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British Paralympic Association



Annual Review of the British Paralympic Association's Diversity Action Plan: October 2018

BPA Board Diversity Statement

The Board's public commitment to diversity is set out in the "BPA Board Diversity Statement", posted on the BPA's website here:

<https://paralympics.org.uk/footer-pages/equality-and-diversity>

At the time the statement was agreed in October 2017 the Board had achieved the minimum gender diversity target of 30%, with three of ten directors being female¹. At the end of March 2018 our Vice Chair, Annamarie Phelps, stood down and since that time the Board has operated with two of nine female members. The Board made a decision to wait to fill the vacancy as part of the regular cycle of elections in November 2018. Elections are held for six directors twice in the four-year cycle within nine months of the Summer and Winter Paralympic Games (four and two directors respectively). Appointments for directors – four in total – are also made twice in the cycle (three: one) to compliment the election process. As set out in the Articles, Directors terms are for four years, and with the exception of the Chair, directors may complete two terms (Chair may complete three).

At the time of writing the appointed and election processes to bring in three (in a ratio of one:two) new Board members are ongoing, with the aim that at least four of the full complement of 12 Board members are female by the conclusion of the Election Meeting on 7 November 2018.

With this in mind, and recognising that there is further work to be done the Board considers that the ambition stated in the Diversity Statement remains relevant and therefore is unchanged.

Diversity Action Plan

Introduction

Whilst the Diversity Action Plan (DAP) was developed in October 2017 as part of the BPA's compliance with A Code for Sports Governance, it codified many of the activities that the BPA was already undertaking – such as the open recruitment of appointed directors and the collation of equality monitoring data for applicants - and focussed the Board's attention on further practical objectives for the medium and longer term that will support its ambitions in this area.

A year on and the DAP has been updated with the progress made throughout the year against the short and medium term objectives only. The longer term objectives are re-confirmed, but in this first year the focus has been on those identified with a shorter timeframe.

Progress to Date

The BPA's internal Equalities Working Group (EWG), made up of the full Executive Team and three staff volunteers, was involved in formulating the DAP and has been monitoring progress at its quarterly meetings throughout the year. The EWG and the Board consider that good progress been

¹ BPA Board and staff diversity data as at the end of each March is set out each year in the Trustees Report, available on the website: <https://paralympics.org.uk/footer-pages/governance>

made overall, notwithstanding the fact that some of the actions are in progress (e.g., the recruitment of new directors), with other objectives ongoing as they are annual events (e.g., the collection of diversity monitoring data of staff and Board).

The detailed progress against the objectives is set out in the Updated DAP, on the BPA's website here <https://paralympics.org.uk/footer-pages/equality-and-diversity>.

Further Action Points, Monitoring, and Future Reporting

Good progress has been made against the DAP, but it became apparent in the year that further actions would have been helpful to support work in this area. These have been identified as part of the review and are annotated in the Update document, for example, asking director applicants and nominees to state where/ how they heard about the role in order to measure the impact of where adverts are placed.

Additionally, in this year the focus has been on the DAP and the diversity of the Board as this has been a key priority. A small number wider organisational objectives and actions identified in the BPA's Equality Action Plan, a precursor to the DAP, have not been monitored, and whilst work has continued in these areas there has been no EWG oversight of that. Therefore, in the coming 12 months the focus of the monitoring undertaken by the EWG will be expanded to ensure that the full range of activity is monitored. This will be reported on in the review by Board in October 2019.

Agreed by Board – 3 October 2018