Board Diversity Policy

# Purpose

## This Board Diversity Policy sets out the approach to diversity on the Advisory Board of CSW Sport.

# Scope of Application

This Policy applies to the Advisory Board. It does not apply to diversity in relation to employees of CSW Sport, which is covered by Coventry City Council’s / CSW Sport’s Equality Policy.

# Policy Statement

## 3.1 CSW Sport is committed to the principles of equality and diversity.

### 3.1.1 Equality is about making sure people from all sections of the community have fair and equal opportunities.

### 3.1.2 Diversity is about respecting, understanding and valuing people’s differences and making sure everyone is treated in an appropriate way.

3.2 CSW Sport recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element to achieve our stated aims and objectives. A truly diverse Board will ensure the representation of different skills, experience, background and characteristics amongst the Advisory Board members.

3.3 These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments are made on merit, in the context of the skills and experience the Board, as a whole, requires fulfilling its responsibilities.

## 3.4 reviewing Board composition, the Advisory Board 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 on the Board.

## 3.5 In identifying suitable candidates for appointment to the Board, the Advisory Board will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.

# Review

The Board will review the Board Diversity Policy, which will include an assessment of its effectiveness and any measurable objectives, if set, for achieving diversity on the Board on an annual basis and make recommendations where appropriate. At any given time the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

# Monitoring and Reporting

The Board will report annually, in the CSW Sport Annual Report (1), on the process it has used in relation to Board appointments. Such reports will include a summary of this Policy, and any measurable objectives if set for implementing the Policy and progress made towards achieving those objectives.

2018-2019 Diversity Action plan

|  |  |  |  |
| --- | --- | --- | --- |
| **Target** | **Current position** | **Actions carried out** | **By When** |
| Achieve and maintain a minimum of 30% of either gender. | Currently at 40% of female, 60% male10 Advisory Board members (4 female, 6 male) | Achieved (gender split) | Identify the additional skills and knowledge that are required on the Board.Current Board to actively consider suitable candidatesAdvertise openly for those skills ensuring it is shared to websites specified in the skills, knowledge and diversity required.This would not mean advertising for a particular characteristic (diversity). Appointments would be based on an objective criteriaIf recruitment is unsuccessful consider engaging a recruitment company to aid in the recruitment. | September 2018 |
| Achieve and maintain a wide spread of all types of diversity within the Board. | The Board would benefit from additional members from the diversity areas of;* young people;
* people living in a priority area; and
* older people / people with a disability.
* BAME
 | Currently 10% non-white  | Identify the additional skills and knowledge that are required on the Board.Advertise openly for those skills ensuring it is shared to websites specified in the skills, knowledge and diversity required.CSW Sport to articulate strategic priorities and therefore the demographics of the communities with which we are working so that we can look to positively engage at Board level.If recruitment is unsuccessful consider engaging a recruitment company to aid in the recruitment. | September 2018 |
| To extend the Board Diversity Policy to the Senior Management Team. | Ethnic diversity across the organisation. |  | Ensure any recruitment is open to equal opportunity procedures and follows the Disability Confident guidance.Target advertising for vacant posts to underrepresented posts.This will be managed appropriately to appoint on merit but review for equalities bias | When required |
| To extend the Board Diversity Policy to the Sub Groups. |  | As required | As and when sub groups are set up, the make-up of the working groups will be carefully considered so that they are representative | March 2019 |

2017-2018 Diversity Annual Review

# month update (June 2018)

A recruitment took place in May / June 2018.

After these changes the Board stands at 40% female membership and 10% non-white members.