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	Genderreassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion & belief	Sex	Sexual Orientation
High Level Statement: programmes.	Attention to equality, diversity	and inclusion are an integi	al part of deliver	ering all our			х	x	x	x	x		x
Integrate a consideration of Equality, diversity and inclusion into all of our squads/programmes.	Each programme to be equality impact assessed to ensure that it promotes equality, diversity and inclusion and actions to address any weaknesses will be agreed and monitored at Board level.	The Head Coach for each squad will produce an action plan based on the results of the equality impact assessment.	October 2018	Head Coach for each Squad. Seniors M&W U20 M&W U18 M&W U16 M&W									
		The action plans will be monitored by the Performance Director with responsibility for equality at Board Level.		Performance Director responsible for equality.									
High Level Statement:	There is an increase in the num	her of women and black /	sian and mino	rity ethnic neonle									
_	and contributing to the governar	•				X	X	X	X	X	X	X	X
We will review our recruitment practices to ensure that we actively encourage applications from	We will integrate equality, diversity and inclusion into our recruitment policies and practices for staff, Team staff, volunteers and Board Directors.	Evidence of change over time: through equality monitoring.	March 2018	Business Director									

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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. Monitor the diversity of our leadership, staff, board, team staff and volunteers by	Quality of communication and feedback from sounding board. Number of applications and diversity.	July 2017 October 2017	Business Director									
	age, gender, disability, sexual orientation and ethnicity in respect of: Application and recruitment processes workforce makeup uptake of part time, full time and flexible working policies and practices uptake of making reasonable adjustments												
	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: • previously experienced disadvantage,	Dependent upon action required.	Ongoing	CEO									

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	 or which have been subject to discriminatory policies and procedures or who are underrepresented in the workforce 												
High Level Statement:	The Board's composition is refle	ective of the diversity of ba	sketball in Gre	at Britain.	Х					X	х	х	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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_	Our board, executive, team stafem to deliver an inclusive approach approach of the programme of training and development to provide managers and staff with the competences necessary to aid delivery of this action plan. This includes: Equality impact assessment training Promoting equality and valuing diversity in the recruitment process Embedding equality, diversity and inclusion into roles Assuring personal and corporate responsibilities Recognising and addressing harassment and bullying		January 2018	of equality and	х	х	х	х	х	х	х	х	x
	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:												
	governance of equality and												
	diversity												
	leadershipaccountability and												
	performance management												
	commissions and equality												
	commissions and equality												
High Level Statement:	All Board Directors, Executive, t	eam staff and volunteers	are clear about	their roles and									
responsibilities for pro	moting equality, diversity and in	clusion.			Х	X	Х	X	Х	Х	X	Х	X
We will integrate	Our appraisal and	Revised	September	Business Director									
equality, diversity	performance management	documentation for	2017										
and inclusion into our	systems will be reviewed to	appraisal and											
appraisal and	ensure that they direct the	performance											
performance	setting of objectives that	management in place.											
management	demonstrate a consideration	Scrutiny of a randomly											
systems.	of equality, diversity and	selected number of											
	inclusion in individuals' work.	anonymised appraisals.											
High Level Statement:	Our channels of communication	l reach the communities w	l ve serve as well	as partners and									\dashv
_	elebrate successes and inform o			•		X				X	X	X	X
Develop an	We will create a sounding	By the diversity of	January	Business Director									
engagement strategy	board that can plan and	involvement and	2018										
that states how we	monitor the effectiveness of	feedback from those											
will communicate,	our engagement strategy in	involved including											
consult, involve, and		athletes.											

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encourage participation from a diversity of communities, groups and individuals with our organisation and in particular, this	engaging with people with protected characteristics. We will integrate this with the consultation for the next Strategic Plan.												
action 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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	progress on equality, diversity and inclusion.												
	Compile a portfolio of case studies and stories of success.	Production of portfolio to Board.	July 2017 onwards	CEO									
	We work to ensure that diversit outcomes from Transforming Ba	•		it develops the	х	х	х	х	х	х	х	х	х
We will support the development of leadership skills amongst our team staff and volunteers so that they are equipped to help deliver Transforming.	We will widen access to leadership development for aspiring leaders amongst our volunteers and team staff.	Number of diverse leaders coming through the sport.	September 2017	Performance Director									
High Level Statement: discrimination.	Our policies and procedures tak	ke every opportunity to pro	omote equality	and eliminate	x	х	х	x	x	х	x	X	х
We will make sure that all our policies and procedures pay due regard to equality, diversity and inclusion.	We will introduce a systematic process of equality impact assessment with governance at Board level.	Equality Impact Assessments.	September 2018	Business Director									

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	We will develop an equality impact assessment tool and pilot the tool.		September 2018	Business Director									
	We will undertake equality impact assessment of our policies and procedures prioritising according to relevance.	Reviewed policies and procedures.	September 2018	Business Director									
	We will keep our Executive, team staff and volunteers informed of the results of equality impact assessments.	Update training/CPD at SMT.	September 2018	Business Director									
Where there are gaps in policies and procedures with particular relevance to equality we will develop them.	We will include equality in our policy assurance process that conveys the organisations fitness for purpose.	Reviewed policies and procedures.	Ongoing	Business Director/Board									
any ground, including t	Harassment and bullying of our he personal protected characte riage and civil partnerships, ger	ristics of age, disability, ge	nder, race, reli	gion or belief,	х	х	х	х	х	х	х	х	x
We will review our dignity at work policies and procedures to ensure they are fit for	Equality Impact Assess our dignity at work policy and procedures.	Monitoring and reporting of incidents and action taken at board level.	January 2018	Chair									

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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									
	Our equality, diversity and inclu				Х	X	X	Х	X	X	X	X	х
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: starters and leavers incidents of bullying and harassment; however, publishing of the results will depend on the organisation's ability to	Staff/volunteer survey feedback.	July 2017	Business Director									

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	maintain the confidentiality of staff staff and volunteer satisfaction surveys												
	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									