



Equality and Diversity Statement

Commitment to Equality and Diversity within the Board and Senior Leadership

Northumberland Sport is committed to equality and diversity and currently maintains the 'Foundation Level' Equality Standard.

The Northumberland Sport Board are committed to achieving the target of recruiting a minimum 30% representation of each gender on its Board and demonstrate a strong and public commitment to greater diversity generally on our Board, including, but not limited to, Black, Asian, minority ethnic (BAME), disability and LGBT.

Any differences in parity will be reviewed and where possible will be balanced appropriately (as outlined in our action plan). All Board and organisational appointments are made on merit in the context of the skills and experience needed to fulfill its responsibilities.

In identifying suitable candidates for appointment to the Board and leadership, management will consider candidates on merit against objective criteria and with due regards for the benefits of diversity on the Board and senior leadership.

The Northumberland Sport Board is committed to working with its partners including Northumberland County Council and Active Northumberland to ensure as the strategic lead organisation for sport and physical activity in the county it influences and drives sports equality in the county.

Measurable objectives

The Board have formally adopted the Sport England Tier Three Governance Code and as part of this, have adopted a minimum 30% membership of the Board for each gender.

The Board will encourage diversity in the organisation and will audit levels of diversity on the Board and team on an annual basis.

The Board are committed to moving through the levels of 'Equality Standards' with an aim of being 'Advanced' by 2021.

Review

The Board and senior leadership will review diversity targets on an annual basis to ensure the organisation is meeting the tier three governance requirements. This will be supported by the commitment to move through 'Equality Standard' levels.

Reporting

The Board will report annually, through the Northumberland Sport website, on Board and senior leadership appointments and publish the current Board profile.

Public Commitment

The Northumberland Sport website will display the organisations Equality Policy which reflects the commitment of the Board and organisation to pro-actively encourage diversity on the Board and senior leadership.

Action Plan

Board Action Plan				
	Action	Responsibility	When	Progress
1	Board profile to be carried out as part of Board induction process	AT	October 2017	Complete
2	Board to familiarise themselves with the Northumberland Sport Equality Policy	AT	December 2017	Complete
3	The Board to agree on a process to ensure 30% gender targets are met	LS/PP	December 2017	Complete
4	Board and senior leadership to publish Northumberland Sport Board Equality Statement on website	LS/PP	December 2017	Complete
5	The Board will appoint an 'Equality Champion' as part of its commitment to Foundation Level standard	LS	October 2017	Complete
6	This action plan will be agreed and reviewed annually and published on the NS website	LS/Board	December 2017	Complete

Gender profile of the Northumberland Sport Board

	Oct 2017		Oct 2018	
	No.	%	No.	%
Male	2	33.3	3	37.5
Female	4	66.6	5	62.5