



24 November 2021

Dear colleagues,

We have all been disturbed by the further incidents of racism brought to light in recent weeks in sport. We also hope, like us, this has renewed your commitment, as senior leaders in sport, to tackle racism and ensure it has no place in sport.

We are writing to you today to reiterate our shared organisational commitment to relentlessly drive out racism from sport and to seek your support and help to do that. Ensuring our organisations and sports are truly anti-racist must be a critical priority for all of us, and we are looking to each and every one of you to join us in making that a reality for the millions of people who are part of our sporting community.

No doubt many of you are asking yourselves "could these experiences be happening in my sport?". Every leader in sport should be asking this and taking all action to ensure it is not, and to ensure that racism, discrimination and abuse has no place in sport. Regulation and governance of an individual sport is currently the responsibility of each NGB - not only should there be a way for individuals in your sport to report their experiences to you, but there should also be a fair and transparent process to act on any such reports. We hope this is a subject that your Boards and Senior Leadership Teams are discussing already, or at the very next opportunity. To eradicate racism and any other form of discrimination or ill-treatment, we must be proactive in finding it and addressing it, rather than waiting for it to be revealed.

Some progress in this area has been made across our sector, but we are clear that there is so much more to do, and we will not rest until sport is truly inclusive and anti-racist. You may recall that the five Sports Councils have, in the past year, carried out an extensive and independent review into Tackling Racism and Racial Inequality in Sport (TRARIIS), analysing existing data from across the Home Nations as well as the lived experiences of over 300 people from ethnically diverse backgrounds in a range of sports. The findings of that review, announced in June, make for vital – albeit challenging – reading. The report is clear that racism and racial inequalities still exist in sport across the UK; and that ethnically diverse communities have been consistently disadvantaged. In response, all five Sports Councils have made a number of commitments to address racial disparities in sport. We urge you to re-read the report and its recommendations, and to consider what actions your own sports can take in light of these stark findings. Further

details can be found [here](#). We must all be far more ambitious, accountable and transparent to bring transformational change across sport, and ensure our sector thrives and is fit for the future.

Whilst the TRARIIS review provides an important basis for helping us to create a more inclusive experience for people participating in sport, we know that many of you would welcome practical support in your regulatory responsibility to address any reports and disclosures of racism and discrimination in your sports.

In recent months, the Sports Councils have been in active discussions to consider how we can significantly enhance the regulatory capacity of the sporting system in this area. This follows the publication of UK Sport's [Integrity Priorities](#) in June, which set out a commitment to enhance dispute resolution by strengthening independent disclosure and complaints processes. It also follows Sport England's recent work to pilot a [Safeguarding Case Management Service](#) to provide expert support and capacity to organisations in this area. In 2022 UK Sport intends to create an independent disclosure and investigation service, to assist sporting organisations in upholding conduct in their sports. Sport England is actively seeking to align with this and maximise the opportunity it will bring to develop a more independent approach across the community and grassroots sport sector.

Thank you to all of you who have reached out to share your personal commitment to addressing the problem of racism and discrimination. We look forward to hearing of your plans and further commitments to ensure that racism and abuse has no place in the sporting community, of which we are all a part.

Yours sincerely



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