

Active Dorset CIC Diversity Statement and Action Plan

Reviewed: May 2020

Next Review due: May 2021

Introduction

Active Dorset is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicants, employees, workers, office holders, volunteers, participants or members are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Active Dorset Board meets the current governance target of having at least 30% of each gender on the Board and staff. We are committed to progression towards achieving gender parity and greater diversity generally, including but not limited to, Black, Asian, minority ethnic (BAME) diversity and disability.

Active Dorset is also working in partnership with the LGBT Dorset Equality Network (the Network) to boost the numbers of LGBT people accessing sport and physical activity.

We recognise that historically there have been factors and barriers (prejudice and explicit or indirect exclusion) inhibitory to LGBT community members enjoying full access to and participating in some sport and physical activity. Active Dorset and the Network agree that this is not acceptable as these barriers prevent the broader community enjoying good health and wellbeing to their fullest extent. The barriers also prevent clubs and activity providers increasing their playing membership, coaches, officials, committee and volunteer workforce to become ever more sustainable. We will work together in relevant areas to ensure that all members of the LGB&T population groups can realise their potential and enjoy full and equal benefits of exercise and related wellbeing activities.

Why should Active Dorset increase diversity?

- Many charities risk a disconnect between board members and beneficiaries of their services. A more diverse range of trustees helps to ensure a charity is fair and open in all its dealings, for example in giving grants or delivering services.
- A diverse board can increase public confidence and accountability.
- Different types of trustees and a healthy changeover help to keep the board fresh with new ideas coming in and prevent leadership becoming stale.
- A diverse board contains a broader mix of skills, knowledge and experience which should give it greater flexibility to overcome challenges.
- We have a public duty to promote equality, as per the Equality Act 2010.

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How can Active Dorset increase diversity?

Active Dorset will:

- Set limits for Trustee terms (maximum 9 years). This is essential to ensure length of service is straightforward and that trustees do not become entrenched or burnt out. In addition, setting in place standard procedures for Trustee recruitment and induction can ensure that Active Dorset is consistently striving to increase diversity.
- Use alternative methods of recruitment to try and reach into communities not currently represented on the board. Investigate using Trustee brokerage services or specialist recruitment consultancies.
- Advertise Trustee vacancies with local communities or minority populations.
- Organise board meetings at times that are convenient to all, such as evenings or hold them at different times so that Trustees who cannot attend one particular meeting are not excluded.
- Have a set policy in place for expenses such as travel.
- Make sure the venue in which board meetings are held are in a location which can be easily reached by all and is accessible for people with disabilities.
- Ensure all documents are in an accessible format.

First and foremost a Trustee must have the skills, knowledge and experience required to fulfil their role. Trustees are there to provide governance and guidance to a charity on the behalf of its beneficiaries. They must be motivated by the charity's ultimate aims and it is of no benefit to either party to appoint someone purely to make up a diversity 'quota'.

Active Dorset Diversity Action Plan

Diversity Action Plan				
	Action	Responsibility	Due	Progress
1	The Board to be familiar with and have a full understanding of the Equality Act 2010	CN	Ongoing	Board briefed and updated as required
2	The Board will agree a clear brief for including diversity targets	Chair	Ongoing	30% gender minimum on Board – met Current gender balance staff – 30% male, 70% female
3	The Board will make a statement committed to increasing diversity and publish on the website	CEO/Chair	Ongoing	Complete
4	Active Dorset will develop links with equality advisors for consultation and advice on recruitment advertising	CN	Ongoing	DREC and LGBT Dorset consulted June 2017
5	Active Dorset will try to reach the widest possible candidate	GM	Ongoing	

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	pool by using a range of recruitment methods and positive action			
6	Applications from someone that comes under the Protected Characteristics of the Equality Act 2010 will be guaranteed an interview	All	Ongoing	
8	Action plan to be reviewed annually and results published on the Active Dorset Website	CEO/Chair/GM	Ongoing	