



# **DIVERSITY ACTION PLAN 2017 – 2021**

**British Amateur Boxing Association**

## **ABOUT US**

GB Boxing was established in August 2008, its sole purpose is to manage the World Class Performance Programme and to select and prepare the best boxers across Great Britain for the Olympic Games. It oversees three programmes which include the men and women's Podium squad, Podium Potential squad and the Women's Development squad.

GB Boxing work closely with the Boxing Associations of England, Scotland and Wales to select the boxers with the highest medal potential. Their aim is to ensure that the athletes have access to the performance pathway and the best opportunity to succeed within boxing.

Each of the three home nations are represented equally on the GB Boxing board, where they meet every quarter.

GB Boxing's primary source of funding is a grant of £14.6 million from UK Sport, made up of contributions from the National Lottery and the Exchequer. It also has commercial partnerships with Lonsdale.

The GB Boxing headquarters and purpose-built training facility are at the English Institute of Sport Sheffield (EISS). GB Boxing also own an accommodation block where they house their athletes during training camps, which is within close vicinity of the EISS.

## **OUR MISSION**

Maintain and enhance the world's best performance system to enable each GB Boxer the very best opportunity to achieve his or her full potential.

## **OUR VISION**

To be recognised as the leading Olympic Boxing nation, inspiring ever more people to Box.

## **OUR VALUES**

BABA values are;  
Giving it our all  
Relationships  
Enjoyment  
Ambition  
Teamwork

## **MESSAGE FROM OUR CHAIR**

A message from Steven Esom, Chair of British Amateur Boxing Association.

“The BABA believes in fairness and equity and values diversity in all its dealings. The board recognise the important of driving these beliefs from the top and this is why my fellow board members and I are fully committed to driving greater diversity with BABA to improve the sport.

Boxing is proud of its tradition of working with all sections of the community, and this action plan has been approved by the board and all board members look forward to supporting BABA driving this area of work forward.”

<h1>Recruitment</h1> <p>How the organisation will attract an increasingly diverse range of candidates</p>		Code for Sports Governance				
<p><b>Objective:</b> Embed good diversity and inclusion practice into our recruitment activities and decision making processes</p>	<p>Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board</p>	<p>Demonstrate a strong and public commitment to progressing towards parity and greater diversity generally on its board</p>	<p>Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGBT and socio-economic)</p>	<p>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</p>	<p>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)</p>	<p>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</p>
Priorities	Actions		Person(s) Responsible		Completion Date	
<p><b>Short Term:</b></p>	<p>BABA will publish details of board commitment to diversity and will publish this action plan on our website. The action plan will also be included in our employee handbook.</p> <p>BABA will also publish commitment to encourage a minimum of 30% of each gender on its board.</p>		<p>Head of Operations</p>		<p>End of November 2017</p>	
<p><b>Short Term:</b></p>	<p>BABA will gather profile information that identifies the diversity of the existing board, to identify objectives. . This information will be developed into a report and reported to the board</p>		<p>Head of Operations, CEO,</p>		<p>End of November 2017</p>	
<p><b>Short Term:</b></p>	<p>Equality Champion on board to be appointed and will sit on relevant BABA committees and forums to improve the flow between the board and the organisation.</p>		<p>Board to appoint</p>		<p>November 2017</p>	
<p><b>Medium Term:</b></p>	<p>Board evaluation and equality monitoring audit will be conducted annually to analyse the diversity of</p>		<p>CEO, Head of Operations, Chairman</p>		<p>Annual review completed November 2017, Equality</p>	

	the board. The results of this will continue to influence the appointment of Directors.		monitoring Audit November 2017 Then annually
<b>Medium Term:</b>	<p>In all BABA recruitment documentation, to positively request applications from all communities through job descriptions and advertisements. BABA ensure that all positions are widely advertised with websites such as Sporting Equals and Women in Sport.</p> <p>BABA will consider where necessary to appoint a recruitment consultant on specialist roles and hold them to account to show steps that they have taken to ensure diversity.</p>	CEO, Chairman	As required/ongoing
<b>Long Term:</b>	BABA will work with the Home Nation Associations to ensure diversity through the representative pathway providing more opportunities for members to assume representative and appointed positions of responsibility.	CEO/Board/Home Nations	ongoing
<b>Long Term:</b>	Progress report against this action plan to be published annually on BABA website and distributed to all employees.	Head of Operations	Annually

<h2>Engagement</h2> <p>Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally</p>		Code for Sports Governance				
<p><b>Objective:</b> Communicate our commitment to diversity in all areas of the World Class Programme</p>	<p>Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board</p>	<p>Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board</p>	<p>Demonstrate a strong and public commitment to achieving greater diversity generally/including but not limited to BAME, disability, LGBT&amp;T and socio-economic)</p>	<p>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</p>	<p>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)</p>	<p>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</p>
Priorities	Actions	Person(s) Responsible	Completion Date			
<p><b>Short Term:</b></p>	<p>To publish the board diversity statement and message from Chair, highlighting BABA commitment to diversity throughout the company, in all business activities and published on the company website and in the employee handbook.</p>	<p>Head of Operations/Operations and Logistics Manager</p>	<p>October 2017</p>			
<p><b>Short Term:</b></p>	<p>BABA board to commit to achieving the Advanced Equality Standard.</p>	<p>Board</p>	<p>November 2017</p>			
<p><b>Short Term:</b></p>	<p>Board training on equality and diversity to be completed.</p>	<p>Head of Operations/Board</p>	<p>March 2018</p>			
<p><b>Medium Term:</b></p>	<p>To publish details of the diversity of the staff and directors of the company within BABA annual report (published on company website)</p>	<p>Head of Operations/Press Officer/Operations and Logistics Manager</p>	<p>October 2018</p>			
<p><b>Medium</b></p>	<p>All BABA employees to complete training on diversity and equality.</p>	<p>Head of Operations</p>	<p>November 2018</p>			

<b>Long Term:</b>	To ensure that the website continues to promote our commitment to diversity on all relevant governance pages.	Head of Operations and operations and logistics Manager	ongoing
<b>Long Term:</b>	Part of BABA's core values includes relationships and teamwork, a key part of which is respecting all members of the BABA team. These values will be included in the athlete handbook, employee handbook, and represented visually in the BABA offices, the accommodation block, meeting rooms and gym. This is to encourage and ensure all employees and athletes commit to embracing diversity	Board/Senior Management team	Inclusion in staff and athlete handbook – November 2017  Visual representation in BABA buildings – January 2018  Ongoing development where needed
<b>Long Term:</b>	Equality is embedded through all BABA activities, policies and procedures and recruitment processes.  Board and employee equality and diversity training to be completed every two years.	Board/Senior management team	ongoing

<h2>Progressing talent from Within</h2> <p>A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.</p>		Code for Sports Governance				
		<p>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</p>	<p>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)</p>	<p>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</p>	<p>Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGBT and socio-economic)</p>	<p>Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board</p>
<p><b>Objective:</b> Encouraging all employees undertake continuing professional development, to attend leadership programmes and extra courses, Senior management team, stake holders and board members to support mentoring on certain tasks and areas where required.</p>						
Priorities	Actions	Person(s) Responsible	Completion Date			
Short Term:	Publish this report and commitment on website and through the employee handbook	Head of Operations	November 2017			
Short Term:	All employees and board members to undertake ACAS equality and diversity online training. This training will also be included in the induction process.	Head of Operations	December 2017 and ongoing			
Medium Term:	Encouraging board applicants when there is a vacancy from;  Known contacts working in boxing Known contacts working in other sports Those already on working groups or panels	CEO/Board	ongoing			
Long term:	The BABA is committed to providing CPD and mentoring to athletes and employees to help gain skills required to apply for other roles within the organisation and other sports.	Board, CEO and relevant line managers	Ongoing			



<b>Long Term:</b>	Athlete steering group to be formed and guided by a board member. This group will provide opportunities for athletes to feed into the organisation at board level.	CEO and Board	To be formed December 2017 and then ongoing
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# Key Questions

## How does this feed into our broader governance plan?

BABA is committed to meeting the requirements set out in A Code for Sports Governance. The diversity action plan is one of many documents produced to help us improve governance throughout the world class programme. This action plan will link closely with our Organisation and culture strategies. The main aims for BABA with regards to diversity is to reach the code of sports mandatory requirement of at least 30 per cent gender diversity onto our board and to increase Black, Asian, minority ethnic (BAME) representation. BABA will encourage diverse candidates for board roles and is committed to meeting this target. BABA will provide a greater transparency, publishing our strategy, structure and financial position.

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

Diversity is considered throughout the whole world class programme. The Chief Executive and Head of Operations are responsible for ensuring that diversity is considered in all day to day activity. The Audit committee and Remuneration committee are responsible for overseeing diversity is included in policies and procedures. The Equality Champion will be responsible for ensuring that diversity is considered in all matters at board level and ensure that the board improves its diversity through this funding cycle.

## How will we measure overall success?

Diversity monitoring is reported annually to the Audit Committee and board through assessing the key performance indicator of 30% women on the board and encouraging diverse candidates for recruitment. Equality monitoring of our staff, board and job applicants will continue to be undertaken.

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

The diversity action plan will be reviewed on an annual basis as part of the annual policy review.  
It will be updated when equality monitoring is undertaken and during recruitment processes.  
The diversity action plan will work alongside the Equality standards in sport.