

Boccia UK Public Commitment Statement on Diversity

The Boccia Strategic Plan for 2017 to 2021 is strongly underpinned by its values including that of equality.

Boccia UK is fully committed to supporting the principle and practice of equality of opportunity and aims to ensure that all people, irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation have a genuine and equal opportunity to participate in boccia at all levels and in all roles. This includes, job applicants, employees, participants, volunteers and spectators. Equality of opportunity in Boccia UK is regarded not as a privilege for some but as a right for all.

Board diversity

Four of the seven members of the board of Boccia UK are female. Four members are nominated, one by each of the home country members of Boccia UK, while three are independent directors appointed through a competitive and open recruitment process. Board members are appointed for a term of up to four years which is renewable for one further term.

Board vacancies for the independent director roles have been and will be advertised openly using a wide range of media including Women on Boards. Two of the three current independent directors are female. Candidates will be shortlisted on the basis of their competences, knowledge, skills and experience taking into account any gaps in the competences of remaining members. Where there is more than one candidate with a similar range of skills and competences the shortlisting process will aim to ensure that, if at all possible, the shortlist includes suitably skilled women, people with disabilities and people from BAME backgrounds.

Our target is to maintain a position with at least 30% of each gender (taken to mean the gender in which the individual identifies). We are also committed to progressing towards achieving gender parity and to achieving a greater diversity on the board including but not limited to Black, Asian, Minority Ethnic (BAME) diversity and disability.

Monitoring

The Board of Boccia UK will conduct a review of the implementation of all aspects of its Diversity Action Plan at least once per year.

Approved by the Board

December 2017