

British Gymnastics – Equal Opportunities and Positive Action in Recruitment; Equality Impact Review

Background

In 2011, the Human Resources Team worked closely with the Corporate Planning & Standards Team at British Gymnastics (BG) to improve the visibility of BG as an equal opportunities employer. We also aimed to put in place some positive action measures which would encourage people from groups with different needs or with a historical under-representation in our workforce to apply for jobs with BG.

The work carried out above, was a direct result of the recommendations of the [BG Staff & Board Equality Audit 2011/12](#). The audit outlined the following recommendations for future action by BG:

- Fully investigate the barriers that may exist in term of under-represented groups' participation in BG Staff and Board.
- Examine the recruitment processes and where possible, provide solutions to attract volunteers and paid staff from under-represented groups.

Having reviewed the recruitment processes, it was clear that the robust competency based recruitment process was fair and equitable. However, it was highlighted that we could do more in terms of targeted advertising to specifically engage more applications from under-represented groups. We also identified a need to improve the visibility of BG as an equal opportunities employer direct to applicants for our jobs.

The following Positive Action was put in place as a result, in order to encourage under-represented groups to apply for BG jobs.

- BG jobs were advertised with selected equality partners in order to ensure that several under-represented groups with an identified low participation in the BG workforce could be made more aware of viable opportunities for their employment with BG. Equality partners that helped to increase the targeted marketing of BG jobs were;
 - The English Federation of Disability Sport
 - Women's Sport & Fitness Foundation
 - Sporting Equals (In particular, Sporting Equals helped by ensuring that BG jobs were advertised via local Black and Ethnic Minority Groups within the catchment areas where the BG jobs were based)
- BG has ensured that all job adverts include the following positive statement outlining BG's commitment to equal opportunities;
 - *British Gymnastics is an equal opportunities employer and aims to provide a discrimination-free working environment. We are committed to an action plan and policy in line with the Equality Act 2010, which ensures that no job applicant or employee receives less favourable treatment because of a protected characteristic.*
- More recently BG has begun talks with Remploy (one of the UK's leading providers of employment services for people with barriers to work) to engage disabled people to apply for BG jobs and be successfully recruited and supported as BG employees.

What has been the impact of these positive action measures?

BG job applicant statistics during 2012:

- The percentage of applicants who were White British was 85%. The percentage of applicants with a Black and Minority Ethnic background (BME) was 15%
 - ❖ The 15% of applicants who were BME can be broken down to show that 1% were Mixed Race, 3% were White Irish, 7% were White Other, 2% were Black or Black British (specifically Caribbean) and 2% were Asian or Asian British (specifically Indian)
- In 2011 the ethnicity profile for the county where the vast majority of BG staff work (Shropshire) was 95% (ONS,2011)
- The percentage of male applicants was 32% and female applicants was 68%
- 2% of applicants chose not to disclose whether they had a disability, 2% disclosed that they did have a disability and 96% disclosed that they were not disabled.
- With regards to religion, 42% of applicants recorded that they didn't have any religion, 52% recorded they were Christian, 2% were Sikh, 1% were Muslim and 4% chose to leave this question blank.
- 92% of applicants recorded that they were heterosexual, 2% recorded that they were bisexual, 2% were homosexual and 5% chose to leave this question blank.
- The statistics show that the most dominant age group of applicants is 25-29 years old. It was also apparent that 29% of applicants were aged 20-24, 15% aged 30-34, 3% aged 25-29, 5% aged 40-44, 7% aged 45-49, 3% aged 50-54 and finally 1% aged 65+

BG job applicant statistics during 2013:

The following statistics were taken in June 2013 so only represent the first 5 months of the year.

- The percentage of applicants who were White British was 88%. The percentage of applicants who were BME was 12%
 - ❖ The 12% of applicants who were BME can be broken down to show that 2% were White Other, 3% were White Irish, 4% were Mixed Race, 1% were Black or Black British (specifically Caribbean) and 2% were Asian or Asian British (specifically Indian)
- The percentage of male applicants was 28% and female applicants was 72%
- All of the applicants answered whether or not they had a disability. 3% recorded that they were disabled and 97% recorded that they were not disabled.
- With regards to religion, 33% of the applicants recorded that they didn't have any religion, 59% were Christian, 2% were Muslim and 7% chose to leave this question blank.
- 94% of applicants recorded that they were heterosexual, 1% were bisexual, 2% were homosexual and 3% chose to leave this question blank.
- The statistics show that the most dominant age group of applicants is 20-24 years old. It was also apparent that 21% of applicants were aged 25-29, 16% aged 30-34, 8% aged 35-39 and 40-44, 3% aged 45-49, 6% aged 50-54, 2% aged 55-59 and finally 3% aged 60-64

Equality profile for BG staff and Board

During the period since the positive action measures were put into place, BG has continued to monitor the equality profile for its Board, Staff and key volunteers. The [BG Staff & Board Equality Audit 2011](#) and the [BG Staff & Board Equality Audit 2013](#) documents in detail, the equality profile changes which have occurred in the BG workforce during the period in which the positive action measures were in place. The most notable changes in the equality profile are listed below:

- Male BG staff members have increased from 26% in 2011 to 28% in 2013.
- The number of BG Staff from the ethnic group 'white other' has increased by 4.2% between 2011 and 2013.
- The percentage of Black, Asian and Mixed Ethnicity BG Staff members has risen by 1.8% between 2011 and 2013.
- The number of BG Staff stating that they have no religion has risen by 7.1% between 2011 and 2013.
- Female representation on the Board of British Gymnastics has risen from 20% in 2011 to 30% in 2013.

Recommendations

- Continue targeted advertisement of BG job opportunities to under-represented groups via partnership working with selected equality partners.
- Ensure that where job applicants have stated where they have seen the job advertised that this information is audited as standard in order to record the impact of specific targeted advertisements.
- Create a formal working partnership with Remploy to enable BG to successfully recruit and retain more disabled people within the BG workforce.