Diversity Plan 2017 – 2021

Sport Birmingham

We are the city’s strategic sports and physical activity partnership, operating as an independent company and registered charity. Belonging to a powerful network of county sports partnerships across England, we provide the gateway to the City’s communities, ensuring that national and regional sport and physical activity resources have local reach. We provide leadership and work collaboratively with partner organisations to build, grow and sustain an effective delivery network and workforce to provide accessible sport and physical opportunities for everyone, particularly those most inactive and under-represented.

Our Mission:

Using the power of sport and physical activity to improve lives.

Our Vision:

To be recognised as the lead organisation investing in and supporting inclusive and accessible sport and physical activity opportunity for everyone in Birmingham. Birmingham will be a more active city, and a healthier, happier place to live, learn, work and play.

Our Values:

Influencing | Collaborative | Adaptable | Inclusive | Ambitious

Statement from the Chair and Chief Executive

We are the city’s strategic sports partnership, with the charitable purpose of:

- Advancing the mental and physical wellbeing of young people in particular providing opportunities to participate in sport, physical activity and recreation
- Advancing education, including training and development, in the area of leadership
- Promoting volunteering
- Promoting the social inclusion of those in need
- Promoting equality and diversity for the public benefit in the area of sport, physical activity and recreation without distinction of gender, gender reassignment, sexual orientation, race, age, disability, nationality, religion or belief, marriage or civil partnership or pregnancy or maternity.

Sport Birmingham believes in fairness and equity and values diversity in all its dealings, both as the County Sports Partnership for Birmingham and as an employer. Sport Birmingham aims to embed its equality and diversity values into every day practice, policies and procedures so that equality and diversity becomes the norm for all. This culture will be driven from the top by the Board and senior staff but will be embedded from everyone acting as part of our delivery network.
Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out.

The Board shall ensure that the organisation prepares and publishes on its website information (approved by the Board) about its work to foster all aspects of diversity within its leadership and decision making, including an annual update on progress against the actions identified.

In accordance with the Code for Sports Governance Sport, Birmingham reviews the Boards’ effectiveness and composition each year and, in particular, considers the balance of skills, experience and all aspects of diversity, but without compromise as to the calibre of directors, when identifying candidates for appointment. Objectives are set out in the 3 theme areas below:

Objectives:

1. Recruitment – How the organisation will attract an increasingly diverse range of candidates for Board and Team positions

2. Engagement – How the organisation will ensure that it’s commitment to diversity is communicated through internal practices and externally

3. Progression – How the organisation will focus on developing a strong internal pipeline of diverse talent to populate decision-making and other structures

The current diversity statistics for board, core team, wider team (and totals) are contained within the ‘Skills and Diversity Matrix’ that is an appendix of this plan. They show the diversity gap for gender, ethnicity, disability (declared), sexual orientation (declared), and age. This is updated on an on-going basis so to remain accurate at all times.
## Diversity Plan

<table>
<thead>
<tr>
<th>Code Reference</th>
<th>Recruitment</th>
<th>Engagement</th>
<th>Progression</th>
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<tbody>
<tr>
<td>Publish on website annual statement and information on diversity</td>
<td>Most recent board recruitment packs remain on website ‘Governance’ page to give examples of previous practice</td>
<td>Website information kept up-to-date on a quarterly basis review</td>
<td>M&amp;A of charity specifically highlight diversity under charitable objectives</td>
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<td>Company values include ‘Inclusive’ as one of the five</td>
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<td>Identify proportionate and appropriate actions to be taken to support or maintain diversity targets</td>
<td>Review at each recruitment stage the diversity levels, and pro-actively plan to promote to audiences and organisations who can help us reach target audiences</td>
<td>Partner communications will be direct when opportunities arise to positively affect diversity targets</td>
<td>Diversity targets considered in all internal team progression planning, including restructure and job enhancement</td>
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<td>In line with external board evaluation (May 2018) and the next due internal board assessment (end 2018), the position, role and value of each trustee will be reviewed; this may open up opportunity to recruit in place of any board member who resigns their position</td>
<td>The organisation will actively seek to engage with prospective board members to enhance future diversity on the board (Women, BAME candidates in particular)</td>
<td>Progression linked to opportunities and vacancies that open up as a result of reviews</td>
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<td>If there are no identified or voluntary resignations from the board, the on-going</td>
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<td>Demonstrate a strong and public commitment towards achieving greater diversity generally</td>
<td>Previous and any recruitment information contains strong commitment to diversity in statement Opportunities for board and team roles are promoted and advertised widely and cross-sector to ensure broad reach</td>
<td>Diversity plan including statement from Chair is published on website The board have completed and external evaluation and will now follow up with a refreshed internal evaluation in order to determine any possible changes in make-up which may allow for 1-2 trustee positions to become available.</td>
<td>All board and team future opportunities within core team, delivery team, board and sub-committees to afford opportunity for improving diversity levels in general However this may not be so until mid 2022 when 5 of the earliest trustee positions end (2 x 4 year terms), noting though that 3 from the 5 are BAME Recruitment to the team has demonstrated increase in BAME representation to 38% level</td>
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<td>Demonstrate a strong and public commitment towards achieving gender parity specifically</td>
<td>Contained in the plan and statement Future recruitment priority focus</td>
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<td>Adopt a target of, and take appropriate actions to encourage, a minimum of 30% of each gender on the board</td>
<td>A Trustee, Senior Team, and Wider team Gant chart shows current diversity statistics, along with set targets for each aspect based on demographics Target is 50% which would require a shift of 2 trustee places (within the 12 person board at present)</td>
<td>The board have completed and external evaluation and will now follow up with a refreshed internal evaluation in order to determine any possible changes in make-up which may allow for 1-2 trustee positions to become available.</td>
<td>However this may not be so until mid 2022 when 5 of the earliest trustee positions end (2 x 4 year terms), of which 4 from the 5 are male.</td>
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