

#Level TheTable

6 month report
Sept 21 - Mar 22

tabletennisengland.co.uk



CONTENTS

INTRODUCTION	3
SUMMARY OF ACTIVITY SEPT 2021- MAR 2022	4
KEY SUCCESSES	5
OUR GENDER PARITY JOURNEY	6-7
#LEVELTHETABLE GRANT SCHEME	8
AWARD RECIPIENTS	9
PARTNERSHIP APPROACH	10
PARTNERSHIPS	11-12
TT KIDZ	13
CLUBS, LEAGUES AND SCHOOLS	14
INTERNAL EDUCATION AND TRAINING	15
REPRESENTATION AND LEADERSHIP	16
PHASE DEVELOPMENTS	17-20
TERMINOLOGY	21



INTRODUCTION

“ Sport has the power to change the world. It has the power to inspire. It has the power to unite people in a way that little else does. It speaks to youth in a language they understand. Sport can create hope where once there was only despair

NELSON MANDELA

Level The Table (LTT) is Table Tennis England's 5-year Diversity and Inclusion strategy. 5 integrated and interrelated phases to tackle inequality, provide equity, gender parity and ensure that the sport is representative of the demographic in England.

This report reflects on the work that has commenced since the launch of the strategy, 27th September 2021 to the 11th March 2022. It provides the results against our objectives, highlighting the organisations progress across the different departments and sets out our priorities from March to September 2022,

To achieve our goals, we must continuously nurture an ambitious, progressive and ally culture which seeks to actively challenge discrimination and take proactive steps towards eradication of inequalities. Aspirations cannot be achieved without our acknowledgment of the societal, institutional, and individual inequalities which present us with barriers to this commitment.



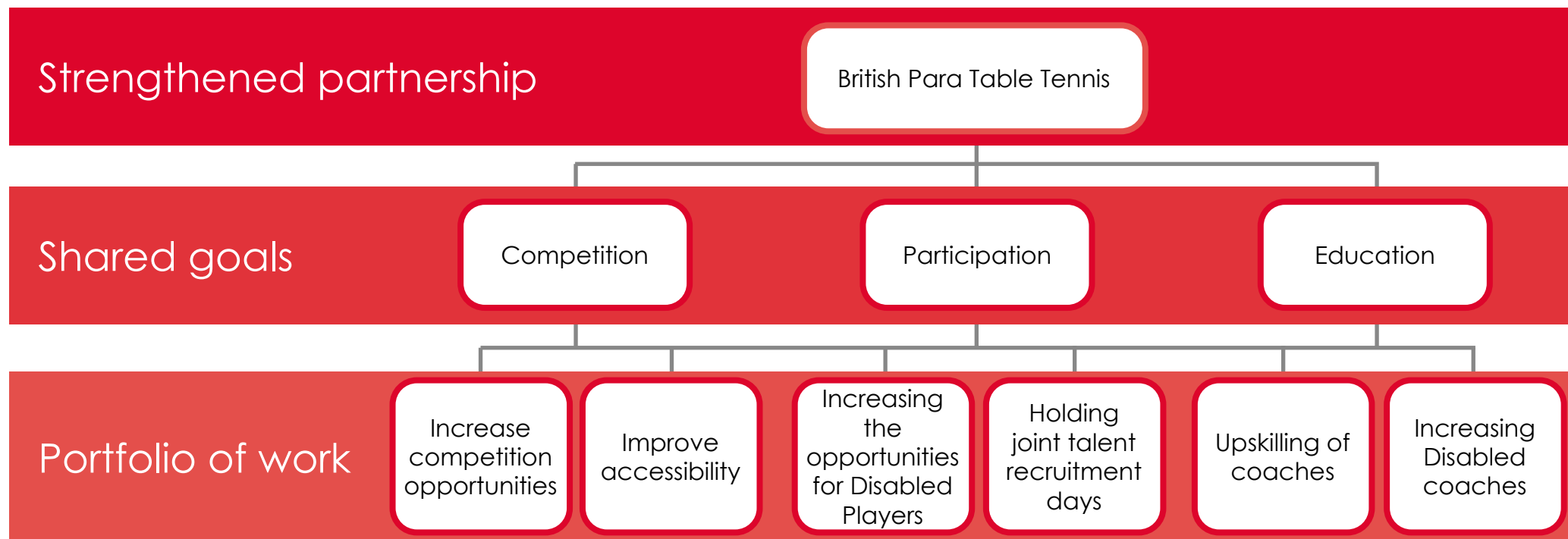
SUMMARY OF ACTIVITY SEPT 2021 - MAR 2022

SEPT - NOV 2021	DEC 2021 - JAN 2022	JAN - MAR 2022
27th September - #LevelTheTable strategy was launched	We created an annual Inclusion calendar	We participated in 'Inclusion by design' training
We amended competition kit regulations for women, girls and religious communities	We amended to ranking points which rectifies women over 600 points showing as inactive when playing men	We launched an International Women's day Webinar
Our brand guidelines now has a diversity and inclusion section	We completed the Race representation index from Sporting equals	We developed plans on membership equality, diversity and inclusion training
We supported Pride sports bid to host an International multi-sport games in Birmingham in 2024	We built relationships with external organisations to take Table Tennis to different communities	We launched a Women and girls Facebook group
We supported Black History Month with podcasts #proudtobe	We identified staff and leadership training needs	We had female only categories in Pride of Table Tennis awards
We discussed Transgender inclusion in sport given new research from UK sports councils	We made developments on an anti-racism policy and guidelines	For the first time ever we have had an all-female officials line-up for the Mark Bates Ltd Senior National Championships Women's Doubles final
We launched our new Women and girl's ambassador cohort	We added a monthly diversity and inclusion focus in Clubs, leagues and Schools newsletter	
Staff members added pronouns to email signatures	We added a monthly diversity and inclusion focus in Clubs, leagues and Schools newsletter	
We secured a partnership with British Para Table Tennis		
We launched the #LevelTheTable grant scheme		

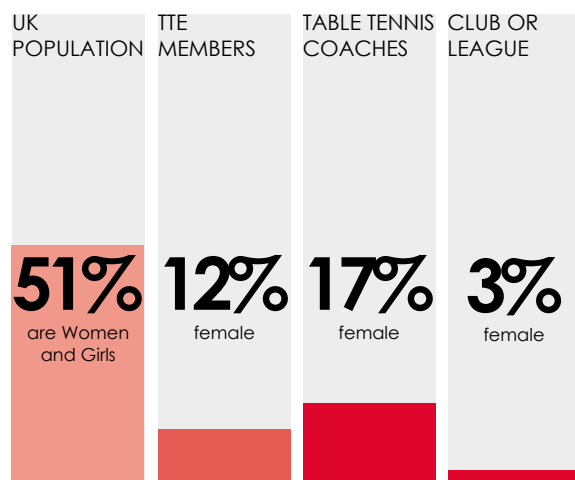


KEY SUCCESSES

Table Tennis England has strengthened its partnership with British Para Table Tennis and will continue to develop opportunities for Disabled people and people working with Disabled people in sport.



OUR GENDER PARITY JOURNEY



51% of the population in the UK are female but as a sport only 12% of members, 17% of coaches and 3% of club or league chairs are female.

To achieve gender parity, we will have an unapologetic focus on increasing the numbers of women and girls involved in the game, making table tennis a space where women and girls feel welcomed, valued, visible and have the opportunity to progress.

Over the past 6-months:

- Our focus on evidence-based inclusion interventions has enabled us to ensure there's more flexibility for women playing table tennis. As a result, there have been amendments to domestic competition regulations to allow more flexibility in what kit is worn
- We launched our 2021-2022 Women and girl's ambassador programme cohort. The purpose of this programme is to promote table tennis, encourage more women and girls to play the game and inspire them to take up other roles within the sport. We recognise the importance of amplifying the voice of women and girls in the table tennis community and ensure that decisions are informed by the people that it will impact
- We launched our women and girls Facebook group. The group's aim is to be a community for women in table tennis and a platform to share experiences, ideas and promote women and girls' participation in the sport. Based on feedback, this group has been created as a women and girls only space online
- We have funded Women and girls only sessions through the level the table grant scheme.
- We have set clear intersectional focus areas with Women and girls.
- We launched a coaching bursary to celebrate International Womens Day giving 50% off Level 1 courses
- We are working on our messaging and imagery used online to better reflect our female membership



OUR GENDER PARITY JOURNEY



Women & Girls

Board 12 people	33% (amber)
National Council 36 people	11% (red)
Members Advisory Group 16 people	19% (red)
Other National Committees 106 people	22% (red)
Senior Leadership Team 9 people	44% (green)
Staff 45 people	47% (green)
Officials 449 people	18% (red)
Coaches 2440 people	16% (red)
Licensed Coaches 445 people	16% (red)
Volunteers 1259 people	13% (red)
Members - Compete Plus 2258 people	18% (red)
Members - Compete 18227 people	8% (red)
Members - Club Play 3484 people	26% (red)
Members - Supporter 1220 people	27% (red)
Ping! players 1674 people*	49% (green)
Players - Talent & Performance Pathway 84 people	31% (amber)

Women and Girls

51% of the national population*

- Green: 40% or more than (within 11% of the national population)
- Amber: from 30 to 39% (from 12 to 21% under the national population)
- Red: 29% or less than (more than 22% under the national population)

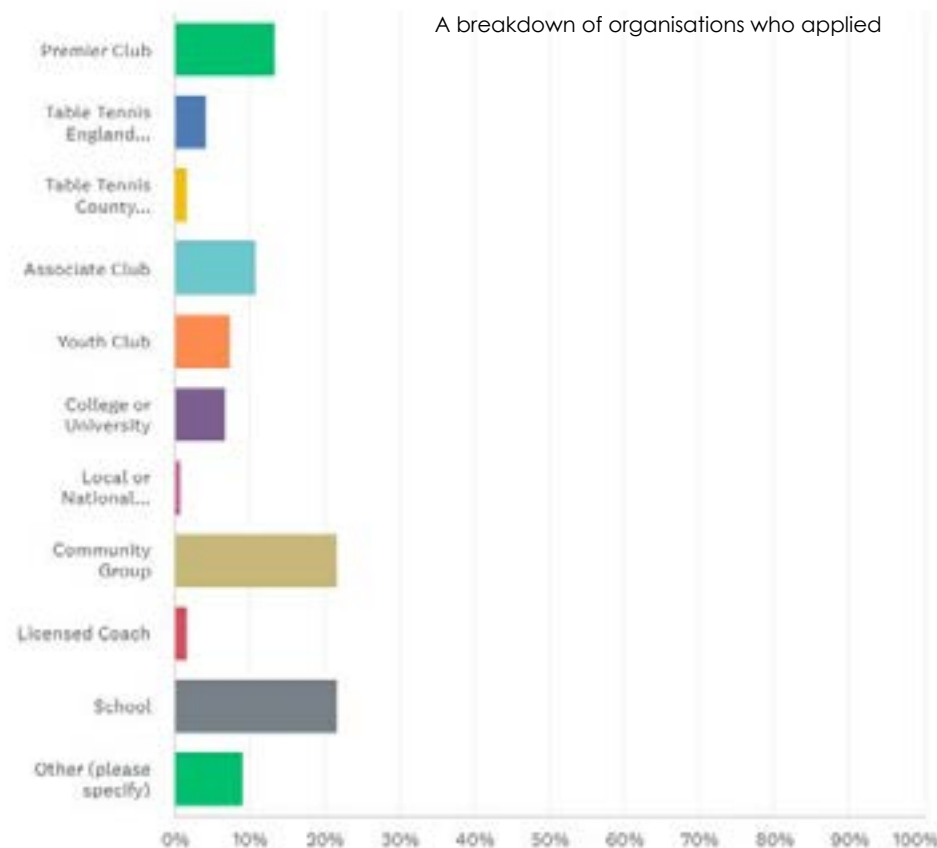
*Based on the 2011 census data

#LEVELTHETABLE GRANT SCHEME

In November we launched a grant scheme to support the Level the table strategy by providing funding to organisations looking to create opportunities for people to participate in table tennis. The application process closed on the 31st January 2022.

We received 162 applications and after blindly assessing applications we awarded 62 projects with funding. The total amount we funded is just over £55,000.

A breakdown of organisations who applied



AWARD RECIPIENTS

Here we profile some of the successful award recipients:



Abbeydale Park TTC's project is to establish mother and daughter sessions at the club, as well as coaching sessions specifically aimed at getting women into the sport. Local girls' schools will be utilised to advertise the sessions, as well as advertising through local groups.

African Community Advise - North East's project is to introduce a table tennis project within African Community Advise North East's centre, allowing young people and adults to access the sport. The aims of the project are to reduce isolation within the community, which has been an issue as a result of National and local lockdowns. The project will be a mixture of structured and timetabled sessions and free play for members of the community.

School 21's project is to create a girl's club within a free side of the sports hall, enabling female pupils to take part in table tennis. This will enable female pupils, particularly Muslim girls, a safe, comfortable and private space for them to participate in table tennis.

Great Yarmouth League's project is to establish a Bat & Chat project for People with Parkinson's, working with Parkinson's UK to advertise and promote the sessions.

The Foxton centre's project is to introduce table tennis into the community services provided at The Foxton Centre, which would support a wide range of people including vulnerable young adults, homeless individuals, individuals with drug

and alcohol addictions, individuals who engage in street sex work and individuals who face challenges with poor mental health.

University of Wolverhampton's Project is to deliver a Breakfast Bat & Chat programme, specifically targeted at those from a low socio-economic background. Sessions will be held weekly on a weekday morning, with participants attending the first 8 weeks receiving a £2 breakfast voucher to be spent in the university canteen. The sessions will be available for the community.

Goodwin Table Tennis Club's project is to deliver an 8 week TT Kidz programme for children who attend the local youth club. The purpose of this project is to increase junior membership within the club with a particular focus on children from more deprived areas.

Nottingham Trent TTC's project is to deliver a female only session students at the university. This session will help to meet demand from an influx of female players this academic year, and to provide a more tailored experience to help female players meet their goals, receive a greater quality of coaching, as well as providing a social activity to help de-stress from university pressures. In addition, one female session attendee will be put through Table Tennis England's Level One coaching qualification,

PARTNERSHIP APPROACH

**Partnering across
our organisation to
deliver inclusion.**



We make every effort to connect with priority audiences through our membership, ensuring programmes are accommodating and fit for purpose. However, we also recognise our membership can be more diverse and important we make effort to connect with audiences that are yet to engage in table tennis for whatever reason to diversify our membership.

We firmly believe that inclusion, accessibility and equality are everyone's business. That is why we have reviewed our partnerships and created evidenced based interventions that really make a difference.

Our partnership approach.

Partnerships is a key driver to engaging with diverse audiences.

**We formed a new
internal Partnerships
group**

**We formalised
our approach
to engagement,
offering of resource
and working with
partners**

**We formalised
partner
engagement must
result in the delivery
of our strategy**

PARTNERSHIPS

Table Tennis England and Sported

We want to create table tennis opportunities in the hearts of communities, often where there is limited opportunity to play. Quite often clubs can seem out of reach particularly for LSEG as they can often require travel via public transport or car, this can also mean that the volunteer workforce within clubs, whilst welcoming, is not as reflective of the communities we want to engage – which can sometime affect participation.

In bid to address this and coupled with the forthcoming B2022 Commonwealth Games, Table Tennis England and Sported identified the potential to create a community engagement programme in locations across Birmingham that would drive new levels of community participation, particularly within target audiences of those currently under-represented in table tennis.

In Birmingham, Sported has 72 members, with a further 142 operating across the West Midlands as a whole. More than 66% operate in areas of top 20% deprivation, over 54% are run by volunteers and 51% operate on less than £10k per year.



Sported is a membership organisation, created to support community groups and clubs across the UK who use sport and physical activity to remove barriers and help young people to thrive. Sported's network is the UK's largest, reaching more than 2500 groups and featuring nearly 100 sports. This includes 22 groups solely focused on table tennis and a further 77 who note table tennis as a secondary activity and many more who use it within a mix of sports delivered.



PARTNERSHIPS



Pitch 2 Progress CIC

Work with young adults (primarily those between 16 and 25) who live in areas of high deprivation and therefore lack the life-skills and opportunities needed to progress towards positive and healthy futures. They are based in Saltley, Washwood Heath one of the most deprived locations in Birmingham, where the population is mostly ethnically diverse with high numbers of Pakistani ethnicity.



Rackets Cubed

Offer children in high deprivation areas: sports coaching, a meal and STEM related study. Pre-COVID they worked with Goodwin Table Tennis Club (Hull) and are now looking at trialling 4 new pilots programmes at the following clubs, Nottingham, Abbeydale, Plymouth and Ellenborough. Rackets cubed provide a significant cash investment to support these programmes.

“

We're confident through our partnerships we are reaching and engaging with community groups to take table tennis to new communities.



TT Kidz aims to provide a fun, engaging and inspiring first experience in table tennis for children aged 7-11 and is delivered by a network of clubs up and down the country.



From the Autumn phase, TT Kidz was delivered across 29 venues, it engaged 390 participants of whom 30% were girls, 41% were from an ethnically diverse community and 11% Disabled children

Autumn 2021 Summary



29 Venues

390 Participants

11% with
a disability

30% Girls

41% from
ethnically
diverse
communities

CLUBS, LEAGUES AND SCHOOLS

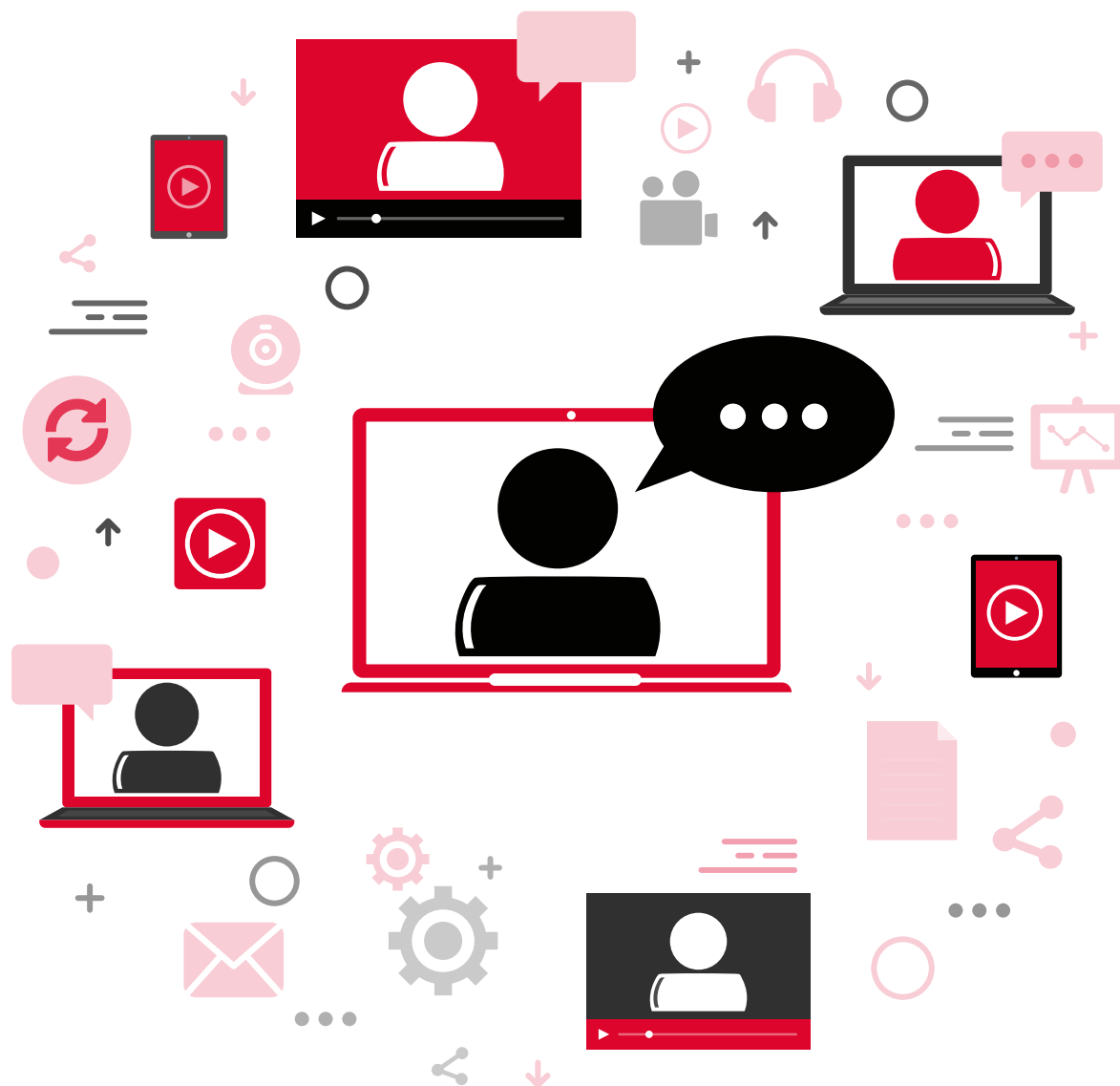
To help us achieve gender parity there is a focus on increasing opportunities for women & girls in clubs, leagues and schools.

We recently conducted an internal survey to identify our teams training needs relating to equality, diversity and inclusion to ensure we are delivering demand driven training that will improve the service we offer our members.

In addition to this, to support our membership directly we have added topics relating to the Level the Table strategy into every club's newsletter.



INTERNAL EDUCATION AND TRAINING



Inclusion by design

To create more inclusive projects and service design, Table Tennis England staff took part in online sessions to help embed the principles of inclusive design. These principles encourage the inclusion of as many different types of people as possible in the process so that variations in capabilities, needs, aspirations and delivery environments are all represented.

Let's talk about Race

In October Inclusive employers delivered a webinar on developing confidence in talking about race. Which included learning about Black history and understanding how people can become allies.

Anti-racism training – from ideas to action

In February we explored how we can make developments as an organisation to move from being non-racist to an anti-racist organisation

REPRESENTATION AND LEADERSHIP

Table Tennis England on the Race Representation Index 2021

Please note that these grades may change when the statistics for the 2021 Census are published.

Overall grade: D

Name of NGB/Club:	Table Tennis England		
	Percent of ethnically diverse individuals in that category*	Points*	Grade*
Board Membership	25% (based on ethnic breakdown data)	5	A
Senior Management/Leadership Teams	0%	0	F
Senior Coaching (women's)	0%	0	F
• First/Senior National Team	0%	0	
Senior coaching (men's)	0%	0	
• First/Senior National Team	0%	0	
• Elite Talent Development Squads		0	
Players/Athletes (women)	25%	5	B
• First/Senior National Team	29.4%	5	
• Elite Talent Development Squads			
Players/Athletes (men)	0%	0	
• First/Senior National Team	20% (based on ethnic breakdown data)	5	
• Elite Talent Development Squads			
Overall grade:	Total points divided by no. categories (4)	(3.75) 4**	
		(2.25) 2	D

*Where national ethnically diverse representation = 14% (Census 2011), and $\geq 15.4\%$ = A (5); $\geq 10\%$ = B (4); $\geq 7\%$ = C (3); $\geq 5.25\%$ = D (2); $\geq 3.5\%$ = E (1); Less than 3.5% = F (0); an 'A' = $14\% + (10\% \text{ of } 14\%)$ to ensure representation

In November Sporting Equals launched The Representation Index which acts as a method of scoring prominent sport and physical activity organisations against progress with the equality agenda, with a particular lens on ethnic diversity and representation. It is designed to gauge where organisations currently are in terms of representation of ethnicity and track future progress and highlight, good practice along the way. Table Tennis England received an over score of D.

We're proud signatories of the Sporting Equals charter, supporting a global movement to put ethnically diverse communities on the sport and leadership agenda, specifically ensuring that inclusion is on our board agenda.



PHASE DEVELOPMENTS



1. Strategic goal

Continue to listen, connect and develop a deeper understanding of the lived experiences of different communities in our sport

Objective:

Provide regular opportunities to continue the dialogue around sharing experiences. Being committed to listening to the thoughts, emotions and experiences of our communities.

What we have done so far:

- Adapted our annual surveys with sections of quantitative and qualitative data collection around equality, diversity and inclusion, as part of our membership engagement.
- Created a network for women and girls in table tennis to communicate, share and highlight opportunities with peers.
- Collected staff responses on diversity and inclusion to identify training solutions
- Developed partnerships with organisations that are typically connected with engaging lower social economic groups

Objective:

Develop a better understanding of communities we don't currently support to learn how to improve our services

What we have done so far:

- We were visible as at community events such as WheelPowers sports festival, which engages wheelchair users in sport. Attending events has allowed for conversations to gain insight.
- Proactively worked with other sports bodies, measuring against what is considered best practice.

2. Strategic goal

Educate the table tennis community (inc. volunteers, clubs etc) about what diversity and inclusion means and how inclusive opportunities' can be created and/or grown

Objective:

Ensure equality, diversity and inclusion is a part of everything we do and it remains a critical area of work to be discussed and progressed across the sport.

What we have done so far:

- Reviewed our current partnerships processes and formalised a standardised procedure so that all partnerships can be assessed, tracked and deployed to relevant specialist teams
- Included a diversity and Inclusion focus to internal brand guidelines
- Delivered demand driven content that is in connection with internal staff survey collection
- Added equality requirements on business tendering

Objective:

Create more inclusive and welcoming environments to work, play, coach, volunteer and officiate table tennis

What we have done so far:

- Established a partnership with British Para to share best practice for those looking to develop grassroots players that could transition into the BPTT performance pathway

Objective:

Work with the table tennis community to ensure that there is suitable kit/uniform in place and equipment for players, coaches, volunteers, officials and clubs

What we have done so far:

- Ensured that any coaching kit available through TTE have female and modesty options available that are fit for purpose.
- Ensured that there are kit options available for technical officials that meet the needs of all genders and faiths

Objective:

Support the education of volunteers, coaches, officials and staff, through resources, and courses to better understand and improve knowledge and confidence around equality, diversity and inclusion.

What we have done so far:

- Added a monthly diversity and inclusion focus to clubs, leagues and schools' newsletters

PHASE DEVELOPMENTS



3. Strategic goal

Increase the diversity of volunteers, coaches, officials and staff across all levels to be more reflective of the sports participants and the general England population

Objective:

Increase the visibility of different communities within table tennis

What we have done so far:

- Improved partnerships between Table Tennis England and Disability specialist organisations such as Wheelpower
- Created a Marcomms Diversity and Inclusion calendar with targeted initiatives for the year
- Launched a new website with increased visibility of diverse people
- Raised gender profiles by have targeted categories such as Female Volunteer of Year
- Created a live webinar supporting International Women's day, promoting inspirational role models across the sport

4. Strategic goal

Grow participation in the sport to be more reflective of the different backgrounds and communities in England

Objective:

Work to ensure that opportunities to play, coach or officiate in the sport are economically efficient to ensure that cost is not a barrier to participation

What we have done so far:

Supported clubs to use TT clubs platform payment plans where costs can be broken down into affordable monthly payments

Objective:

Work across the sport to ensure that playing kit is made available at all levels of the game that is suitable for people from all backgrounds and communities

What we have done so far:

Changed regulations for domestic competitions to allow more flexibility and an inclusive approach for playing kit

5. Strategic goal

Establish clear processes and support mechanisms to take action and challenge discriminatory behaviour

Objective:

Implement and promote a systemic zero tolerance approach to discriminatory behaviour with a clear process for reporting, sanctioning and education

What we have done so far:

- Create an anti-racism policy which sits along side our anti-discrimination policy
- Completed the requirements of the Race representation index from Sporting equals and scored in the top 15
- Gave staff members the choice in adding pronouns to email signatures



TERMINOLOGY

Active Allyship: Actively using your position of privilege to demonstrate support and create space for the voices and perspectives of under-represented or marginalised groups to be heard

Gender: Refers to socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for women and men

Gender Bias: Prejudiced actions or thoughts that affect a person or a group of people based on their perceived gender. Gender bias either implicitly/unconsciously or explicitly/ consciously favours one gender over another, leading to unequal and/or unfair treatment. It is a form of gender discrimination.

Gender Equality: The equal rights, responsibilities and opportunities of women and men and girls and boys

Gender Equity: The process of being fair to men and women. To ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Equity is a mean. Equality is the result.

Gender Balance/Gender parity: Equal participation and representation of women and men in all areas of work, projects, programmes or communication.

Gender Mainstreaming: A strategy or means to achieve the goal of gender equality, which assesses the implications for women and men in all activities carried out by an organisation so that women and men benefit equally, and inequality is not perpetuated.

Gender Identity: People's inner sense of their gender, which may or may not correspond with the sex they were assigned at birth

Inclusion: Creating an environment that is respectful and welcoming to all, and where people feel confident to be themselves and make a full contribution

Intersectional Equality: A system of equality that recognises how different forms of inequality (including those relating to gender, race, ethnicity, socio-economic status, religion, sexual orientation, health status, disability, and gender identity) can interact and compound experiences of discrimination then works to address the root causes of inequality and thereby tackle overlapping forms of discrimination, simultaneously.

Sex: Assigned at birth and refers to the biological characteristics that define a person as female, male or intersex

Woman: Refers to a gender identity and/or female adult person. In this publication it has been used as a gender identity