

Diversity and Inclusion Action Plan (DIAP)



1. Boccia UK will ensure a leadership and leadership culture which demonstrates strong diversity particularly regarding disability/impairment, gender and ethnically diverse communities.					
Actions	Lead	Deadline	Progress	Mapping	Priority
1.1. Conduct an annual equality and diversity audit	FR/VN	Jan 2023	This will be conducted with all staff, board, volunteers and athletes (those defined as 'members' of Boccia UK). Board complete.	Equality Standard	High
1.2. Provide an annual report of the diversity of the leadership within Boccia UK and publish on the Boccia UK website	SM/FR	Apr 2023	This will be created from the E&D audit and identify diversity and gaps with actions to be taken in the future.	Diversity Ambitions	Low
1.3. Maintain an up-to-date Diversity and Inclusion Action Plan and report to each Governance Committee meeting	FR	Quarterly	DIAP complete. Will be reviewed quarterly and included as a standing item on the Governance Committee.	Code of Governance Equality Standard	High
1.4. Create and review clear Diversity Ambitions	FR	Jun 2022	Signed off by Board 06.22. Next date for review is: June 2024	Code of Governance Equality Standard	High
1.5. Review board skills matrix to ensure that it is free from unconscious bias, and that board organisation enables involvement from board members from diverse communities and from groups who share protected characteristic.	DR/FR/ VN	Jun 2023	Changes have been made to Board Skills Review matrix. Further representation of diversity in skills and lived experience needs reflecting. This will be reviewed prior to next issue of annual Board Returns.	Code of Governance	Low
1.6. Gain sign off for the Boccia UK DIAP from UK Sport, and publish on Boccia UK website	GB/DR	Dec 2022	DIAP has been reviewed and aligned to Boccia UK's Diversity Ambitions. Sent to UK Sport for sign off	Code of Governance	High

2. We will only work with partners who champion and value equity, diversity and inclusion in their business practice.					
Actions	Lead	Deadline	Progress	Mapping	Priority
2.1. Include Equity/Equality/Diversity Policy in our list of requested items for Tender submissions and within all commissioning, procurement and awarding processes.	DR/GB	Annually	When tenders are created request for tendering organisations Equity Policy (or equivalents) should be included.	Diversity Ambitions	Medium
2.2. Include scoring (legal compliance, detail, fit with Boccia UKs values) of Equity/Equality/Diversity Policies in Tender/Eol scoring matrices	DR/FR	Annually	Scoring matrices should reflect equity and diversity. All tender documents to be Equality Impact Assessed prior to publication.	Diversity Ambitions	Medium
2.3. Work with Home Nation leads for Boccia to ensure that they create programmes and provision for boccia which enables diversity for players, coaches, officials and staff entering and coming through the pathway	GB, DR & HN leads	Annually	Check in at Board annually regarding priority for equity and diversity within HN working (DR); Ongoing conversations with HN colleagues (GB).	Code of Governance Equality Standard	Medium
2.4. Progress is committed to by each HN organisation with lead responsibility for Boccia for Equity, Diversity and Inclusion through the achievement of HN relevant Governance Frameworks	GB, DR & HN leads	Annually	Progress and intent re Equality Standard (and other HN specific monitoring) checked through board and PM discussions with HN representatives.	Code of Governance	Medium

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3. We will ensure that equality, diversity and inclusion is considered in all key board decisions, including undertaking equality impact assessments for all relevant policy and programmes.					
Actions	Lead	Deadline	Progress	Mapping	Priority
3.1. Update Policy Review Matrix to include timelines for EIA review of relevant policies and programmes	FR/SM	Dec 2022	Additional column included in Policy Review Matrix.	Code of Governance Equality Standard	Low
3.2. Conduct EIAs for relevant policies and programmes in accordance with the Policy Review Matrix. To include: 3.2.1. Board recruitment process 3.2.2. Board recruitment policy 3.2.3. Flexible working policy 3.2.4. Parental leave policy/ies	FR	Mar 2023	Highlighted are prioritised and will be EIA'd to test the process.	Code of Governance Equality Standard	Medium
3.3. Include EIA review timeframe on all policy introductions	GB/FR	Ongoing	These will be updated consistent with the policy review and EIA timeframes will be included on the policy.	Code of Governance Equality Standard	Medium
3.4. Establish a network of trusted partners/stakeholders who can support the EIA process	GB/VN	Apr 2023	Identify a 'list' of individuals who can connect in to EIAs should it be required.	Code of Governance Equality Standard	Low
3.5. Communicate EIA schedule and impacts publicly through the Boccia UK website	VN	May 2023	EIA schedule being identified and will be consistent with policy review cycle	Code of Governance Equality Standard	Low

4. We will ensure that all recruitment has diversity at its core and will work with equity and diversity partners to ensure that opportunities are advertised widely, and the process is accessible and inclusive.					
Actions	Lead	Deadline	Progress	Mapping	Priority
4.1. Briefs to recruitment consultants should include clear direction that they reflect diversity within their recruitment practice and processes (advice and guidance on skills, conversations held with potential board members, advertising of roles, etc)	DR	Ongoing	Brief to Recruitment Consultants (used to identify and interview board and staff) is reviewed and impact assessed for diversity.	Code of Governance	Medium
4.2. Achieve Disability Confident Employer	FR/GB	Apr 2023	Information shared. Need conversation with GB regarding the practicalities of proceeding.		Medium
4.3. Associate with the Sporting Equals Charter, LGBT Cymru and LGBT Youth Scotland Charters and/or others which identify support for diverse working and allyship	FR	Apr 2023	Will need to liaise with HN Leads regarding some of the associations		Low
4.4. Publish data outlining the diversity of applications to Boccia UK board roles	DR/GB	Annually	Where appointments have been made the anonymised diversity of applicants will be shared as an infographic	Code of Governance Equality Standard	Low
4.5. Put core policies which demonstrate Boccia UKs commitment to equity and diversity on the Boccia UK website (Flexible Working Policy, Parental Leave Policy, Sickness Leave Policy, Holiday Policy, etc)	VN	Mar 2023	Include identified policies on the Boccia UK website		Medium

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5. We will provide a range of education and training opportunities for all involved with Boccia UK to support their understanding and knowledge about equity, equality, diversity and inclusion.					
Actions	Lead	Deadline	Progress	Mapping	Priority
5.1. Produce an annual calendar of diversity education and training opportunities for board and core team attendance (this may also include other training opportunities relevant to the needs of the board or core team)	FR/VN	Apr 2023	Had some initial discussion – need further confirmations.	Code of Governance Equality Standard	Low
5.2. All Boccia UK board members and staff will attend at least ONE education and training opportunity annually which extends their knowledge, awareness and leadership for equality, diversity and inclusion.	All	Apr 2023	To be further discussed and agreed at March 2023 Board meeting.	Equality Standard	Medium
5.3. Promote identified celebration and awareness days which reflect diversity (or areas relevant to Boccia UKs work and values) through social media and events	FR/VN	Annually	Calendar identified. Specific dates to be shared with PR/Comms partner.	Diversity Ambitions	Low
5.4. Identify a budget line which enables the attainment of this Diversity and Inclusion Action plan in annual budgets and/or work towards identifying additional funding to extend the diverse working practices of Boccia UK	DR/GB	Annually	Annual resource needs to be identified to support the delivery of training, discussion regarding support from UK Sport required.	Code of Governance Equality Standard	High