

British Wheelchair Basketball: Diversity Statement

British Wheelchair Basketball is committed to the principle of equality of opportunity and aims to ensure that all present and potential participants, members, coaches, officials, competitors, volunteers and employees are treated fairly and on an equal basis, irrespective of sex, age, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment or social status.

The Board has adopted a target of a minimum of 30% of each gender on the Board demonstrating its strong public commitment to progressing towards:

- Achieving gender parity
- Achieving greater diversity on the Board, including but not limited to Black, Asian, minority ethnic (BAME) diversity and equality.

Board Diversity

Currently 36% or 4 of the eleven BWB Board members are female. Three members have a visible disability and two are from ethnic minority groups. Board recruitment Independent Board Member vacancies are advertised openly using a wide range of media. Candidates are shortlisted by the Nomination Committee on the basis of their competencies, knowledge, skills and experience, taking account of any gaps in the competencies of the remaining members. Where there is more than one candidate with a similar range of skills and competencies, the Nomination Committee will use positive action with the aim of ensuring that, if at all possible, the shortlist includes suitably skilled women, people with disabilities and people from BAME backgrounds.

Members at Large are proposed and seconded, and elected by the membership at the Annual General Meeting. To encourage diversity in applications we will incorporate a diversity statement on the nomination form for members at large.

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