



## 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 underrepresentation 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

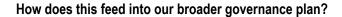
Recruitment		Code for Sports Governance							
How the organisation will attract an increasingly diverse range of candidates		Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board	Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board	and public commitment to progressing towards achieving greater diversity greater diversity and limited to BAME, disability, LGB&T and socio-economic)	and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Req 2.1	oved the lits wo pects of the lits wo pects of the lits wo pects of the lits work or lits work o		The board shall ensure that the organisation prepared and publish on the transfer of the transfer in the trans	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
<b>Objective:</b> Embed good diversity and inclusion practice into our recruitment activities and decision making processes				<b>√</b>	<b>√</b>				
Priorities	Action	S	Person(s) Responsible			Completion Date			
Short Term: Take positive steps to ensure recruitment to NED positions attract a diverse range of applicants	and to e of in rep pop • Pro	d transparen encourage a ndividuals to resentative oulation in Bomote oppo	ortunities throu orting Equals,	Chair			Immed	diate and on-going	
Medium Term: Take positive steps to ensure nominations to Home Country Representatives take account of the benefits of a diverse Board	• Wherep Character and will cor		Board Members			On-going as nominated Members are replaced			
Long Term:									

Engagement Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally		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	(approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)	The board shall ensure that the organisation prepared and publish on the transfer information.	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		
<b>Objective:</b> Ensure that appropriate public commitment statements are included on our web-site pages										
Priorities	Actions	3			Person(s) Responsible Com			oletion Date		
<b>Short Term:</b> Ensure that appropriate public commitment statements are included on our website pages	_		riate public com to our web-site	CE Badminton England Ir			mmediate and on-going			
Medium Term:	Ensure culture is embedded through board and Director review processes				Chair/ Board Members A			nnually and on-going		
Long Term:										

Code for Sports Governance

Progressing talent from Within  A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.		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	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	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)	n annual progress ions identifications identification in anisation in	d sho nisati I anc bsite
<b>Objective:</b> NA to GB Badminton as this is the role of the Home Country NGBs.								
Priorities	Actions	<u>I</u>	1		Person(s) Responsible	Completion Date		
Short Term:								
Medium Term:								
Long Term:								

# **Key Questions**



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