



DIVERSITY ACTION PLAN 2017-2021



ABOUT US

The British Amateur Boxing Association (BABA) was established in October 2008 to manage and deliver the World Class Performance Programme for boxing. Our role is to put in place everything that is needed to transform talented boxers into Olympic champions. This includes providing:

- The world's best coaching
- The world's best sport science and medical support
- A competition and training programme supporting the boxers' journey to success
- The best facilities in which boxers can flourish
- The best operational support designed to enhance the prospects of success

Our primary objective is to create an environment that enables the finest boxers from England, Scotland and Wales to maximise their ability and win medals at major international competitions and the Olympic Games. BABA only works with athletes on the elite programme. BABA is not involved in any club, community or home nation boxing activity.

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 Sting.

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 within the BABA to improve the sport.

The Code of Sports Governance sets out the levels of governance, transparency, and accountability required from those who receive funding from UK Sport since April 2017. It outlines standards in governance, which include diversity within the leadership of sporting organisations that BABA fully supports and endorse.

Our board members come from a variety of backgrounds and have the experience and the appropriate skills to properly acquit their governance obligations as directors.

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. The action plan will be reviewed regularly to ensure all actions are met and diversity is an agenda item at all board meetings.”



BABA Board Structure

The BABA Board consists of the following 12 members, as outlined in our Articles of Association 2017;

Position	Term	End of current term	End of final possible term
Independent Chairman	4-8 years	2017	2021
Chief Executive Officer			
Independent Director – accountancy skill set	4-8 years	2021	2025
Independent Director – legal skill set	4-8 years	2021	2025
Independent Director – Sport and athlete experience skill set	4-8 years	2019	2023
Independent Director – International governing bodies and events skill set	4-8 years	2021	2025
Welsh Boxing Director	3-9 years	2020	2026
Welsh Boxing Director	3-9 years	2020	2026
Boxing Scotland Director	3-9 years	2019	2025
Boxing Scotland Director	3-9 years	2019	2025
England Boxing	3-9 years	2016	2022
England Boxing	3-9 years	2017	2023
Total members	12		

BABA board members come from a variety of backgrounds and have the pre-requisite experience and the appropriate skills to properly acquit their governance obligations as directors. Each of the three home nations are represented equally on the GB Boxing board, with home nation directors. These directors are



recommended by the home nations and appointed by the BABA board. Over the next Olympic cycle BABA will work closely with the home nations to ensure diversity through the representative pathway providing more opportunities for members to assume representative and appointment positions of responsibility. In 2017 a home nation director from Scotland was selected as Equality Champion for the board and the BABA will use this avenue to support the home nations in their own equality and diversity challenges.

For the last independent directors and chairman selections positions were recruited at the end of term through a sport and media executive search agency recommend by UK Sport, to ensure the diversity and skills required for the Board. This recruitment process will be analysed for the next available terms and amended where necessary.

In 2016 the BABA board female representative increased from 8% to 16%. BABA is committed to reaching the aim of 30% of each gender on the board. Included in the diversity action plan in an action to complete board evaluation annually to analyse the diversity of the board. It is hoped that during the 2021-2025 funding cycle the BABA board will consist of 30% of each gender and BABA is committed to encouraging this minimum.



Recruitment	Code for Sports Governance					
<p>How the organisation will attract an increasingly diverse range of candidates</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 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 Req 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 Req 2.2</p>
<p>Objective: Embed good diversity and inclusion practice into our recruitment activities and decision making processes</p>						
Priorities	Actions			Person(s) Responsible	Completion Date	Completed Y/N
<p>Short Term: <i>Introduction of BABA diversity action plan to employees and publishing of BABA diversity Action plan</i></p>	<p>BABA will publish details of board commitment to diversity and will publish this action plan on our website.</p> <p>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>Yes</p>
<p>Short term: <i>Review and amend where necessary all recruitment policies</i></p>	<p>Amend policies in line with diversity.</p> <p>Ensure all appropriate staff and board directors are aware of policy and implement it</p>			<p>Head of Operations/CEO/Board</p>	<p>June 2018</p>	<p>Yes</p>



<p>Short Term:</p> <p>Equality Champion appointed for the Board</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 home nations.</p>	<p>Board to appoint</p>	<p>November 2017</p>	<p>Yes</p>
<p>Medium Term:</p> <p>Review of BABA diversity and equality data</p>	<p>Board evaluation and equality monitoring audit will be conducted annually to analyse the diversity of the board. The results of this will continue to influence the appointment of directors. The diversity action plan will also be amended after the yearly analyse of these results.</p>	<p>CEO/Head of Operations, Chairman</p>	<p>Annual review completed November 2017, then annually</p>	<p>Yes</p>
<p>Medium Term:</p> <p><i>BABA recruitment procedures</i></p>	<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>	<p>CEO, Chairman</p>	<p>Equality monitoring Audit November 2018</p>	<p>Completed May 2019</p>
			<p>As required/ongoing</p>	



<p>Long Term: <i>Home nation diversity action plans</i></p>	<p>BABA will support the home nation associations to ensure diversity through the representative pathway providing more opportunities for members to assume representative and appointed positions of responsibility, through their diversity action plans.</p>	<p>CEO/Board/Home Nations</p>	<p>Ongoing</p>	
<p>Long Term: <i>Review of BABA diversity action plan</i></p>	<p>Progress report against this action plan to be published annually on BABA website and distributed to all employees. New actions to be updated annually.</p>	<p>Head of Operations</p>	<p>Annually – Sept 2019</p>	<p>Yes</p>
<p>Long Term: <i>Ensure the board has achieved the recommended diversity outcomes</i></p>	<p>At the end of each director's terms as per the articles of association the BABA will recruit suitably skilled directors whilst achieving the DAP target objectives</p> <p>Increase number of applications to Board from BAME candidate and candidates from other unrepresented groups</p>	<p>Chairman, CEO, HR consultant</p>	<p>By 2024</p>	



Engagement Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally	Code for Sports Governance					
Objective: Communicate our commitment to diversity in all areas of the World Class Programme	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, LGBT 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 Reg 2.1	The board shall ensure that the organisation prepared and publishes 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 Reg 2.2
Priorities	Actions		Person(s) Responsible		Completion Date	Completed Y/N
Short Term: <i>Continue to ensure all policies, strategies and other materials are as inclusive as possible.</i>	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.		Head of Operations/Operations and Logistics Manager		October 2017	Yes
Short Term: <i>Advanced equality standards</i>	BABA board to commit to achieving the Advanced Equality Standard.		Board		November 2019	



<p>Short Term:</p> <p><i>An upskilled board with a common base level of knowledge and understanding</i></p>	<p>Board training on equality and diversity to be completed.</p>	<p>Head of Operations/Board</p>	<p>March 2019</p>	<p>Yes</p>
<p>Short Term:</p> <p><i>Conduct an equality, diversity and inclusion survey on the home nations to understand the culture of each organisation and to feed into the development of their communications and engagement strategy</i></p>	<p>BABA will support the home nations associations to ensure diversity through the representative pathway providing more opportunities for members to assume representative and appointed positions of responsibility, through their diversity action plans.</p>	<p>Head of Operations/CEO/Home Nations</p>	<p>March 2019</p>	<p>To be completed by May 2020 seeking guidance on survey</p>
<p>Medium Term:</p> <p><i>Diversity to be included in annual report</i></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>December 2019</p>	
<p>Medium</p> <p><i>A better educated staff supporting organisation objectives</i></p>	<p>All BABA employees to complete training on diversity and equality.</p>	<p>Head of Operations</p>	<p>January 2019</p>	<p>Yes</p>
<p>Long Term:</p> <p><i>Online communications for equality, diversity and inclusion accessible to staff, board members and public</i></p>	<p>To ensure that the website continues to promote our commitment to diversity on all relevant governance pages.</p>	<p>Head of Operations and operations and logistics Manager</p>	<p>Ongoing</p>	
<p>Long Term:</p> <p><i>Home nation diversity action plans</i></p>	<p>Support the home nations with raising their diversity profile, through communications and social media</p> <p>Support the home nations with their disability and women boxing initiatives through event support and social media</p>	<p>Home Nations/Head of Operations/Operations and Logistics Manager</p>	<p>Ongoing</p>	



<p>Long Term:</p> <p><i>Ensure diversity is embedded with BABA core values and improve the visibility of BABA commitment to diversity</i></p>	<p>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</p>	<p>Board/Senior Management team</p>	<p>Inclusion in staff and athlete handbook – November 2017</p>	<p>Yes</p>
<p>Long Term:</p> <p>Ensure equality is embedded within BABA</p>	<p>Equality is embedded through all BABA activities, policies and procedures and recruitment processes.</p> <p>Board and employee equality and diversity training to be completed every two years.</p>	<p>Board/Senior management team</p>	<p>Visual representation in BABA buildings – January 2018</p>	<p>Yes</p>
			<p>Ongoing</p>	



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				
		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, LGBT 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 Reg 2.1	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)
Objective: 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.						
Priorities	Actions	Person(s) Responsible		Completion Date	Completed Y/N	
Short Term: <i>Improve the visibility of BABA's commitment to improve diversity especially related to governance</i>	Publish this report and commitment on website and through the employee handbook	Head of Operations		November 2017	Yes	
Short Term: <i>Equality and diversity training</i>	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		March 2019 and ongoing	Yes	
Medium Term: <i>Diversity training programme for employees</i>	Develop a diversity training programme for staff to adopt that will encourage people to apply DAP.	Head of Operations/CEO		March 2019	Yes	



<p>Medium Term:</p> <p><i>Board Recruitment in sport</i></p>	<p>Encouraging board applicants when there is a vacancy from;</p> <p>Known contacts working in boxing Known contacts working in other sports Those already on working groups or panels</p>	CEO/Board	Ongoing	
<p>Long term:</p> <p><i>Supporting personal development of athletes and employees</i></p>	<p>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.</p>	Board, CEO and relevant line managers	Ongoing	
<p>Long term:</p> <p><i>Supporting talent from within the home nations</i></p>	<p>The BABA will endeavour to invite home nation employees to relevant CPD days to help develop skill sets throughout the pathway</p>	People Development Manager	Ongoing	
<p>Long term:</p> <p><i>All new board members have been trained in Equality and Diversity before joining the board</i></p>	<p>Complete training for all board members and new starters, with refresher sessions calendarised in diversity training programme.</p>	Head of Operations/CEO/Chairman/ Possible engagement of training agencies	April 2019 and ongoing	Yes
<p>Long Term:</p> <p><i>Athlete steering group</i></p>	<p>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.</p>	CEO and Board	To be formed December 2017 and then ongoing	Yes
<p>Long Term</p> <p>Increase BAME representation within BABA coaching system</p>	<p>Working with home nation associations, to initiate and deliver an identification and recruitment process that leads to a minimum of 2 BAME coaches working in the GB Boxing system.</p>	People Development Manager and Performance Director	To be completed by end of 2024	



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.

BABA is committed to supporting the home nation boxing associations to embed diversity from the grass routes through the pathway to our elite programme, supporting home nations through events, communications and social media.



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

Diversity is considered throughout the whole world class programme. Whilst we are committed to the concept of diversity being an ambition to be owned throughout the organisation, BABA recognises there are some who can more directly take action. Therefore, we have identified the following roles and current role holders:

1. Chair of Board – responsible for ensuring the plan is regularly reviewed by the board. Responsible for ensuring the process of recruitment of board positions complies with the actions outlined
2. Chief Executive Officer – responsible for reporting to the board on plan progress and ensuring senior leadership team action where appropriate. Responsible for ensuring the process of recruitment of board positions complies with the actions outlined
3. Head of Operations – responsible for ensuring the action plan is delivered and completed, ensuring diversity is considered in all day to day activities.
4. Audit committee is responsible for overseeing diversity is included in policies and procedures
5. 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?

We will measure success in a number of ways. We will track the following data to inform staff and board on an annual basis:

1. Recruitment – an increase in women, disabled and BAME employees
2. Recruitment – an increase in number of women, disabled and BAME applications to the Board
3. Website engagement – an annual increase in visits to diversity pages
4. Staff and board in receipt of diversity training during this funding cycle
5. Actions completed and reviewed regularly on diversity action plan
6. Equality monitoring of employees, athletes, board and job applications annually and reported to the Audit Committee and board.



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5. Actions completed and reviewed regularly on diversity action plan
6. Equality monitoring of employees, athletes, board and job applications annually and reported to the Audit Committee and board.

How does the 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.