

Active Lincolnshire Diversity Action Plan

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Author(s): Active Lincolnshire Board

Purpose

The purpose of the Active Lincolnshire Diversity Plan is to enable the Charity to make a step-change in its thinking towards diversity within the sport and physical activity landscape and internally as an organisation. As a result of this Active Lincolnshire wants its Board and Staff team to reflect the population they serve and to ensure the Charity considers all aspects of Lincolnshire's society in its decision making processes.

Background

In June 2017 County Sports Partnerships were tasked by Sport England to identify actions for implementation to ensure they met Tier 3 of the Sport England Code of Governance for Sport and ensures the highest standards of governance. Whilst Active Lincolnshire achieved the Equality Standard in Sport (Foundation Level), the Code of Governance for Sport requires additional standards that Active Lincolnshire need to meet. As a result, a Diversity Action Plan has been developed.

Objectives

1. Active Lincolnshire will recruit and retain a diverse Board that has 30% representation from each gender as a minimum (Code of Governance for Sport 2.1a & 2.2)
2. Active Lincolnshire is able to demonstrate a strong and public commitment to achieving greater diversity that includes but not limited to BAME, disability, LGB&T and socio-economic (Code of Governance for Sport 2.1b)
3. Active Lincolnshire will provide leadership and clarity behind its decision making to foster diversity through published information on the organisational website including annual updates including but not limited to black, asian and minority ethnic (BAME), disability, lesbian, gay, bisexual and transgender (LGB&T) and socio-economic (Sport England Code of Governance for Sport 2.3)

Implementation

The Active Lincolnshire Diversity Action Plan will be reviewed and every 6 months and agreed by the Active Lincolnshire Board at the first scheduled meeting of each year.

1. RECRUITMENT			
Priorities	Actions	Person (s) Responsible	Completion Date
<p>Active Lincolnshire will recruit and retain a diverse Board that has 30% representation from each gender as a minimum (Code of Governance for Sport 2.1a & 2.2)</p> <p>Active Lincolnshire is able to demonstrate a strong and public commitment to achieving greater diversity that includes but not limited to BAME, disability, LGB&T and socio-economic (Sport England Code of Governance for Sport 2.1b)</p>	<p>Diversity Action Plan</p> <p>1.1 An insight driven Diversity Action Plan to be reviewed and updated annually and agreed by the Active Lincolnshire Board</p> <p>1.2 Active Lincolnshire Board to adopt a minimum of 30% gender diversity target with identified actions to address this target included within the Diversity Action Plan.</p> <p>1.3 Additional recruitment for board members due to commence Autumn 2018 to ensure it doesn't affect the 30% gender diversity target</p> <p>1.4 Active Lincolnshire to seek guidance from appropriate external bodies as to how it can achieve diversity within its leadership (board training – attending Inclusive board training)</p> <p>1.5 Active Lincolnshire to retain an excellent and diverse Board by identifying and implementing interventions that align to individual Trustee's needs and aspirations i.e. through the skills matrix and annual appraisal process</p> <p>Policies and Procedures</p> <p>1.6 Recruitment policies and procedures to be created for Non-Executive Directors that is approved by the Active Lincolnshire Board and reviewed on an annual basis</p>	<p>1.1 CEO / Internal Diversity lead</p> <p>1.2 Board</p> <p>1.3 Board / Governance and nomination committee</p> <p>1.4 Board</p> <p>1.5 Board / Governance and nomination committee</p> <p>1.6 Board / Governance and nomination committee</p>	<p>1.1 Completed</p> <p>1.2 Completed</p> <p>1.3 1.10.18</p> <p>1.4 Completed</p> <p>1.5 Ongoing review 31.3.19</p> <p>1.6 Completed</p>

	<p>Communications</p> <p>1.7 Active Lincolnshire to identify partners and networks through a Stakeholder Engagement Plan to help increase engagement with a diverse range of candidates</p> <p>1.8 Active Lincolnshire to have a clear plan of advertisement for Trustee recruitment. This will be achieved by advertising more widely and in publications/places with a diverse readership and demographic in order to attract a diverse range of candidates to address gaps in diversity, skills and knowledge on the Active Lincolnshire Board</p> <p>1.9 A clear and strong public statement commitment to equality and diversity to be drafted, approved by Board and uploaded to the Active Lincolnshire website</p> <p>Monitoring and Evaluation</p> <p>1.10 Annual Equality Audit of NEDs and Staff to be reviewed by the Governance & Nominations Committee and recommendations identified to inform future recruitment in relation to diversity targets. These should be linked to Lincolnshire's population</p> <p>1.11 Recruitment reach in relation to greater diversity to be monitored and evaluated against equal opportunity standards. This will be collated via a confidential non-compulsory equal opportunities monitoring form and reviewed in an aggregated report with recommendations identified to inform future recruitment by the Governance & Nominations Committee</p>	<p>1.7 CEO / Strategy Director</p> <p>1.8 Board / Governance and nomination committee</p> <p>1.9 Board / Governance and nomination committee</p> <p>1.10 Board / Governance and nomination committee</p> <p>1.11 Board / Governance and nomination committee</p>	<p>1.7 December 2018</p> <p>1.8 Completed (Update 1.10.18)</p> <p>1.9 Completed. Needs to be uploaded to the website. 31.8.18</p> <p>1.10 Completed</p> <p>1.11 Completed</p>
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2. ENGAGEMENT			
Priorities	Actions	Person (s) Responsible	Complete Date
<p>Active Lincolnshire is able to demonstrate a strong and public commitment to achieving greater diversity that includes but not limited to BAME, disability, LGB&T and socio-economic (Sport England <i>Code of Governance for Sport</i> 2.1b)</p> <p>Active Lincolnshire will provide leadership and clarity to behind its decision making to foster diversity through published information on the organisational website including annual updates including but not limited to BAME, disability, LGB&T and socio-economic (Sport England <i>Code of</i></p>	<p>Advocacy, Influence and Linkage</p> <p>2.1 Active Lincolnshire to advocate, influence and provide linkage to a wider number of partners and networks as identified in the Stakeholder Engagement Strategy to address diversity challenges in relation to sport and physical inactivity across Active Lincolnshire (links with 'Taskforce' development)</p> <p>2.2 Active Lincolnshire to advocate the need for greater diversity across the sport and physical landscape across Lincolnshire within the emerging Lincolnshire Physical Activity Taskforce (L-PAT)</p> <p>2.3 Active Lincolnshire to influence strategic partners through 1-2-1 meeting and networks to embed diversity outcomes within localised strategies or development plans</p> <p>2.4 Active Lincolnshire Board to appoint an equity and diversity champion to advocate and influence diversity decision making at a strategic level both internally and externally</p> <p>Granular Understanding of People and Place</p> <p>2.5 Active Lincolnshire to understand the attitudes and behaviours of diverse populations that influence interventions delivered by partners and networks to address physical inactivity across Lincolnshire (Insight strategy)</p> <p>2.6 Active Lincolnshire to undertake an annual Equality Audit of Non-Executive Directors (NEDs) and Staff that aligns to</p>	<p>2.1 Strategy Director / CEO</p> <p>2.2 L-PAT chair / Strategy Director</p> <p>2.3 Active Lincolnshire team/ L-PAT</p> <p>2.4 Board</p> <p>2.5 Strategy Director</p> <p>2.6 Board / Governance and</p>	<p>2.1 31.8.18 (Update stakeholder strategy)</p> <p>2.2 31.12.18</p> <p>2.3 Ongoing</p> <p>2.4 Completed (JoMe)</p> <p>2.5 Ongoing</p> <p>2.6 1.10.18</p>

<p>Governance for Sport 2.3)</p>	<p>equal opportunity standards to help provide clarity in decision making in relation to achieving diversity targets across the organisation</p> <p>Communications</p> <p>2.7 Active Lincolnshire to publicise the aggregated results of the annual Equality Audit on the Active Lincolnshire website</p> <p>2.8 Active Lincolnshire to publicise the Diversity Action Plan on the Active Lincolnshire website to provide clarity behind decision making in fostering diversity</p> <p>2.9 Active Lincolnshire to advocate and promote diversity and inclusion campaigns at a local level, such as This Girl Can, to engage with a more diverse demographic and encourage physical activity</p> <p>2.10 Active Lincolnshire to include the approach to engaging a more diverse range of partners and networks within the Active Lincolnshire Communications Strategy</p> <p>2.11 Active Lincolnshire to publicise the Active Lincolnshire Annual Report on the website</p> <p>Monitoring and Evaluation</p> <p>2.12 Active Lincolnshire Board to be provided with a quarterly update at Board meetings in relation to the Diversity Action Plan</p> <p>2.13 Active Lincolnshire Annual Report to include the impact of the Diversity Action Plan following its implementation</p>	<p>nomination committee</p> <p>2.7 CEO / Strategy Director</p> <p>2.8 Strategy Director</p> <p>2.9 Strategy Director</p> <p>2.10 CEO / Strategy Director</p> <p>2.11 CEO / Strategy Director</p> <p>2.12 CEO / SMT</p> <p>2.13 CEO / Strategy Director</p>	<p>2.7 31.12.18</p> <p>2.8 31.8.18</p> <p>2.9 Ongoing</p> <p>2.10 30.9.18</p> <p>2.11 Completed</p> <p>2.12 Commencing December 2018 / Ongoing</p> <p>2.13 October 2019</p>
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3. DEVELOPING TALENT FROM WITHIN			
Priorities	Actions	Person (s) Responsible	Complete Date
<p>Active Lincolnshire is able to demonstrate a strong and public commitment to achieving greater diversity that includes but not limited to BAME, disability, LGB&T and socio-economic (Sport England <i>Code of Governance for Sport</i> 2.1b)</p> <p>Active Lincolnshire will recruit and retain a diverse Board that has 30% representation from each gender as a minimum (Sport England <i>Code of Governance for Sport</i> 2.1a & 2.2)</p>	<p>Training and Development</p> <p>3.1 Active Lincolnshire to conduct a Staff Development Review (SDR) with all staff on an annual basis. Where identified formal and/or informal training will be provided for staff in relation to equality and diversity</p> <p>3.2 Active Lincolnshire to provide compulsory training to NEDs to raise awareness of equality and diversity</p> <p>3.3 Active Lincolnshire to schedule scenario based learning with Staff and NEDs in relation to achieving a greater diversity both internally and externally. This would act as a Community of Practice to sharing learning in order to make well informed decisions (Include within training plans)</p> <p>3.4 Active Lincolnshire to identify leadership or relationship management training where identified for relevant staff members and NEDs to enable the opportunity to influence internal and external decisions in relation to diversity</p> <p>3.5 Active Lincolnshire Board and Staff to be encouraged to engage with diverse groups to understand attitudes and behaviours towards physical activity or leadership (i.e. local forums to understand participant and workforce attitudes and behaviours in identified wards)</p>	<p>3.1 CEO</p> <p>3.2 CEO/ Internal E&D lead</p> <p>3.3 CEO / Board</p> <p>3.4 CEO</p> <p>3.5 CEO / Board</p>	<p>3.1 Review completed 2018 – audit E&D element 30.9.18</p> <p>3.1 Completed / further training 2019</p> <p>3.2 31.3.19</p> <p>3.4 Review completed 2018 – audit E&D element 30.9.18</p> <p>3.5 Ongoing</p>

	<p>3.6 Active Lincolnshire to identify interventions or processes that align to individual Trustee's needs and aspirations, such as a Training Needs Analysis, to support the retention of an excellent and diverse Board</p> <p>3.7 Active Lincolnshire Board equality and diversity champion to provide mentoring support to relevant staff members</p> <p>Monitoring and Evaluation</p> <p>3.8 Active Lincolnshire Quarterly Reports completed by staff members ahead of a Board meetings to include an update on diversity and training completed</p> <p>3.9 Active Lincolnshire Board to be provided with a quarterly update at Board meetings in relation to the Diversity Action Plan which will include any development training taken place</p>	<p>3.6 CEO / Board</p> <p>3.7 E&D lead / Board</p> <p>3.8 CEO / SMT</p> <p>3.9 CEO / SMT</p>	<p>3.6 31.8.18 Review 31.3.19</p> <p>3.7 Ongoing</p> <p>3.8 Commencing December 2018 / Quarterly</p> <p>3.9 Commencing December 2018 / Quarterly</p>
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