Message from Our Chair

Equality within EMD UK is all about fairness, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of physical activity and sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status. EMD UK is committed to providing equitable guidance and governance to all our member organisations and to ensuring that all activities provided by member organisations are accessible and open to all.

To demonstrate and embed this commitment, EMD UK aims to maintain:

* a minimum standard of 40% of each gender
* the national average representation from the Black, Asian and minority ethnic communities when seeking the skill sets it needs for its Board.

As of 1 April 2017, the EMD UK Board is achieving these standards

Innes Milne

Chair EMD UK

**EMD UK BOARD DIVERSITY**

1 x Independent Chair 1 x Senior Independent Director

  

8 x Independent Directors

50% Female Representation

 

2 x Founder Directors

 

17% BAEM representation

|  |  |  |
| --- | --- | --- |
| Director | Appointed | 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2024 2025 2026 |
| Innes Milne | 09/12/11 |   |
| Jane Dewar | 06/03/14 |  |
| Barbara Rose | 05/06/15 |  |
| Julie Evans | 26/08/15 |  |
| Prelini Udayan-Chiechi | 26/08/15 |   |
| Pete Fullard | 03/03/17 |   |
| Salah Mirza | 03/03/17 |  |
| Paul Szumilewicz | 03/03/17 |  |
| Simon Campbell | 03/03/17 |  |
| Lynette Eaborn | 31/05/18 |  |
| Rich Lamb | 31/05/18 |  |
| Mark Brighton | 14/09/18 |  |
|  |  |  Independent Director Founder Director |
|  |  |  End of first term End of tenure on the board |

EMD UK Board Tenure

**Diversity Action Plan**

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| **Recruitment**How the organisation will attract an increasingly diverse range of candidates | **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) about its work to foster all aspects of diversity with its leadership and decision making)** | **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** |
| **Objective:** Embed good diversity and inclusion practiceinto our recruitment activities and decision-making processes  |  |  |  |  |  | ✓ |
| **Priorities** | **Actions** | **Person(s) Responsible** | **Completion Date** |
| **Short Term:****EMD UK will publicly commit to continuing its drive to welcome and promote diversity and inclusion.** | EMD UK will display this action plan on the EMD UK website. | C.E.O | 15th October 2017 |
| **Medium Term:** **EMD UK will commit to advertising Board and Senior Posts through partners such as:*** **Sporting Equals**
* **Women in Sport**
* **Wheelchair Dance Sport Association**
 | Partners with a reach into underrepresented communities will be contacted to promote every Board and Senior post that becomes available | C.E.O |  30th May 2018 |
| **Long Term:****EMD UK will annually review the prior 12 months new posts paying particular attention to:*** **The number of posts advertised**
* **The source of the applications**
* **The diversity of candidates that applied**
* **The diversity of the successful candidates**
 | EMD UK will keep detailed records of all advertised posts and record the response rates and data relating to the candidates (in line with GDPR) and produce an annual headline summary | C.E.O | Annually in April |

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| **Engagement**Ensuring that your organisation’s commitment to diversity is communicated through internal practices and externally | **Code for Sports Governance** |
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| **Objective:**  |  ✓ |  ✓ |  |  |  ✓ |  |
| **Priorities** | **Actions** | **Person(s) Responsible** | **Completion Date** |
| **Short Term:****EMD UK will publicly commit to a minimum standard of diversity on its board** | EMD UK will display this commitment on their website | C.E.O | October 31st 2017 |
| **Medium Term:** **EMD UK will use its influence to communicate to members and partners the importance of promoting diversity in their organisations**  | EMD UK will use appropriate channels to promote:1. the benefits of diversity to the senior teams of member organisations
2. opportunities for welcoming underrepresented groups into group exercise
 | C.E.O / C.O.O | May 2018 |
| **Long Term:****EMD UK will annually review the diversity of its board against the targets it has set itself and publicly report the findings.** | EMD UK will review the board composition each year in relation to its public commitment. It will display the results of this review on its website along with the actions taken to achieve these results. | CEO | Annually in April |

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| **Progressing talent from Within**A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures. | **Code for Sports Governance** |
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| **Objective:**  |  |  ✓  |  | ✓ |  |  |
| **Priorities** | **Actions** | **Person(s) Responsible** | **Completion Date** |
| **Short Term:****EMD UK ensures that all employees have a formal, annual opportunity to discuss their career opportunities and to agree goals for the coming year that are designed to help them achieve those objectives.**  | The employee annual review form will be reviewed to ensure it captures employees career goals and helps to provide a pathway for achieving those goals | C.O.O  | March 2018 |
| **Medium Term:** **EMD UK will provide the senior team the awareness and tools to support the promotion of diversity from within** | EMD UK will provide training opportunities for the senior team to develop their skills around fair selection and unconscious bias training | C.O.O | May 2018 |
| **Long Term:** |  |  |  |