

Active Devon
Action Plan for Diversity in Governance and Decision Making
November 2017



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Introduction

Physical activity and sport help to bring people and communities together and can be an instrument for change and inclusion. Active Devon recognises the power and influence of physical activity and sport to change lives for the better. Everyone should have access to the potential benefits of physical activity and sport, which is why equality, inclusion and widening access are of critical importance for Active Devon. Active Devon's commitments in this regard are set out in its [Equality Policy Statement](#). It sets out the measures that Active Devon will take to ensure that the principles of equality and inclusion underpin the planning and delivery of the services it provides to increase and widen participation in physical activity and sport.

This Action Plan focuses on Diversity in the context of Active Devon's Governance and Decision Making processes. Whilst it must be ensured that the Board and Leadership is fully equipped with the skills, knowledge and experience required Active Devon is committed to maintaining gender parity on the Board and achieving greater diversity of contribution to our decision making.

To those ends Active Devon is committed to:

- Maintaining gender parity on the Board by ensuring that at least 30% of Board Members are male and at least 30% female.
- Implementing actions aimed at achieving greater diversity in our Board Membership, organisational leadership and decision making.
- Publishing, on an annual basis, information about the actions and progress it makes to achieve greater diversity in our Board Membership, organisational leadership and decision making.

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Principles

In considering the appropriate actions that should be taken, the Active Devon Board reflected on its understanding of diversity in its governance and decision making and agreed the following principles:

- The significant emphasis which Active Devon places on the equality and inclusion agenda in its operational delivery represents an opportunity upon which to build.
- Understanding and responsiveness to the needs of protected characteristics groups should be prominent. This should be in the context developing understanding and awareness not simply representation at Board / Senior Management level. This includes being aware and mindful of aspects where the Board lacks diversity
- Diversity is much wider than under-representation or inequality. In the context of Active Devon's Governance it is a concept broader than protected characteristics and should include differences in knowledge, skills, social / network ties and the geographic / community diversity of the Active Devon area.

Action Plan

Action	Who	When	Update
Review and update Active Devon Board skills matrix and annual Board Member survey to provide a greater baseline understanding of diversity related to governance and decision making	CEO / Chair / Board Equality Lead	Nov 17	
Widen the promotion of Board and Senior Management vacancies by creating a 'Diversity Distribution List' including protected characteristics representative organisations/networks in Devon and key 'beyond sport / PA sector' organisations	SMT Equality Lead	Dec 17	
Utilise the Diversity Distribution list whenever future Board and Staff vacancies are promoted	CEO	Jan 18 ongoing	
Make it clear on all recruitment advertising that where an applicant from any protected characteristics group (as defined by the 2010 Equality Act) meets the essential criteria, or could do so with reasonable support and adjustments, then they will be invited to discuss their interest further and/or participate in a selection interview	CEO	Nov 17	
Increase understanding and awareness of Board Members by introducing briefings about key marginalised participant groups	Chair / CEO	Jan 18 ongoing	

Further strengthen the practice of operational equality impact planning by including Diversity Impact statements on relevant Governance reports	SMT	Jan 18 ongoing	
Utilise Active Devon's existing network and links with Equality focused organisations, and if applicable its growing customer/focus group engagement work, to provide advisory feedback and challenge on relevant Governance related matters	SMT / Board Equality Lead	Ongoing	