



Diversity Action Plan

2017/22

Ver. 1.0

Diversity Action Plan

CHANGE SHEET			
TITLE: Diversity Action Plan			
DESCRIPTION OF CHANGE			
ISSUE	DATE	SECTION	DESCRIPTION
1.0	31/10/2017	All	Initial Issue that includes feedback from 'Inclusive Boards'; a working document not yet adopted by the Board

ABOUT US

British Orienteering Federation ('British Orienteering') is the national governing body for the sport of orienteering in the United Kingdom and the Isle of Man.

The federation was founded in 1967 and is a member of the International Orienteering Federation ('IOF').

British Orienteering currently has c.10,800 members and has seen a 92% increase in the total number of participant runs since 2010.

OUR MISSION

To lead, govern, promote and develop orienteering in the UK.

OUR VISION

Orienteering is the 'go to' outdoor sport for people wanting to test themselves physically and mentally.

OUR VALUES

- Respect
- Fairness
- Collaboration
- Integrity
- Excellence
- Diversity and Inclusiveness
- Transparency

Message from Our Chair

I am very pleased to have been able to draw together the ideas and work of a range of colleagues from within British Orienteering to produce this Diversity Action Plan. It is an area which has been of interest to me for many years.

In 2014 I co-authored an article published in CompassSport magazine in which we explored the involvement of women in orienteering. We identified that for women participants orienteering is a much more inclusive sport than many, but women were under-represented in organising and decision-making roles. At that time there was only one woman on the Board of Directors, we now have an equal gender balance. The Board recognise that we still need to work to achieve greater general diversity amongst people involved in decision-making at all levels in the sport.

This diversity plan covers gender, Black, Asian, Minority Ethnic (BAME) diversity, disability and general diversity including age and socio-economic status. It builds on examples of existing good practice in promoting diversity both in participation and in decision-making. These examples include; promoting introductory orienteering activities in parks in our most culturally diverse cities, implementing rules that allow us to modify the sport to enable young people with special needs to participate, enabling transgender people to participate encouraging less experienced people to shadow others in decision-making roles. It is my intention that these and other examples of good practice are promoted and become embedded throughout British Orienteering.

Orienteering has been of great value to me personally. It was a great sport to become involved with as a lone mum. It was something I could share with my son as he was growing up rather than standing on the side lines. I put myself forward for election to the Board of British Orienteering so that I can help make the sport available to others to enrich their lives in whatever way they need. By putting into practice our diversity action plan, we will improve our decision-making processes and widen the range of people who can benefit from and enjoy our great sport.

The Board is committed to strengthening the diversity and inclusiveness of the Board and across the decision-making infrastructures of the sport. Consequently, the Board supports the development of the Diversity Action Plan and will review and approve the plan as part of its ongoing work. As Chair I am pleased to be able to lead on this work.

Judith Holt, Chair 2017

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Recruitment	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, LGB&T and socio-economic)	Each organisation will 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 will ensure that the organisation prepares and publishes on its website information (approved by the Board) about its work to foster all aspects of diversity across its leadership and decision-making	The board will ensure the organisation prepares & publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Req 2.2
How the organisation will attract an increasingly diverse range of candidates						
Objective: Embed good diversity and inclusion practice into our recruitment activities and decision-making processes	✓	✓	✓	✓	✓	✓
Priorities	Actions	Person(s) Responsible		Completion Date		
Short Term:						
1. Ensure British Orienteering Policies consistently promote good diversity and inclusion practice	Review the skills assessment tool to ensure it is fully focused on transferable business skills and diversity.	Chair		Feb 2018		
	Review recruitment & selection policy ensuring inclusion of guidance on diversity in advertising, proactive recruitment, shortlisting and interviewing.	Vice Chair		Feb 2018		
Medium Term:						
2. Structure Board meetings and adopt working practices to facilitate involvement of people in diverse circumstances	Ask appointments panel to check that dates, times, venues, do not exclude particular groups.	Chair		Feb 2018		
	Make explicit in advertising our willingness to be flexible in making access to board activities feasible.	C		Dec 2017		
3. Develop more accessible opportunities for involvement of diverse people in decision-making in the sport and encourage use of them	Pilot use of a time limited, single topic, working group to enable people not previously involved in committee work to test out the experience and develop confidence.	Chair Events and Competitions Committee / chair of Board		Dec 2018		
	Ensure marketing campaigns are targeted at under-represented groups.	Communications officer		Dec 2018		
4. Monitor our diversity pipeline	Audit diversity of the sports decision making from grass roots through to board level.	Head of dev		Dec 2020		
	Test how our marketing is reaching national groups representative of under-represented groups.	Communications officer		Dec 2020		
Long Term:						
5. Ensure implementation of recruitment policies at Board level	Brief Board appointments panel prior to appointments each year and review after each round of appointments	Chair		On-going		

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6. Ensure implementation of recruitment policies in staff appointments	Brief appointments panels prior to every appointments process and review after each appointment.	CEO	ongoing
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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, LGB&T and socio-economic)	Each organisation will 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 will ensure that the organisation prepares and publishes on its website information (approved by the Board) about its work to foster all aspects of diversity across its leadership and decision-making	The board will ensure the organisation prepares & publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Req 2.2
Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally						
Objective: Make visible British Orienteering's commitment to diversity in all forms of communication.			✓		✓	✓
Priorities	Actions	Person(s) Responsible			Completion Date	
Short Term:						
7. Ensure the Board Values Statement on the British Orienteering website fully reflects the Boards commitment	Review and republish Board Values Statement and message from chair to make explicit our commitment to general diversity and LGBT, age and socioeconomic diversity. Message from Chair to be published and promoted	Current CEO			Dec 2017	
8. Incorporate commitment of the Board to the diversity action plan into the Board Work Schedule	Include regular progress reporting of Diversity Action plan on Board Work Schedule.	Current CEO			Dec 2017	
	Promote internal commitment to D&I through use of board effectiveness & appraisal systems.	Chair			Dec 2017	
Medium Term:						
9. Promote commitment to diversity in messages to members and public	Include diversity issues and achievements in targeted electronic newsletters	Communications officer			Jan 2018 and Ongoing	
Long Term:						
10. Raise British Orienteering members' awareness of diversity issues and achievements through Annual Reports	Statement to update members and the public on progress in implementing the Diversity Action Plan in Annual reports going forward	Current CEO / New CEO / Chair			2018 and ongoing	

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Progressing talent from Within		Code for Sports Governance					
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A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.							
Objective: Promote diversity throughout participation and decision-making in the sport of orienteering.		✓	✓	✓	✓	✓	✓
Priorities	Actions	Person(s) Responsible			Completion Date		
Short Term:							
11. Further develop understanding amongst current Board members of specific and general diversity issues	Review guidance for Board appraisal system to ensure consideration of understanding of diversity issues is explicit and that training needs will be identified and met	Chair + INEDS			Feb 2018		
Medium Term:							
12. Ensure Board is effective in addressing diversity and adopts an inclusive culture	Review processes used for Board effectiveness reviews to ensure that consideration of effectiveness in promoting diversity is explicit.	Chair + INEDS			June 2018		
13. Develop more accessible opportunities for involvement of diverse people in decision-making in the sport	Pilot use of a time limited, single topic, working group to enable people not previously involved in committee work to test out the experience and develop confidence access to role models and availability of mentoring.	Chair Events and Competitions Committee / Chair of Board			Dec 2018		
	Engage with clubs to identify people from under-represented groups with whom we can explore different ways of involving them in decision making.	Head of Development, Development Officers			Dec 2018		
Long Term:							
14. Offer support and advice to clubs to promote the sport to new participants to increase diversity	Integrate discussion of diversity into conversations with clubs as indicated in 1.3 of Strategic plan.	Head of Development, Development Officers			On-going		
15. Use marketing campaigns targeted at under-represented groups	Use demographic insight data on participants to specifically target those most likely to become orienteers and that are currently under-represented in the sport in the UK	Head of Development, Development Officers			On-going		

Key Questions

How does this feed into our broader governance plan?

Our broader governance plan to improve leadership and good governance and is one of the five Underpinning Programmes which support the three focus programmes of the current British Orienteering Strategic Plan.

The diversity action plan feeds into the following objectives in our Strategic Plan: 7.2 Ensure Board regularly reviews its composition, role and performance, 7.4 Ensure succession planning for Board members and Senior Executives is in place, 7.6, Ensure Steering Groups, Committees and Work Groups are fit for purpose, 7.8 Effectively disseminate news from the Board and leadership.

Regarding our commitment to Sport England to develop good governance, the Diversity Action Plan is a key and integral part of our wider desire and obligation to demonstrate good practice.

Who are the key people responsible for the delivery of this plan?

Key people in delivering this plan are: The Chair, INEDS, CEO (current and future), Head of Development, Communications Officer

How will we measure overall success?

By December 2020 a robust set of policies, procedures and parameters will be established that govern the recruitment, engagement and the development of talent from within; a welcoming positive culture will be in place. These the Board can control and through these the Board will demonstrate the desire to achieve a more diverse Board and decision-making process across not only the National Governing Body but across the wider infrastructure that supports orienteering.

Clearly the Board wishes to do everything within its power to promote diversity on the Board and establish a welcoming culture for people from diverse groups. Whilst the Board could establish diversity targets it would be unrealistic in the time span of this Action Plan as the Board relies on persuading prospective directors from diverse backgrounds to stand to become directors; the actual decision to commit lies in the hands of these people. To date the Board and staff have invested considerable time and effort in trying to engage people from diverse backgrounds through organisations for under representative groups at national and local level. Sadly, this has not yet yielded the degree of diversity and inclusion we would like. The actions in this plan are intended to address this.

How does your Diversity Action Plan (DAP) cross-reference other parts of the code or other relevant equality or diversity monitoring standards/framework?

The diversity action plan has been informed by the Women in Sport Checklist for change (Priorities 1, 2, 9, 11 & 12) and our Equality & Inclusion Action Plan, a part of our Equality Standards in Sport.

The diversity action plan addresses the five areas of good governance identified in the New Governance Code: Structure (Priority 2, 11), People (Priority 3, 4, 5, 12, 13), Communication (Priority 6, 8, 9, 14), Standards and Conduct (Priority 10, 11) and Policies and Processes (Priority 1, 7).