



We are Energise Me.
Changing lives through physical
activity and sport

**DIVERSITY ACTION PLAN
2017 – 2021**

Energise Me

ABOUT US

Energise Me exists to beat inactivity. Evidence shows that even a small amount of regular physical activity or sport can make a significant difference to the wellbeing of the people and the communities we serve; so we want to help you get up and get moving.

We belong to a national network of County Sports Partnerships that specialise in delivering national reach and local impact, and we're committed to unlocking opportunities for people of all ages to beat inactivity for life.

We're here to promote community participation in sport and healthy recreation for the benefit of everyone living in Hampshire and the Isle of Wight. We want to secure a healthier, brighter future for all of our communities.

OUR MISSION

Our mission is to change lives through physical activity and sport, inspiring people to adopt active lifestyles that make our communities happier, healthier and stronger.

OUR VISION

Our vision is to beat inactivity.

OUR VALUES

Collaborative – we work in partnership to unlock potential

Respectful – we celebrate diversity and embrace a range of perspectives

Purposeful – we make impact through our focused approach and prioritising resources

Committed – we are committed to making our vision a reality and tackling the barriers that stand in our way

Innovative – we never stand still, look to the future and always ask "why?".

Message from Our Chair

Energise Me has an important role to play in the development of the sport and physical activity landscape across Hampshire and the Isle of Wight and as a new, independent charity it wants its governance to be dynamic, visionary and in line with the high standards expected from organisations receiving public funding.

Energise Me is an organisation committed to diversity in all aspects of its business and activities. It will seek to be representative of the people with whom it works as well as having available to it the knowledge and skills required to run the charity.

Energise Me is committed to comply with [Sport England's A Code for Sports Governance](#) and will recruit and engage with people with appropriate diversity, independence, skills, experience and knowledge to take effective decisions to further the organisations' goals. It demonstrates a strong and public commitment to progressing towards gender parity and greater diversity on its Board. It will aim to have a minimum of 30% of each gender on its Board and greater diversity generally, including, but not limited to Black, Asian, minority ethnic (BAME) diversity, and disability.

We are pleased to say that our Board exceeds [Sport England's A Code for Sports Governance](#) target of a minimum of 30%. Energise Me is committed to meeting the actions in this Diversity Action Plan.

Jon Monkcom

Chair of Trustees

<h2 style="margin: 0;">Recruitment</h2> <p style="margin: 0;">How the organisation will attract an increasingly diverse range of candidates</p>		Code for Sports Governance					
<p>Objective: Embed good diversity and inclusion practice into our recruitment activities and decision making processes</p>		<p style="font-size: 0.8em; margin: 0;">Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board</p>	<p style="font-size: 0.8em; margin: 0;">Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board</p>	<p style="font-size: 0.8em; margin: 0;">Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LG&T and socio-economic)</p>	<p style="font-size: 0.8em; margin: 0;">Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 2.1</p>	<p style="font-size: 0.8em; margin: 0;">The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)</p>	<p style="font-size: 0.8em; margin: 0;">The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Reg 2.2</p>
<p>Priorities</p>		<p>Actions</p>			<p>Person(s) Responsible</p>		<p>Completion Date</p>
<p>Short Term (within 12 months):</p>		<p>Commitment to diversity published on website Continue to use a broad range of channels to attract candidates from diverse backgrounds e.g. Women on Boards, Sporting Equals, Action Hampshire (voluntary organisation network)</p>			<p>Marketing Recruitment manager</p>		<p>9 Jan 2018 Ongoing</p>
<p>Medium Term (within 24 months):</p>		<p>Maintain diversity target through the recruitment of new trustees. Proactively identify potential candidates to diversify the board even further.</p>			<p>Trustees Trustees and staff</p>		<p>Ongoing Ongoing</p>
<p>Long Term (within 48 months):</p>		<p>Maintain diversity target through the recruitment of new trustees Proactively identify potential candidates to diversify the board even further</p>			<p>Trustees Trustees and staff</p>		<p>Ongoing Ongoing</p>

Engagement		Code for Sports Governance					
		Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board	Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board	Demonstrate a strong and public commitment to progressing towards achieving greater diversity (including but not limited to BAME, disability, LGBT and socio-economic)	Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 2.1	The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)	The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Reg 2.2
Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally						√	√
Objective: Communicate our commitment to diversity in all business activities							
Priorities	Actions	Person(s) Responsible			Completion Date		
Short Term (within 12 months):	Trustee recruitment policy drafted and approved to include its commitment to diversity	CEO			January 2018		
Medium Term (within 24 months):	Publish an annual update on progress against this action plan	Marketing			March 2019		
Long Term (within 48 months):							

<h2>Progressing talent from Within</h2> <p>A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.</p>		Code for Sports Governance				
		Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board	Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board	Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LG&T and socio-economic)	Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Req 2.1	The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)
<p>Objective: To train, develop, coach and mentor staff, trustees and volunteers to challenge and support Energise Me to be a dynamic and visionary organisation, setting the high standards expected of organisations receiving public funding.</p>		√	√	√	√	√
Priorities	Actions	Person(s) Responsible			Completion Date	
Short Term (within 12 months):	Annual re-refresh of equality and diversity training for all employees and trustees Succession plan developed	All CEO			Ongoing December 2017	
Medium Term (within 24 months):	Employees to work with trustees, partners and stakeholders to develop understanding and expertise to ensure inclusivity in our organisation and our work.	All			Ongoing	
Long Term (within 48 months):	To continue to deliver a pipeline of talent in Energise Me to influence decision making	All managers			Ongoing	

Key Questions

How does this feed into our broader governance plan?

Energise Me is committed to meeting the requirements set out in A Code For Sports Governance. Whilst it meets the requirements of the code, this Diversity Action Plan, together with other documents will help us to continue to improve governance throughout the business.

Who are the key people responsible for the delivery of this plan?

Diversity is everyone's responsibility at Energise Me. All trustees and employees will be responsible for the delivery of this plan. The CEO and Board will be accountable for the ongoing implementation and monitoring of this plan.

How will we measure overall success?

Energise Me has set out in its new strategy the priority groups it will target. To succeed, it will need to work with and through a diverse set of organisations and people. This will be monitored in its programmes and activities. Success will also be measured through the monitoring of the diversity of our workforce, board and applications.

How does your Diversity Action Plan (DAP) cross-reference other parts of the code or other relevant equality or diversity monitoring standards/framework?

As a tier 3 organisation, Energise Me complies with all aspects of the code. The DAP cross-references with our governance code assessment.

