

REPORT AGAINST DIVERSITY ACTION PLAN 2022-2023

1. British Canoeing committed to a Board Diversity Action Plan for 2022/2023 in November 2023 (see Appendix 1). This report sets out progress made against that Action Plan.
2. At the AGM in March 2023, the membership ratified the appointment of one independent director, Manpreet Sehmbi and one nominated director, Gareth Mahood. James Miller, a nominated director, was appointed to the Board in September 2023. There were no re-appointments in 2023. The office of Gareth Mahood was vacated in December 2023 and his data has not therefore been captured in the diversity information below.
3. The independent director appointment followed an open recruitment process, engaging recruitment consultants to attract a diverse range of candidates.
4. The Current Board Diversity is set out within the anonymised result of the survey at Appendix 2. The data is incomplete and requires completion. A summary will be published on the British Canoeing website. Of the 11 Directors, the data can be broadly summarised as;
 - Gender: 45.5% Man (including transman) 45.5% Woman (including transwoman) 9% prefer not to say. 91% matched gender identity to that identified at birth whilst 9% preferred not to say.
 - Age: 18% aged 25-40, 27% aged 41-55, 46% aged 55-70, 9% aged over 70
 - Disability: 73% no disability, 18% with disability, 9% preferred not to say
 - Sexuality: 73% heterosexual/straight, 27% preferred not to say
 - Religion: 27% Christian, 18% Atheist, 9% Sikh, 46% preferred not to say
 - Ethnicity: 73% White English, Welsh, Scottish, Northern Irish, 9% Any other ethnic background, 9% Asian Indian, 9% preferred not to say
 - British: 91% said yes, 9% preferred not to say.
5. The organisation's clear target is, in accordance with the previous mandatory requirements of the Code for Sports Governance, to encourage diverse candidates for Board roles and to meet the target of encouraging a minimum of 30% of each gender on its board, which it met in 2022/2023. There is under representation on the Board in ethnicity, disability and sexuality. The age balance of the Board has greater diversity than in previous years.

6. British Canoeing has continued to demonstrate its commitment to equality, diversity and inclusion (EDI) through the publication of its EDI strategy, #WePaddleTogether. The organisation remains committed to funding an EDI Lead role and benefits from the support of the well-established Inclusion Advisory Group. A Diversity and Inclusion Action Plan has been submitted for compliance assessment with the Code for Sports Governance requirements and the organisation is in the early stages of working through the Moving to Inclusion Framework (which is replacing the Advanced Equality Standard).
7. Directors undertook bespoke EDI training in April 2023.

Board Diversity Statement

8. The Nominations Committee on behalf of the Board approved the following diversity statement in November 2022:

British Canoeing believes in fairness, and equity and values inclusion and diversity as vital principles both as the governing body for paddlesport and as an employer.

British Canoeing recognises there is work to be done to ensure that British Canoeing is an inclusive place for all and the Board is committed to ensuring that it leads this cultural change – recognising that change must be driven from the top by the Board. The primary focus in 2022 will be on undertaking a full review and revision of the Board Diversity Action Plan to ensure the Board are best placed to support the strategic direction and leadership of British Canoeing's equality, diversity and inclusion agenda and can demonstrate accountability for the organisation's delivery against objectives.

This work will result in a new Diversity and Inclusion Action Plan for the Board forming part of a new organisation wide plan that puts equality, diversity and inclusion at the heart of what British Canoeing does from Board level, through staff and embedded within the new British Canoeing strategy and across clubs, centres, regions, disciplines.

9. A revised Board statement is proposed in the Board Diversity Action Plan 2022/23.

Progress Against 2022/2023 Actions

Aim: To recruit and engage people with diversity of background, thought, independence, skills and experience to take effective decisions that further the organisation's goals and best serve	Why: Diverse, skilled and experienced decision-making bodies which contain independent voices and engage in constructive and inclusive debate	Status
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their communities, stakeholders and wider UK society.		enable good decision-making and help create trust with stakeholders.		
	Action	Person Responsible	Completion Date	
Data	Gather and analyse diversity data of all Board Members	Director of Governance Nominations Committee	November 2023 (and annually thereafter)	Partially completed
	Identify areas of under-representation	Director of Governance Nominations Committee	November 2023 (and annually thereafter)	Completed (notwithstanding incomplete data analysis)
	Report on progress against diversity targets	Director of Governance Nominations Committee	November 2023 (and annually thereafter)	Complete
	Capture monitoring data of all Board applicants.	HR Director	Ongoing and as Board Vacancies arise	Complete (for Independent Director recruitment. The nominations process does not provide for this data capture)
	Recruitment through People HR system to allow for continuous diversity monitoring.	HR Director	Ongoing	Complete (for Independent Director recruitment. The nominations process does not provide for this data capture)
Recruitment	As vacancies arise actively seek representation on Board and Board committees and working groups through positive action, e.g. guaranteed interview scheme.	HR Director	As vacancies arise	Complete – this included targeted advertising (eg Sporting Equals), striving for gender balance on interview panels
	Engage with organisations which represent those under-represented groups and which may be able to assist with identifying candidates. Women in Sport English Federation of Disability Sports Sporting Equals	HR Director	As vacancies arise	Complete
	Board Level Posts will be advertised as widely as possible	HR Director Director of Governance	As vacancies arise	Complete

	so as to attract a diverse group of candidates and reference will be made to this in the Recruitment Briefing.	Nominations Committee		
	Attention will be paid to how the advertisement and role profile/person specification is written to be sure it is not precluding any applicants, including gender de-coding.	HR Director Director of Governance Nominations Committee	As vacancies arise	Complete
	Use of recruitment consultant to widen even further – including Perrett Laver. Hold them to account if they have been used to show what steps they have taken to ensure diversity.	HR Director Nominations Committee	As vacancies arise	Complete
Monitoring	Regularly review Board composition, skills matrix, succession planning, talent development and the broader aspects of diversity;	Director of Governance Nominations Committee	November 2023 and annually thereafter	Complete
	Regularly review and monitor the impact of this Diversity Action Plan	Director of Governance Nominations Committee	November 2023 and annually thereafter	Complete
Publishing	Publish Board Diversity Action Plan including Board diversity data	Director of Governance Nominations Committee	January 2024 (and annually thereafter)	Complete (following 2022 Nominations Committee meeting, 2022/2023 report to be published in early 2024)
	Report on progress against this Action Plan and #WePaddleTogether, a Strategy for EDI	Director of Governance Nominations Committee Board	March 2024 (and annually thereafter)	Partially complete (Report on progress for 2021/2022 published following 2022 Nominations Committee, 2022/2023 report to be published in early 2024. #WePaddleTogether report on progress to be presented to Board in December 2023 and published thereafter)