



**BRITISH TAEKWONDO COUNCIL  
DIVERSITY AND INCLUSION ACTION PLAN  
APPROVED BY THE BTC BOARD 29<sup>th</sup> March 2023**

## **Board Statement**

The fundamental premise of Taekwondo is that it should be used to defend oneself, or in the cause of justice. Diligence in training and the adherence to the tenets of the martial art, Courtesy, Integrity, Perseverance, Self-Control and Indomitable Spirit, serve as moral rearmament in an ever-changing world. Taekwondo is described as a system beneficial for old and young, male and female, including people with disabilities. Taekwondo is a martial art, an aesthetic art, a science and a sport. By definition, Taekwondo is expressly intended to be inclusive and diverse in its membership, and individual in its execution and assessment. In these times, barriers to inclusion may be fiscal and accessibility as well as the identified stereotyping of members of the communities which make up our current population. Taekwondo recognises the need to stand up to promote diversity and inclusion and this makes us an active partner in working together to achieve UK Sport and Sport England's shared goals as expressed in the Code of Sports Governance 2021.

The BTC Board, the Executive Team and all our members will commit to this aspiration in the management and delivery of Taekwondo in a way in which we can achieve the ambitions of Sport England's initiative, "Uniting The Movement".

The British Taekwondo Council (BTC) was inaugurated in 1988 and recognised by UK Sport as the National Governing Body for Taekwondo in the UK. There has been strong, consistent history of leadership in the Council, made up by representatives of the Member Organisations and supported by an Executive team. For many years the BTC embraced all styles of Taekwondo, WTF, ITF and Independent. In 2007, BT (BTCB (WTF) as was), became a separate group. The BTC is now a limited company and the Board and Executive team are working hard to review our policies and procedures to ensure we comply with the new Code of Sports Governance. BTC has benefitted from working with Sport England, British Taekwondo (BT) and GB Taekwondo under the umbrella of Taekwondo Organisations Ltd (TOL) since 2009. 2021-23 saw a period of transition when BTC, and BT & GB Taekwondo each prepared to work directly with Sport England as the recognised bodies for Taekwondo in the UK, compliant with the National Code of Sports Governance, assured and fit for purpose to receive funding.

## **BTC Nominations, Governance and Remuneration Committee's Statement**

BTC have developed our Diversity and Inclusion Action Plan to clarify where we are and define our future ambitions in the next four years in terms of objectives, on-going review and instilling an inclusive culture, recognising the strength we can achieve by understanding our commonalities, our differences, and how we are better working together. The Olympic Games are the flagship in demonstrating the mental strength and physical abilities of both able-bodied and disabled athletes. Enterprises, social and business, are likewise strengthened by the valuable contribution of individuals with different lived experience, those reflecting the protected characteristics, especially female, Black, Asian, ethnic minorities, disabled and LGBTQ+ communities.



## **Our Plan**

### Leadership

BTC recognise that we need to address succession planning. Based on a review of our Board skills matrix, we need to recruit an Independent Non-Executive Chair and Independent Non-Executive Director(s) with finance and marketing experience, as well as new directors eligible as detailed in the Articles of Association, to replace current directors whose tenure is expiring. The recently updated Articles of Association detail the Board constitution which is compliant with the new Code of Sports Governance. Eligibility for any Board place will be based on criteria which includes the knowledge, skills, experience and qualities detailed in the skills matrix. The Taekwondo experience, representation and success of long-established member organisations which meet the eligibility criteria for a Board place will be retained, and the voice of smaller and new member organisations will be represented by an eligible elected Board member.

### Recruitment

BTC will use open recruitment to identify an INEC and INED(s) who will bring wider experience, critical thinking and ideas which will stimulate and enhance the organisation.

Eligible BTC Member Organisations will be invited to nominate directors based on the skills, qualities and experience detailed in the skills matrix.

Consideration of applications will be anonymised (DOB, names and education establishments redacted) and appointments made based on strengths, gaps identified in the skills matrix, and representation of those reflecting the protected characteristics, especially female, Black, Asian, ethnic minorities, disabled and LGBTQ+ communities.

### Workforce Development

BTC Board Directors and the Executive Team will undertake EDI training. New Directors and Executive Team members will undertake Induction Training to fully understand the role and functions of the NGB. The INEC, INEDs and directors with lead roles (Chair, Governance, Finance, People, Committee Chairs, Senior INED, etc) will undertake training and development courses such as those provided by the Sports Governance Association (SGA).

### Increasing Taekwondo Participation

BTC have identified the following projects in their proposal to Sport England for the 2023-27 Strategy period:

- Education Engagement Plan: Reintroduction to the GCSE PE syllabus, Duke of Edinburgh Award framework, a new Scouting badge.
- Community Engagement Plan: Touch Gloves (female participation)



- Disability Engagement: Mental Health (Education)

## **Evaluation of Progress**

The BTC People Plan will include a register of the Directors and the BTC Organogram. The register will identify roles and responsibilities, periods of tenure and succession plans as they evolve. The Chair, the BTC Board People Champion and CEO will monitor the People Plan on a regular basis and when a specific need arises, eg resignation, illness, etc.

The BTC Diversity and Inclusion Action Plan and the BTC People Plan will be reviewed annually by the Board in line with the BTC Annual Plan and recorded in the Board minutes which are publicly accessible on the BTC website.

The Independent Non-Executive Chair (INEC) will be responsible for ensuring that the annual Board appraisals are conducted as scheduled in the Annual Plan. The INEC will be appraised annually in line with the requirements of the National Code of Sports Governance (NCoG), which also stipulates that the BTC Board will be subject to appraisal by an external consultant appointed by Sport England on a 4-year cycle.

The above documents form part of the NCoG Tier 3 criteria and will be subject to review in the BTC self-assurance cycle and by Sport England and/or their external auditors as they may appoint from time to time.

The BTC Board People Champion and CEO will monitor the TKD participant membership figures monthly. Performance in this area will be reported to Sport England in line with the requirements of NGB recognition and/or funding agreements.

This document will be reviewed and updated on a 4-year cycle from the date of adoption by the BTC Board, or as a specific need arises.

## **External Accreditation**

BTC have achieved the Foundation Level of the Equality Standard and are committed to achieving the Intermediate Level by the end of 2023.