



DIVERSITY ACTION PLAN

2017 – 2021

British Gymnastics

ABOUT US

British Gymnastics is proud to be the UK Governing Body for the sport of Gymnastics. We exist to support, lead and inspire all those involved or interested in Gymnastics.

British Gymnastics provides a national directive and structure for the sport; delivering a range of opportunities across the age spectrum and across our diverse population to take part and stay in gymnastics, as well as developing talent and delivering top-level success.

British Gymnastics disciplines include, Acrobatic Gymnastics, Aerobic Gymnastics, Disability Gymnastics, Men's Artistic Gymnastics, Rhythmic Gymnastics, TeamGym, Trampoline, Double Mini Tramp, Tumbling, Women's Artistic Gymnastics. Gymnastics For All (GFA) encompasses a wide range of activities, competitions and Festivals including Freestyle Gymnastics.

The British Gymnastics Board of Directors set the strategy for the organisation. They regularly consult with staff, committees, clubs, coaches and volunteers to ensure that British Gymnastics remains a vibrant and progressive governing body. The Board consists of 12 Directors, 4 Executive Directors, 7 Independent Non- Executive Directors and one elected President. The current make-up of the Board boasts 50% Female and 50% Male Directors.

British Gymnastics unifies the 4 Home Countries, the Isle of Man, 10 English Regions, over 1200 affiliated Gymnastics clubs, over 8,500 active coaches and an incalculable number of dedicated volunteers across the UK culminating in over 350,000 members.

With a good track record of equality work to date, particularly in the areas of gender balance and disability sport, British Gymnastics are working towards the Advanced Equality Standard due for completion in March 2019

OUR MISSION

To create and inspire lasting success for Gymnastics

OUR VISION

A passion shared by millions

OUR VALUES

Lead the way
Connected family
Pride & Joy
Active support

Message from Our Chair

We recognise the value of having a diverse Board and are committed to progressing towards greater diversity within Board and leadership positions. We have worked hard to encourage female Directors to our Board over the last 10 years and currently enjoy a 50/50 split of Male to Female members on the Board. We are committed to maintaining a good gender ratio and also recognise that there are other protected characteristics such as BAME groups who are under-represented on the Board and will strive to address any imbalance over the coming years through the actions set out in this plan.

British Gymnastics is fully committed to continuing to promote equality and diversity across our sport and is working towards mainstreaming equality principles both as an employer and a provider of services.

We will work towards making the sport open and accessible to everyone who wants to be involved and are committed to supporting the needs of all protected characteristics and ensuring an environment free from any form of discrimination, victimisation and harassment.

In working towards mainstreaming equality, we will:

- Ensure equality is embedded as part of our culture and is visible in the BG strategy;
- Develop our evidence base to provide a clear rationale for our aims and objectives and against which to measure the impact against our agreed priorities;
- Ensure functions, key policies and procedures in all areas of activity that include a visible equality dimension are screened and undergo a full impact assessment where appropriate;
- Implement a range of strategies to increase awareness and gain support and commitment at all levels of the organisation.

In line with the Advanced Standard for Equality, we aim to:

- Achieve significant progress towards diversity within board, staff (paid and unpaid), coaches, officials, members or participants;
- Mainstream equality through the organisation's functions, policies and procedures; and
- Develop further initiatives to address each protected characteristic.

| <h1>1.Recruitment</h1> <p>How the organisation will attract an increasingly diverse range of candidates</p> | Code for Sports Governance | | | | | |
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| | <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, LGBT 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>Objective: Embed good diversity and inclusion practice into our recruitment activities and decision making processes</p> | ✓ | ✓ | | ✓ | | |
| Priorities | Actions | | | Person(s) Responsible | Completion Date | |
| <p>Short Term: Develop a checklist for recruitment of NED members of the Board to ensure diversity is taken into consideration</p> | <p>1.1 Produce a checklist for NED recruitment 1.2 Consult with experts in the following areas to ensure best recruitment practice is followed with regards to diversity 1.3 Update checklist from learnings 1.4 Use checklist for all future NED recruitment</p> | | | Debbie Stevens | March 2018 | |
| <p>Medium Term: Ensure Board Director Vacancies continue to be advertised through Diversity job boards</p> | <p>1.5 Continue to advertise NED positions through appropriate job boards such as:- Diversity www.ethnicjobsite.co.uk; www.asianjobsite.co.uk; www.diversityjobsite.co.uk LGBT www.lgbt.media Disability www.disabilityjobsite.co.uk; www.disabilitynetwork.co.uk 1.6 Build relationships with further Equality organisations and networks ready for next vacancy to advertise more widely and to take advice on the style of adverts/ wording 1.7 Consider exploring links with top businesses with the desired Board Director skill sets, which also have diverse populations</p> | | | Debbie Stevens (NEDs)/ Michelle Fulford (Exec Directors) | <p>On-going as and when vacancies arise</p> <p>June 2018</p> | |

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| Long Term: Review future recruitment panels | 1.8 Consider the diversity of the recruitment panel for the next NED recruitment. Ensure recruitment panels are diverse in their make-up by inviting relevant partners to be involved in the panel. | Nominations Committee Chair | 2019 (or before if any Directors step down before the end of their term) |
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| 2. Engagement Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally | | Code for Sports Governance | | | | |
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| | | 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) |
| Objective: Communicate internally and externally BG's commitment to progressing towards greater diversity | | ✓ | ✓ | ✓ | ✓ | ✓ |
| Priorities | Actions | Person(s) Responsible | | | Completion Date | |
| Short Term: Publish statement of commitment on the Equality and Governance web pages on the BG Website | 2.1 Get Board approved statement ready for the web 2.2 Publish statement on the Web | Matt Neville/ Jane Allen Louise Roberts | | | Sept 2017 (COMPLETED) October 2017 (COMPLETED) | |
| Medium Term: Publish action plan and statement of commitment on Intranet and Website Raise knowledge and Awareness through further equality training | 2.3 Carry out Equality Impact Assessments (EIA) to consider the impact that our various policies, strategies, activities and approaches to our work have on different groups, both within and outside our organisation. | Lucy Smith/ all departments | | | On-going | |

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| | 2.4 Provide Equality Training and Unconscious Bias training to all Board members to ensure good equality awareness across all members | Jane Allen CEO | March 2018 |
| Long Term: Publish annual progress against this action plan | 2.5 Have as an agenda item for Board meetings to review progress against the action plan | Jane Allen/ Matt Neville | Quarterly |
| Maintain the role of Equality Champion on the Board | 2.6 Publish progress annually as part of Directors Report and on website | Jane Allen CEO | September annually |
| | 2.7 Continue to drive equality and diversity issues through all Board discussions | Michelle Fulford | On-going |
| | 2.8 Identify the risks of not engaging with equality and diversity issues on the Board Risk Register | Michelle Fulford | Quarterly |
| | 2.9 Consider a target for the Board membership to reflect the diversity make-up of the total Gymnastics membership | Board | 2021 |

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| <h3>3. Progressing talent from Within</h3> <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 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) |
| Objective: Ensure diversity is considered during all succession planning and recruitment throughout the organisation | | | ✓ | ✓ | |
| Priorities | Actions | Person(s) Responsible | | Completion Date | |
| Short Term: Establish current position in relation to the 9 Protected Characteristics | 3.1 Update audit information for staff, by level, and Board for key protected Characteristics | Lucy Smith/ HR | | Dec 2017 | |

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| <p>Medium Term: Produce an action plan to address any imbalances for specific protected characteristics within Board and Leadership positions</p> | <p>3.2 Based on updated audit information agree some positive actions to improve diversity in identified areas. 3.3 Co-opt skilled representation from BAME communities onto Board sub-committees.</p> | <p>Jane Allen CEO/ Full Board</p> | <p>2018/2019</p> |
| <p>Long Term: Endeavour to ensure staff at all management levels are representative of the wider gymnastics population they serve</p> | <p>3.4 If diversity gaps are identified from the above actions, put in place an education and recruitment plan to actively address this imbalance.</p> | <p>Julie Haydon/ Sarah Ashley-Ruff/ Michelle Fulford</p> | <p>2019</p> |

Key Questions

How does this feed into our broader governance plan?

This plan provides the detail to one of the Boards 8 objectives for 2017/2018;

The following Board objectives were agreed for 2017/18:

- Put in place a timetable for strategic discussion points for the morning sessions of the remaining Board meetings of 2017.
- To achieve compliance with the UK Sport/Sport England governance code.
- To complete the risk management process that was discussed at the strategy day.
- Addressing all outstanding issues from the Board Evaluation training.
- Conduct Board training including cyber security and/or social media training.
- To put in place and deliver an enhanced board / stakeholder engagement plan including one board meeting per year in a Home Country to include hosting a dinner
- **Diversity and the strategy of the Board to achieve this**

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

Michelle Fulford, Executive Director on the Board will continue to 'champion' equality through all Board decision making to further raise the profile of equality and diversity and ensure that it is discussed and maintained as a consistent theme in all forums.

The delivery of this plan will be monitored by the Board and driven by Michelle Fulford, the Governance Committee and the Equality working group.

How will we measure overall success?

Best practice NED recruitment –

- feedback from equality partners
- number of applications from BAME, Disability and LGB&T groups
- number of Directors recruited to the Board from protected characteristic groups
- number of Senior Management recruited from protected characteristic groups

Raised awareness of Equality & Diversity – feedback from Board members and staff

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

This Diversity action plan is/will be part of the wider British Gymnastics Equality Action being developed as we work towards the Advanced Equality Standard