



**ACTIVE
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BOARD DIVERSITY POLICY

Purpose

This Board Diversity Policy sets out the approach to diversity on the Board of Trustees of Active Humber.

Scope of Application

This Policy applies to the Board. It does not apply to diversity in relation to employees of Active Humber, which is covered by Active Humber Equality Policy.

Policy Statement

- a. Active Humber is committed to the principles of equality and diversity.
 - i. Equality is about making sure people from all sections of the community have fair and equal opportunities.
 - ii. Diversity is about respecting, understanding and valuing people's differences and making sure everyone is treated in an appropriate way.
- b. Active Humber recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element to achieve our stated aims and objectives. A truly diverse Board will include and make good use of differences in the skills, experience, background, race, gender and other qualities of Trustees.
- c. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments are made on merit, in the context of the skills and experience the Board requires to fulfil its responsibilities.
- d. In reviewing Board composition, Trustees will consider the benefits of all aspects of diversity including, but not limited to, those described above, to maintain an appropriate range and balance of skills, experience and background on the Board.



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- e. In identifying suitable candidates for appointment to the Board, Trustees will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.

Review

The Board will review the Board Diversity Policy, which will include an assessment of its effectiveness and any measurable objectives, if set, for achieving diversity on the Board on an annual basis and make recommendations where appropriate. At any given time, the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

Monitoring and Reporting

The Board will report annually, in the Active Humber Annual Report, on the process it has used in relation to Board appointments. Such reports will include a summary of this Policy, and any measurable objectives if set for implementing the Policy and progress made towards achieving those objectives.



2017-2018 DIVERSITY ACTION PLAN

Target	Current deficit	Actions carried out	By When
Achieve and maintain a minimum of 30% of either gender.	Currently at 20% of female, 80% male	<p>Identify the additional skills and knowledge that are required on the Board.</p> <p>Advertise openly for those skills ensuring it is shared to websites specified in the skills, knowledge and diversity required.</p> <p>Approach any suitable Sub-Committee members that meet the required criteria.</p> <p>If recruitment is unsuccessful a recruitment company is to be engaged to aid in the recruitment.</p>	April 2018
Achieve and maintain a wide spread of all types of diversity within the Board.	<p>The Board would benefit from additional members from the diversity areas of;</p> <ul style="list-style-type: none"> • females; • people living or who works in a priority area; and disabled people. 	<p>Identify the additional skills and knowledge that are required on the Board.</p> <p>Advertise openly for those skills ensuring it is shared to websites specified in the skills, knowledge and diversity required.</p> <p>Approach any suitable Sub-Committee members that meet the required criteria.</p> <p>If recruitment is unsuccessful a recruitment company is to be engaged to aid in the recruitment.</p>	March 2018
To extend the Board Diversity Policy to the Senior Management Team.	Ethnic diversity across the Charity.	<p>Ensure any recruitment is open to equal opportunity procedures and follows the Two Tick guidance.</p> <p>Target advertising for vacant posts to underrepresented posts.</p>	When required
To extend the Board Diversity Policy to the Working Groups.		Review the make-up of the working groups.	December 2018



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DIVERSITY ANNUAL REVIEW

The Active Humber Board will on annual basis review the composition of the board membership.