

Get Berkshire Active

DIVERSITY ACTION PLAN 2017 – 2021



Message from Our Chair

SUE ANTISS MBE

“Diversity in sport and physical activity is one of the greatest shared challenges we face.

Not only do we want the GBA Board and staff members to reflect the population they serve, we want to ensure they consider all aspects of Berkshire society when making decisions about where we use our resources.

We are committed to having no less than a third of our board from either gender and encourage applications from all members of society without prejudice to age, sexual orientation, disability, gender, religion or race. We also strive to attract and retain a diverse workforce and encourage all our partners to commit to making a difference. Our goal is to foster diversity across the sector.

We do not pursue diversity for the sake of it - we do it because diversity brings new thinking and challenge to old ideas. Equality is only achieved when people on Boards and beyond understand, embrace and champion diversity.”

ABOUT US

GBA is a not-for-profit Charity dedicated to bringing money into Sport and Physical Activity in Berkshire and using it effectively and efficiently to deliver impact and make a difference.

Working with our partners and stakeholders GBA will inspire the Berkshire population to become more active. In building the Berkshire Legacy we will ensure that we provide equity of opportunity for all social groups to participate, but we will focus our resources and efforts where we can impact upon those who are under-represented such as women and girls, those with social and economic barriers to participation and people with disabilities.

We:

- Advocate the health and wellness benefits of physical activity to individuals, communities, workplaces and to key influencers
- Deliver national programmes to the needs of Berkshire
- Champion the power of sport to transform lives and strengthen community cohesion
- Support, encourage and develop local provision (with tools and training)
- Bring together disparate groups (including public bodies) and providers creating efficiencies and enhancing delivery
- Provide opportunities for matched funding making local money go further.

OUR MISSION

Our mission is to:

Lead, Support, Commission & Deliver – to provide physical activity and sport for all in Berkshire.

OUR VISION

Our vision is to:

‘Get more people, more active, enjoying the benefits of more and better sport and physical activity in Berkshire’.

OUR 4 VALUES

Making a Difference; Innovation (new, better, different); Inclusion & Quality

Recruitment		Code for Sports Governance					
How the organisation will attract an increasingly diverse range of candidates.		Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board	Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board	Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGBT and socio-economic)	Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 2.1	The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)	The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Reg 2.2
Objective: Embed good diversity and inclusion practice into our recruitment activities and decision-making processes.				✓	✓		
Priorities	Actions	Person(s) Responsible			Completion Date		
Set responsibility at the highest level of the organisation	Recruit a board champion	BN			Complete - Karen Ross recruited March 17		
	Nominate a senior member of the team as Equality & Diversity Lead	BN			Complete – Cathy Carr as Equality & Diversity lead		
Ensure team and board vacancies are advertised to a broad audience	Use a range of websites and channels to advertise vacancies	ALL			Ongoing		
	Include questions within application packs to determine demographic breakdown of applicants						

<h2>Engagement</h2> <p>Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally.</p>		Code for Sports Governance				
<p>Objective: Communicate GBA's commitment to Equality and Diversity, internally and externally</p>	<p>Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board</p>	<p>Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board</p>	<p>Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGB&T and socio-economic)</p>	<p>Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 2.1</p>	<p>The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)</p>	<p>The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Reg 2.2</p>
<p>Priorities</p>	<p>Actions</p>		<p>Person(s) Responsible</p>		<p>Completion Date</p>	
<p>Ensure all board members are aware of GBA's commitment to equality and diversity and its relevance</p>	<p>Briefing to board – re-brief annually.</p>		<p>KH CC – going forward</p>		<p>Completed – Jun 17</p>	
<p>Provide regular opportunities to raise equality and diversity internally</p>	<p>Equality and Diversity is a standing item on the fortnightly team meeting agenda</p>		<p>CC</p>		<p>Ongoing</p>	
<p>Display a public commitment to addressing inequality and preventing discrimination</p>	<p>Statement is available on the GBA website and is also circulated via partner SLA's, job adverts etc</p>		<p>CC</p>		<p>Ongoing</p>	
<p>Ensure the GBA policy for equality and diversity is communicated to all staff and board members</p>	<p>Circulated as part of induction pack. Link to policy also available via website.</p>		<p>CC</p>		<p>Ongoing</p>	
<p>Ensure relevant policies are up to date in terms of latest equality legislation.</p>	<p>Annually review staff handbook and contracts</p>		<p>BN</p>		<p>Ongoing</p>	

<h2>Progressing talent from Within</h2> <p>A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.</p>		Code for Sports Governance					
		Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board	Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board	Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally/(including but not limited to BAME, disability, LGBT and socio-economic)	Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Req 2.1	The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)	The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified
Objective:		✓	✓				
Priorities	Actions	Person(s) Responsible		Completion Date			
Ensure GBA is aware of its staff and board profile	Conduct an annual staff and board profile and summarise and present findings via website – update annually.	KH CC - - going forward		Complete – Updated Aug 17			
Review skills and expertise of GBA staff to determine gaps and development needs	Complete a TNA	ALL		Complete with existing staff/conducted as new staff are recruited			
	Provide regular opportunities to raise CPD needs via appraisal and one-to-one meetings	Senior team		Ongoing			

Key Questions

How does this feed into our broader governance plan?

GBA has an equality policy.
GBA is committed to diversity on our board and within our programmes.
GBA works to ensure our partners and stakeholders also champion and deliver equality and diversity within their work.
Further information on the above can be found on our website - <http://www.getberkshireactive.org/1450/equality/>

Who are the key people responsible for the delivery of this plan?

Equality and diversity lead (senior team member) – Cathy Carr
Deputy Equality and diversity lead – Chelsea Piggott
Equality and diversity board champion – Karen Ross
Chief Executive Officer – Brett Nicholls

How will we measure overall success?

Success measures will include:

- Board Equality Audit conducted and results published. Minimum of 50% of board members to be female.
- Gender mix of applications and shortlisting as part of all recruitment practices.
- Number of applications from candidates from BAME, disabled, LGBTQ+ backgrounds. Number of candidates from different backgrounds interviewed. Number of new Board members from BAME, disabled or LGBTQ+ backgrounds appointed.
- Greater Board understanding of equality and diversity
- Staff trained in Equality and Diversity (alongside the TNA)

How does your Diversity Action Plan (DAP) cross-reference other parts of the code or other relevant equality or diversity monitoring standards/framework?

- We aim to take a holistic approach to our work to develop, improve and embed within our governance, thus ensuring equality and diversity within the structure and people.
- Our annual Governance action plan is reviewed and updated quarterly as part of our continuous improvement.
- We will use various transparent communication channels to share GBA's commitment to equality and diversity.