

AQUATICS GB

ALLQUATICS

DIVERSITY, EQUITY AND INCLUSION (DEI) REPORT 2025

Introduction

Aquatics GB is committed to creating a more diverse, inclusive, and equitable environment across the organisation (including employees, SMT and the board), as well as the six aquatics disciplines. This report functions as a key accountability tool to measure progress against the Diversity, Equity and Inclusion Action Plan (DEIAP) 2024-2028. Underpinned by data collection for the board, staff and athletes, the report highlights the many successes over the last year, as well as key areas of focus for the next 12 months. Also included are results from the Culture Amp survey, which provide insight into inclusive cultures within the organisation.

Diversity, Equity, and Inclusion Action Plan (DEIAP), 2024-2028

Moving into the second year of the DEIAP, several key actions have been started, and in many cases, completed. The process of embedding DEI into the organisation is ongoing, but through adding specific inclusion targets to personal development plans, updating policies, and creating a clear reporting and resolution pathway, this is well underway.

Highlights from 2025

Open Doors Programme

The inaugural cohort completed the Open Doors Programme in 2025, set up to support athletes transitioning off the world class programme. They were set up with mentors, provided with shadowing opportunities, as well as receiving practical sessions regarding application processes, CVs and interviews.

Boardroom Apprentice Scheme

For the first time, Aquatics GB was involved with the boardroom apprentice scheme. This provided a young person with boardroom experience, and in turn, provided the board with a youth voice representative, increasing age diversity at board level.

Governance

The Aquatics GB board is now majority female, and the DEI Action Group continued to meet quarterly.

Partnerships

Partnerships with BADU, Level Water and Everyone Active at the British Championships, provided opportunities for underrepresented communities to participate in activations, and watch world class athletes compete.

Learning and Development

DEI refresher e-learning was provided for all staff to complete, as well as the commissioning of the Lime Cultures report, which provided insight into culture at performance centres, and identified key learning and development areas for athletes and staff.

Key Focus Areas

Though great strides have been made in advancing DEI over the last year, there are still key areas for improvement for 2026.

- There needs to be a greater emphasis for staff and athletes to complete the Culture Amp survey, to ensure more robust data collection.
- Greater focus on improving gender representation within SMT and coaching staff.
- Across the organization, there needs to be greater emphasis on race equity.
- Education is a key component, a variety of DEI training on specific areas needs to be provided.

Data Collection

Due to a low response rate on the Culture Amp survey this year, the following data has been collected from People First (the HR system for employees, SMT and the board). For athletes, the data has been collected from UK Sport. Moving forwards, there will be a greater emphasis on individuals completing the Culture Amp survey, and an update to the data on People First.

	Census Data (2021) of General Population	British Swimming Survey Results 2022	British Swimming Survey Results 2023	Aquatics GB Survey Results 2024	Aquatics GB Data Collection 2025
White (All White Categories)	81.7%	92.92%	87.86%	85.45%	88.09%
Ethnically Diverse Communities *	18.30%	6.30%	9.95%	8.02%	6.75%
Identify as LGB+	3.20%	4.90%	6.80%	5.90%	2.04%
Did not answer question/Prefer not to say (LGB+)	7.50%	5.59%	9.22%	9.09%	13.99%
Identify as disabled (employees, board and athletes)	17.7%	16.08%	22.82%	20.46%	19.59%
Employees identified as disabled (Board and employees)	-	6.94%	5.63%	2.35%	1.79%
Religion					
• Christian	46.20%	39.16%	37.04%	39.84%	34.63%
• No religion	37.20%	56.64%	57.04%	52.04%	48.61%
• Muslim	6.5%	0%	0%	0%	0.56%
• Hindu	1.7%	0%	0%	0%	0.56%
• Judaism	0.5%	0%	0%	0.74%	0.56%
• Methodist					0.56%
• Other					2.23%

*5.18% of respondents chose 'prefer not to say' or did not answer the question.

Which of the following categories best describes you?

	2021	2022	2023	2024	2025
Employee/Board/Committee Member	35.14%	41.96%	34.47%	38.64%	38.67%
Athlete – Olympic Swimming	16.22%	23.78%	28.16%	27.73%	27.32%
Athlete – Diving	11.49%	6.99%	14.56%	13.18%	13.92%
Athlete – Paralympic Swimming**	N/A	18.88%	21.84%	19.55%	19.07%
Athlete – Artistic Swimming	8.78%	0.00%	0.97%	0.91%	1.03%

**Swimming demographic data was merged for Olympics and Paralympics pre-2022.

Race/Ethnicity				
	2022	2023	2024	2025
White – English/Welsh/Scottish/Northern Irish/British	92.92%	87.86%	86.08%	84.98%
Mixed or multiple ethnic groups including white and black Caribbean, white and black African, white and Asian	4.2%	6.8%	5.06%	4.67%
Asian or Asian British including Indian, Pakistani, Bangladeshi, Chinese	0.7%	0.97%	0.84%	2.08%
Black, African, Caribbean or Black British	0.7%	0.49%	0.42%	0%
Middle Eastern	0.0%	0.0%	0.42%	0%
Any Other	0.7%	1.46%	1.27%	3.63%
Prefer not to say	0.7%	2.43%	5.91%	5.18%

Gender				
	2022	2023	2024	2025
Female	48.25%	49.51%	48.52%	46.39%
Male	51.75%	50.00%	49.37%	53.61%
Prefer not to say	0%	0.49%	2.11%	0%

Gender (Board)			
	2023	2024	2025
Female	50.00%	52.94%	** Board: 58.33% SMT: 14.29%
Male	50.00%	47.06%	Board: 41.67% SMT: 85.71%

** Due to specific DIAP targets related to board composition, data has been split into board and SMT for 2025.

LGBTQ+					
	2021	2022	2023	2024	2025
Bisexual	2.03%	0.70%	1.94%	1.27%	0.52%
Gay/Lesbian	0.00%	2.10%	4.85%	4.22%	1.04%
Heterosexual/ Straight	93.24%	89.51%	83.98%	85.65%	83.9%
Prefer not to say/ Did not answer	1.35%	5.59%	9.22%	8.44%	13.99%
Other (please specify)	1.35%	0.00%	0.00%	0.00%	0.52%

Disability				
	2022	2023	2024	2025
Yes, I have a disability (Overall)	16.08%	22.82%	18.99%	20.11%
No, I do not have a disability	83.92%	77.18%	77.64%	79.89%
Yes, I have a disability (Employees)	6.94%	5.63%	2.35%	1.79%

Culture Amp Survey

The following is feedback collected from the annual survey, indicating areas where Aquatics GB is doing well, as well as highlighting key areas for improvement:

What you're doing well

Celebrate success with your highest favorable scoring questions.

I can be my authentic self at Aquatics GB

Inclusion



The work that we do at Aquatics GB is important

Contribution to Broader Purpose



I am comfortable sharing my personal background and experiences at Aquatics GB

Diversity

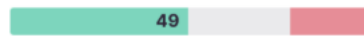


Your top opportunities

Based on your results, Culture Amp's Focus Agent recommends these areas with the most potential for positive change.

I can voice a different opinion without fear of negative consequences

Voice



At Aquatics GB there is open and honest two-way communication

Voice



When I share my opinion, it is valued

Voice

