

# Equality Action Plan July 2017



## **Transforming Basketball in Britain Together 2016 - 2028**

The AIM is to create a single unifying vision for the sport in Britain underpinned by clear strategic objectives and accountabilities between the three Home Country Associations, the BBF and their delivery partners.

To improve basketball from grassroots to GB Teams, by adopting a whole sport approach and working closely with the basketball communities.

### ***Our Culture and Values***

To create a collaborative culture with all partners to provide the environment required to achieve the vision.

### ***Forward Together***

Basketball in Britain will be led with an **open, transparent** and **collaborative** style to build **trust and respect** but hold its organisations **accountable and responsible** for not only their own activity but promoting the same attitude and behaviours in others.

The organisations and partners in the sport will be **inclusive and representative** of their communities and demand **high standards** of performance and governance.

We will act at all times with **integrity and honesty** and **communicate regularly and clearly on progress** and challenges.



| What we are going to do   | How we are going to do it  | How we will measure progress                               | When will it be done by [end date] | Who will be responsible for making it happen | Age | Disability | Gender reassignment | Marriage and civil partnership | Pregnancy and maternity | Race | Religion & belief | Sex | Sexual Orientation |
|---|--|--|------------------------------------|--|-----|------------|---------------------|--------------------------------|-------------------------|------|-------------------|-----|--------------------|
| under-represented groups.   |  |  |                                    |  |     |            |                     |                                |                         |      |                   |     |                    |
| Raise the profile of equality monitoring so that people have confidence to participate in the system. | Develop a stance on how we will communicate the benefits of collecting data, what it will be used for and how we will assure confidentiality.  | Quality of communication and feedback from sounding board. | July 2017                          | Business Director                            |     |            |                     |                                |                         |      |                   |     |                    |
|   | <p>Monitor the diversity of our leadership, staff, board, team staff and volunteers by age, gender, disability, sexual orientation and ethnicity in respect of:</p> <ul style="list-style-type: none"> <li>▪ Application and recruitment processes</li> <li>▪ workforce makeup</li> <li>▪ uptake of part time, full time and flexible working policies and practices</li> <li>▪ uptake of making reasonable adjustments</li> </ul> | Number of applications and diversity.                      | October 2017                       |  |     |            |                     |                                |                         |      |                   |     |                    |
|   | Analyse workforce data from the participation survey to inform and review relevant parts of this action plan.  | Survey output and improvement measures.                    | December 2018                      | Business Director                            |     |            |                     |                                |                         |      |                   |     |                    |

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| Widen access to leadership development opportunities so as to include aspiring leaders with protected characteristics [women, black, Asian and minority ethnic, disabled people] from all areas of our sport. | We will hold leadership development centres.  | Quality evaluations from attendees. | July 2018                          | Performance Director                         |     |            |                     |                                |                         |      |                   |     |                    |
|   | We will nominate and support athletes to be part of the FIBA Timeout Programme.   | Feedback from athletes/TASS/FIBA.   | January 2018                       | CEO  |     |            |                     |                                |                         |      |                   |     |                    |
|   | We will explore the possibility of other Positive Action initiatives [this is a range of lawful and good practice actions which seek to address an imbalance in employment opportunities among those who have: <ul style="list-style-type: none"> <li>▪ previously experienced disadvantage,</li> </ul> | Dependent upon action required.     | Ongoing                            | CEO  |     |            |                     |                                |                         |      |                   |     |                    |

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|   | <ul style="list-style-type: none"> <li>▪ or</li> <li>▪ which have been subject to discriminatory policies and procedures</li> <li>▪ or</li> <li>▪ who are under-represented in the workforce</li> </ul> |   |                                    |  |     |            |                     |                                |                         |      |                   |     |                    |
| <b>High Level Statement:</b> The Board's composition is reflective of the diversity of basketball in Great Britain. |   |   |                                    |  | x   |            |                     |                                | x                       | x    | x                 | x   | x                  |
| We will take action to encourage interest from under-represented groups at Board level.                             | Enhance the engagement of BAME communities, and women specifically in policy and action planning so as to encourage interest from these communities in governance roles.                                | Number and diversity of applicants to the Board/Appointed to the Board.   | July 2017                          | Chair  |     |            |                     |                                |                         |      |                   |     |                    |
| We will provide executive leadership for equality, diversity and inclusion.   | The Chair, Chief Executive and Duty of Care Champion at Board Level will provide executive leadership for this action plan.   | Speaking on public platforms and at Squad sessions.   | July 2018                          | CEO/Chair/DOC Champion                       |     |            |                     |                                |                         |      |                   |     |                    |
|   | Executive and staff will be engaged with considering their roles and responsibilities in delivering this action plan.   | Quarterly Reports to the Board on progress of this action plan. This will be integrated into the Delivery Plan. | July 2018 onwards                  | CEO  |     |            |                     |                                |                         |      |                   |     |                    |

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| <b>High Level Statement:</b> Our board, executive, team staff and volunteers have an understanding of equality and diversity that helps them to deliver an inclusive approach to their work.           |   |  |                                    |  | x   | x          | x                   | x                              | x                       | x    | x                 | x   | x                  |
| All staff and volunteers within the organisation will receive training on the principles of equality, diversity and inclusion that supports them in delivering their contribution to this action plan. | Develop and deliver a programme of training and development to provide managers and staff with the competences necessary to aid delivery of this action plan. This includes: <ul style="list-style-type: none"> <li>▪ Equality impact assessment training</li> <li>▪ Promoting equality and valuing diversity in the recruitment process</li> <li>▪ Embedding equality, diversity and inclusion into roles</li> <li>▪ Assuring personal and corporate responsibilities</li> <li>▪ Recognising and addressing harassment and bullying</li> </ul> | Audit of equality, diversity and inclusion training plans. | January 2018                       | CEO  |     |            |                     |                                |                         |      |                   |     |                    |
|  | Develop and deliver an equality and diversity workshop for the Board, to ensure that they understand their roles and  | Audit of equality, diversity and inclusion workshop.       | January 2018                       | Chair  |     |            |                     |                                |                         |      |                   |     |                    |

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|   | responsibilities in delivering their personal and corporate responsibilities focusing on: <ul style="list-style-type: none"> <li>governance of equality and diversity</li> <li>leadership</li> <li>accountability and performance management</li> <li>commissions and equality</li> </ul> |   |                                    |  |     |            |                     |                                |                         |      |                   |     |                    |
| <b>High Level Statement:</b> All Board Directors, Executive, team staff and volunteers are clear about their roles and responsibilities for promoting equality, diversity and inclusion.                                    |   |   |                                    |  | x   | x          | x                   | x                              | x                       | x    | x                 | x   | x                  |
| We will integrate equality, diversity and inclusion into our appraisal and performance management systems.  | Our appraisal and performance management systems will be reviewed to ensure that they direct the setting of objectives that demonstrate a consideration of equality, diversity and inclusion in individuals' work.  | Revised documentation for appraisal and performance management in place. Scrutiny of a randomly selected number of anonymised appraisals. | September 2017                     | Business Director                            |     |            |                     |                                |                         |      |                   |     |                    |
| <b>High Level Statement:</b> Our channels of communication reach the communities we serve as well as partners and encourage feedback, celebrate successes and inform our progress on delivering fairness in all that we do. |   |   |                                    |  |     | x          |                     |                                | x                       | x    | x                 | x   | x                  |
| Develop an engagement strategy that states how we will communicate, consult, involve, and   | We will create a sounding board that can plan and monitor the effectiveness of our engagement strategy in   | By the diversity of involvement and feedback from those involved including athletes.  | January 2018                       | Business Director                            |     |            |                     |                                |                         |      |                   |     |                    |



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| encourage participation from a diversity of communities, groups and individuals with our organisation and in particular, this action plan. | engaging with people with protected characteristics.<br><br>We will integrate this with the consultation for the next Strategic Plan.                                   |  |                                    |  |     |            |                     |                                |                         |      |                   |     |                    |
|  | Ensure that our partners, executive, team staff, volunteers and the communities we serve are connected with and part of how we work to deliver the engagement strategy. | Through the sounding board and their monitoring of the effectiveness of our engagement strategy. | July 2018                          | Board/Executive                              |     |            |                     |                                |                         |      |                   |     |                    |
| Provide positive examples of equality, diversity and inclusion as role modelling behaviours.   | Continue to ensure that our communications and marketing are vibrant and enriched by demonstrations of the inclusive culture of our organisation and sport.             | Scrutiny of our communications on an annual basis.   | July 2017 onwards                  | Board/Executive                              |     |            |                     |                                |                         |      |                   |     |                    |
| Celebrate equality diversity and inclusion success.  | We will collect and collate examples of success, communicating and promoting the organisations  | Annual report to Board.  | July 2017 onwards                  | Board/Executive                              |     |            |                     |                                |                         |      |                   |     |                    |





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| purpose and comply with the Equality Act 2010.   |   |                                  |                                    |  |     |            |                     |                                |                         |      |                   |     |                    |
|  | We will sign up to and take steps to implement the Charter Against Homophobia and Transphobia.  | Signed Charter.                  | July 2017                          | CEO  |     |            |                     |                                |                         |      |                   |     |                    |
| <b>High Level Statement:</b> Our equality, diversity and inclusion decisions are based on robust evidence.     |   |                                  |                                    |  | x   | x          | x                   | x                              | x                       | x    | x                 | x   | x                  |
| We will demonstrate year on year improvement on the quality of our statistical analysis and equality evidence. | The Board will determine what more statistical evidence is required and how best it should be presented in order that it supports the decision making process.  | Board report annually.           | July 2018                          | Chair  |     |            |                     |                                |                         |      |                   |     |                    |
|  | Workforce equality monitoring will be implemented and will include analysis of: <ul style="list-style-type: none"> <li>▪ starters and leavers</li> <li>▪ incidents of bullying and harassment; however, publishing of the results will depend on the organisation's ability to</li> </ul> | Staff/volunteer survey feedback. | July 2017                          | Business Director                            |     |            |                     |                                |                         |      |                   |     |                    |

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|                         | maintain the confidentiality of staff <ul style="list-style-type: none"> <li>▪ staff and volunteer satisfaction surveys</li> </ul> |                              |                                    |  |     |            |                     |                                |                         |      |                   |     |                    |
|                         | Accurate demographic information will be collected to ensure that a full picture of the organisation can be collated.              | Annual report to the Board.  | January 2018                       | Business Director                            |     |            |                     |                                |                         |      |                   |     |                    |