

ABC Board

Equality and Diversity Statement



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We adhere to *The Equality Standard: A Framework for Sport*, which has been developed in line with legal responsibilities and requirements set out within the Equality Act 2010, to ensure we achieve continuous improvement in our equality work. We are committed to creating a fair society through the services and programmes we provide, the people we employ and the money we spend.

The Board values diversity and is committed to promoting equality of opportunity for all. In line with Sport England's *A Code for Sports Governance*, we recruit and engage with people with appropriate diversity, independence skills, experience and knowledge to take effective decisions that further the organisation's goals. We demonstrate a strong and public commitment to progressing towards achieving gender parity (with a commitment to a minimum of 30% of each gender on the board) and greater diversity on our Board.

We monitor our recruitment and selection practices to fulfil our statutory duty relevant to equality in employment and to ensure our practices are fair, equitable and consistent with the aim of appointing the best person for any role. Recruitment monitoring enables us to take active steps to promote better policy and organisational practice.

We believe that by understanding and responding to the diverse needs of its potential and existing board members, providing an environment which eliminates discrimination in all its forms as well as positively promoting equality, it will attract and retain a motivated and multi-skilled board to provide a good quality service.

Our aim is to promote and achieve a board that reflects the Black Country. We encourage applications from under-represented groups and we will pursue a policy of 'positive action' in an attempt to achieve this.

'Positive Action' refers to measures and initiatives that can be taken to actively encourage individuals from under-represented groups to apply. The selection procedure itself is no different, and is based solely on merit. 'Positive Action' does not seek to remove competition and the Board will recruit and select the best applicants for the role.