

UK Deaf Sport Diversity and Equality Action Plan						
Reviewed	12.09.18					
To be reviewed next	12.03.19					
Outcome	Objective	Action	Timescales	Board Lead	Progress	
Audit current Board ways of working	Consider future representation of the Board	Board Sub-Group to manage all recruitment process and practices	AWR	UKDS Chair/SID	Ongoing	
	Interview existing Board - what their experiences, challenges and opportunities available	Desk time - Interviews carried out	AWR	UKDS Chair/SID	Partly completed - to be completed by end of February 2019	
	Give recommendations for encouraging inclusivity and creating an optimal environment for the Board and general membership meetings	Diversity features must be recommended to the Board to include in all future processes/procedures going forward.	AWR	UKDS Chair/SID	Ongoing	
Proactive Recruitment	Provide check and challenge all existing recruitment processes	Share recruitment processes with partners and receive feedback	Ongoing	Diversity Champion	Ongoing - led by Tim Chapman, Diversity Champion	
	Identify opportunities to deliver inclusive communications when it comes to marketing opportunities that will reach Women, BAME, Disabled and LGBTQ communities	Research	Ongoing	Diversity Champion	Ongoing	
	Provide check and challenge on current make up of interview panels and questions asked	Review interview questions and submit review to Board with recommendations/changes to consider	Ongoing	Diversity Champion	Ongoing - led by Tim Chapman, Diversity Champion	
Progressing talent from within UKDS	Conduct an audit of the broader governance structure - identifying candidates from diverse communities	Work with the chairs of the advisory groups to carry out review of existing governance and contacts in terms of potential candidates	Annually	UKDS Chair/SID	To be completed April 2019	
	Against the competency profile, and in consideration of the Board succession plan, seek to identify potential candidates to be put forward for the Board	Desk time to carry out review and give recommendations	Ongoing	UKDS Chair/SID	Ongoing	
	Through the Nominations Committee, the Board of Directors is to take a positive action towards female applicants, those from LGBTQ and BAME communities and those with disabilities, to guarantee an interview providing they meet essential requirements of the person specification.	Ensure the process of recruitment is clear and provides early sign posting to opportunities that positively support the aspiration for a greater representation	Ongoing	UKDS Chair/SID	Ongoing	
Ensure that UKDS Commitment to diversity is communicated through internal practices and externally	Publish UKDS Commitment to Diversity online - Equality and Diversity Policy	Statement on UKDS website emphasising equality and diversity commitment. Also make sure UKDS Equality and Diversity Policy is available online	Complete	Diversity Champion	Complete	
		Review current communication methods and also review and check with staff/Board members to ensure commitment is understood	Annually - Board Away Day & Induction	Diversity Champion	To be looked at as part of February 2019 Board Away day	
		Code of Conduct for Board Directors and advisory groups to include a statement of commitment to equality and diversity	Complete	Diversity Champion	Complete	
		Identify and promote role models who are able to champion UKDS commitment	Ongoing	Diversity Champion - linked to Athle	Ongoing	
		Present commitment and action plan towards Diversity and Equality at AGM	Annually	Diversity Champion	Ongoing	
		Ask clubs/deaf sport organisations to take up our commitment statement and other relevant key messages i.e. online bullying (consider a schedule of activity)	2019 - Membership Review	Diversity Champion	To be included in the launch about our membership package - Jan/Feb 2019	
		Review of UKDS current marketing and communication tools	Review content, language and imagery on the following: (1) UKDS Website (2) UKDS Facebook page and (3) UKDS newsletter. Share what we currently do and look at national campaigns and opportunities to link to.	Ongoing	Diversity Champion	Ongoing
		Work with organisations such as Women in Sport, Sporting Equals and Activity Alliance to make recommendations on how best to understand markets and potential opportunities for recruitment	Meet with all organisations and allow desk time to consider recommendations/feedback given.	Ongoing	Diversity Champion	Ongoing
Ensure all information, publicity and advertising for the Board and paid positions promotes a positive attitude towards women and girls, BAME and LGBTQ communities and disabled people	Carry out research identifying opportunities to promote positions and meet with all organisations and ask for feedback on this.	Ongoing	Diversity Champion	Ongoing		