



British Surfing - Diversity Statement

Purpose:

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

Document Number:	BSURF_PPL_03
Revision:	02
Review Period:	2 years

Table of Contents

1. Overview	3
1.1. Diversity Statement	3

1. Overview

1.1. Diversity Statement

- 1.1.1. British Surfing is committed to diversity in all aspects of its business and activities. British Surfing is open and accessible to all and the Board will ensure that stakeholders, staff, directors, job applicants and clients are treated fairly regardless of sex, gender reassignment, sexual orientation, age, marriage and civil partnership, parental or marital status, pregnancy and maternity, disability, religion or belief, colour, race including nationality or ethnicity and socio/economic background.
- 1.1.2. The Management Board strives to meet the five targets in its Strategy, one of which is 'to continually improve leadership, diversity and performance throughout the organisation'. The Board believes that diversity, along with varied skills and experiences, contributes to a balanced and more effective Board. British Surfing's is committed to comply with the Governance Code including having a minimum of 30% of each gender on the Management Board with the aim of achieving greater gender parity.
- 1.1.3. The Board implements an open and wide-ranging recruitment process for independent directors that reaches all sectors of the community to attract the widest possible range of applicants for available positions. In relation to Member directors, the Board encourages the membership to consider diversity when nominating individuals for member director positions.