work or train.

It's therefore essential that we know what diversity does and doesn't look like at GB Boxing so that we can consider any barriers and what we can do to remove them.

Included in this report are data sets from GB Boxing's equality monitoring of workforce, board, coaches and athletes.

Whilst we collect data on all protected characteristics (as well as other demographic data, such as education) and compare against Census 2021 and other relevant sports data sets, not all data is published externally but is rather processed and analysed for internal audiences only, in order to respect and protect the confidentiality of our boxing community.

2025 actions include:

- **ANNUAL COLLECTION AND ANALYSIS OF DIVERSITY DATA FOR OUR WORKFORCE, BOARD, COACHES AND ATHLETES.**
- **ANNUAL COLLECTION AND ANALYSIS OF DIVERSITY DATA FOR ASSESSMENT BOXERS.**
- **THE INCLUSION OF QUESTIONS RELATING TO INDIVIDUALS' EXPERIENCES OF INCLUSION AT GB BOXING IN OUR CULTURE SURVEY.**
- **DATA COLLECTION AND ANALYSIS OF DIVERSITY DATA FOR RECRUITMENT**

This work is led by our HR team with the support of our diversity and inclusion consultant and external diversity and inclusion education experts.

OUR WORKFORCE AND BOARD

Our workforce	Our board
65% are male	71% are male
90% are from white backgrounds	86% are from white backgrounds
25% have a disability or impairment	14% have a disability or impairment

To increase representation across our workforce and board, we will:

- Ensure our recruitment processes make clear we welcome applications from individuals from ethnically and culturally diverse communities.
- Work with expert organisations including Sporting Equals to consider what more we can do to engage and encourage applications from those communities.
- Strive to understand more about the physical and mental wellbeing of our workforce, to create a culture where disability is no barrier to fulfilling our potential.

OUR COACHES AND ATHLETES

Our coaches	Our athletes
17% are female	45% are female
83% are from white backgrounds	46% are from white backgrounds
3% have a disability or impairment	27% have a disability or impairment

To increase representation across our coaching workforce, we will:

- (a) Continue to host an annual women's camp for female athletes and female coaches within the pathway.
- (b) Conduct an annual review of current GB performance coaches and provide an opportunity for home nations to annually nominate new coaches.
- (c) Work with the home nations to identify opportunities for coaches from underrepresented communities to gain opportunities with GB Boxing.

To increase representation of athletes at GB Boxing, we will:

- (a) Continue to work with the home nations to support the collection and analysis of robust equality monitoring data of their athletes.
- (b) Use our communications channels to share stories of diverse boxing role models to send a clear message that boxing is a sport for all.



COMMUNICATING GB BOXING'S COMMITMENT TO DIVERSITY AND INCLUSION

We recognise that sport can sometimes be perceived as an exclusive environment where not everyone feels that they are welcome.

That's why, as well as having a bold and progressive approach to diversity and inclusion at GB Boxing, it's equally important that we talk confidently about what we're doing, and why, both internally and externally, so that everyone feels that they can play their part in our sport.



2025 actions include:

Marking diversity and inclusion events which celebrate diverse identities within and outside of boxing.

Using our social media channels to highlight the diversity within the WCP and the more general boxing landscape as well as celebrating diverse role models across our sport.

This work is led by our Communications Team with the support of our HR lead and our diversity and inclusion consultant.



In order to produce winning athletes, it's essential that boxing has access to as wide a talent pool as possible.

Removing any barriers into Olympic-style boxing today plays a key role in creating the champions of tomorrow.



2025 actions include:

Meeting regularly with the home nations to understand and support their approach to diversity data collection and analysis

Promoting boxing as a sport for everyone at all levels

This work is led by our HR team with the support of our Coach Development Group and our Diversity and Inclusion consultant.

MEASURING OUR PROGRESS

Our diversity and inclusion work goes far beyond our diversity and inclusion action plan.

Our plans to support better mental health at GB Boxing, in and out of the ring.

Ensuring our supply chain shares our values of diversity and inclusion

Working with the charity partners on innovative social impact initiatives



Monitoring our diversity and inclusion progress

Central to the effective and successful delivery of our Diversity and Inclusion Action Plan is the work and support of GB Boxing's Diversity and Inclusion Steering Group, which meets regularly to monitor progress across our agreed D&I activities as well as to provide advice and expertise on how to take them further.

The group brings together expertise from within and outside of the sport, providing scrutiny of and accountability for our diversity and inclusion work.

The GB Boxing Board receives a quarterly report on the progress of our Diversity and Inclusion Action Plan, providing the opportunity to check and challenge our work at the top of the organisation.



COMPLIANCE WITH EQUALITY FRAMEWORKS

At GB Boxing we understand the importance of good governance, remaining up to date with legislation and ensuring diversity and inclusion are considered in all GB Boxing activities.

The Diversity and Inclusion Action Plan not only helps us to standardise our work (especially with the boxing home nations) but also to regularly conduct internal audits of our progress and to benchmark ourselves against other sport governing bodies.

2025 actions include:

- Ensuring compliance with the UK Sport Code for Sports Governance
- Starting work through the new Moving to Inclusion diversity and inclusion framework.

This work is led by our HR team with the support of our diversity and inclusion consultant and our Diversity and Inclusion Steering Group.



GB BOXING

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