



wesport

INSPIRING ACTIVE LIVES

Board Diversity Action Plan

Last updated January 2018

Wesport Board Diversity Action Plan

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Organisation Overview

About Wesport

Wesport is a Registered Charity & Company Limited by Guarantee (since 2006) and fulfils the role of the County Sports Partnership for the West of England, which covers Bath & North East Somerset, Bristol, North Somerset and South Gloucestershire. We work with a network of organisations across this area.

We are comprised of & governed by a Memorandum of Understanding and Articles of Association, and the non-executive independent Board of Trustees.

(Where the term “Independent” is used with regard to Wesport Trustees, we use the definition from Sport England’s Code of Sports Governance:

“Independent - a person is independent if they are free from any close connection to the organisation and if, from the perspective of an objective outsider, they would be viewed as independent. A person may still be deemed to be ‘independent’ even if they are a member of the organisation and/or play the sport. Examples of a ‘close connection’ include:

(A) they are or have within the last four years been actively involved in the organisation’s affairs, e.g. as a representative of a specific interest group within the organisation such as a sporting discipline, a region or a home country;

(B) they are or have within the last four years been an employee of the organisation; or

(C) they have close family ties with any of the organisation’s directors or senior employees.”)

Wesport aims to coordinate and support a range of organisations to improve the delivery of sport and physical activity initiatives, in order to have a positive impact on the lives of people and communities of the West of England. Wesport’s role requires significant networking and a collaborative approach linking sporting, cultural and business outcomes.

Wesport also continues to maintain the Safeguarding & Equality Standards required by Sport England.

Our Vision

Our vision is: Improving lives in the West of England through championing, developing, and delivering sport & physical activity

Our Mission

Our mission is to: Create, Inspire, and Empower through Sport & Physical Activity

This describes what we aim to achieve in the long-term and serves as a guide for choosing our current and future courses of action.

Our Values

The Wesport team subscribes to the following organisational values:

- Passion
- Respect
- Integrity
- Diversity
- Excellence

Wesport Staff and Trustees are expected to act with integrity, objectivity and honesty, acting in the best interests of the Trust at all times.

Introduction

Wesport has always had a strong commitment to equality & diversity, including achieving and maintaining the Equality Standard.

The Wesport Board has adopted Sport England's targets of achieving at least 30% of each gender on its Board (currently 75% female at December 2017), along with a target to increase diversity on the Board (including, but not limited to, Trustees that identify as having a BAME background & those with a disability).

The recruitment for new Trustees continues to be via open recruitment and shared with all networks with whom Wesport has access. The shortlisting is completed purely on a skills basis, comparing their application against the role description, and all equality & diversity monitoring information is removed from applications prior to shortlisting.

The benefits of greater diversity for the Wesport Trust Board

- Many charities risk a disconnect between Board members and the beneficiaries of their services. A more diverse range of Trustees helps to ensure that a charity is fair & open in all its dealings, e.g. delivering services or providing grants
- A more diverse Board can increase public confidence and accountability
- Different types of Trustees with differing backgrounds, life experiences, and skills helps to keep the Board fresh with new ideas & provides a wider range of experience to support the Wesport team in their work
- Having that broader range of skills, knowledge, and experience should give the Board greater flexibility to overcome challenges and adapt to changes

Main Strategic Areas of the Diversity Action Plan

Recruitment

Recruitment How the organisation will attract an increasingly diverse range of candidates to the non-executive Trust Board		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 (including but not limited to BAME, disability, LG&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: Embed good diversity and inclusion practice into our recruitment activities and decision making processes			X	X	X	
Priorities	Actions	Person(s) Responsible			Completion Date	
Short Term:	Create Board Diversity Action Plan & add to Wesport website on Governance page	CEO, BPFO			February 2018	
	Update Wesport website accordingly	BPFO			December 2017	
Medium Term: Review Trustee recruitment to ensure appropriate terminology is being used	Check where the Trustee roles are advertised, and identify further places that can access a greater diversity of people	CEO, BPFO			Ongoing	
	Ensure language in Trustee Recruitment Pack is appropriate with regards to appealing to a greater diversity of people	CBM, CEO, BPFO, Nominations Committee			As part of regular review of Trustee Recruitment Policy & Pack	
Long Term: Skills Assessment Strategic Networking	Ensure skills required for the Wesport Trustee role are not prohibitive to those from a more diverse background & remain appropriate for the role.	Nominations Committee, Full Board, CEO			Ongoing as part of annual Skills Review with the Board	
	As part of Wesport's strategic networking, key influencers & contacts will be sought so that the profile of Wesport is raised in a more diverse area of organisations and therefore to increase the exposure of any subsequent Trustee role advertisements	Full Board, CEO, CBM			Ongoing	

Engagement

Engagement	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, LG&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
<p>Engagement Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally</p>						
Objective:	X	X			X	X
Priorities	Actions			Person(s) Responsible		Completion Date
<p>Short Term: Review Wesport Equality Policy</p>	<p>Ensure Equality Policy refers to both Wesport staff and Wesport Trustees</p> <p>Update relevant pages on the Wesport website with any changes, and include in the Wesport newsletter</p>			<p>CBM, BPFO</p> <p>BPFO</p>		<p>April 2018</p> <p>May 2018</p>
<p>Medium Term: Governance Statement</p>	<p>To include updates and actions taken as part of this Board Diversity Action Plan each year</p>			<p>CEO, BPFO</p>		<p>Annually</p>
<p>Long Term:</p>						