

**Leap (Bucks & MK Sport and Physical Activity Partnership)
Equality and Diversity Action Plan 2020-22**

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

Objective: 1)To develop 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, Rhiannon Smith 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 one BME board member and is presently undergoing 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.	On going	Will be advertising to Recruitment.

	During their induction Board members and staff will be familiarised with Leap's Equality Policy and Leaps Board diversity action plan.	<ol style="list-style-type: none"> This is written into the induction for all new Board Members. 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"> 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"> Discussion at Board regarding recruitment Discussion and agreement of diversity targets 	January 25 th 2018	Feb 26 th 2020	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"> Statement agreed Statement published on website Statement reviewed 	Reviewed Annually	On-going	
	Leap will develop links with a number of key organisations to help with the recruitment of a representative Board	<ol style="list-style-type: none"> Director working with a number of groups around gender diversity Board to use their collective networks to ensure diversity on Leap Board 	Discussion around recruitment	Feb 26 th 2020	
	Leap will carry out an annual staff and volunteer profile audit to ensure positive	<ol style="list-style-type: none"> Staff and Board survey carried out annually. 	Profile audit to be completed	May 2020	

	action if needed can be resourced.				
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		