***Triathlon England South West***

***Update on Equality, Diversity and Inclusion Initiatives 2022***

***AGM 2022***

***Item X***

1. **Introduction**

As a regional committee we have taken a number of initial steps this year through our regional plan to help open up triathlon to a richer and more diverse profile of people.

1. **AllTri Programme**

AllTri has been developed for British Triathlon with AKD Solutions, a leading consultancy and training organisation, to provide six months of support for a cohort of clubs across England. It provides support to become champions for diversity, challenge what we can currently do and experiment with new ideas.

The full programme started in April 2022 with monthly evening meetings, online forums and workshops through the summer to help develop ideas and initiatives. Whilst we had no clubs in the South West in the first cohort, we were welcomed into the group as a regional committee and have used the programme to help the committee successfully bid for a new Regional Inclusivity Fund for South West Clubs to access.

**3. Regional Inclusivity Fund**

We successfully secured some additional funding to help make our triathlon clubs in the South West even more inclusive. We submitted a proposal for national funding from BTF with the aim of continuing to broaden participation in training sessions, events and races. We invited applications from all our clubs to support their local swim, bike and run initiatives aimed at specifically including people with any of the nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

The fund is £1500 over two years and we are initially hoping to be able to offer 6 grants of around £250 to support these initiatives. For this year we received three applications from our 64 clubs. We are currently and assessing these bids and hope to announce the successful clubs shortly.

We anticipate being able to offer the same level of support again next year and will open nominations in Spring 2023. To help illustrate the types of work the fund can support, general themes from the bids this year include:

* Increasing the proportion of female coaches within clubs
* Creating new junior sections in clubs
* Providing dedicated sessions for older athletes
* Hosting new GO TRI events
* Making club events para-athlete accessible

***4. Triathlon England Annual Awards 2022 – South West Nominees***

We are hoping our work on inclusivity will lead to more clubs in the South West sharing their experiences of broadening triathlon to even more people. Swim, bike, run should be an inclusive sport, open to everyone regardless of their background. We want to recognise anyone in our sport that is helping to widen access and inclusion whatever their role. Nominations are currently open and can include individuals, small groups, clubs or organisations. Please follow the link to see the form - [Award Nominations – Triathlon England](https://www.triathlonengland.org/events/triathlon-england-awards/nominations-information)

***Russell Turner***

***SW Vice Chair and EDI Lead***

***October 2022***