



## **Equality & Diversity in the BMC**

### **BMC Board and National Council – Action Plan**

The British Mountaineering Council (BMC) is committed to equality and diversity in our work and will endeavour to remove any barriers, real or perceived, to lifelong participation amongst individuals, clubs, volunteers and mountaineering instructors. This commitment starts at the top and this Action Plan sets out a structure for achieving greater diversity at Board level and on National Council.

To this end our main goals are to:

- Achieve 30% of either gender on both the Board and National Council.
- Achieve greater diversity in general on the Board and National Council, including, but not limited to, ethnically diverse communities, LGBTQ, and disabled people.

To achieve our goals we have identified four main objectives as follows:

1. To create a more transparent and open recruitment and selection process with a view to attracting a broad base of applicants.
2. To ensure opportunities to become Board or National Council members are promoted and engaging to diverse groups.
3. To ensure the environment provided at the Board and National Council meetings is welcoming, engaging and supportive to everyone.
4. To regularly monitor and evaluate our progress towards achieving diversity goals.

This Board and National Council Diversity Action Plan, is part of the BMC's wider commitment to increasing its equality and diversity throughout the organisation, which is set out under the BMC Equality Action Plan.



<b>1.</b>	<b>To create a more transparent and open recruitment and selection process with a view to attracting a broad base of applicants</b>			
	<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Measurement of success</b>
<b>1.1</b>	Include a statement around welcoming diversity on all job adverts for Board and National Council positions.	HR Manager and/or Company Secretary	Ongoing	Greater diversity in applicants, information to be collated as to diversity of applicants so figures can be checked against previous years.
<b>1.2</b>	Promote available positions with key external partners including Sporting Equals, Women in Sport, Mountain Training, EFDS, Stonewall and via the BMC's Equity Steering Group.	HR Manager and Youth & Equity Officer	Ongoing	Gender percentage for each job application figures to be collated to allow for checking levels against prior years. The BMC should also look at collecting equality data for both staff and board positions.
<b>1.3</b>	Attention to be paid as to how advertisements and role profiles/job specifications are written to ensure they do not preclude any applicants.	HR Manager & Nominations Committee	Ongoing	Greater diversity in applicants, to be measured by collating data as above.
<b>1.4</b>	In relation to Independent Directors make use of the service to be provided by Perrett Laver, a recruitment provider that has teamed up with Sport England to provide NGBs with a pool of 'Board ready' candidates to assist NGBs with their diversity aspirations.	Nominations Committee	Ongoing	Greater diversity in applicants for Independent Directors, to be measured by collating data as above.
<b>1.5</b>	Removal of personal details from all applications received for Independent Director positions to ensure shortlisting is anonymised and is therefore not biased.	HR Manager and/or Company Secretary	Ongoing	Greater diversity in applicants, to be measured by collating data as above.



1.6	Retain 'an interest in climbing and hill walking' as a desirable criterion (rather than essential) on Independent Director adverts to increase the pool of prospective candidates.	HR Manager and/or Company Secretary & Nominations Committee	Ongoing	Greater diversity in applicants, to be measured by collating data as above.
1.7	Ensure balanced and representative interview panel for Board positions. At least one woman to be on the panel.	HR Manager and/or Company Secretary & Nominations Committee	Ongoing	Noting who sits on the interview panels and at least one woman always being on the panel.
1.8	To try and increase gender parity on National Council, Area chairs to encourage female National Council reps at Area level; adopt target of 1x female rep and 1x male rep per Area.	President & Area Chairs	Ongoing	Female / male % split on National Council having greater parity. As at January 2020 6 out of 21 of the voting members of the National Council are female. This should be seen as a minimum base level and a list of what each area has done to encourage female representatives should be written down each year



<b>2.</b>	<b>To ensure that opportunities to become a Board or National Council member are promoted and engaging to diverse groups.</b>			
	<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Measurement of success</b>
<b>2.1</b>	Ensure adverts for Board positions are appealing to people's values and motivations.	HR Manager and/or Company Secretary and Nominations Committee	Ongoing	Greater diversity in Applicants, to be measured by collating data as noted in section 1.
<b>2.2</b>	Publicise Board and National Council positions and vacancies on BMC media, as well as those organisations noted in point 1.2 above.	HR Manager and Youth & Equity Officer	Ongoing	Greater awareness of available roles amongst membership. Start measuring number of hits BMC articles and media has of each job role.
<b>2.3</b>	Engage the Women's Development Group and Equity Steering Group to promote and encourage suitable candidates to apply.	Youth & Equity Officer	Ongoing	Greater diversity in Applicants, to be measured by collating data as noted in section 1.
<b>2.4</b>	Succession planning, Board members ethnicity and gender to be noted.	Company Secretary & Nominations Committee	Ongoing	Greater diversity of Board members and gender balance.
<b>2.5</b>	Continue to produce a web article highlighting the BMC's commitment to diversity in its leadership and decision making and continually update.	CEO & Marketing Dept.	Annual	Greater awareness throughout the membership of the BMC's commitment to diversity.
<b>2.6</b>	Develop and share a pathway for volunteers to develop, from grassroots to the Board and engage the Women's Development Group and Equity Steering Group in developing such pathway.	Youth & Equity Officer, Women's Development Group, Equity Steering Group and the Board	Ongoing	Greater diversity of Board and National Council members, to be measured by collating data on the ethnicity and gender of Board and National Council members.

<b>3. Ensure the environment at Board and National Council meetings is welcoming, engaging and supportive.</b>				
	<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Measurement of success</b>
<b>3.1</b>	Flexibility in meetings on a case by case basis. Explore possibility to move to day time meetings to accommodate childcare considerations. Use Skype to enable remote access to meetings, consider financial support for childcare or crèche facilities at key events.	Board & National Council	Ongoing	Greater flexibility and changes in the diversity on the Board and National Council. Number of attendees of such meetings, data can be collated of gender etc to show the diversity of attendees from year to year.
<b>3.2</b>	Ensure key meetings have a social aspect either before or after the meeting.	Board & National Council	Ongoing	Measure volunteer satisfaction via annual volunteer survey.
<b>3.3</b>	Ensure thorough induction process which is continually improved based on feedback and monitoring. Provide office briefing visits for new post holders.	Company Secretary	Ongoing	Ask for feedback from those undergoing the induction process and ensure constructive feedback is used to improve the induction year on year
<b>3.4</b>	Board and Staff members to undertake equality & diversity training to develop greater understanding of the positive steps to increase diversity. Ensure that such training is part of the Board's induction process.	Youth & Equity Officer and HR Manager	Ongoing	Board and National Council members have a better understanding of equality and diversity and can help support the BMC in becoming a more diverse organisation. Data showing all Board and staff members have participated in the training.



4. To regularly monitor and evaluate our progress towards achieving diversity goals				
	Action	Responsibility	Timeframe	Measurement of success
4.1	Survey past and current BMC volunteers to enable the collection and analysis of diversity data.	Clubs & Volunteers Officer	Annual	Data shows a greater diversity of volunteers
4.2	Produce annual report detailing the impact of and progress toward achieving the BMC's diversity targets, including, but not limited to women, ethnically diverse communities, LGBTQ, and disabled people.	Youth & Equity Officer	Annual	Greater awareness of the BMC's commitment to diversity. The annual report will look at BMC media channel output in terms of representation of women, ethnically diverse communities, LGBTQ, disability, mental health against prior years. It will also look at numbers of events and projects undertaken in each area of under-represented groups compared with prior years.
4.3	Continue to capture and collate diversity information on Board and National Council applications and feedback to the Nominations Committee to analyse marketing success when recruiting.	HR Manager and/or Company Secretary	Ongoing	Greater diversity in the applicants.
4.4	Review and evaluate the actions and objectives of this Action Plan.	Youth & Equity Officer,	Annual	