



# **DIVERSITY ACTION PLAN (2019 – 2024)**

## **BRITISH VOLLEYBALL FEDERATION**

### **ABOUT US**

British Volleyball Federation made up of the Home Nations as its members. It is the development body for performance volleyball across Great Britain. Our remit covers three volleyball disciplines of; standing, sitting and beach.

British Volleyball Federation is led by a Board which is collectively responsible for the long-term success of the organisation and exclusively vested with the power to lead it.

The Board consists of an independent Chair, three independent non-executive directors and a number of Directors nominated by its members (the Home Nations) at the AGM.

The day to day operation of the Federation is led by the Chair and the office is based at the Volleyball England Offices in the Sport Park at Loughborough.

## **OUR MISSION**

British Volleyball Federation is committed to leading the growth of, and excellence in, all disciplines of volleyball in Great Britain.

## **OUR VISION**

British Volleyball Federation will:

- Lead by creating innovative, exciting opportunities for people to excel at all disciplines of volleyball
- Aspire to develop world class structures & events to enable those with the potential to succeed
- Respect the diverse communities within the game and be ethically driven
- Celebrate, support and develop talented people across the sport
- Be recognised and respected by stakeholders

## **OUR VALUES**

British Volleyball Federation believes in developing volleyball as an active, inclusive and competitive sport in all its forms; Volleyball, Sitting Volleyball and Beach Volleyball.

# Message from Our Chair

Having taken on the role of chair at British Volleyball Federation I have been impressed by the strong commitment from the organisations to strengthen its diversity across not only the board, but the whole network. Equality and Inclusion sit at the heart of British Volleyball Federation and all we do as reflected in our organisation's values. We feel the Board of British Volleyball Federation should reflect the wider community that it serves and applies the principles set out in the Equality Act 2010.

We will work to ensure that the Board of British Volleyball Federation contains a diverse and representative group of talented, skilled individuals that demonstrate strong decision making to help British Volleyball Federation achieve its aims, objectives, mission and values.

The Board will ensure that we demonstrate a strong and public commitment to progressing towards achieving gender parity and greater diversity on its Board including greater Black Asian and Minority Ethnic (BAME) representation as well as disabled individuals and those from an LGBTQ background.

British Volleyball Federation is committed to ensuring it is both fully supportive and compliant with all relevant legislation, rules, regulations and standards relating to equity and diversity in

relation to our Board and throughout the organisation. We are committed to the adoption of appropriate standards set out in the Equality Standard for Sport.

I am extremely proud to report the equality across the sport with; 46% of participants across national events being female, 51% of the registered players in the National Volleyball League being from a BAME background. Our board currently very diverse with a 50/50 gender balance with BAME, LGBTQ and disability represented on the board.

We hope to be seen as a model of good practice in this area and work with other partners, with expertise in equity and diversity, to ensure British Volleyball Federation is an open and inclusive sport.

**Richard Callicott**

**British Volleyball Federation Chair.**

<h1>Recruitment</h1> <p>How the organisation will attract an increasingly diverse range of candidates</p>		Code for Sports Governance				
<p><b>Objective:</b> Embed robust diversity and inclusion practice into our recruitment activities and decision making processes</p>	<p>Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board</p>	<p>Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board</p>	<p>Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGB&amp;T and socio-economic)</p>	<p>Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 2.1</p>	<p>The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)</p>	<p>The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Reg 2.2</p>
<p><b>Priorities</b></p>	<p><b>Actions</b></p>		<p><b>Person(s) Responsible</b></p>		<p><b>Review Date</b></p>	
<p><b>Short Term:</b>  <b>1. Review the current diversity make-up of the Board.</b></p> <p><b>2. Attract a broad base of applicants when recruiting new directors to the board.</b></p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>Will do going forward</p>
<p>1.1 Carry out board equity survey  1.2 Feedback the results to board  1.3 Publish results and develop an action plan to fill gaps in relation to gender, BAME, disability, sexual orientation and other areas identified through the survey.</p> <p>2.1 Use BVF equality statement on all recruitment materials.  2.2 Advertise board positions, targeting specific groups highlighted in the action plan, as widely as possible using partners and stakeholders such as EFDS, Sporting Equals, Women in Sport, Stonewall etc.  2.3 Advertise board positions through a wide range of appropriate media including print, websites and social media.  2.4 Continue to capture and collate E&amp;D information on board members applications.</p>	<p></p>	<p></p>	<p></p>	<p>Nominations Committee  Nominations Committee  Nominations Committee  Nominations Committee  Nominations Committee</p>	<p>October 2019 November 2019  On going  On-going already part of the process.  On going  On going  On going</p>	<p></p>

<p><b>3. Demonstrate a strong commitment to delivering the Equality and Diversity policy, to ensure progress towards achieving gender parity</b></p> <p><b>4. Recruit a member of the Board with Inclusion and Diversity background</b></p> <p><b>5. Promote BVF commitment to Equality &amp; Diversity (E&amp;D) by publishing policy statement and action plan on the BVF website.</b></p>	<p>Collate information and feed back to the Board to show success when recruiting.  2.5 Review our touch points for all those who fall under the protected characteristics to ensure we are encouraging a diverse membership and applicants' for roles  2.6 Support people in applying for roles that may not have consider an application in the past, by identify potential talent coming to BVF (ex-players etc). Identify mentors to support potential candidates.</p> <p>3.1 To promote British Volleyball Federation's commitment through publishing documents, policy and action plan on the website.</p> <p>4.1 Promote the Inclusion and Diversity role to a wide network to recruit a suitably skilled Director  4.2 Establish an Inclusion and Diversity working group of the board to support the development and delivery of strategy,</p> <p>5.1 Review and update E&amp;D policy and Action Plan  5.2 Board approve changes  5.3 Publish policy on the BVF website  5.4 Review policy on an annual basis.  5.5 Review our touch points for all those who fall under the protected characteristics to ensure we are encouraging a diverse membership and applicants' for roles</p>	<p>Nominations Committee</p> <p>Board</p> <p>Communications Lead on Board</p> <p>Nominations Committee</p> <p>Board Director</p> <p>Board  Board Director  Communications Lead on Board  Nominations Committee</p> <p>Nominations Committee</p>	<p>On going</p> <p>Jan 2019</p> <p>Sept 2019</p> <p>May 2019</p> <p>Sept 2019</p> <p>Dec 2019</p> <p>Dec 2019</p> <p>Sept 2019</p> <p>Sept 2019</p>
--	--	---	---

<p><b>6. Sign up to disability confident – As a minimum level of committed.</b></p>	<p>6.1 –BVF to sign up to disability confident - <a href="https://www.gov.uk/guidance/disability-confident-how-to-sign-up-to-the-employer-scheme">https://www.gov.uk/guidance/disability-confident-how-to-sign-up-to-the-employer-scheme</a></p>	<p>Board Chair</p>	<p>Sept 2019</p>
<p><b>Medium Term:</b>  <b>1.Develop a working relationship with organisation and partners that will support the recruitment of a diverse board and staff.</b>   <b>2. Review of recruitment process and paperwork</b></p>	<p>1.1 Develop a relationship with organisations that work with hard to reach and under-represented groups such as EFDS, Women in Sport, Asian Sports Foundation, Stonewall etc.   2.1 To review our current recruitment processes to ensure we are compliant with the law and good practice.</p>	<p>Board   Board Directors</p>	<p>On going   Sept 2019</p>
<p><b>Long Term:</b>  <b>1.To demonstrate a strong commitment to achieving a gender parity and greater diversity on our board including but not limited to Black, Asian, other ethnic minorities, sexual diversity and disability.</b>   <b>2. To ensure the board is reflective of the diverse community it serves.</b></p>	<p>1.To ensure we review the policy on a regular basis, at least annually.   2.1 To maintain an up to date register of the board to reflect their diversity.  2.2 To ensure we review the skill set of the Board to ensure they can deliver the strategic needs of the organisation.</p>	<p>Board Directors   .   Nominations Committee   Nominations Committee</p>	<p>Sept 2020      March 2020   March 2020</p>

<h1>Engagement</h1> <p>Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally</p>		Code for Sports Governance				
<p><b>Objective:</b> Raise awareness of British Volleyball Federation commitment to diversity and current gender / BAME balance across the sport</p>	<p>Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board</p>	<p>Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board</p>	<p>Demonstrate a strong and public commitment to progressing towards achieving greater diversity (including but not limited to BAME, disability, LGB&amp;T and socio-economic)</p>	<p>Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Req 2.1</p>	<p>The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)</p>	<p>The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Req 2.2</p>
<p><b>Priorities</b></p>	<p><b>Actions</b></p>			<p><b>Person(s) Responsible</b></p>		<p><b>Review Date</b></p>
<p><b>Short Term:</b>  <b>1.To carry out an annual survey in partnership with the Home Countries / where we collect and collate information on equality and diversity in our performance programmes. Ensure the data collected informs future plans.</b></p> <p><b>2. Refresh the content within the equality and diversity section of the BVF website</b></p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>Will do going forward</p>
<p>1.1 Consultation to be carried out across the Home Nations</p> <p>1.2 Feedback back from survey to be review by the Board and used to inform identified improvements and implementation in relation to equality and diversity in our performance programmes.</p>	<p>2.1 Finalise the diversity action plan 2019-24 and make it accessible to the membership  2.2 Update the legislation and signpost the membership to best practise  2.3 Review and update E&amp;D policy  2.4 Board approve changes  2.5 Publish policy on theBVfwebsite  2.6 Review policy on an annual basis.</p>			<p>Board Performance Director (BP)</p> <p>Board Performance Director</p> <p>Board of Director</p>		<p>March 2020</p> <p>May 2020</p> <p>January 2020</p> <p>March 2020</p> <p>March 2020</p> <p>April 2020</p>

<b>Medium Term:</b> 1.Achieve the Preliminary level of Equality Standard for Sport	1.1 Submit application for the Preliminary Level of Equality Standards	Equality and Diversity working group	May 2020
<b>Long Term:</b> 1.Achieve the Intermediate level of Equality Standard for Sport	1.1 Submit application for the Intermediate Level of Equality Standards	Equality and Diversity working group	May 2021

<b>Progressing talent from Within</b> A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.	Code for Sports Governance					
	Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board	Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board	Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGB&T and socio-economic)	Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Req 2.1	The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) including an annual update on progress against actions identified in Req 2.2	The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Req 2.2
<b>Objective:</b> Increase the number of people from underrepresented groups in Sub-Groups and provide a pathway into strategic roles	√	√	√	√	√	Will do going forward
Priorities	Actions		Person(s) Responsible		Review Date	
<b>Short Term:</b> 1.Board and key volunteers to be involved in the consultation and development of our Diversity Action Plan.	1.1 Develop an Equality and Diversity working group 1.2 All Board to be involved in the consultation of Diversity Action Plan. 1.3 All actions from consultation to be fed back to the Inclusion and Diversity working group and incorporated into the strategy.		Board of Directors & Home Nation staff  Board of Directors & Home Nation staff		January 2020  January 2020  On going	



<p><b>2. Provide training and development for Board and Key volunteers.</b></p>	<p>2.1 Carry out a TNA for Board to ensure they understand their Diversity training needs, identify and provide training programmes – allocate funding to budget.</p> <p>2.2 Ensure all new Board members get an opportunity to access training related to diversity.</p> <p>2.3 Support the relevant Director to monitor the impact of the policy and training.</p>	<p>Chair of E&amp;D working group</p>	<p>On going</p> <p>On going</p> <p>On going</p>
<p><b>Medium Term:</b></p> <p><b>1. Build Diversity into Board induction process and leadership training.</b></p> <p><b>2. Develop and share a pathway for volunteers to develop, from grassroots to the Board</b></p>	<p>1.1 Ensure funding is in place for Diversity training for board.</p> <p>1.2 Assess the impact of the training.</p> <p>2.1 Promote a volunteer pathway on the website and through meetings, that shows the progression and development opportunities to the BVF Board.</p> <p>2.2 Develop a process to identify volunteers from underrepresented groups and provide training and mentoring to allow them to reach their full potential as sport administrators.</p> <p>2.3 Develop a network of mentors to work with potential key volunteers of the future.</p>	<p>E&amp;D Working group chair</p> <p>E&amp;D Working group chair</p> <p>Board of Directors</p> <p>Working with Home Nations</p> <p>Working with Home Nations</p>	<p>April 2020</p> <p>April 2020</p> <p>April 2020</p> <p>April 2020</p> <p>June 2020</p>
<p><b>Long Term:</b></p> <p><b>Promote opportunities to Board members to improve understanding of Diversity.</b></p>	<p>1.1 British Volleyball Federation is committed to the professional development board and key volunteers and to developing a well-trained, diverse workforce.</p>	<p>Board of Directors</p>	<p>On going</p>

# Key Questions

## How does this feed into our broader governance plan?

Our Diversity Action plan is seen as a vital component of our Governance Action Plan.

- We have recruited a Director with a knowledge of Inclusion and Diversity, who will be part of the newly formed Nominations Committee, to support us in this highly important piece of work. He will be heading up an Inclusion and Diversity working group of the board that will review our current position.
- We have now built a new Board with skills to help us in this area, Directors with a background in Law, Marketing & Research. Our Nominations Committee, the majority of which are independent, will support the identification of need and the recruitment of Board.

## Who are the key people responsible for the delivery of this plan?

- We have a Director with knowledge of Inclusion and Diversity on our Board, he has a clear mandate from the board through the delegated responsibility to drive forward this area of work. He will be supported by other Directors who bring Legal and Marketing skills to the discussion.  
In addition,
- We have identified champions on the Board for this area of work as we see it very much in the same way as we deliver safeguarding.
- It is the responsibility of every member of the Board to commit to working in an open and inclusive manner.
- We will be providing training opportunities, delivered by an external organisation in the field, for all the board
- The Board will receive information and training as part of their induction process.
- We will continue to show our commitment to this area of work by information being presented to the membership and wider public through our website, vision and values.
- Inclusion and Diversity will form part of all of our strategy documentation moving forward, this will include our Marketing and Communications Strategies, Engagement Strategies, Safeguarding etc.

## How will we measure overall success?

- We will measure the success of this piece of work through consultation and feedback with the Home Nations, Board members, partners and players.
- We will also develop a bespoke consultation process that works with the under-represented groups identified through the membership survey.  
We will carry out a regular review of our diversity across Board and players. Our Director with knowledge of Insight and Research will help us to understand and breakdown the barriers to under-represented groups being represented at the highest levels of our sport.
- We see this action plan as a firm foundation to move the organisation forward.

**How does your Diversity Action Plan (DAP) cross-reference other parts of the code or other relevant equality or diversity monitoring standards/framework?**

- The British Volleyball Federation recruitment and induction processes reflect our commitment to Diversity.
- The recruitment of a Director with knowledge of Diversity and Inclusion and the Terms of Reference of the Nominations show a clear commitment to this work.
- Our Board will receive training as part of their CPD and this will ensure Diversity is reflected in all policies and procedures that we review over the next 12 months.
- We carry out regular feedback from our members (the Home Nations) and players at events and competitions and use this information as part of our whole business improvement plan.
- Through the work being done by the Board, to achieve the new Sporting Code of Governance compliance, we can see that we have much of the good practice needed already in place, but we will be following the actions in this plan to ensure they are embedded.