



British Surfing - Diversity Action Plan

Purpose:

The purpose of this document is to outline British Surfing's Diversity Action Plan

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1. Overview

1.1. Background

- In 2016, UK Sport published A Code for Sports Governance, the requirements of which are mandatory for organisations in receipt of public funding for sport.
- One of the key principles of the Code is that it seeks to ensure greater diversity in the Boards, leadership and decision-making of funded organisations. The Board of British Surfing, believe that greater diversity provides diversity of perspective, leading to a broader range of opinions being involved in decision making and creating a better environment for constructive and open debate.
- This Diversity Action Plan sets out the actions that British Surfing will undertake in order to recruit and engage people with appropriate diversity to its decision-making bodies.

1.2. Diversity Action Plan (2019 – 2023)

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, 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 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)
Objective: Embed good diversity and inclusion practice into our recruitment activities and decision-making processes	X	X	X	X		
Priorities	Actions			Person(s) Responsible		Completion Date
Short Term	Publish commitment to Equality and Diversity online –to include a minimum of 30% of each gender on the Board.			Director in charge of Web updates		
Short Term	Determine current diversity levels within organisation – Board & Executive. Identify any shortfalls			Chairman		
Medium Term	Publish Diversity Plan online			Director in charge of Web updates		
Medium Term	As vacancies arise for all roles (Board/Sub-committees/ Executive and staff) ensure positive diverse representation through advert and interview process.			Nominations Committee Lead		
Long Term	Further attention paid to actual advertisements for all roles to ensure no individual is or feels precluded. Job specifications to be re-visited and re-written if appropriate to ensure each role will attract the most diverse range of applicants.			Nominations Committee Lead		
Long Term	Ensure continual monitoring and improvement			Chairman		

Engagement:	Code for Sports Governance					
Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally	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 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 in Req 2.2
Objective: To provide leadership within UK Sport and across the sector through demonstration and communication of good practice while using the levers of our investment to promote positive change		X			X	X
Priorities	Actions			Person(s) Responsible		Completion Date
Short Term	Board sign off updated Equality and Diversity policies, agree the Action Plan and commit to achieving the Equality Standards			WW – author of documents		
Medium Term	Ensure succession planning and Board recruitment policies include a clear equality and diversity dimension			Chairman		
Long Term	Ensure all key staff and Board are identified as being responsible for Equality in their area of operation			Chairman		
Long Term	Ensure equality becomes the norm throughout all British Surfing events, policies and procedures, recruitment etc			Chairman		

Progressing talent from Within: A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.	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, 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 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 in Req 2.2
Objective: to have a talented and diverse workforce that has the potential to progress to positions of greater responsibility within UK Sport or the wider sector		X	X	X		
Priorities	Actions			Person(s) Responsible		Completion Date
Short	Publish Equality and Diversity commitment on website			Director in charge of Web updates		
Medium	Encouraging applicants, particularly for Board positions and SLT roles from a wider pool. Utilise more networks to ensure opportunities are appreciated by more individuals, including: <ul style="list-style-type: none"> • Current contacts within our sport • Contacts form other sports • Key influencers/volunteers and ex-athletes • Those with current or past experience of working on boards/committees etc 			Nominations Committee Lead		
Longterm	Continue to monitor, train and seek continual improvement in equality and diversity to ensure it becomes firmly embedded in the culture of British Surfing.			Chairman		

1.3. Legend;

- Short Term: within the next 1 - 2 years
- Medium Term: between 2 and 3 years
- Long Term: with 3 to 5 years

1.4. How does this feed into our broader governance plan?

- British Surfing is committed to meeting the requirements set out in A Code For Sports Governance. The Diversity Action Plan is one of a number of documents produced to help us improve governance throughout the business.
- The Code has, at its heart, five Principles of good governance. These are: 1. Structure 2. People 3. Communication 4. Standards and Conduct, and 5. Policies and Processes.
- British Surfing is meeting, or is working towards meeting, the requirements of the Code which include:
 - 1.4..1. Increased skills and diversity in decision making, with a target of at least 30 per cent gender diversity on boards.
 - 1.4..2. Greater transparency, for example publishing more information on the structure, strategy and financial position of the organisation.
 - 1.4..3. Constitutional arrangements that give boards the prime role in decision making.

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

- Diversity is considered in all business activities from the executive to the Management Board. The Chairman is responsible for ensuring that diversity is considered in all day-to-day activity, including diversity training when required. The Nomination Committee is responsible for overseeing recruitment processes and in ensuring that the Recruitment Procedures are followed. The Equality Champion is responsible for ensuring that diversity is considered in all matters discussed at Board level and together with the Chair, to ensuring that the Board improves its diversity through this strategic cycle.

1.6. How will we measure overall success?

- Diversity monitoring will be assessed annually meeting through assessing the Key Performance Indicator of having 30% women on the British Surfing Board. Maintaining a gender balance above 30% will be a success. Equality monitoring of our staff, board, panels and job applicants will continue to be monitored and an upward trend in BAME applicants and appointments over the strategic cycle to will be marked as a success.

1.7. How does our Diversity Action Plan cross-reference other parts of the Governance Code or other relevant equality or diversity monitoring standards and frameworks?

- The Diversity Action Plan will be reviewed on an annual basis. It will be updated as and when equality monitoring is undertaken, during recruitment processes and before and after panel appointments. The Diversity Action Plan will also be used during the Equality Standards in Sport so as to ensure work is not duplicated and to keep track of the work undertaken and improvements made.

2. Categories and Types of Diversity

CATEGORY	TYPE OF DIVERSITY
Protected Characteristics	Race/Ethnicity Gender/ Gender Reassignment Age Religion Disability Sexual Orientation Marriage and Civil Partnership Pregnancy and Maternity
Differences in Knowledge and Skill	Education Functional Knowledge Information or Expertise Training Experience Abilities
Differences in Values or Belief	Cultural Background Ideological or Religious Beliefs Cognitive Style
Personality Differences	Motivational Factors
Organisational Differences	Tenure or length of Service Title (work function, seniority)
Differences in Social and Network Ties	Socio-Economic Background Work-Related Ties Friendship Ties Community Ties In-Group Memberships