



BOARD DIVERSITY POLICY & ACTION PLAN

1. Purpose

The Board Diversity Policy sets out the approach to diversity on the Board of Trustees of County Durham Sport.

2. Scope of Application

The policy applies to the Board. It does not apply to diversity in relation to employees of County Durham Sport, as this is covered by the organisation's Equality Policy.

3. Policy Statement

County Durham Sport is fully committed to the principles and practice of equality of opportunity and diversity.

Equality is about making sure that 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 that everyone is treated in an appropriate way.

County Durham Sport recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level, as an essential component in ensuring that we achieve our organisational vision, mission and objectives. A truly diverse Board will include and effectively use differences in skills, knowledge, experience, background, race, gender and other qualities of Trustees.

These differences will be considered in determining the optimum composition of the Board and when possible, will be balanced appropriately. All Board appointments are made through an open process and made on merit, reflecting the skills and experience of the Board and those that are required to ensure that it can fulfil its responsibilities, as outlined in the Board Terms of Reference.

In reviewing Board composition, Trustees will consider the benefits of all aspects of diversity, including, but not limited to those described above, in order to maintain an appropriate range and balance of skills, experience and background.

In identifying and selecting suitable candidates for appointment to the Board, Trustees will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.

4. Monitoring and Review

The Board will review the Board Diversity Policy on an annual basis, including an assessment of its effectiveness and any measurable objectives set for achieving diversity on the Board.

The Board will also make recommendations where appropriate and consider a specific focus on one or more aspects of its diversity.

5. Reporting

The Board will report annually, in the County Durham Sport Annual Impact Report and the Board of Trustees Annual Report and Accounts, on the process it has used in relation to Board appointments and the progress it has made in relation to its Diversity Action Plan.

Both reports will include a summary of this policy and any measurable objectives set.

BOARD DIVERSITY ACTION PLAN: 2017-19

Target	Current deficit	Actions Proposed	Timescale
Demonstrate a strong public commitment to progressing towards greater parity and diversity generally on the Board		<ul style="list-style-type: none"> • Board to undertake a review of the Diversity policy on an annual basis • Ensure that the Board Diversity Policy, Action Plan, Equity Statement and achievements are published on the County Durham Sport website • Board to review the delivery of the action plan and its effectiveness, make recommendations for change and identify new targets where required • Report on the delivery of the policy and implementation of the action plan • Ensure that the organisation's internal and external communication and operational delivery reflect our commitment to diversity and equality 	<p>Annually from 2017</p> <p>Ongoing</p>
Maintain a minimum of 30% of each gender on the Board	Currently 60% female and 40% male	<ul style="list-style-type: none"> • Identify the additional skills and knowledge that are required on the Board • Advertise openly, to recruit the necessary candidates, utilising networks, organisations and websites which reflect the skills, knowledge and diversity required • If recruitment is unsuccessful a recruitment company will be employed to assist with recruitment 	<p>December 2017 linked to current Trustee recruitment</p> <p>Ongoing as vacancies / appointments arise</p>
Achieve and sustain greater diversity of Trustees on the Board	Reflective of the vision, mission and objectives of the organisation, the Board would benefit from skilled Trustees from LGBT; disabled people and those living in priority communities	<ul style="list-style-type: none"> • Identify the additional skills and knowledge that are required on the Board • Advertise openly, to recruit the necessary candidates, utilising networks, organisations and websites which reflect the skills, knowledge and diversity required • Proactively seek to appoint Trustees who are disabled and/or those living in priority communities, to better reflect the demographic make-up of County Durham 	<p>December 2017 linked to current Trustee recruitment</p> <p>Ongoing as vacancies / appointments arise</p>

		<ul style="list-style-type: none"> • If recruitment is unsuccessful a recruitment company will be employed to assist with recruitment 	
Extend the Board Diversity Policy to the executive team	<p>Currently 89% female and 11% male</p> <p>Address gender, disability, LGBT representation across the executive team</p>	<ul style="list-style-type: none"> • Ensure that all recruitment is open, adheres to the organisation's Equality and Diversity Policy • Seek to recruit the necessary candidates, utilising networks, organisations and websites which reflect the skills, knowledge and diversity required • If recruitment is unsuccessful a recruitment company will be employed to assist with recruitment 	January 2018 and then as and when required when vacancies arise
Identify proportionate actions to maintain or support the diversity targets		<ul style="list-style-type: none"> • Identify training requirements for both Trustees and the executive team to increase their knowledge and understanding of diversity and equality issues, to enhance decision making and leadership 	May 2018