

Goalball UK – Diversity & Inclusion Action Plan Progress Report (2026)

Contents

Summary	1
1. Players	1
Priorities for 2026 include:	2
2. Workforce	2
Priorities for 2026 include:	2
3. Experiences	2
Priorities for 2026 include:	2
4. Partnerships for Our People	3
Priorities for 2026 include:	3
5. Organisational Health	3
Priorities for 2026 include:	3
6. Awareness of Our Sport and Our People	3
Priorities for 2026 include:	3

Summary

Goalball UK continues to make meaningful progress in delivering its Diversity & Inclusion Action Plan, strengthening opportunities, support, and representation across the sport. Our commitment to creating an inclusive environment where every player, volunteer, staff member and partner can thrive, remains firmly embedded in everything we do.

This summary highlights progress achieved to date and the priorities that will guide our work throughout 2026.

1. Players

We have expanded participation pathways, with strong engagement in This Girl Can initiatives and the launch of a dedicated women's performance programme. The Goalball Academy continues, whilst seeking long-term funding for the development of young players. The Performance Pathway Programme continues to grow in strength, aided by the Player Recruitment Drive and fantastic support from clubs to develop new and existing players.

Priorities for 2026 include:

- Advancing membership data analysis through enhanced communications capacity.
- Improving response rates to annual survey.

2. Workforce

Our full review of recruitment practices has helped embed equitable workforce principles. Annual workforce and membership surveys continue to deliver insights, and Equality, Diversity and Inclusion training is become a consistent part of staff professional development.

Priorities for 2026 include:

- Enhancing diversity within coach recruitment.
- Strengthening workforce data collection and engagement.
- Progressing organisational learning through the new Development & Learning Director role, including coaching workshops and exploring new mechanisms to support the goalball community.
- 2026 Coaching Conference will bring the goalball community together to connect, learn and develop.

3. Experiences

Safeguarding remains an organisational priority, with strong visibility across events to ensure member safety and welfare. Hosting and supporting international competitions has allowed development opportunities for athletes, future athletes, club players, referees and volunteers.

Priorities for 2026 include:

- Continue systematic reviews of venue suitability and accessibility.
- Enhance member experiences through additional training and increased club visits.

4. Partnerships for Our People

We have strengthened governance and collaboration through the appointment of an Equality, Diversity and Inclusion Board Champion and the establishment of a dedicated Equality, Diversity and Inclusion Subgroup. Partnerships with UK sight loss organisations continue to grow, enhancing our collective impact.

Priorities for 2026 include:

- Deepening engagement with Sporting Equals via the Race Equality Charter.

5. Organisational Health

Staff engagement with Diversity & Inclusion work is now firmly embedded, supported by regular training days and the inclusion of Equality, Diversity and Inclusion questions within annual staff surveys. Maintained strong gender balance on Board with recruitment of three new board members

Appointed two members to the Board with lived experience of visual impairment. Appointed a co-opted youth member to the Board.

Restructured to create a position (Director of Talent and Inclusion) with responsibility for Equality, Diversity and Inclusion and the Diversity Inclusion Action Plan.

Priorities for 2026 include:

- Completing and implementing recommendations from the Board recruitment review.
- Developing leadership culture with improved communications capacity.

6. Awareness of Our Sport and Our People

Progress on our Diversity & Inclusion Action Plan will be featured in the Annual Report to ensure transparency and visibility. Celebrating diversity across all protected characteristics remains a core part of our communications approach.

Priorities for 2026 include:

- Increasing capacity to publish regular EDI newsletter content.
- Continuing to highlight and celebrate diversity across our community.