



ENGLAND
KORFBALL

20
24

**EQUALITY,
DIVERSITY &
INCLUSION
REPORT**

8

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Introduction

In April 2023, England Korfball conducted an EDI survey amongst its database, to find out the demographic makeup of the members, coaches, volunteers and Board and Committees.

There was some relevant information already available but it was inconsistent and largely out of date. This report covers the findings of the survey and contrasts it with other publicly available data such as information from Sport England's Active Lives survey (Nov 2022) and the results of the 2021 National census as released by the Office for National Statistics (ONS). The data published within this report from the Active Lives survey shows participation rates in the last year in sport. It is also important to note that the latest Active Lives data is based upon the period November 2021-2022 so will have been marginally affected by the Covid pandemic and associated lockdowns.

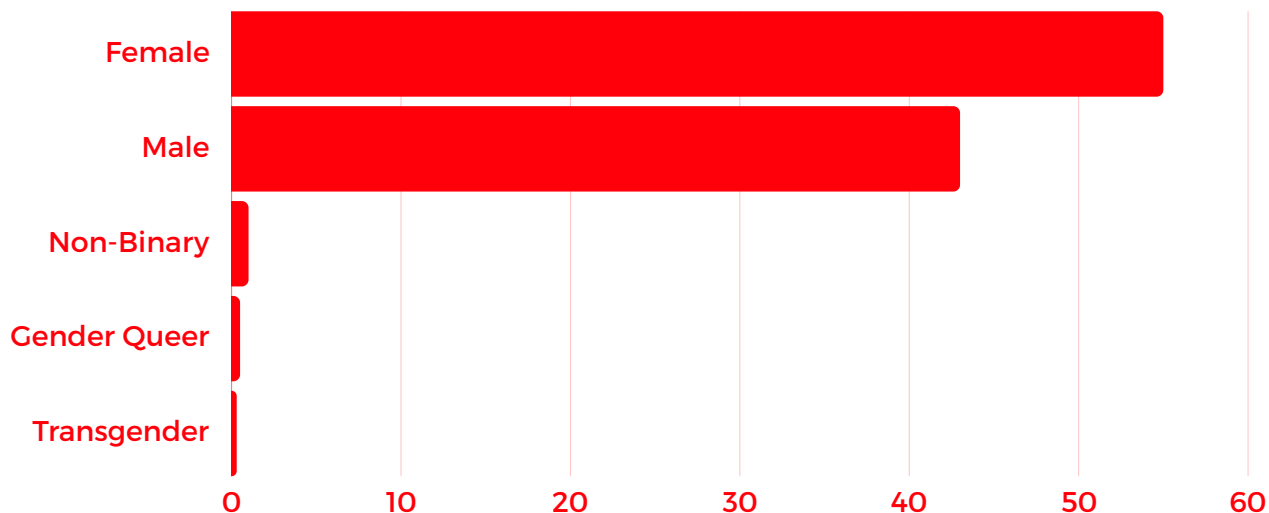
The completion rate of the EK survey was 10-15% approximately, which means that for the large datasets such as disability, we can be confident that the findings are accurate but for some of the smaller datasets, there is less confidence. The data that we have less confidence in is noted during the report.

I'd like to thank everyone who completed the survey and in particular Declan who helped me compile this report from the data.

Cathy Hughes

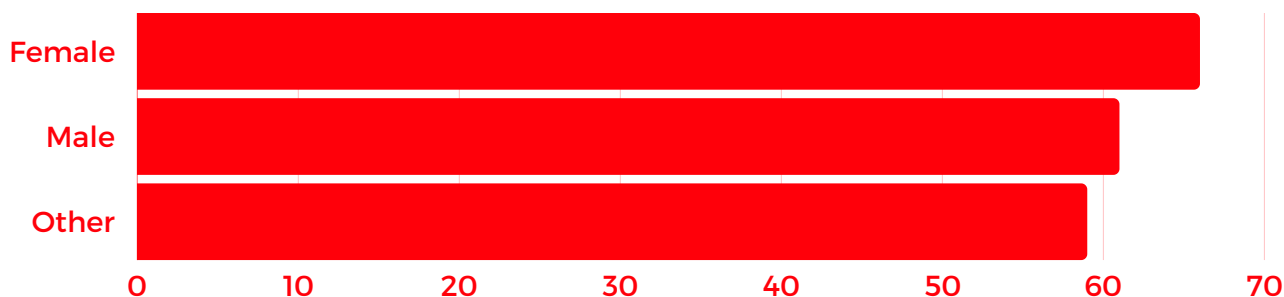
E,D&I Lead and England Korfball Board Member

Gender



The above figures show that 43% of the respondents identified as male, 55% as female, 1% as non-binary, 0.5% as gender queer and 0.3% as transgender.

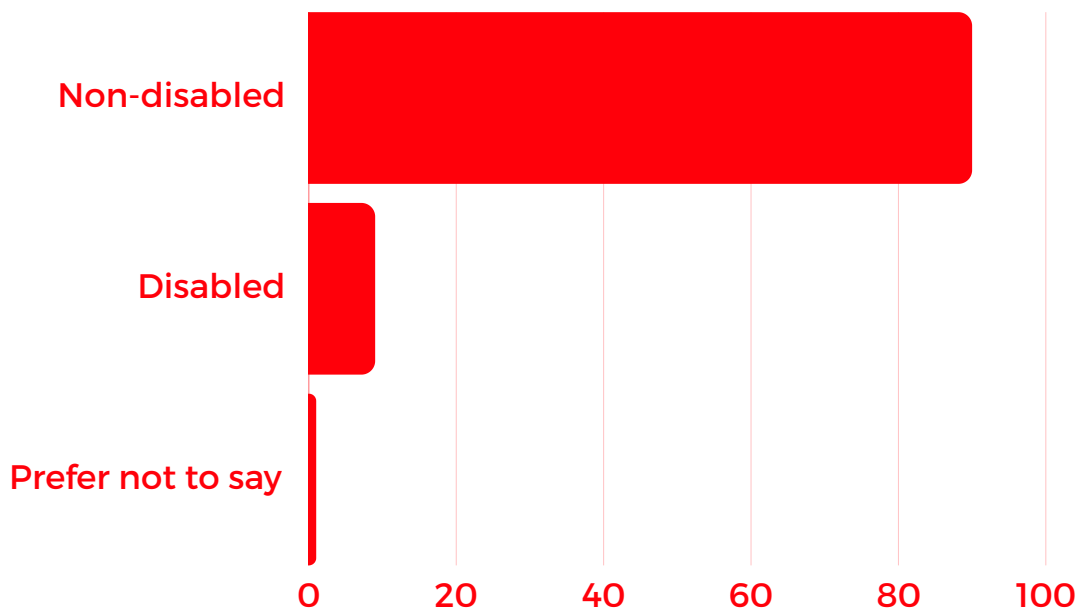
Active Lives - Gender



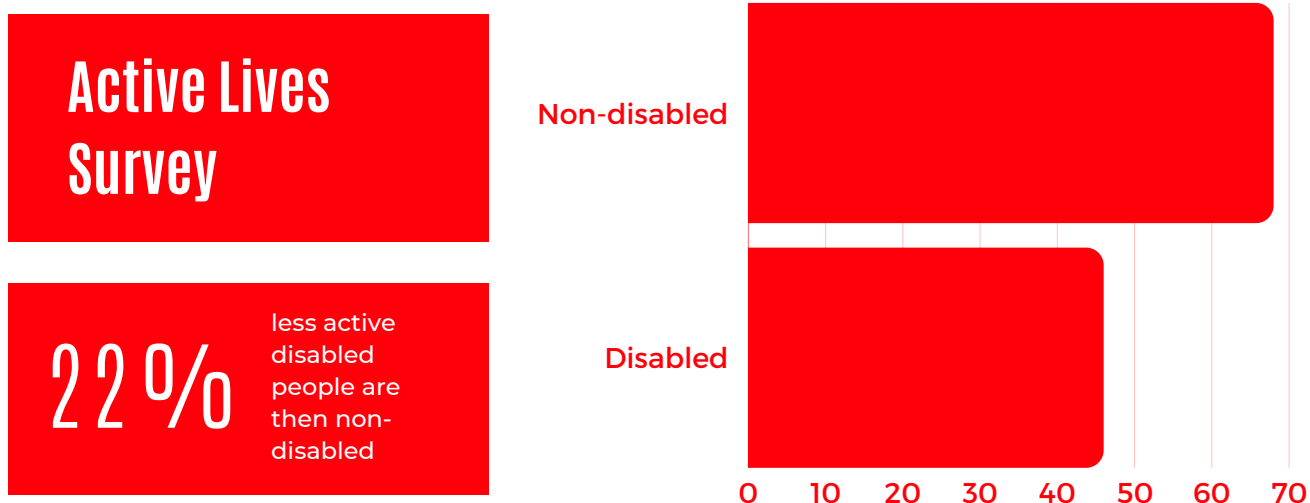
The data from the Active Lives survey shows that 66% of males are active (150+ mins per week), 61% of females and 59.5% are classified as 'other' which will include Transgender, non-binary and other gender categories. Both sets of data can be contrasted with the ONS data from the 2021 Census which shows that men make up 49% of the population, women 50% and 'other' is 1%.

From the data above, EK has healthy rates of female participation and is bucking the sport sector trend of a stubborn and persistent 'gender gap' which results in less women being active and participating in sport.

Disability

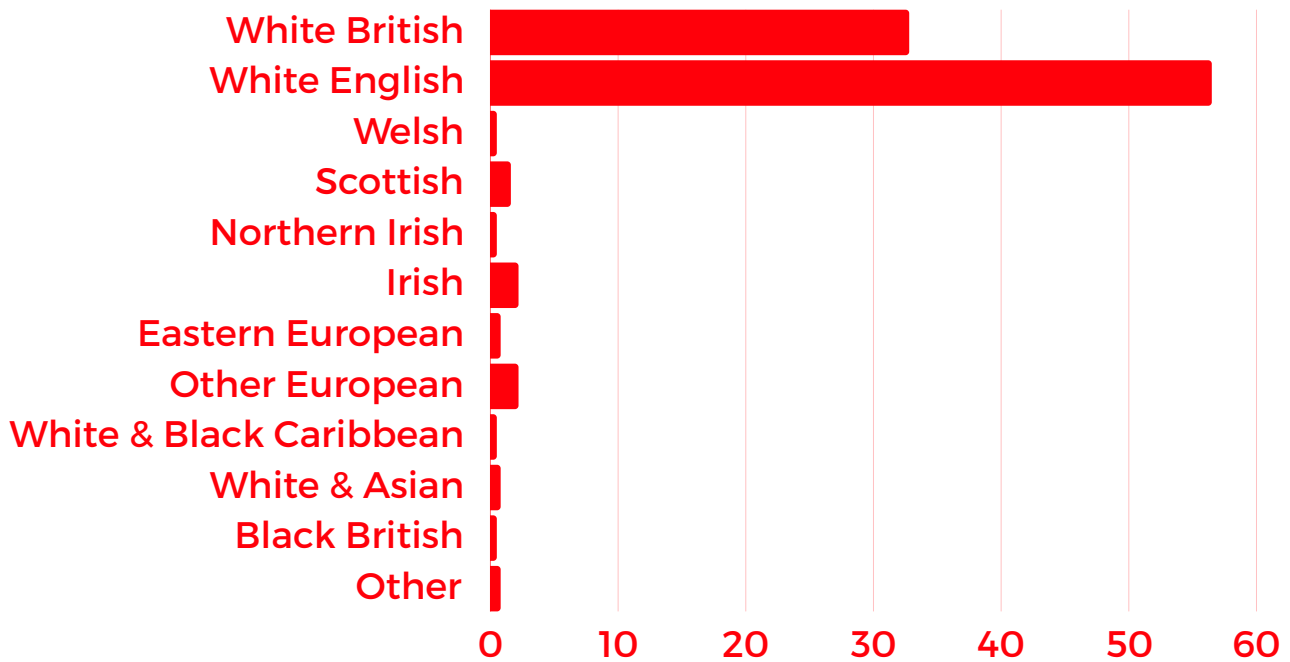


The EK survey shows that 90% of respondents did not consider themselves to have a disability whilst 9% did.

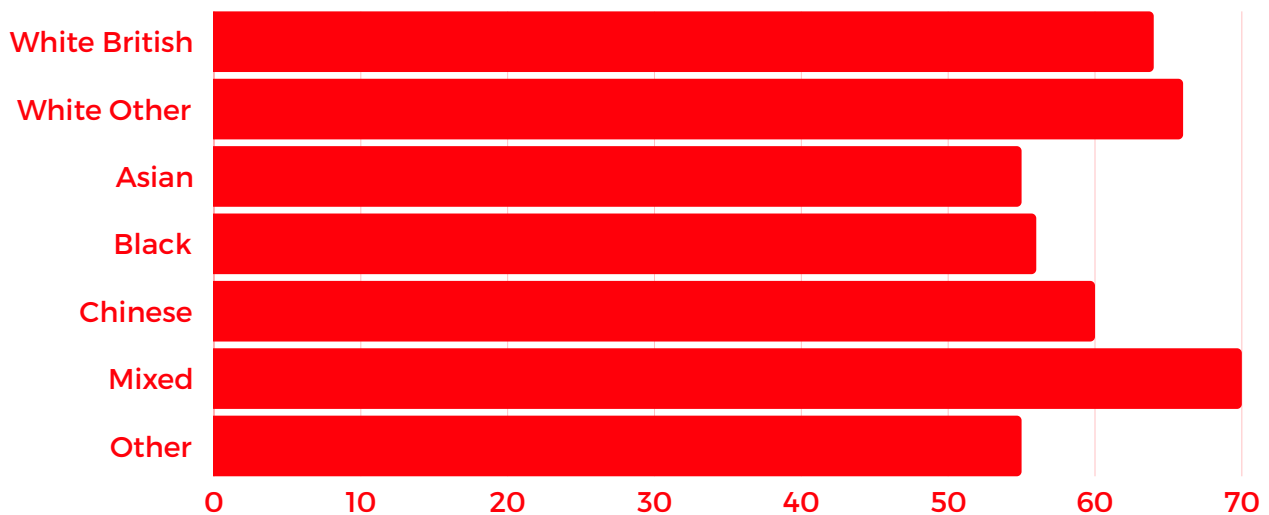


Active Lives data shows that disabled people are significantly less active than non-disabled people and this is a historical trend. The ONS survey shows that approximately 20% of the national population reports having a disability and there is regional variation, for example the North East reports a 22% population of disabled people, whilst the comparative figure in the South East is 19%. We know that disabled people have been disproportionately affected by Covid, are more likely to live in poverty and therefore will be heavily impacted by the current cost of living crisis. Korfball is largely played by young people who are much less likely to have a disability or long-term health condition – the latter in particular affects older people. Having said that, EK may wish to consider what it could do to attract more disabled players.

Ethnicity

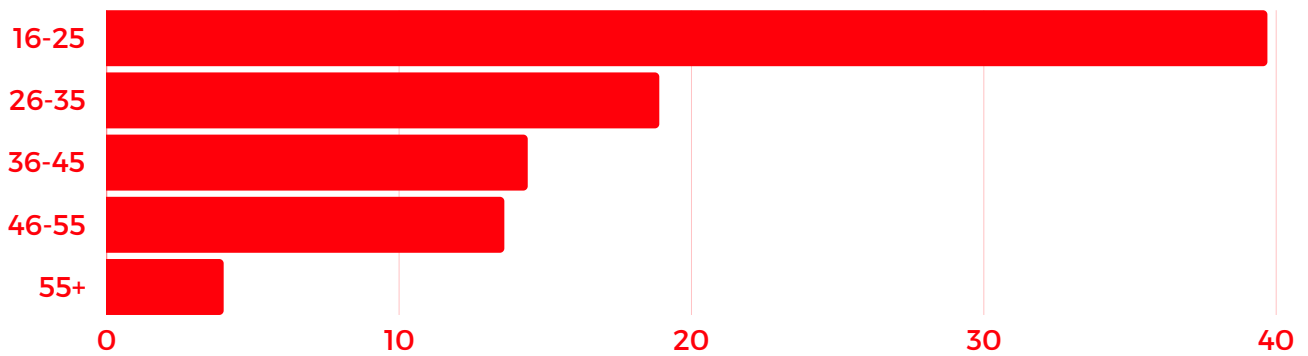


Active Lives - Ethnicity

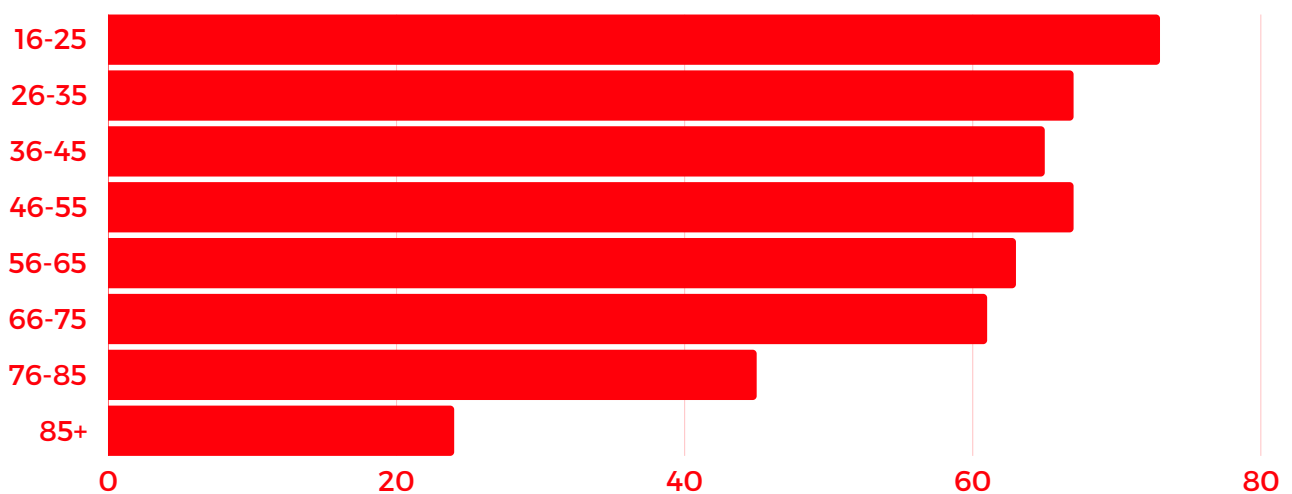


EK's data shows that it is a sport predominantly played by White communities. Only 2% of the respondees identified as not being from a solely white background. The ONS survey shows that 75% of the population identifies as white British, 10% is Asian or Asian British, 6% is 'other white', 4% is Black British/Caribbean and 3% is mixed. It is clear that there is significant under-representation in Korfball of non-white participants and it is important that EK starts to find out why and understand the reasons for this before it can be addressed.

Age



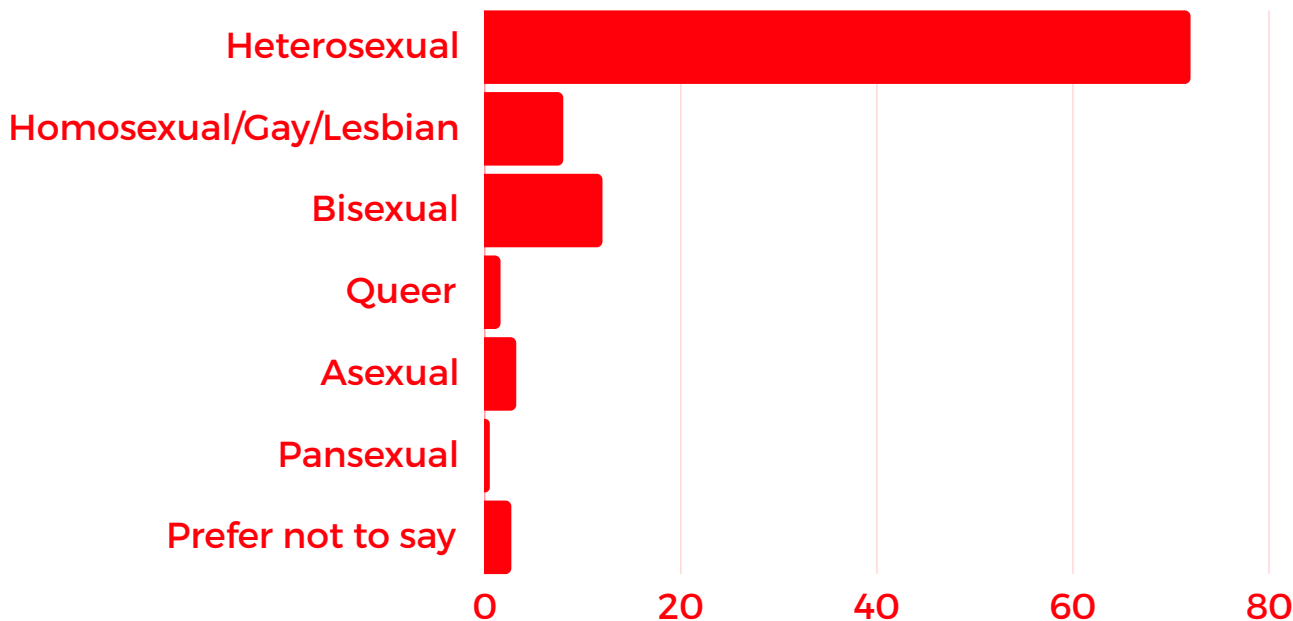
The figures above demonstrate what we already know – that Korfball is played predominantly by young people. It is also clear that whilst there is a significant ‘drop off’ between 16-25 and 26-35, the figures then hold comparatively well until 55+. It is known that 26-35 is a period when women can go through major life changes and their participation in sport is more negatively affected by those than men’s. With a higher percentage of women playing the sport than men, this could be one of the reasons for the fall in participation in this age group. There must be some thought given to continue to support players after 25 and find out what can be done to help retain more people in the sport as they become older.



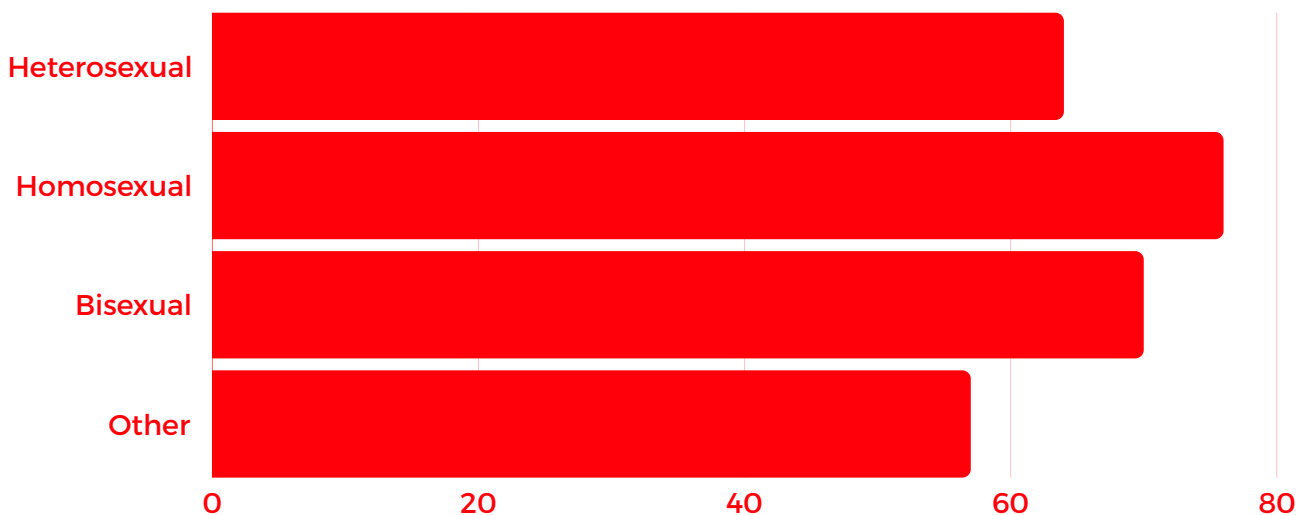
The ONS tells us that in 2021 29% of people were under 25 years old, 20% were aged 25-39, 26% were aged 40-59 and 24% were aged over 60 years. Nearly 13% of people with a mixed ethnic background were in the 18-24 age group which was the highest percentage of the 5 aggregated ethnic groups in this age group in contrast to 7.7% of people from white ethnic groups. White people are generally older than other ethnic groups. This shows that more people from ethnically or culturally diverse backgrounds tend to be younger and is an interesting issue for EK which has a predominantly young player profile but not culturally diverse. There might have been the expectation that with a young participant base that cultural and ethnic diversity would be higher.

Sexual Orientation

There is a good representation of sexualities participating in korfball which is probably helped by young players who are less likely to be heterosexual/straight than the older population.



Active Lives - Sexual Orientation



Data from the Active Lives survey has shown consistently higher levels of sport and physical activity participation by people who are gay, lesbian or bisexual than people who are straight. The Census shows that nearly 90% of the population identifies as heterosexual or straight, 1.5% as gay or lesbian, 1.3% as bisexual and a further 0.3% identify with a different sexual orientation. Nearly 8% of the population did not answer this question in the Census. England Korfball has strong participation by people with diverse sexual identities which is positive.

Conclusion

It is clear from the data that England Korfball has strong levels of participation from women, young people and those from a variety of sexual orientations. This is probably due to the cross over from netball, the uniquely gendered korfball playing positions and the strong predominance of students who participate in the sport. Everything possible should be done to support these people within the sport, particularly women as they are much more likely to drop out of sport when their lifestyles change, such as employment, moving house and having children, than men.

There is need to attract a higher number of ethnically diverse people into the sport which should be an option, given the growing number of mixed-race students and the high levels of those students in cross over sports such as netball and basketball. There could be an opportunity to focus on attracting those students and EK should be unapologetic in doing so. Similarly, there is opportunity to increase disabled players and/or develop a disability version of the sport which could be particularly attractive given the Government's stated aim within its 2023 'Get Active: a strategy for the future of sport and physical activity' which emphasises the need to support women's sport and disability sport.

Acknowledgements

Cathy Hughes, ED&I Board Lead

Jodine Willaims and Luke Wakefield, ED&I working group

Declan Kohl, Operations and Membership Manager



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