



**BRITISH OLYMPIC
FOUNDATION**



DIVERSITY ACTION PLAN 2020 – 2024

British Olympic Foundation

ABOUT US

The British Olympic Foundation (BOF) is the charitable arm of the British Olympic Association (BOA), responsible for the development of the Olympic Movement, its ideals and values and encouraging participation in and awareness of Olympic sport within the UK.

The Foundation aims to create learning opportunities for young people through sport as well as education to encourage personal development, fair play and personal excellence. With a variety of initiatives including an education programme, workshops, conferences, international exchanges and educational resources, the BOF aims to touch young people's lives with the Olympic dream from primary through to university level students.

The BOF trustees have overall responsibility for the direction, management and control of the Foundation. The Foundation takes its responsibility for good governance seriously and extensive policies and procedures are in place, being updated annually, to ensure we maintain the highest standards

OUR MISSION

- Promote the Olympic Movement, its principles and values
- Engage young people, families and communities to ensure the profile of the Olympic movement remains strong
- Create links between the Olympic Movement and corporate CSR /social purpose agendas to cement relationships with BOA sponsors and potential sponsors
- Generate funds through grants and donations in order to sustain and increase the reach of our work.

OUR VISION

To bring the Olympic Movement, its principles and values to life.

OUR VALUES

Responsibility, Respect, Integrity, Equality, Performance.

Message from Our Chair

As a nation we are increasingly aware of the importance of physical exercise to support the mental and physical wellbeing of the population. However the arenas of sport and exercise remain dominated by the white middle classes. Obesity and mental health problems are increasing affecting young people of all ethnicity and gender.

More than ever there is an urgent need for societal change and through the Foundation's programmes we are trying to make a difference to the youngest people in our communities, by using the power of the Olympic Movement to embed a culture of physical activity being part of the daily norm no matter what the background, gender or ability of the individual.

We are passionate about ensuring all our programmes are flexible and easily accessible by all communities within our society. Indeed we specifically value engagement with institutions with diverse and challenging environments. We work closely with our Olympians and tell their stories of 'the boy/girl next door' to inspire and give hope to those who only dream. We have seen first-hand the difference one inspirational athlete can make and are cognitive of the need to draw our role models from the widest possible pool. By offering these programmes and using the magic of Olympic athletes we hope we can encourage good habits for life and contribute to improving the mental and physical health of the nation. We strive to show that there is opportunity and possibility for all ranging from our own board level through to participation at grass roots in sport and exercise.

The Foundation Board

As a small charity we have 6 trustees this includes:

- The Chair
- Four independent Directors, including the SID (to be appointed March 2020)
- One nominated Trustee by the British Olympic Association

In February 2020 we undertook an equality and diversity audit of the Board and this found there are 4 male and 2 female trustees, so a 70:30 split between male and females. While this is currently showing a satisfactory level we need to ensure this gender balance is maintained on the Board.

All trustees responded to the audit and showed that:

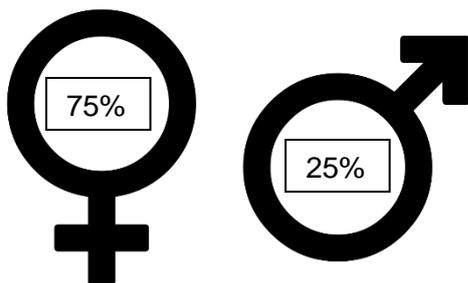
- 4 trustees identified as white British, 1 as white Canadian and 1 as Black British. We have 2 trustees aged 30-40, 1 aged 41-50, 2 aged 51-60 and 1 aged 61-70.
- Over the past 12 months we have seen an increasing gender balance with the appointment of two female trustees, and an increasing diversity of age range.

The change from a Board of 2 to a Board of 6 has increased the opportunity to have greater diversity but also demonstrates that the work on recruitment of the Board in 2019 and 2020 has been able to deliver a more diverse Board over the past 12 months.

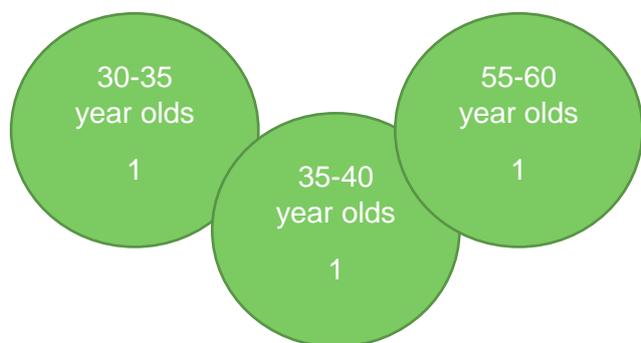
Workforce

The charity has 3 members of staff whose time is donated by the British Olympic Association.

Gender



Age

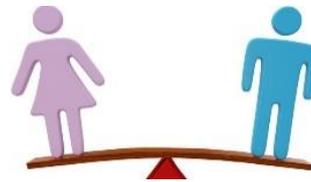


Our Programmes

Our Get Set programmes are designed to reach all areas of society and recent research shows:

Gender

The national average of gender split is 48.5% female 51.5% male, of which Get Set core tracks this, for the Get Set to Eat Fresh programme there are slightly more females with a 50:50 split

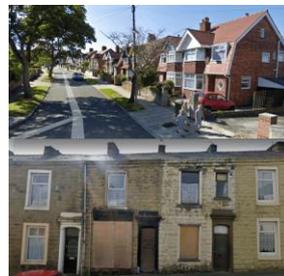


Ethnicity

Get Set Core schools tend to be more ethnically diverse than the national average, with a lower % of pupils from a white British origin and higher % across other ethnicities. This is also mirrored in the 20% of pupils at Get Set Core schools is known or believed to have English as a second language vs the national average of 18%

Economic background

Both Get Set core and Get Set to Eat Fresh have a slightly higher average of pupils eligible for Free School Meals, at 15% of pupils national avg. vs 16%. This is the national average for both Primary and Secondary schools combined



SEN

All materials and resources produced for the Get Set programmes are inclusive. The number of schools Get Set works with is in line with the national average of students who require SEN provision at 12%

Recruitment

How the organisation will attract an increasingly diverse range of candidates.

Code for Sports Governance requirement	Objective: Embed good diversity and inclusion practice into our recruitment activities and decision-making processes
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, LGBTQ+ and socio-economic).	✓
Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Req 2.1 of the Governance Code.	✓

Priorities	Actions	Person(s) Responsible	Completion Date
Short Term:	Clear statement on website in relation to >30% of each gender on board and commitment towards increasing Board diversity. Continue to ensure that all recruitment is conducted in accordance with our commitment to increase the diversity of the board. All recruitment material, including advertising to contain a clear statement in relation to Equality and Diversity.	Chair	December 2019
Short Term:	All recruitment to independent roles on the Board to be advertised in a wide range of places, including Sporting	Chair	March 2020

	<p>Equals, UK Sport jobs, Sport England jobs, Sport and Recreation Alliance, LinkedIn, Women on Boards, Global Sports Jobs. Recruitment will include the use of specialised search agencies where necessary and budgets allow</p> <p>This is to aim to attract a diversity of applicants, from the sports sector and beyond as well as those that have held previous executive and non-executive roles.</p>		
Short Term:	<p>Selection process to ensure that candidates are assessed in a consistent way throughout the process on a skills basis.</p>	Chair	January 2020
Short Term:	<p>In order to embed a culture focussed on inclusion and diversity, equality and diversity training will be included within the induction process for new directors. Induction content will then be reviewed annually in relation to equality and diversity in light of discussions around annual monitoring.</p>	Chair	February 2020
Medium Term:	<p>Undertake annual monitoring of Board composition in relation to diversity to check against gender target and to demonstrate increasing diversity.</p>	Director	End 2020

Engagement

Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally.

Code for Sports Governance requirement	Objective: Embed good engagement for diversity and inclusion at Board level and creating ways to reach out to staff in the organisation, fostering good relations.
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).	✓
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 Req 2.2.	✓

Priorities	Actions	Person(s) Responsible	Completion Date
Short Term:	Review ongoing Equality Diversity and Inclusion Training delivered to the Board, to ensure compliance with equality law, including 'due regard' in decision-making, Board engagement with equality, championing, embedding, developing approaches and ensuring accountability in annual reviews.	Director	Dec 2020
Short Term:	Following Board equality training, gather views from the Board on time allocated to equality and diversity, ensuring equality, diversity and inclusion is embedded in Board items/papers and decisions.	Director	Ongoing
Medium Term:	An annual training needs analysis of the Board will be undertaken in relation to diversity	Director	Ongoing

Medium Term:	Annual training for the Board will be provided to support the identified training	Director	Ongoing
Short Term:	Review current workforce equality training programmes, ensuring there is a good level of assessment built into training and is role specific.	Director	December 2020

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 requirement	Objective: To ensure development and progression at the BOF. To develop a strong pipeline of Board-ready individuals particularly from under represented sectors.
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).	✓
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 Req 2.2.	✓

Priorities	Actions	Person(s) Responsible	Completion Date
Short Term:	Ensure that the Board opportunities are communicated and made available to candidates, across the sector.	Chair	December 2019 and with any new recruitment
Medium Term:	Promote with the leadership team the Learning and Development L&D programme and opportunities to support progression in decision-making roles.	Director	December 2020
Short Term:	Enable training opportunities for staff to support their ongoing development and prepare them for promotion opportunities in the future.	Director	December 2020

Key Questions

How does this feed into our broader governance plan?

The Board has an important role in setting the direction of equality, diversity and inclusion at the organisation through its broader strategic aims, so that everyone can enjoy sport and physical activity in an all-inclusive environment.

With recruiting a diverse Board and workforce comes a wealth of experience, skills and diversity of thought, enabling better informed decision-making and understanding of those working and involved in sport and activity

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

The Board of Trustees and staff all take responsibility for ensuring the plan is delivered.

How will we measure overall success?

- An annual review of the Board and workforce diversity
- Annual review of all programmes to ensure diversity

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

There is an explicit link between this DAP and the wider action plan in relation to the progression towards the Advanced Equality standard. In relation to the Code, the standards expected of the Board include that in relation to equality and diversity. Board members will receive an induction programme and training to support this aim to ensure the highest standards of governance.