



SPECIAL OLYMPICS GB – DIVERSITY STATEMENT & ACTION PLAN

Special Olympics GB is committed to achieving equal opportunities in both employment and the services it provides. We are responsible for ensuring that no person engaged with Special Olympics GB – including participants, coaches, employees, volunteers or job applicants – should receive less favourable treatment on the grounds of age, gender, gender reassignment, disability, race, ethnic origin, nationality, colour, marriage or civil partnership, pregnancy, maternity or parental, religion or belief, socio-economic status, sexual orientation or political belief.

Special Olympics GB recognises that in addition to its legal, social and moral obligations, the benefits of encouraging diversity across the organisation results in a broader pool of understanding, experiences and skills.

Special Olympics GB Board

Special Olympics GB recognises the importance of diversity in all aspects of its business, including decision making and delivery. This includes the composition of our Board of Directors. Special Olympics GB has a target to be led by a board with at least 30% of each gender and will work towards gender parity and greater diversity generally on our Board, including, but not limited to, Black, Asian, minority ethnic (BAME) diversity. We are also committed to ensuring that at least one of our Board members is an athlete, or former athlete, with an intellectual disability.

The Special Olympics GB Board has an open and wide-ranging recruitment process for its appointed directors and Chair that reaches all sectors of the community to attract the widest possible range of applicants for available positions.

Special Olympics GB activity

We are committed to increasing the diversity of volunteers (including Board and committee members), participants, families, coaches and staff in Special Olympics GB. In particular, we want to encourage more women, more young people and more people from black and ethnic minorities to become more actively involved in Special Olympics GB activities. Our Five Year Strategic Plan for 2016-2020 highlights initiatives designed to increase participation amongst specific groups.

Special Olympics GB will display its commitment to inclusivity by:

- Using membership data to understand current participation levels, to track progress and to identify areas which require focus
- Providing appropriate advice and guidance to all its employees, Board members and key volunteers to raise awareness of both collective and individual responsibilities.
- Recognising that in some cases, to achieve the principle of equality, unequal effort is required and if appropriate will consider positive action to tackle under representation.
- Publicising our commitment to ensuring diversity across all aspects of our leadership and decision making on our website and reviewing this on an annual basis.

Statement approved by the Special Olympics GB Board: 14 June 2018

Date of review: 14 June 2019

SOGB Diversity Action Plan

| Demographic | Diversity target | Current status | Actions | When | Date last reviewed |
|-------------|-----------------------------------|----------------|---|--|--------------------|
| Board | 30% women | 30% | Collect and analyse data on diversity of Board members | Annually | Jan 2019 |
| | 13% BAME | 0% | | | |
| | 10% Disability | 11% | Board member vacancy to be permanently advertised with no set deadline to increase exposure to diverse candidates | Ongoing | |
| | 5% LGBT+ | 11% | | Annually | |
| | 80% Non-selective school educated | 91% | | Review and update wording used in board member vacancy descriptions to ensure vacancies are inclusive to applicants from diverse backgrounds | |
| Staff | 50% women | | Review and update wording used in job vacancy descriptions to ensure vacancies are inclusive to applicants from diverse backgrounds | Annually | |
| | 10% BAME | | | | |
| | 10% Disability | | | | |
| | 10% LGBT | | Performance and compensation discussion with all individual staff members | Annually | |
| | 80% Non-selective school educated | | | | |
| Coaches | 50% women | | Collect and analyse data on diversity of coaches | Bi-annually | |
| | 15% BAME | | | | |
| | 10% Disability | | | | |
| | 10% LGBT+ | | | | |

| Demographic | Diversity target | Current status | Actions | When | Date last reviewed |
|-------------|-----------------------------------|----------------|---|--------------|--------------------|
| | 80% Non-selective school educated | | | | |
| Volunteers | 50% women | | Collect and analyse data on diversity of volunteers | Bi-annually | |
| | 15% BAME | | | | |
| | 20% Disability | | | | |
| | 10% LGBT+ | | | | |
| | 80% Non-selective school educated | | | | |
| For All | N/A | N/A | Review and update diversity statement | Annually | |
| | | | Unconscious bias training | Bi-annually | |
| | | | Regular feedback and engagement surveys | Periodically | |