



**Wiltshire and Swindon Sport**  
**Board Diversity statement and Action Plan**

Wiltshire and Swindon Sport is committed to the principles of equality and diversity.

- Equality is about making sure people from all sections of the community have fair and equal opportunities.
- Diversity is about respecting, understanding and valuing people's differences and making sure everyone is treated in an appropriate way.

The Board of Wiltshire and Swindon Sport recognise that diversity is essential to the development of the organisation and make the following commitment:

- A minimum of 30% of the Board will be taken from each gender.
- The Board and senior leadership will pro-actively work to increase diversity both among the Board and also among the senior leadership. This work will form part of our Equality Action Plan and be reviewed annually.
- The Board will review progress of the above targets annually and report on these as a part of the Wiltshire and Swindon Sport annual accounts

## **Why should Wiltshire and Swindon Sport increase diversity?**

- Many charities risk a disconnect between board members and beneficiaries of their services. A more diverse range of trustees helps to ensure a charity is fair and open in all its dealings, for example in giving grants or delivering services.
- A diverse board can increase public confidence and accountability.
- Different types of trustees and a healthy changeover help to keep the board fresh with new ideas coming in and prevent leadership becoming stale
- A diverse board contains a broader mix of skills, knowledge and experience which should give it greater flexibility to overcome challenges
- We have a public duty to promote equality, as per the Equality Act 2010.

## **How can Wiltshire and Swindon Sport increase diversity?**

Wiltshire and Swindon Sport will:

- Set limits for Director terms. This is essential to ensure length of service is straightforward and that Directors don't become entrenched or burnt out. In addition, setting in place standard procedures for Directors recruitment and induction can ensure that Wiltshire and Swindon Sport is consistently striving to increase diversity.
- Use alternative methods of recruitment to try and reach into communities not currently represented on the board. Investigate using Director brokerage services or specialist recruitment consultancies
- Advertise Director vacancies with local communities or minority populations.
- Organise Board meetings at times that are convenient to all, such as evenings, or hold them at different times or locations so that Directors who cannot attend one particular meeting are not excluded.

- Have a set policy in place for expenses such as travel.
- Make sure the venue in which Board meetings are held is in a location which can be easily reached by all and is accessible for people with disabilities.
- Ensure all documents are in an accessible format

NB: First and foremost a Director must have the skills, knowledge and experience required to fulfil their role. Directors are there to provide governance and guidance to a CIC on the behalf of its beneficiaries. They need to be motivated by the CIC ultimate aims and it is of no benefit to either party to appoint someone purely to make up a diversity 'quota'.

### **Action Plan 2017/2018**

	Action	Responsibility	By When	Progress
1	Wiltshire and Swindon Sport have in place policies for equality and diversity and these have been communicated.	Board/CEO	Ongoing Reviewed annually	Completed. The Foundation Level Action Plan remains active, supported by the implementation of the Disability Strategy & Action Plan developed in consultation with EFDS.
2	Board members will familiarise themselves with the Equality act 2010 for a full understanding of its requirements	Board/CEO	March 18	Briefing to be provided to Board members. Induction pack to be revised to include this information.
3	The Board will formally adopt a target of 30% of each gender on the Board.	Board	Ongoing	Completed. Target adopted Sept 17 by the Board.

4	The Board will make a statement committed to increasing diversity and publish on the website	Board CEO	Dec 17	Completed
5	Wiltshire and Swindon Sport will develop links with equality advisors for consultation and advice on next phase of Board recruitment	CEO	March 18	Contact established with WREC, WOB for supporting new recruitments.
6	Wiltshire and Swindon Sport will try to reach the widest possible candidate pool by using a range of recruitment methods and positive action for all new appointments	Board/CEO	Ongoing	New recruitment channels identified and to be used for new appointments
7	Applications from someone that comes under the Protected Characteristics of the Equality Act 2010 will be guaranteed an interview	Board/CEO	Ongoing	Ongoing
8	This Action Plan will be published on the Wiltshire and Swindon Sport website	CEO	Dec 17	Completed
9	The Action Plan will be reviewed annually, and the results published on the Wiltshire and Swindon Sport website	Board/CEO	Dec 18	Ongoing