

# #Level TheTable

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12 month report  
**April - Sept 2022**

[tabletennisengland.co.uk](http://tabletennisengland.co.uk)



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# INTRODUCTION

**Level The Table (LTT) is Table Tennis England's five-year Diversity and Inclusion strategy.**

**It is made up of five integrated and interrelated phases designed to tackle inequality, provide equity and gender parity, and ensure that the sport is representative of the demographic in England.**

This 12-month report comes one year after the launch of the strategy, which was developed following 12 months of consultation and engagement with the table tennis community. Following on from the six-month report released in March, which you can find [here](#), this report predominantly focuses on work that has taken place in the period between March 2022 and September 2022. It provides the results against our objectives, goals and guiding principles, highlighting the organisation's progress across different areas of work.

We are proud of the progress that has been made and of the fact that the table tennis community has recognised the need for the sport to adapt and become more inclusive. In the report, we have shined a light on areas where significant progress has been made but also highlighted where progress has been slower than we would have hoped. We recognise that change takes time and things cannot be rushed, but that mustn't be an excuse for waiting and moving slowly. Ensuring table tennis is as diverse and inclusive as we know it can be is a priority that the whole sport must get behind. We thank those that have helped deliver some of this early change so far but recognise there is more that needs to be done; as the data shows on page 12, we are still at the start of this journey. Nevertheless, we look forward to addressing these challenges and continuing to work to make table tennis a sport for all.



# OUR FIRST 6 MONTHS

Here is a recap of the first 6 months of activity against our Level the Table strategy, as outlined in the [full 6-month report](#) for the period September 2021 - March 2022.



## BPTT:

- We secured a partnership with British Para Table Tennis
- We successfully developed a set of shared goals to which we collaboratively work

## TT Kidz:

- TT Kidz was delivered across 29 venues
- It engaged 390 participants:
  - 30% were girls
  - 41% were from an ethnically diverse community
  - 11% Disabled children

## LTT Grant:

- We launched the #LevelTheTable grant scheme
- We received 162 applications
- After blindly assessing applications we awarded 62 projects with funding
- The total amount we funded was just over £55,000

## Internal changes and training:

- Our brand guidelines now have a diversity and inclusion section
- We identified staff and leadership training needs
- We participated in 'Inclusion by design' training
- We developed plans on membership equality, diversity and inclusion training

## LGBTQ+:

- We supported Pride sports bid to host an International multi-sport games in Birmingham in 2024
- We discussed Transgender inclusion in sport given new research from UK sports councils
- Staff members added pronouns to email signatures

## Race and Ethnicity:

- We supported Black History Month with podcasts #proudtobe
- We completed the Race representation index from Sporting equals
- We made developments on an anti-racism policy and guidelines

## Gender Parity Journey:

- We amended competition kit regulations for women, girls and religious communities
- We launched our new Women and girl's ambassador cohort
- We amended ranking points, rectifying women over 600 points showing as inactive when playing men
- We launched an International Women's day Webinar
- We launched a Women and girls Facebook group
- We had female only categories in Pride of Table Tennis awards
- For the first time we have had an all-female officials line-up for the Mark Bates Ltd Senior National Championships Women's Doubles final



# OUR GENDER PARITY JOURNEY

**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:**

- A number of clubs have been identified to be involved in club-based women & girls projects. An introductory webinar took place on 23rd August for those clubs interested in running a W&Gs project. This work is not only focused on delivery, but also on workforce and committees if required.
- 1 year on from amending the competition kit regulations for W&G, there have been no complaints or issues raised. This amendment has benefitted many women and girls up and down England.
- The Women and Girls Facebook group has reached over 250 members with our first webinar held within the group in July. The next webinar is in September focusing on one of our 21/22 Ambassadors. The group has become a safe space for Women and Girls in the sport to connect, ask for feedback or advice and share opportunities in table tennis.
- We now have a W&G project lead in post to support with driving forward W&G projects.
- We worked with a small group to gain insight when developing our TT Kidz girls-only programme. We will be providing extra staff and funding support for girls-only projects due to start in October. This will include extra training for activators.
- We have produced a W&G top tips guide to support deliverers and organisations to provide better experiences for W&G.
- We have developed a webinar covering how to engage more W&G into clubs and leagues.
- We are continuing to listen to feedback from our members to better understand how to improve W&G experiences in the sport.





## W&G Ambassadors 21/22

The objectives of the ambassador programme are to:

- Increase the visibility of women and girls in table tennis.
- Celebrate the diversity of women in the sport and the roles they do.
- Create a network of women and girls, to help to create more opportunities.

There are nine current Women and Girls' Ambassadors – Sandy Nash, Juliet Bertie, Sally Hughes, Millie Smith, Debbie Barrow, Erin Green, Amy Marriott and Jodie Morris.

### Some highlights from our ambassadors over the last 12 months include:

- Draycott & Long Eaton Table Tennis Club International Women's Day inclusive session for any women and girls who played at the club, supported by Erin Green
- World Table Tennis Day supported by Millie Smith, in which she helped to engage girls as the role of Women and Girls Ambassador.
- First all-female 1\* tournament organised by Sally Hughes - 60% of entries were from players not currently listed on the Table Tennis England ranking system, 52% were junior players
- Debbie Barrow delivered one of the first girls-only KTT Kidz sessions. Sally Hughes and Debbie Barrow will both be running TT Kidz sessions in the autumn.
- Sandy Nash supported the Jack Petchey Girls Table Tennis festival in which 45 girls attended

Applications for the 22/23 season are now open.







**IT'S  
TIME  
TO  
PLAY!**

## Hopscotch Consulting

We have been working with an agency called Hopscotch Consulting to ensure our women and girl's work is visually representative of the wider population. They have also developed for us a marketing strategy to help reach a wider and more diverse audience during the Commonwealth Games and in the time afterwards.

We are also collaborating with female photographers to carry out women and girls' photography sessions to grow our library of women and girls images, as well as both female and male content creators to develop content that will appeal to a wider, more diverse audience, and in particular, women and girls.



### Examples of where we have started to use the new women and girl's branding:

- Updated Women & Girls website page with our W&G toolkit, containing updated top tips to starting a W&G session, and updated downloadable and editable posters and social media graphics
- Updated the coaching section of the TTE website to include many more images of women & girls
- W&G branding introduced into TT Kidz page, as well as on individual pages for TT Kidz girls-only sessions
- Girls-only TT Kidz Facebook graphics and posters created





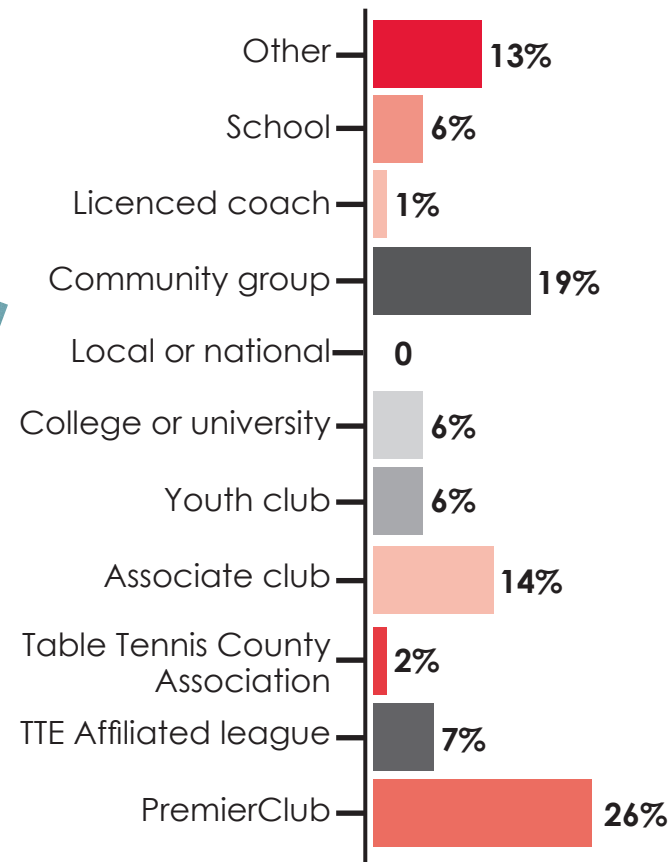
# #LEVELTHETABLE GRANT SCHEME

**In June, we re-opened our the grant scheme for projects that will contribute towards the delivery of our Level the Table Strategy.**

As part of our commitment to achieving gender parity in table tennis, we focused our current round of the Level the Table Grant on projects that have a particular focus on engaging Women and Girls into our sport.

As of 12th September 2022, we had received 62 applications and, after blindly assessing applications, we have awarded 15 projects with funding. This fund is currently still open for applications.

## The % breakdown of the organisations who applied:





# COMPETITIONS

To help us achieve our Level the Table ambitions, there is a focus on increasing opportunities for underrepresented groups in our competitions and events. We aim for our competitions and events to be spaces where all players feel welcome, respected, and can compete without barriers.

**We are proud of the developments we have achieved over the last 6 months. We have:**

- Agreed with British Para Table Tennis (BPTT) to include Para events as standard at Cadet and Junior National Championships, in addition to the Senior Nationals that already features para classes. The number of competitors and the classifications, competition format(s), eligibility and selection processes will be agreed on an annual basis between the two organisations.
- Started development of a video resource for players and officials to highlight the adaptive rules that are applicable when a wheelchair user enters an open event.
- Opened up Level the Table grants for clubs to make wheelchair compliant tables available for those players who require them. The grant consists of 50% of up to £1,000 purchase price of a wheelchair compliant table.
- Revised the online entry portal for national TTE events. This now includes data capture for accessibility needs so we can actively consider appropriate provision for all entrants.
- Revised the TTE regulations for regulated event entry forms. This now includes data capture for accessibility needs so organisers can actively consider appropriate provision for all entrants.
- Identified that Club administrators can access data in the TT Memberships platform for members affiliated to their clubs, and use this to proactively make appropriate provision for para players.
- Provided funding support for the first all-female event 1\* tournament, which was so successful that another is planned for next season. 60% of tournament entries were from players not currently listed on the Table Tennis England ranking system, and 52% were junior players.
- Celebrated the success of table tennis at the recent Wheelpower National Junior Games at the Stoke Mandeville Stadium. Approximately 20 participants chose table tennis as their favourite sport and were signposted to their local clubs. Five of these participants were targeted as having great potential and were directed to BPTT.





# COMMONWEALTH GAMES

Two golds, one silver, two bronzes – the Commonwealth Games in Birmingham provided plenty of success for us to reflect upon. Beyond the sporting achievements, **these Games delivered a fantastic culture of inclusivity, helping to tackle inequalities and inequity, and acting as a catalyst to get everyone involved in sport at all levels.**



## Equality, Diversity & Inclusion highlights from the Games

- ED&I training was provided for all staff and volunteers working in the 'Have a Go Zone' at the Commonwealth Games, with a specific focus on how to talk and engage with a diverse audience. This specifically covered:
  - Inclusive communications
  - Being culturally respectful
  - Sharing of best practices
- We created and shared a video and articles celebrating the diversity of the table tennis officiating workforce at the Games, who ranged from ages 18-78. These explored umpires' journeys to the Commonwealth Games and celebrated the stories of specific officials.
- We featured an Equality, Diversity & Inclusion section within our Birmingham 2022 toolkit. This is designed to help and enable organisations and individuals across the country to provide opportunities for people to take part in activities and events, in the lead up to, during and after the Games.
- Table tennis equipment used by teams and athletes during the Commonwealth Games will be gifted to local sport and community groups in the West Midlands. The application process specifies that organisations must provide inclusive and accessible sports, physical activity and wellbeing activities in communities in the West Midlands, and states that this provision must be low-cost, and that organisations must sustain or increase the diversity of their participant base.



# Commonwealth Games Legacy Funding

Following on from the great success of the Games, the sector is keen to ensure they create a lasting impact within our sport, and for people and communities across England.

To this end, Table Tennis England has been awarded funding from Sport England's Commonwealth Games legacy investment package. This includes an extra £250,000 to support our work in creating more opportunities for women and girls in table tennis through building our digital capabilities and infrastructures.

## Our Commonwealth Games legacy funding has enabled the following work programmes so far:

- The engagement of Hopscotch Consulting for a review of our W&G branding – see page 7
- Our 'It's Time to Play' campaign encouraging women and girls to play table tennis, which has already reached and engaged new audiences during the games.
- A data management project led by sport data specialists Winners
- Enhancements to the [TT Clubs platform](#)
- An exciting new tech partnership that will better connect the recreational table tennis market with Table Tennis England.
- Delivery of projects in partnership with organisations such as The Active Wellbeing Society and SportEd – as well as many table tennis clubs who will deliver specific women and girls programmes.



# REPRESENTATION AND LEADERSHIP

	Women & Girls	Ethnically Diverse Communities	Disabled People
<b>Board</b> 11 people (↓)	36.4% (↓) (amber)	27.3% (↑) (green)	0% (→) (red)
<b>National Council</b> 36 people (→)	11.1% (→) (red)	5.6% (→) (red)	5.6% (↑) (amber)
<b>Members Advisory Group</b> 16 people (→)	18.8% (→) (red)	18.8% (→) (green)	0% (→) (red)
<b>Other National Committees</b> 90 people (↓)	30% (↑) (amber)	7.8% (↑) (red)	30%** (amber)
<b>Senior Leadership Team</b> 8 people (→)	50% (→) (green)	0% (→) (red)	0% (→) (red)
<b>Staff</b> 42 people (→)	50% (→) (green)	4.8% (→) (red)	0% (→) (red)
<b>Officials</b> 635 people (↑)	15.4% (↓) (red)	5.4% (↓) (red)	3.9% (↓) (red)
<b>Coaches</b> 3908 people (↑)	14.7% (↓) (red)	5.4% (↓) (red)	2.9% (↓) (red)
<b>Licensed Coaches</b> 622 people (↑)	16.4% (→) (red)	12.1% (↑) (amber)	4.7% (→) (red)
<b>Volunteers</b> 1400 people (↑)	16.3% (↑) (red)	10.4% (↑) (amber)	6.6% (↑) (amber)
<b>Members - Compete Plus</b> 1738 people (↑)	19.2% (→) (red)	23.8% (↑) (green)	3.6% (↑) (red)
<b>Members - Compete</b> 12146 people (↑)	8.1% (→) (red)	11% (↑) (amber)	3.5% (→) (red)
<b>Members - Club Play</b> 2482 people (↑)	25.9% (↓) (red)	14.8% (↑) (green)	3.9% (→) (red)
<b>Members - Supporter</b> 554 people (↓)	30% (↑) (amber)	11% (→) (amber)	5.4% (→) (red)
<b>Social participants</b> 2023 people* (↑)	47.7% (↓) (green)	16.5% (↑) (green)	19.9% (↑) (green)
<b>England Squads</b> 84 people	36% (↑) (amber)	23.2% (↑) (green)	4.9% (↑) (red)

This data table shows our progress since the launch of the Level the Table strategy, until 1st September 2022. Year-to-date changes can be identified by looking at the increase (↑), no change (→) and decrease (↓) arrows. Changes will be influenced by sample sizes, which are constantly fluctuating, as well as the activities undertaken to improve diversity and inclusion among the listed groups.

**We continue to use a Red-Amber-Green (RAG) system to determine how groups from the table tennis community compare with the national population, based on findings from the most recent Census:**

## 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)

## Ethnically Diverse Communities

**14% of the national population\***

- Green: 13% or more than (within 1% of the national population)
- Amber: from 9 to 12% (from 2 to 5% under the national population)
- Red: 8% or less than (more than 6% under the national population)

## Disabled People

**18% of the national population\***

- Green: 13% or more than (within 5% of the national population)
- Amber: from 6 to 12% (from 6 to 12% under the national population)
- Red: 5% or less than (more than 13% under the national population)

\*according to the 2011 Census

NB: This table contains self-reported data, given in response to questions with an answer option of 'Prefer not to say', which may lead to under-reporting. In some cases, individuals will crossover between groups.

\*Based on survey sample

\*\*no comparison





## Strategic Goal 1:

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've done so far:**

- We have subscribed to Online BSL Interpreting Service, allowing BSL users to connect with Table Tennis England via an Interpreter.

**Objective:** Develop a better understanding of members views and attitudes towards diversity and inclusion

**What we've done so far:**

- We have reviewed the membership re-enrolment data and now request enhanced questions, ensuring we are collecting the necessary data to track the diversity of our membership.
- We continue to use research methods to develop a deeper understanding of the experiences of different communities in our sport – this has included the use of standardised questions across surveys, and addition of compulsory questions that we ask at the point of sign-up to become a member of TTE, ensuring we are collecting the necessary data to track diversity within the sport.

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

**What we've done so far:**

- We've undertaken a W&G Literature Review, bringing together all external research on approaches taken to engage W&G in sport and physical activity. Conclusions from this have informed the current development of our W&Gs strategy and several of our Marcomms approaches.

# PHASE DEVELOPMENTS

## Strategic Goal 2:

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've done so far:**

- We have continued to shape our partnership engagement process to align with our strategic priorities and under-represented audiences. We are progressing our objective to embed this across the organisation, to ensure future partnerships address the aims of our Level the Table strategy.
- We have added an eligibility criteria in our Ping in the Community and Loop at Work packages that states organisations must align to our ED&I commitments. This includes signposting to our Level the Table strategy.
- We are currently finalising the development of a Level the Table Charter, the aim of which is to embed ED&I at all levels of the sport's organisation, from Board level, through to clubs, leagues and counties working at grassroots level.
- We have funding linked with Club Action Plans for progressing areas relating to the Level the Table Strategy.

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

**What we've done so far:**

- We have developed our help guides to offer video tutorials to make it easier to understand how to use membership, and administer clubs/leagues and TT Leagues.
- We are developing a project with Wheelpower to upskill coaches. This is planned for September.
- We have made improvements to TT Clubs to improve accessibility. TT Clubs now avoids colour coding unless a key is available to describe what the colour represents to improve accessibility for people with colour blindness.
- We have procured an organisational membership with Inclusive Employers, offering staff and Board members access to consultancy, training, thought leadership, webinars and resources that support us to make inclusion an everyday reality within TTE.



# PHASE DEVELOPMENTS

## Strategic Goal 2

Continued:

**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've done so far:**

- We are including the number of clubs with wheelchair access and wheelchair friendly tables as factors to be established in this year's club audit, with comparisons made to the 2021 audit to identify any changes.
- When a Ping Pong Parlour closes permanently, we work to rehome the equipment they had on site locally, and now put more emphasis on rehoming that equipment to organisations that work with our 3 priority groups – W&G, Disabled People, and Ethnically Diverse Communities.
- We have opened Level the Table grants for clubs to make wheelchair compliant tables available for those players who require them. The grant consists of 50% of up to £1,000 purchase price of a wheelchair compliant table.

**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've done so far:**

- We have ensured ED&I content has been included in every clubs newsletter since this was added as a feature.
- We have delivered Introduction to EDI training sessions to our Board members. This session will be rolled out to members of National Councils later this year.



# PHASE DEVELOPMENTS

## Strategic Goal 3: 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:** Improve the diversity of the officiating and coaching workforce to better reflect the participants that play the sport and the wider England population

**What we've done so far:**

- We are developing a coach and volunteer recruitment campaign focused on the recruitment of a diverse workforce. This is planned for January 2023 and will be informed by insight from the 2021 and 2022 Club audit.
- The number of coaches on courses currently shows an increase in diversity. Attendees on coaching courses from April 2022 - September 2022 are nearly 20% women (41 of 212), compared to the 13% female coaches stated in the 6-month report. We hope this will equate to an increased number of qualified female coaches going forward.

**Objective:** Increase the visibility of different communities within table tennis so there is a less intimidating first step on the ladder to become involved in table tennis

**What we've done so far:**

- We have undertaken a mail out to any of our members who have a stated disability to promote British Para Table Tennis opportunities.
- We introduced Male and Female categories for the Pride of Table Tennis 2022 Awards, which were presented at the Centenary Dinner.
- We are celebrating National Inclusion Week with updates on last year's ED&I pledges from the table tennis community.
- We worked with the Royal British Legion on an Invictus Games taster session, the upcoming games will feature table tennis for the first time. The selection process for this is scheduled for later this year and into 2023.
- We continue to proactively include female imagery in communications wherever possible, including on the website, in event programmes, and also in social media posts. We are also ensuring we create articles that feature and speak directly to Women and Girls.

**Objective:** Improve the diversity of Table tennis England to be reflective of the population we serve

**What we've done so far:**

- We have added an additional tab to the skills matrix of the Board to monitor and assess the Board's diversity – this is the first step on our journey to increase Board diversity.



# PHASE DEVELOPMENTS

## Strategic Goal 4: Grow participation in the sport to be more reflective of the different backgrounds and communities in England

**Objective:** Continue to ensure that underrepresented groups are targeted through specific programmes, whilst ensuring our current provision is supported and as inclusive as possible

**What we've done so far:**

- We delivered a Club Webinar in partnership with Parkinsons UK, providing an introduction to clubs on offering sessions for People with Parkinsons.
- An impact report has been released on our work with Community Integrated Care, who provide care and support to more than 3000 people with a wide range of disabilities. This work supported 27 larger care services to become vibrant table tennis hubs.
- We have worked to develop TT Kidz Girls-only programmes, specifically designed to engage girls into table tennis. These are due for launch in October.

**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've done so far:**

- The Charlie Childs Coaching Grant has supported 9 people with funding towards L1 or L2 courses, to ensure costs are not a barrier to coaching. This includes 4 women, 2 people from Ethnically Diverse Communities, and 1 Disabled Person.
- We have reduced the fees of TT Kidz programmes in low-income areas to prevent cost becoming a prohibitive factor in participation.

# 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

**Disability:** Within this document, the term Disability includes long-term health conditions that may or may not meet the legal definition of a Disability.

**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