

Diversity and Inclusion Action Plan

2022 - 2023

Foreword

Active Devon is a community-focused, non-profit organisation with a vision of everyone in Devon Active For Life.

Our mission is to unlock the ability of movement to change lives for the better. We work together with communities and partners, to connect, advocate¹ and enable people to move more. The benefits of being active are life-changing, they include helping to reduce inequalities and deliver huge value throughout our communities.

A third of adults and half of children in Devon do not move enough to receive the full health benefits of physical activity and inactivity is more prevalent among people who are marginalised by wider societal inequalities. By helping people who are marginalised to make movement a part of their lives we can help address these inequalities.

With Active Devon's strategy, **Devon Moving Together**, there are three strategic aims: -

Positive Experiences

Movement to be a positive experience for all people, whatever their background

Reduced Inequalities

Movement to contribute to reduced societal inequalities

Committed Partners

Increased local commitment to using movement to change people's lives

To achieve these aims Active Devon has identified ways of working including a priority focus on championing equality, diversity and inclusion and challenging inequality. Our Diversity and Inclusion Action plan is part of our broader commitment to diversity and sets our commitment to promoting diversity on our Board and embedding inclusion principles in all decision making.

Jim Nye

Active Devon Chair

(On behalf of the Active Devon Board)

¹ Active Devon uses the term 'advocate' to describe our support for and promotion of the physical activity agenda and benefits of movement, we do not provide formal advocacy for individuals who lack capacity or have substantial difficulty in communicating, or representation for people in legal proceedings.

Introduction

This **Diversity and Inclusion Action Plan (DIAP)** sets out Active Devon's ambitions with regards to increasing Diversity in all its forms at Board and Senior Leadership level. As part of Active Devon's, '**Devon Moving Together**' strategy there is a clear strategic focus on serving communities and marginalised individuals. Ensuring that there is diverse representation at Board and Senior Leadership level is essential to support decision making that supports these ambitions. Active Devon recognises that diversity exists in many forms comprising of protected characteristics but also those with different lived, regional and socio-economic experiences.

Active Devon is committed to maintaining gender parity on the Board. Active Devon also seeks to increase diversity of thought by taking actions to widen the pool of potential Board Members by ensuring a flexible approach to both recruitment and Board business.

Active Devon is committed to:

- Setting a strategic ambition for diversity and inclusion, and reviewing this ambition annually.
- Maintaining gender parity on the Board by ensuring that, at a minimum, there are at least 30% Female and 30% Male Board Members.
- Transparently sharing information on our progress towards increasing diversity of representation at Board, Senior Leadership Level and throughout the organisation.
- Transparently sharing information on our progress towards increasing inclusive practices.

Principles

In considering the appropriate actions that should be taken, the Active Devon Board has reflected on its understanding of diversity and inclusion and the collective ambition about increasing diverse representation on the Board, Senior Leadership team and more broadly throughout the organisation. It agreed the following principles:

- Diversity and inclusion is a cornerstone of Devon Moving Together and aligns with the strategic ambitions around positive experiences for people regardless of background, reducing inequalities and increasing local commitment to changing lives through movement.
- Active Devon has identified ways of working including a priority focus on championing equality, diversity and inclusion and challenging inequality.
- Understanding and responding to the needs of protected characteristics is a priority for Active Devon and the Board and is a broad principle embedded across our strategy. The Board also recognises broader diversity and will seek to promote cognitive diversity by embracing wider perspectives as part of Board membership.
- The significant emphasis which Active Devon places on the equality and inclusion agenda in its operational delivery represents an opportunity upon which to build.

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Action	Theme	Who	When	Measured by:	Update
Review and update Active Devon Board skills matrix and annual Board Member survey to provide a greater baseline understanding of diversity related to governance and decision making including new skills and experience categories reflective of the new Active Devon strategy.	Engagement	CEO / Chair / Governance Lead	June/July 2022	Updated Skills matrix and equality survey. Relevant actions taken if needed based on outputs of skills review and equality survey.	
Complete review of all Board recruitment documentation and activities to support attracting a broad range of applications. Demonstrate flexibility in how Board meetings are run to support broad range of applications. Ensure website shows opportunity to apply for Board Membership.	Recruitment	People Lead	July 2022	Refreshed and updated documentation. Expressions of interests received via website.	
Work with 'Diversity in Non-Executive Leadership' to support Board recruitment. Use Sporting Equals and Leading for Renewal frameworks to support review of core documentation.	Recruitment	CEO/ People Lead	July 2022 onwards	Appointment of suitably qualified Board members with diverse characteristics.	
Map existing activities around diversity and inclusion, for example approach to rural isolation. Link action plan to broader Active Devon Equality, Diversity and Inclusion Plan.	Engagement	Equality Lead	July 2022 onwards	Increased understanding of all activity been taken in response to Diversity and Inclusion agenda.	

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Continue to increase understanding and awareness of Board Members by introducing briefings about key marginalised participant groups.	Progressing talent from within	Chair / CEO	Ongoing	Increased understanding and awareness of equality and inclusion reflected across Active Devon's strategy.	
Further strengthen the practice of operational equality impact planning by including Diversity Impact statements on relevant Governance reports. Engage team with the DCC equality report and findings.	Engagement	SLT	Ongoing		
Utilise Active Devon's existing network and links with Equality focused organisations to provide advisory feedback and challenge on relevant Governance related matters.	Engagement	SLT / Board Equality Lead	Ongoing		