



DIVERSITY STATEMENT & ACTION PLAN

2018-21

About Us

County Durham Sport (CDS) - part of the national network of County Sports Partnerships - is an independent local charity.

We are passionate about the power and positive impact that sport and physical activity can have in improving people's lives and the communities in which they live – whether supporting physical and mental wellbeing or individual, social, community and economic development.

We believe that participating in sport and being physical activity isn't simply a matter of individual motivation or choice. The social environment and context in which people live and inherent structural inequalities, also impact upon the choices that people have available.

Our mission is to:

“To use evidence, insight and partnerships to understand and address inactivity.”

Our vision is:

“Everyone - able to improve the quality of their life through involvement in sport and physical activity.”

Our role:

Informed by our “commissioned”, primary role on behalf of Sport England and in response to consultation with sport and non-sport partners, our role will be to:

- Support, influence and improve the local “delivery system” for sport and physical activity
- Engage and understand local people and communities - we need to understand people's needs, behaviours and motivations to understand **why** so many people are inactive
- Inspire people to get active and stay active

Our values:

Respect; Commitment; Integrity; Innovation; Excellence; Equality

Message from our Chair

The County Durham Sport Board and executive team fully recognise that we live in a diverse, changing society and that large sections of our community across County Durham, are often under-represented and face significant inequality.

We are therefore fully committed to the principles of equality of opportunity and diversity, to the promotion of equal access and fairness, and to reducing inequality in sport and physical activity. We believe that every resident in County Durham has an equal right to an active and healthy lifestyle.

The Board and I fully recognise and embrace the benefits of having a diverse Board 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 our Trustees, to ensure that we make fully informed policy and delivery decisions, which best reflect our community and demonstrate a genuine understanding.

This statement and action plan sets out the approach to diversity on the Board of Trustees of County Durham Sport.

As the Chair of the Board, I am committed to the underpinning principles and planned actions outlined in this statement and the attached Diversity Action Plan.

Nigel Barton

Chair
County Durham Sport

1. About the Diversity Statement

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

With regard to the terms used and understood:

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.

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.

2. How does this plan fit with our wider Governance?

The Diversity Statement and Action Plan sits within our wider governance action plan, in fulfilment of our commitment to sustaining Tier 3 of the Code of Sports Governance.

3. Who is responsible and accountable for implementation?

The County Durham Sport Chair and the Executive Director will be responsible for the adherence to and the implementation of the statement and action plan in relation to the Board, governance and operational delivery. The Chair and Executive Director currently form the Board's Governance Working Group.

Fundamentally, however, all Board Trustees and members of the executive team are committed to and will be central to the effective and appropriate implementation of the strategy.

4. How will we monitor and review success?

The full Board will review the Diversity Statement and Action Plan 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.

Progress regarding the implementation of the Action Plan will be considered at every Governance Working Group meeting (currently quarterly), with updates provided as required to full Board meetings.

5. How will we share progress?

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

Recruitment How the organisation will attract an increasingly diverse range of candidates		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)
Objective:		✓		✓	✓	
Priorities	Actions	Person(s) Responsible			Completion Date	
Short Term:	Maintain a minimum of 30% of each gender on the Board	Chair, Appointment Panel and Executive Director			Ongoing – the Board currently has 60% female and 40% male members	
	Identify the additional skills and knowledge that are required on the Board	Chair and Executive Director			August 2018	
	Advertise openly, to recruit the necessary Trustees, utilising networks, organisations and websites which reflect the skills, knowledge and diversity required	Chair, Appointment Panel and Executive Director			August to October 2018 Ongoing thereafter as required	
	If recruitment is unsuccessful a recruitment company will be employed to assist with recruitment	Chair, Appointment Panel and Executive Director			As required when vacancies arise	
	Apply the above principles to executive team recruitment, to ensure an appropriate balance of gender and disability representation	Chair, Appointment Panel and Executive Director			March 2019 – currently 66% female and 33% male Ongoing thereafter as required	
Medium Term:	Achieve and sustain greater diversity of Trustees on the Board in particular from LGBT, disabled people and those living in priority communities to reflect the demographic make-up of County Durham	Chair, Appointment Panel and Executive Director			March 2020	
Long Term:	Ensure that our relationships, networks and profile enable us to attract candidates that appropriately reflect the demographic make-up of County Durham	Chair, Trustees and executive team			March 2021	

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Registered Charity Number 1168336

Engagement Actions the organisation will take to promote internal and external awareness of what they are doing to promote diversity		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:			✓			✓	✓
Priorities	Actions	Person(s) Responsible			Completion Date		
Short Term:	Demonstrate a strong public commitment to progressing towards greater parity and diversity by ensuring that: <ul style="list-style-type: none"> marketing and communications internally and externally promote and reflect our commitment to equality and diversity (i.e. Annual Financial Statement; Annual Impact report) the organisation's profile is up to date and communicated via the CDS website the Board review delivery of the action plan and make recommendations for change accordingly 	Chair, Executive Director and senior management team			March 2019		
	Sustain our commitment to and effective implementation of the Equality Standard at Foundation level	Equality Lead			March 2019		
Medium Term:	Demonstrate an ongoing strong public commitment to progressing towards greater parity and diversity as outlined above	Chair, Executive Director and senior management team			Annually from 2019		
Long Term:	Demonstrate an ongoing strong public commitment to progressing towards greater parity and diversity as outlined above	Chair, Executive Director and senior management team			Ongoing		
	Ensure that our relationships, networks and profile enable us to attract candidates that appropriately reflect the demographic make-up of County Durham	Chair, Trustees and executive team			March 2021		

<h2>Progressing talent from within</h2> <p>Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally</p>		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, LGBT 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 Reg 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:		✓	✓		✓	
Priorities	Actions	Person(s) Responsible			Completion Date	
Short Term:	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. Implement accordingly	Chair and Executive Director			March 2019	
	Ensure that the Board and executive team induction packs support and clarify our approach to equality and diversity	Executive Director			March 2019	
	Appoint an Equity Champion from within the Board, linked to the recruitment process for new Trustees	Chair and Executive Director			March 2019	
Medium Term:	Utilise Board and Trustee evaluations to identify any further training requirements	Chair and Executive Director			Annually from 2019	
Long Term:	Ensure that our relationships, networks and profile enable us to attract candidates that appropriately reflect the demographic make-up of County Durham	Chair, Trustees and executive team			March 2021	