

Getting more people active for life



Buckinghamshire & Milton Keynes
Sport and Activity Partnership

DIVERSITY ACTION PLAN

2018 – 2019

ABOUT US

Leap is the brand name of the Buckinghamshire & Milton Keynes Sport and Activity Partnership, one of 45 county sports partnerships which form a national network covering England. We are a non-profit making organisation, established in 2005 by Sport England and the Department of Culture, Media and Sport and changed our name to Leap in January 2014 from Bucks Sport to reflect our wider remit around physical activity.

Leap translates national policy for sport and physical activity into bespoke programmes for the benefit of our local population. We predominantly work in Buckinghamshire & Milton Keynes, but increasingly work in partnership across county borders, and often lead on pioneering national projects.

Leap is governed by an independent and openly recruited board, with members appointed to guide the work of the partnership and provide excellent governance. The core team are hosted on behalf of the county-wide partnership by Aylesbury Vale District Council.

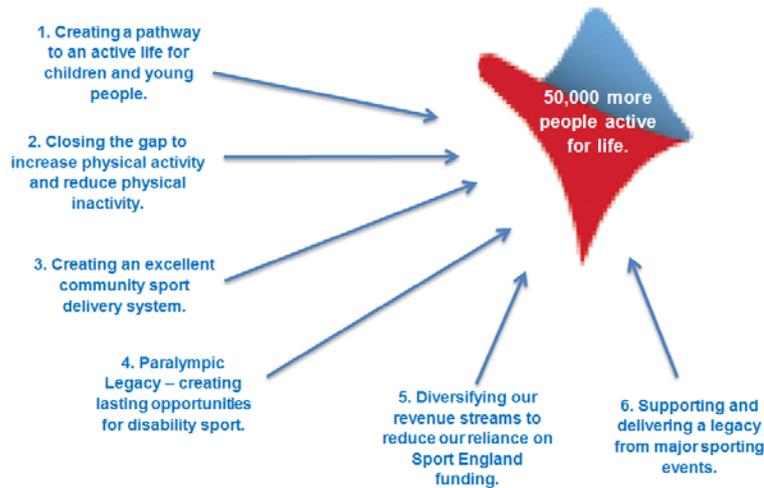
OUR MISSION

Our mission is to get more people active for Life

OUR STRATEGIC AIM

"Strengthen partnerships, create opportunities and remove barriers to help 50,000 more people benefit from sport and physical activity in Buckinghamshire and Milton Keynes; simply put 'getting more people active for life'."

Six strategic aims contribute to our vision and every element of our work feeds into one or more of these strategic aims.



OUR VALUES

Our Values - How we work

This framework is underpinned by the values identified and agreed by the Buckinghamshire & Milton Keynes Sport and Activity Board. These values reflect the partnership's beliefs and how we want others to judge our behaviours as we achieve our aim.

Committed to making a difference

Supporting, challenging and inspiring people to improve their lives through sport and physical activity.

Working in partnership

We respect and rely on one another and all of our partners to help achieve our vision. We enjoy working together and celebrating our achievements.

Excellence

Delivering above the expected, and using all our resources efficiently to achieve high and consistent standards.

Embracing innovation and being creative

We think differently and strive to apply innovative thinking and creativity to everything we do.

Message from Our Chair

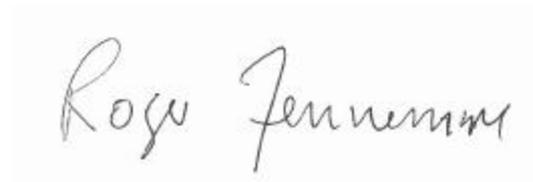
Leap is committed to diversity in all aspects of its business and activities.

The Leap Board believes that diversity, along with varied skills and experiences, contributes to a balanced and more effective working environment, and is committed to ensuring that current and potential service users, employees (including volunteer helpers) or job applicants will not be discriminated against on the grounds of social circumstances or background, gender, race, colour, ethnic origin, disability, sexuality, age or religion.

We believe this is more than a compliance issue and that diversity brings new thinking, and challenges old ideas. The principles of tolerance and understanding and respect for others are central to what we believe. We expect the Board and staff team to reflect the population we serve and want to ensure we consider and cater for all aspects of Buckinghamshire and Milton Keynes society when we make decisions about where we use our resources. We will ensure any board vacancies receive the widest possible coverage to guarantee that opportunities are seen and available to all.

Leap is committed to comply with the Sports Governance Code which includes having a minimum of 30% of each gender on the Board with the aim of achieving greater gender parity. Leap is committed to meeting the actions in this Diversity Action Plan and to continue with the excellent work we are doing as we promote diversity throughout all our activities and examples where we can demonstrate our commitment to diversity are regularly updated:

www.leapwithus.org.uk/equality-diversity/

A handwritten signature in black ink, reading "Roger Fennemore", enclosed in a thin black rectangular border.

Roger Fennemore MBE

Chairman

Why should Leap actively address diversity?

- Many organisations risk a disconnect between board members and beneficiaries of their services. A more diverse range of board members or trustees helps to ensure an organisation is fair and open in all its dealings, for example in giving grants or delivering services.
- A diverse board can increase public confidence and accountability.
- Different types of board members and a healthy changeover help to keep the board fresh with new ideas coming in and prevent leadership becoming stale.
- A diverse board contains a broader mix of skills, knowledge and experience which should give it greater flexibility to overcome challenges.
- We have a public duty to promote equality, as per the Equality Act 2010.

How can Leap increase diversity?

- Set limits for board member terms (maximum 9 years, 3 x 3 years). This is essential to ensure length of service is straightforward and that members do not become entrenched or stale. In addition, setting in place standard procedures for board member recruitment and induction can ensure that Leap is consistently striving to increase diversity.
- Use alternative methods of recruitment to try and reach into communities not currently represented on the board.
- Advertise board member vacancies with local communities or minority populations.
- Have a set policy in place for expenses such as travel.
- Make sure the venue in which board meetings are held is in a location which can be easily reached by all and is accessible for people with disabilities.
- Ensure all documents are in an accessible format

NB: First and foremost a board member must have the skills, knowledge and experience required to fulfil their role. Board members are there to provide governance and guidance to the organisation on the behalf of its beneficiaries. They need to be motivated by Leap's strategic aims and it is of no benefit to either party to appoint someone purely to make up a diversity 'quota'.

**Leap (Bucks & MK Sport and Physical Activity Partnership)
Equality and Diversity Action Plan 2017 - 2019**

Aim: Ensure that the Leap Board is representative of Bucks and MK with an initial focus on gender diversity.

Objective: 1) To develop and maintain a strong equality and diversity approach within Leap
2) To maintain the Foundation Level for the Equality Standard

Key Area	Objective	Current	Action Needed	Timescale	Comments
Leap demonstrates a clear commitment to equality and diversity.	There is an identified organisational lead for Equality and Diversity	1. The organisation has an identified lead and assistant officer, Mark Stokes, Sion Kitson and a Board Champion, Martin McElhatton	None	Completed	
	To maintain a representative and diverse Board to represent the county of Bucks and MK with a minimum 30% gender mix working towards gender parity.	2. Leap currently have a 20% gender mix and no BME board members and is presently undertaking recruitment for new members.	Positive action needed to maintain a minimum balance of 30% gender mix working towards gender parity. Work on recruiting board members with other protected characteristics will be an on going action and guided in	Mar – May 2018	Will be advertising to Recruit..

			consultation with lead equity partners.		
	During their induction, Board members and staff will be familiarised with Leap's Equality Policy and Leap's Board diversity action plan.	<ol style="list-style-type: none"> 3. This is written into the induction for all new Board Members. 4. The Policy will be reviewed every year in March. 	None	Completed	
	Training around different aspects of equality and diversity are delivered to the staff and Board	<ol style="list-style-type: none"> 5. Training is delivered as agenda items on board meetings at present. 	On going identification of training needs for staff and Board	On going	
Leap have policies for equality and diversity and these have been communicated.	The Board will agree a clear diversity target.	<ol style="list-style-type: none"> 1. Discussion at Board regarding recruitment 2. Discussion and agreement of diversity targets. 	January 25 th 2018	January 25 th 2018	Will confirm outcome
	The Board will make a statement committed to increasing diversity and publish on the website. This will be reviewed each year by the Leap Officer lead and Board Equality Champion.	<ol style="list-style-type: none"> 1. Statement agreed 2. Statement published on website 3. Statement reviewed 	Reviewed Annually	On-going	
	Leap will develop links with	<ol style="list-style-type: none"> 1. Director working with a 	Discussion around	January 25 th	

	a number of key organisations to help with the recruitment of a representative Board	<p>number of groups around gender diversity</p> <ol style="list-style-type: none"> 2. Board to use their collective networks to ensure diversity on Leap Board 	recruitment	2018	
	Leap will carry out an annual staff and volunteer profile audit to ensure positive action if needed can be resourced.	<ol style="list-style-type: none"> 1. Staff and Board survey carried out annually. 	Profile audit to be completed	Jan 2018	
Evidence of proactively engaging hard to reach groups	Leap aims to work with a diverse range of people with a focus on those underrepresented in sport and physical activity	Leap has developed and committed programmes for those with disability, older people, those in lower socio economic groups and women and girls.	On-going		

Key Questions

How does this feed into our broader governance plan?

Leap's Governance Framework has been updated in light of the requirements set out with Tier 3 of the Sports Governance Code where this is now embedded. Diversity and Equality planning has involved the entire Leap team and Board.

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

Whilst we are committed to the concept of diversity being an ambition to be owned throughout the organisation, Leap recognises there are some who can more directly take action. Therefore we have identified the following roles and current roleholders:

- 1) Roger Fennemore MBE, Board Chair - Responsible for ensuring the plan is regularly reviewed by the Board.
- 2) Mark Ormerod, Partnership Director - Responsible for reporting to the board on Plan progress and ensuring the Senior Leadership Team (staff) action where appropriate.
- 3) Board Diversity Champion, Martin McElhatton
- 4) Leap Equality & Diversity lead officer and assistant officer, Mark Stokes and Sion Kitson

How will we measure overall success?

We will measure success in a number of ways. We will track the following data to inform staff, board on progress on an annual basis timed to coincide with board evaluation process

- 1) Awareness – An increase in number of women, disabled and BAME applications to Board
- 2) Recruitment – An increase in women, disabled and BAME board members
- 3) Website interest – An increase in visits to equality & diversity pages
- 5) Training - % of staff and board in receipt of diversity training in last 4 years.
- 6) Improved Internal Culture - A fall in number of unknown status in staff, board and council surveys regarding protected characteristics.

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

1.21 regarding Board Conduct – It is intended that additional diversity training for current and future Board members will also help Leap achieve progress in regard to this section
2.7 – Succession Planning – through the advertising and recruitment of 4 new board members.

4.1 – Annual Evaluation – It is envisaged that annual review of impact of this plan will form part of the Boards annual evaluation.