



# **DIVERSITY ACTION PLAN 2019 – 2023**

**GB Badminton Ltd.**

## **ABOUT US**

GB Badminton is responsible for the selection, preparation and management of teams representing Great Britain in Olympic and Paralympic Games as well as other events which involve GB rather than Home Country representation such as the Youth Olympic Games and European Games. Badminton GB seeks funding from UK Sport for this purpose.

The members of GB Badminton are:

Badminton England  
Badminton Scotland  
Badminton Wales  
Ulster Branch Badminton Union of Ireland

The Badminton GB Board consists of an Independent Chair, one representative from each of the Members of GB Badminton and up to 3 independent Directors.

The implementation of the performance plans for both Olympic and Paralympic Games is undertaken by one of the Home Nations in membership of Badminton GB through a Lead Home Nation Contract. (Badminton England is currently the Lead Home Nation.)

The four Members sign a Memorandum of Understanding regarding the selection and management of players for the Olympic and Paralympic Games.

GB Badminton provides the sports representation on the BOA and BPA and their related activities.

Our only source of funds is through a small allocation contained within any funding received from UK Sport.

## **OUR MISSION**

NA

## **OUR VISION**

NA

## **OUR VALUES**

NA

# Message from Our Chair

GB Badminton is committed to being a fair, equitable and ethical world-class sporting organisation. We are committed to achieving equality in badminton and are working with all stakeholders to promote the highest standards of conduct and behaviour.

We aim to continuously improve understanding and proactively address any under-representation across all protected characteristics.

We embrace the spirit of all equalities legislation and are committed to eradicating any form of discrimination.

We will not tolerate discrimination – either directly or indirectly – on any grounds including race, disability, social class or background, sexual orientation, ethnic or national origins, gender, gender identity, marital status, pregnancy, parental status, carer status, age, religion or belief, or political persuasion.

GB Badminton will take positive action to:

- Eliminate discrimination
- Comply with all statutory obligations and best practice
- Make equality and equal treatment a core issue in the development, delivery, refinement and application of our policies, procedures, initiatives and services.
- Adopt and meet a target of 30% of each gender on our Board
- Progress towards achieving gender parity on our Board
- Progress towards greater diversity on our Board

**Stephen Baddeley**

**Chair, GB Badminton**

**December 2018**

<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 good 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, LGBT 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>
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Priorities	Actions		Person(s) Responsible		Completion Date	
<p><b>Short Term:</b> Take positive steps to ensure recruitment to NED positions attract a diverse range of applicants</p>	<ul style="list-style-type: none"> <li>All recruitment to NED positions shall be open and transparent and positive steps will be taken to encourage applications from a diverse range of individuals to ensure our Board is diverse and representative of the badminton playing population in Britain</li> <li>Promote opportunities through organisations such as Sporting Equals, Stonewall and Disability Confidence</li> </ul>		Chair		Immediate and on-going	
<p><b>Medium Term:</b> Take positive steps to ensure nominations to Home Country Representatives take account of the benefits of a diverse Board</p>	<ul style="list-style-type: none"> <li>When Home Country nominated representatives are due for replacement, the Chair, the out-going nominated representative and, where appropriate, other Board Members, will use best endeavours to ensure that due consideration to diversity is considered by the Home Country in nominating their representative</li> </ul>		Board Members		On-going as nominated Members are replaced	
<p><b>Long Term:</b></p>						

<b>Engagement</b> Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally	<b>Code for Sports Governance</b>					
	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	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)	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	Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGBT and socio-economic)	Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board	Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board
<b>Objective:</b> Ensure that appropriate public commitment statements are included on our web-site pages						
<b>Priorities</b>	<b>Actions</b>			<b>Person(s) Responsible</b>		<b>Completion Date</b>
<b>Short Term:</b> Ensure that appropriate public commitment statements are included on our web-site pages	<ul style="list-style-type: none"> <li>Upload appropriate public commitment statements on to our web-site pages</li> </ul>			CE Badminton England		Immediate and on-going
<b>Medium Term:</b>	<ul style="list-style-type: none"> <li>Ensure culture is embedded through board and Director review processes</li> </ul>			Chair/ Board Members		Annually and on-going
<b>Long Term:</b>						

	<b>Code for Sports Governance</b>
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<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>		<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</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>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>Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally/(including but not limited to BAME, disability, LGBT and socio-economic)</p>	<p>Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board</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><b>Objective:</b> NA to GB Badminton as this is the role of the Home Country NGBs.</p>							
Priorities	Actions	Person(s) Responsible	Completion Date				
Short Term:							
Medium Term:							
Long Term:							

# Key Questions

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

This is an integral part of our Governance Action Plan and essential to ensure that the GB Badminton is fully compliant with the Sports Governance code

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

The Chair and Board Members are responsible for delivery of this plan with support from the Accountable Officer, the Chief Executive of Badminton England.

**How will we measure overall success?**

Through the composition of our Board demonstrating greater diversity while maintaining our current balance in terms of gender equity

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

The DAP is cross-referenced in our Governance Action Plan