

WELSH GYMNASTICS BOARD

EQUALITY, DIVERSITY AND INCLUSION ACTION PLAN 2021/2022



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Welsh
Gymnastics



Gymnasteg
Cymru

“As a board, we understand what is possible through respecting and valuing individuals based on their abilities and will be championing equality, diversity and inclusion.”



Our commitment

Welsh Gymnastics is committed to developing a culture where respect and understanding is fostered, and where the diversity of people's backgrounds and circumstances is positively valued.

We want to enhance a supportive and inclusive environment where individuals feel welcomed, and can reach their potential, without prejudice and discrimination. This extends to our employees, members and stakeholders.

We are working to ensure our sport, policies, communications, employment practices and membership rules are fair.

Our Equality and Diversity Policy aims to ensure that no applicant, staff or member receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation – or is disadvantaged by conditions or requirements which cannot be shown to be relevant to participation and performance.

We seek to ensure that no person is victimised or subjected to any form of bullying or harassment. We understand the importance of keeping the Welsh language alive.

We are pleased to be following the Governance and Leadership Framework and its principles and we are working towards the Advanced Standard for Equality in Sport. To do this our board has made a commitment to:








- Make significant progress towards diversity within the board and sub-committees.
- Mainstream equality through the organisation's functions, policies and procedures.
- Develop initiatives to address each protected characteristic.

As a board, we understand what is possible through respecting and valuing individuals based on their abilities and will be championing equality, diversity and inclusion.

As part of our commitment to good board governance we have agreed to operate within board term limits and, whilst we will be very sad to see any of our board members leave, we will use this opportunity to gain greater board diversity. The key priority will be gender parity, whilst planning for greater diversity over the long term.



Bev Smith
Chair, Welsh Gymnastics

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| <p>Balanced, inclusive and skilled board</p> <p>How Welsh Gymnastics will attract an increasingly diverse range of candidates:</p> <p>Recruitment</p> | <p>Conduct a Skills Matrix for board to identify gaps and identify individual and collective training needs.</p> | <p>The board is comprised of an appropriate number of people for effective decision making with the ability to take a holistic view.</p> | <p>Active engagement with learning & development opportunities – appropriate staff and non-executives attending events, accessing opportunities for support.</p> | <p>Put in place appropriate, open and transparent recruitment practices for new board members.</p> | <p>Establish maximum terms of office (2 x 4 years) with a balance of continuity maintained.</p> | <p>Wherever reasonably possible ensure Welsh language is considered.</p> | <p>Public commitment to gender diversity as a priority of underrepresented characteristics. (Updated annually)</p> |
| <p>Objective</p> <p>The board to have individuals with the relevant balance of skills, knowledge and experience to meet the needs of the organisation and represent the community it serves. Welsh Gymnastics will demonstrate a strong and public commitment to progressing towards achieving gender parity and greater diversity on the board.</p> | <p></p> <p>Skills Matrix completed and will be reviewed when any board member leaves or new board member joins.</p> | <p></p> <p>Our Governance handbook states a requirement of 7 – 10 board members. 7 are currently in place with an additional member to be appointed in 2022.</p> | <p></p> <p>Training has been provided to board members. This will be ongoing.</p> | <p></p> <p>All board positions are advertised using an open, transparent process and utilising organisations that promote to diverse audiences.</p> | <p></p> <p>This has been established. Extended terms have only been agreed to ensure continuity and whilst doing a handover with new board members.</p> | <p></p> <p>Roles are advertised in Welsh. A Welsh speaking Non-Executive Director (NED) has been appointed.</p> | <p></p> <p>Statement published on the WG website and promoted across digital platforms as well as this plan.</p> |

Action Plan – This plan covers the Board of Welsh Gymnastics, and its sub committees.

Where the responsible person is temporarily unavailable, the person may be replaced by a delegated person of authority.

| Priorities | Actions | Person(s) Responsible |
|------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| Short term | | |
| Write public statement of commitment. | Positively promoting our commitment to Equality, Diversity and Inclusion through our website and publications. | Chair |
| Publish action plan and statement of commitment on the WG website and digital channels. | Present action plan (this document) for board approval; on approval to be shared on digital platforms. | Chair and Chair of Governance Committee. |
| Mid term | | |
| Establish current position in relation to the 9 Protected Characteristics. | Equality Monitoring of board. Targeted approach to recruitment and representation to be implemented. | Chair/Chair of Governance Committee. |
| Recruitment process for NED members of the board to be reviewed to ensure diversity is taken into consideration. | Develop a process checklist and internal process for recruitment of NED members of the Board to ensure diversity is taken into consideration (Gender parity as the priority). | CEO/delegated operation lead with expertise. |
| Further develop board members' awareness and understanding of Equality, Diversity and Inclusion. | Board diversity training to be organised with Sport Wales' equality consultant | CEO Chair/Chair of Governance Committee and delegated operation lead. |

| Priorities | Actions | Person(s) Responsible |
|--------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| Ensure recruitment process is inclusive – Welsh language considerations. | Complete equality impact assessments. Key documentation to be made available in Welsh. | Chair/Chair of Governance Committee and delegated operation lead. |
| Identify skills gap on board. | Board skills matrix completed. An annual review process is now in place and in line with new tenures. | CEO Chair/Chair of Governance Committee and delegated operation lead. |
| Targeted approach to greater gender parity. | Prepare a board candidate pack that is welcoming, engaging and inclusive and translated into Welsh language. Advertise with organisations that represent individuals from diverse backgrounds. | Chair/Chair of Governance Committee and delegated operation lead. |
| | Commence the recruitment and selection process for 1 further NED position, balancing the need for the right skills, knowledge and experience to meet the needs of the organisation with a targeted promotion to address issues of under representation with a priority on gaining gender parity. | Chair and delegated operational lead. |
| | Opportunities to be made accessible to all by considering advertising material and where and how it is advertised. Consider possibility of Welsh language translation | CEO/Chair and Chair of Governance Committee. |

| Priorities | Actions | Person(s) Responsible |
|-----------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| Implementation of the maximum terms of office (2 x 4 years). | A phased approach to implementation of the maximum terms. This is to ensure some continuity and that key knowledge and skills are maintained and to ensure gender parity does not worsen. | CEO/Chair and Chair of Governance Committee. |
| Long term | | |
| Plan to be reviewed annually as part of the board evaluation and set wider diversity plans. | Review plan against targets post remaining NED appointment and then 6 months after. | Chair/ Chair of Governance Committee and operation lead. |
| Develop initiatives to address each protected characteristic both on board and subcommittees. | Develop initiatives to address other protected characteristics. | Chair and delegated operation lead. |
| Upskilled Board. | Targeted approach to identify learning and development opportunities for upskilling board based on findings from skills matrix to address any gaps. | Chair and Chair of Governance. |