



  
BRITISH  
SWIMMING

**DIVERSITY ACTION  
PLAN 2017-2021**



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### About Us

British Swimming is the national governing body for Swimming, Diving (which includes High Diving), Synchronised Swimming (to be known as Artistic Swimming from November 2017), Water Polo and Open Water in Great Britain. We are responsible internationally for the high performance representation of the sport.

The members of British Swimming are the three Home Country national governing bodies of England (Swim England), Scotland (Scottish Swimming) and Wales (Swim Wales).

### Our Mission

To enable our athletes to achieve gold medal success at the Olympics, Paralympics, World Championships and Home Nations events.

### Our Vision

To be a major aquatic nation in the world, winning gold medals and positively influencing the sport to achieve medal success at Olympic and Paralympic games, and to influence key decisions internationally at World and European level.

### Our Values

- One Team – working as one team
- Honesty
- Collaboration
- Integrity

Achieved by:

- Putting athletes needs at the centre of everything we do
- Great people showing leadership with the right skills
- Innovation in all areas leading to high performance



## MESSAGE FROM OUR CHAIR

### Commitment statement from our Chair Maurice Watkins

British Swimming seeks to enable its athletes to achieve gold medal success at the Olympics, Paralympics, World and European Championships, and to influence key decisions at world and European level.

British Swimming is committed to being a fair, equitable and ethical world-class sporting organisation with the aim of achieving equality in aquatics. It works with all of its stakeholders to promote the highest standards of conduct and behaviour, and aims continuously to ensure its culture values diversity.

It embraces the spirit of all equality legislation and is committed to eradicating any form of discrimination, either directly or indirectly, on any grounds including race, disability, social class or background, sexual orientation, ethnic or national origins, gender, marital status, pregnancy, parental status, carer status, age, religious belief or political persuasion.

*Maurice Watkins*

<b>Recruitment</b> 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 Reg 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 Reg 2.2
<b>Objective:</b> Embed good diversity and inclusion practice into our recruitment activities and decision making processes	X	X	X	X	X	X
Priorities	Actions			Person(s) Responsible		Completion Date
<b>Short Term:</b> Maintain a diversely balanced Board, with future appointments made through comprehensive recruitment processes to support the organisations public commitment	Continue to work closely with external partners, for example; Women on Boards, Disability Confident and Sporting Equals, to attract new and diverse Board members			British Swimming Board		December 2021
<b>Medium Term:</b> Continue to work towards gender parity and greater diversity	Identify proportionate and appropriate actions to support and maintain diversity targets			British Swimming Board		Achieved
<b>Long Term:</b> To have a fully diverse Board	To achieve and ensure we have a fully diverse Board			British Swimming Board		December 2021

<h1>Engagement</h1> <p>Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally</p>		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, LGBT+ 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)
<b>Objective:</b>					<b>X</b>	<b>X</b>
Priorities	Actions	Person(s) Responsible			Completion Date	
<b>Short Term:</b>						
Publish an update on the progress of the Equality Action Plan	Compare the latest Equality Survey results with the previous year to better understand areas for focus/improvement	CEO and Board (support from HR)			December 2018	
<b>Medium Term:</b>						
Demonstrate how we are progressing areas outlined in the public commitment statement	Implement areas outlined in the Equality Action Plan	CEO and Board (support from HR)			Achieving-continual monitoring	
<b>Long Term:</b>						
Ensure fully embedded continuous progress in delivering our public commitment through the Board and the organisation as a whole	Ensure there is a 2018 (and each year thereafter) Equality Survey and Action Plan	CEO, Board and HR			Achieving-continual monitoring	

<h2>Progressing talent from Within</h2> <p>A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.</p>		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, LGBT+ 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)
<b>Objective:</b>		<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>
Priorities	Actions	Person(s) Responsible			Completion Date	
<b>Short Term:</b> Ensure succession plans for all Board members are in place	Advertise and progress ideas outlined in the Staff Survey action plan to give individuals the knowledge, skills and experience to progress within the organisation	Senior Management/Board			Achieved	
<b>Medium Term:</b> Ensure the organisation has a fully diverse Senior Management Team/Board	Maintain a diverse Board and ensure existing employees within the organisation are provided with the opportunity to obtain the skills, knowledge and experience to progress to senior positions	Senior Management/Board			December 2021	
<b>Long Term:</b> To be an employer of choice and to ensure the organisation has strong, developed inclusive progression pathways	Ensure actions are effectively implemented, are working effectively and that success stories are promoted	Senior Management/Board			December 2021	



## KEY QUESTIONS

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

The Diversity Action Plan underpins the wider governance principles by enabling the organisation to be fully represented, with a balance of independence, specialists, skills, knowledge, attitudes, ideas and behaviours that reflect the business and wider society.

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

The Board, the Chairperson, the Nomination Group, the CEO, Head of HR and the Senior Management Team.

### How will we measure overall success?

Through Board review, Equality Surveys and Audits, Diversity Surveys and Audits.

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

The following aspects of the governance code underpin and cross reference with the DAP:

- 1.8, 1.10, 1.19 and 1.21
- 2.1, 2.2, 2.3, 2.4, 2.6, 2.7 and 2.8
- 3.1, 3.4 and 3.5
- 4.1, 4.2 and 4.3
- 5.1 and 5.2