



Board Diversity Statement

British Canoeing is proud to have achieved the Intermediate Equality Standard and is now working towards achieving the Advanced Equality Standard. British Canoeing believes in fairness and equity and values diversity in all its dealings, both as the governing body for paddle sport and as an employer. British Canoeing aims to embed its equality and diversity values into every day practice, policies and procedures so that equality and diversity becomes the norm for all. This cultural change will be driven from the top by the Board and senior staff but will be embedded from the bottom across clubs and centres, regions and disciplines in keeping with the ambitions of British Canoeing strategic plan, Stronger Together.

The plan sets out a clear purpose and vision and is broken down into 11 Ambitions with 20 key performance indicators and 67 measurable targets to be delivered by 2021. Equality is embedded across each of the ambitions as illustrated by our paddle-ability work, our women's paddling ambassadors and our "#she paddles" initiatives which were launched in 2018,

British Canoeing supports and recognises the importance of diversity in its broadest sense throughout its organisation, including on its Board. The Board underwent Equality training in June 2017 and will have further training in June 2019 in order to ensure that the organisations approach to diversity and inclusion is up to date and in keeping with best practice.

A diverse organisation, will value and benefit from differences in canoeing and sports skills, regional and industry experience, background, race, gender, sexual orientation, religion, belief and age, as well as culture and personality. Currently 25% of the British Canoeing Board is female. In accordance with the mandatory requirements of the Code for Sports Governance British Canoeing will continue to encourage diverse candidates for Board roles and British Canoeing is committed to meeting the target of encouraging a minimum of 30% of each gender on its board.

The Board is firmly committed to progressing towards achieving gender parity and achieving greater diversity on its Board, including, but not limited to, Black, Asian, Minority Ethnic (BAME) and disability representation. In accordance with the Code for Sports Governance British Canoeing reviews the Boards' effectiveness and composition each year and, in particular, considers the balance of skills, experience and independence of the Board. It also considers the benefits of all aspects of diversity, but without compromise as to the calibre of directors, when identifying candidates for appointment.

Objectives

- Focus on encouraging diverse high calibre candidates for Board level roles.
- Consider candidates for Board appointments from a wide pool.
- Ensure Board appointment 'long lists' include diverse candidates.
- Report against these objectives and other initiatives to promote diversity annually.
- Report annually on the outcome of the Board evaluation including progress on achieving gender parity and greater diversity on the Board.