

BAC DIVERSITY ACTION PLAN 2017 - 2024

About Us

The British Athletes Commission was set up in 2004 as an independent membership association to represent the interests of athletes in elite performance sports in Great Britain.

The BAC represents athletes in over forty sports, including Olympic, Paralympic and Commonwealth sports.

The BAC has four core objectives:-

1. **WORLD CLASS ADVICE AND SUPPORT**
2. **INTERESTS OF ATHLETE AT HEART OF DECISION MAKING**
3. **VALUED AND RESPECTED REPUTATION**
4. **UPHOLD STRONG GOVERNANCE & LEADERSHIP**

Our Mission

We champion the athlete voice and work in partnership to enhance athlete wellbeing.

Our Vision

To Empower and Support Great Britain's Athletes.

Diversity and Equality is Important to Us



The BAC takes seriously its role in recognising and removing any barriers faced by people involved, or wanting to be involved in sport, in any capacity, to ensure the culture of sport is improved to one that values diversity and enables the full involvement of disadvantaged groups in every aspect of sport

The British Athletes Commission takes a proactive approach in leading and influencing a fair, equitable and ethical world class sporting system in the UK. The BAC promotes and leads the highest standards of conduct in diversity and equality throughout all its work:-

- The BAC is people focused and values and embraces people's differences.
- The BAC aims to ensure the culture of sport values diversity and enables the full involvement of disadvantaged groups in every aspect of high performance sport.
- The BAC embraces legislation as per the Equality Act 2010 and welcomes people from all backgrounds.
- The BAC reviews the Board's effectiveness and reports on our composition each year, in accordance with the Code for Sports Governance.
- The BAC will not tolerate discrimination either directly or indirectly, on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.
- The BAC is developing more detailed actions to support the delivery and implementation of its ambitions as the organisation grows and develops to best support the needs of its partners, stakeholders, athletes and its membership.

The BAC will take positive action to: -

- Eradicate individual and institutional discrimination of any form.
- Comply with statutory and legislative obligations and wherever possible best practice.
- Meet the needs of employees and partner organisations.
- Make equality and equal treatment a core part in the development and delivery of policies, initiatives and services.

Board and Athlete Advisory Group Diversity

The BAC embraces and recognises that leadership and decision making is significantly improved when the Board is able to draw upon a diverse range of opinions.

The BAC measure and report annually on diversity of the Board and targets in line with the Code for Sports Governance. We are proud that the BAC meets the minimum target of 30% of each gender on the Board and Athlete Advisory Group.



Currently our Board and Athlete Advisory Group (AAG) indicators are:-

	Board	Athlete Advisory Group
Gender:	37.5% Female 62.5% Male	43% Female 57% Male
Race:	12.5% Black 87.5% White	14% BAME
Disability:	12.5%	29%
LGBT:	0% Not-Disclosed	14%

Message from Our Executive Chair, Victoria Aggar

The British Athletes Commission is committed to the principles of equality of opportunity.

We aim to ensure that all present and potential athletes, members, coaches, competitors, volunteers, Board Directors and employees are treated fairly and on an equal basis, irrespective of sex, age, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment or social status.

This action plan has been approved by the BAC Board (23 January 2018) and forms part of our wider governance strategy embracing the principles of the Code of Sports Governance.

In developing our new Vision and Strategy 2024, outstanding Leadership and Governance will be a key strategic objective to provide strong leadership, diversity and organisational performance.

We are proud that the BAC meets the minimum target of 30% of each gender on the Board and Athlete Advisory Group. We will work to improve our BAME representation during as we continue through this cycle.

We are also proud to have achieved Preliminary Level Equality Standard and are committed to achieving Intermediate Standard closely followed by Advanced Equality Standard.

Victoria Aggar - Executive Chair, BAC

Recruitment How the organisation will attract an increasingly diverse range of candidates	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	Demonstrate a strong and public commitment to progressing towards achieving greater diversity targets set out in Reg 2.1	Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 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	✓	✓	✓	✓	✓	✓
Priorities	Actions			Person(s) Responsible		Completion Date
Short Term:	1) Maintain our Board commitment to lead by example and surpass the minimum 30% of either gender on the Board 2) Diversity audit of Athlete Advisory Group 3) Diversity audit of Athlete Representative Network			1) Board 2) CEO 3) CEO		1) Ongoing 2) Check with SM 3) Check with SM
Medium Term:	4) Promote and advertise BAC Board roles with Women on Boards, Women, Inclusive Boards, and other relevant channels 5) Create reporting tools for monitoring Diversity Action Plan			4) CEO/Operations Manager 5) CEO/Operations Manager		4) Ongoing 5) 31 March 2018

Long Term:	6) Develop sustainable partnerships with relevant organisations to enable the BAC to reach out to wider diverse groups 7) At least one member of the BAC Board to be BAME	6) CEO/Operations Manager 7) Board/Nom Committee	6) 30 September 2020 7) 31 December 2024			
Engagement Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally	Code for Sports Governance					
Objective: Communicate our commitment to diversity across all our activities	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, LGB&T and social equality)	Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 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 Reg 2.2
	✓	✓	✓	✓	✓	✓
Priorities	Actions			Person(s) Responsible		Completion Date
Short Term:	1) To publish Board Diversity Statement 2) To publish details of the BAC Board, Athlete Advisory Group, Athlete Representatives and employees in the BAC Annual Report 3) To publish Athlete Representatives 4) To achieve Intermediate Equality Standards in Sport			1) CEO/Operations Manager 2) Operations Manager 3) Operations Manager 4) Board/CEO		1) 31 st March 2019 2) 31 August 2018 3) 31 August 2018 4) 31 March 2019

Medium Term:	5) Ensure equality and diversity is embedded within the BAC marketing strategy 6) To produce effective guidelines that promotes simple, jargon free, non-discriminatory language and diversity of imagery 7) To undertake Board Equality and Diversity Training Session	5) CEO/Communications 6) CEO/Communications 7) Athlete Representative Manager	5) 31 March 2019 6) 31 March 2019 7) 31 August 2019
Long Term:	8) To Achieve Advanced Equality Standards in Sport 9) To maintain BAC commitment to diversity and equality within the BAC vision and strategy to 2024	8) Board/CEO 9) Board	8) 31 December 2020 9) 31 December 2024

Progressing talent from Within A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.	Code for Sports Governance					
	Demonstrate a strong and public commitment to progressing towards achieving greater diversity (including but not limited to BAME, disability, LGB&T and socio-economic)	Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally on its board	Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board	Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 2.1	The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) including an annual update on 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
Objective: To create a positive environment underpinned by diversity and equality principles to encourage employees, athlete representatives and the athletes we support to engage in continuous professional development.	?	?	?	?	?	?
Priorities	Actions			Person(s) Responsible		Completion Date

Short Term:	<ol style="list-style-type: none"> 1) Ensure fair and robust appraisals are performed 2) Review personal development plans 3) Review of internal pipeline and opportunities ensuring available to all employees 4) Promote internal development opportunities and training for all employees inc Moving Ahead 	<ol style="list-style-type: none"> 1) CEO 2) CEO 3) CEO 4) CEO 	<ol style="list-style-type: none"> 1) Ongoing 2) Ongoing 3) Ongoing 4) Ongoing
Medium Term:	<ol style="list-style-type: none"> 5) Employees to undertake ACAS Equality & Diversity online training and all new employees as part of induction process. 6) Develop the Leadership ladder ensuring diverse representation 	<ol style="list-style-type: none"> 5) CEO 6) CEO/Operations Manager 	<ol style="list-style-type: none"> 5) 31 December 2019 6) 31 December 2019
Long Term:	<ol style="list-style-type: none"> 7) Create diversity forums e.g. BAME / LGBT / Mental Health & Wellbeing formed from staff and volunteer Board members and Athlete Representatives 8) Identify barriers/potential barriers to progression within elite sport and how to overcome and progress 9) Develop a Leadership programme 10) Create opportunities for Athlete Representatives to progress onto Athlete Advisory Group 	<ol style="list-style-type: none"> 7) Board/CEO 8) CEO/Chair AAG 9) Board/Nominations Committee, CEO 10) Board 	<ol style="list-style-type: none"> 7) 31 March 2020 9) 31 March 2021 10) 31 March 2021 11) 31 March 2024