



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 December 2019

OUR MISSION

To create and inspire lasting success for Gymnastics

OUR VISION

A passion shared by millions

OUR PRINCIPLES

Think gymnast
Amaze everyone
Create the future
Expand expertise
Celebrate achievement
Set standards

Message from Our Chair

British Gymnastics values the contribution that people of all ages, from all backgrounds, abilities, beliefs and cultures make to our sport and we believe that gymnastics enhances the health and wellbeing of everyone who takes part.

That's why we are committed to making gymnastics safe and fair for all and to increasing participation in all aspects of gymnastics by people from under-represented groups. To do that we will learn from and support all parts of our community, embrace difference, remove unnecessary barriers and embed fairness throughout our organisation and our affiliated clubs and partners.

We are working to ensure that our policies, communications and employment practices are fair. This includes using data about our communities to make objective and progressive decisions and prioritising work and investment that opens our sport to communities that do not currently engage in gymnastics. It also means having a zero-tolerance policy for unfair discrimination, victimisation and harassment.

One way we have chosen to demonstrate our determination to be a safe and fair sport is by working towards the Advanced Standard for Equality in Sport. To do this our board has made a commitment to:

- make 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
- develop initiatives to address each protected characteristic

Our journey towards this standard is well advanced. We hope to achieve it in our current planning cycle (2017-2021) and to embed the standard and continue to develop and improve our diversity in the next cycle.

By valuing diversity and championing equality in gymnastics we will support people from every part of our community to take part, share our passion for gymnastics, achieve their dreams and ensure the enduring success of our sport.

Coming from a gymnastics family I want to ensure that gymnastics is a fair and safe sport that everyone who wants to take part in can enjoy and benefit from as I did. British Gymnastics has made great progress towards being a truly diverse sport and our commitment to promote a culture of integrity and equality, use evidence-based decision-making and innovate in new products and services will take us further. I'm excited to see how far we can go in continuing to produce world-beating champions and welcoming everyone who wants to take part in our amazing sport.

Mike Darcey
June 2019

<h2>2. 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 internally and externally BG's commitment to progressing towards greater diversity</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>
			✓	✓	✓	✓	✓
Priorities	Actions	Person(s) Responsible			Completion Date		
<p>Short Term: Publish statement of commitment on the Equality and Governance web pages on the BG Website</p>	<p>Get Board approved statement ready for the web 2.1 Publish statement on the Web</p>	<p>Mike Darcy/ Jane Allen Richard Evans</p>			<p>Sept 2017 (COMPLETED) October 2017 (COMPLETED)</p>		
<p>Medium Term: Publish action plan and statement of commitment on Intranet and Website Raise knowledge and Awareness through further equality training</p>	<p>2.2 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. 2.3 Provide Equality Training and Unconscious Bias training to all Board members to ensure good equality awareness across all members</p>	<p>Lucy Smith/ all departments Jane Allen CEO</p>			<p>On-going March 2018</p>		
<p>Long Term: Publish annual progress against this action plan Maintain the role of Equality Champion on the Board</p>	<p>2.4 Have as an agenda item for Board meetings to review progress against the action plan 2.5 Publish progress annually as part of Directors Report and on website 2.6 Continue to drive equality and diversity issues through all Board discussions 2.7 Identify the risks of not engaging with equality and diversity issues on the Board Risk Register 2.8 Consider a target for the Board membership to reflect the diversity make-up of the total Gymnastics membership</p>	<p>Jane Allen/ Mike Darcy Jane Allen CEO Jane Allen Jane Allen Board</p>			<p>Quarterly September annually On-going Quarterly 2021</p>		

3. Progressing talent from Within		Code for Sports Governance					
A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.		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, LGB& T 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: 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		
Medium Term: Produce an action plan to address any imbalances for specific protected characteristics within Board and Leadership positions	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.	Jane Allen CEO/ Full Board			2018/2019		
Long Term: Endeavour to ensure staff at all management levels are representative of the wider gymnastics population they serve	3.4 If diversity gaps are identified from the above actions, put in place an education and recruitment plan to actively address this imbalance.	Julie Haydon/ Sarah Ashley-Ruff/ Jane Allen			2019		

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?

Jane Allen, CEO 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 Jane Allen, 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