
Trophy Women?

NGB Leadership Audit 2013

Introduction

This is the fourth *Trophy Women?* report produced by the Women's Sport and Fitness Foundation in partnership with our Commission on the Future of Women's Sport. The report, once again, highlights the worryingly low levels of female representation across national governing body (NGB) Boards and senior management teams.

Since the publication of the first *Trophy Women?* report in 2009, there have been only incremental improvements in the proportion of female Board Members within NGBs and in senior management roles. In 2009, women made up only 21% of the Board Members within NGBs. This had risen to 22% by the 2011/12 report but this year, and despite the huge success of the London 2012 Olympics and Paralympics, women still make up only 22% of the total number of Board Members. Disappointingly, there are six publicly funded sports which have no women at all on their Board.

This means that sports are missing out on the benefits that diverse leadership teams can bring and makes it less likely that they fully understand what it takes to unlock the potential of women's sport in all aspects of their business including participation, elite performance, sponsorship and media profile.

In order to accelerate progress towards making the NGB Boards more gender-diverse both Sport England and UK Sport have included a new expectation in their governance guidelines for NGBs that their Boards should comprise at least 25% women (or men, where they currently form the underrepresented group) by 2017 as part of a journey to improve the diversity of Boards. It is excellent that Sport England and UK Sport recognise that balanced boards make good business sense and have taken such positive action, but it is disappointing that during the course of 2012, which was so positive for women's sport in many other ways, NGBs have not made more progress.

This report shows that 24 out of the 57¹ governing bodies surveyed do meet this new minimum expectation, but 33 do not. This is not an insurmountable challenge. Only 58 women would be needed to ensure that every NGB meets the Sport England and UK Sport minimum expectation.

Reaching 25% by 2017 is a very achievable first step. It requires a wide talent pool of appropriate women, in some instances it requires changes to governance structures for Boards. Most importantly, it requires committed leadership which places a priority on achieving gender diversity at all levels of the organisation.

WSFF is committed to supporting all NGBs to increase the number of women in leadership roles within their sport but we cannot do it alone. We welcome the emphasis placed on this issue by the Secretary of State Maria Miller, and we will continue to work with her, DCMS, Sport England and UK Sport to develop a range of measures to encourage and support NGBs to achieve – and hopefully exceed – the 25% minimum expectation by 2017.

Acknowledgements

WSFF would like to thank Sport England for the generous support that makes our work in this area possible and to the NGBs who participate in the audit.

¹ For the first time, in addition to NGBs funded by Sport England, this year's survey also included those governing bodies that are funded by UK Sport. This meant that 57 bodies were surveyed rather than 47 in previous years.

2013 Leadership Audit by NGB

Report Methodology

For the first time, in addition to NGBs funded by Sport England, this year's survey also included those governing bodies funded by UK Sport. This meant that 57 bodies were surveyed rather than 47 in previous years. When making direct comparisons with figures in previous reports, please take this fact into consideration.

In January 2013, the 57 national governing bodies (NGBs) were emailed a link to an online survey focusing on the demographic profile of their staff and board. The questionnaire requested data on staff members, board members, non-board decision makers (e.g. heads of committees and executive decision making team), coaches (both affiliated and employed) and affiliated members (including youth profile). The gender of Development and Performance Directors were also included (if applicable).

NGB	Female Chief Executive ¹	% Women board members ²	% Women in executive leadership positions ³	% Women in ALL leadership positions	Female Performance Director ⁴	Female Development Director ⁴	% Employed coaches who are women	% Affiliated coaches who are women	% Female staff
Amateur Boxing Association of England		6	50	14	NO	YES	0	4	41
Angling Trust		8	0	6	-	NO	-	-	28
Archery GB		27	50	35	YES	NO	0	33	74
The ASA		14	17	15	-	NO	-	50	74
Badminton England		10	25	14	NO	NO	0	-	53
Badminton GB ^{5/6}		-	-	-	-	-	-	-	-
Baseball Softball UK	YES	18	20	19	-	NO	33	20	15
Boccia England		25	67	36	NO	YES	-	50	50
Bowls Development Alliance ⁵		33	100	43	-	YES	-	-	60
British Amateur Boxing Association ⁵		11	0	8	NO	-	0	-	17
British Canoe Union		17	38	25	NO	YES	0	21	39
British Cycling ⁷		0	10	5	NO	NO	11	23	35
British Equestrian Federation		45	63	56	NO	YES	-	-	79
British Fencing		27	67	36	YES	YES	0	24	56
British Gymnastics	YES	30	-	30	NO	NO	14	82	72
British Judo Association		6	25	10	-	NO	25	14	26
British Mountaineering Council		20	-	20	-	-	19	-	37
British Orienteering		27	60	38	YES	NO	100	40	65
British Rowing	YES	25	75	38	NO	YES	46	-	44
British Shooting		20	0	18	NO	YES	0	-	60
British Swimming		17	17	17	YES	NO	5	-	49
British Table Tennis Association for Disabled ⁵		36	0	33	NO	NO	0	-	0
British Taekwondo		10	20	13	-	-	-	27	50
British Triathlon	YES	17	25	19	NO	NO	0	27	45
British Volleyball Federation		50	-	50	NO	-	-	-	0
British Water Ski & Wakeboard		13	-	13	NO	YES	-	18	43
British Weight Lifting		18	100	36	YES	YES	0	24	50
British Wheelchair Basketball		36	33	35	NO	YES	0	-	63
British Wrestling		0	38	19	NO	NO	0	6	50

1 Chief Executive or equivalent role.

2 All who sit on the top tier of governance including executive positions (such as Chief Executive) and non-executive positions (trustee positions). Voting rights vary by NGB.

3 For the purpose of this report these figures include senior managers and heads of committees.

4 Some NGBs may have a number of Performance and Development Directors. If they have more than one and at least one is female, it has been acknowledged in the list.

5 This NGB does not have a CEO.

6 Badminton GB's structure is currently under review so no data available.

7 British Cycling has a female board advisor.

8 At time of publication the CEO post is vacant.

9 GB Taekwondo is the trading name of Sport Taekwondo UK Limited.

10 Disability Target Shooting GB.

- Data not available or not applicable.

NGB

	<i>Female Chief Executive¹</i>	<i>% Women board members²</i>	<i>% Women in executive leadership positions³</i>	<i>% Women in ALL leadership positions</i>	<i>Female Performance Director⁴</i>	<i>Female Development Director⁴</i>	<i>% Employed coaches who are women</i>	<i>% Affiliated coaches who are women</i>	<i>% Female staff</i>
DTSGB Holdings Limited¹⁰		29	40	33	NO	-	0	40	0
England and Wales Cricket Board		14	-	14	NO	NO	-	-	-
England Basketball		20	-	20	NO	NO	-	17	29
England Golf⁸		36	43	39	NO	NO	-	-	56
England Handball		29	-	29	NO	NO	-	-	27
England Hockey	YES	38	-	38	NO	YES	17	40	62
England Netball		82	-	82	NO	YES	100	-	70
England Squash & Racketball		0	13	6	NO	NO	40	16	42
English Lacrosse Association		50	14	37	NO	NO	42	70	35
English Table Tennis Association		10	33	21	NO	YES	15	16	31
Exercise, Movement & Dance Partnership		67	50	64	-	YES	-	100	88
The FA		7	33	23	NO	NO	21	6	35
GB Taekwondo⁹		0	-	0	NO	-	0	-	22
GB Wheelchair Rugby		0	-	0	YES	YES	0	0	57
Goalball UK		0	50	14	YES	NO	50	-	33
Great Britain Boccia Federation⁵		20	0	14	NO	NO	60	-	0
Great Britain Hockey	YES	29	-	29	NO	-	-	-	-
Lawn Tennis Association		13	20	15	NO	NO	15	23	50
Pentathlon GB		17	50	25	NO	YES	0	-	47
Rounders England	YES	56	50	55	-	NO	-	70	92
Royal Yachting Association	YES	11	10	11	NO	NO	0	20	66
Rugby Football League		33	29	31	NO	NO	0	10	34
Rugby Football Union		6	38	17	NO	NO	17	3	30
Snowsport England		33	50	36	NO	YES	-	28	57
Taekwondo Organisation Limited⁵		33	-	33	-	-	-	-	-
Tennis Foundation		21	50	25	NO	NO	0	23	50
UK Athletics		20	33	26	NO	YES	20	-	-
Volleyball England	YES	30	20	27	NO	NO	29	26	38
2013		22	33	25			21	28	44
CHANGE SINCE 2012		0	1	-2			-	-	-1

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