



## British Triathlon Statement on Diversity



Triathlon is committed to the principle of equality of opportunity and aims to ensure that all present and potential participants, members, coaches, competitors, officials, volunteers, spectators and employees are treated fairly are able to fulfil their potential within the sport, irrespective of sex, age, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment or social status.

### Strategic Plan

British Triathlon have made a commitment to ensure triathlon is accessible and attractive to the widest audience. GO TRI has been designed to open up the sport to new markets, including those who are typically less represented.

We work to ensure triathlon is accessible and attractive to the widest audience. We share our expertise and work with partners to embrace diversity.

### Equality Standard

Triathlon currently holds the Preliminary standard for Equality Standard for Sport, established by the Sports Councils as a benchmark for the governing bodies to whom they

provide funding. We are currently working towards the Intermediate Standard and are committed to submitting our paperwork in June 2018.

This shows Triathlon's commitment to increasing diversity amongst our participants, our staff and committees.

In holding the Preliminary standard, Triathlon has demonstrated that we have a robust equality action plan to advance equality and increase participation and staff (paid and unpaid) understand how this plan relates to their role.

Triathlon is now committed to achieving the Intermediate Level. This will show that our organisations internal policies and procedures consider the impact on people who share protected characteristics. It will evidence how Triathlon is working towards increasing the diversity of people participating in our sport (members/participants/staff & board) and it will demonstrate how we are implementing and reviewing our equality action plan and ensuring we are able to collect this data.

### **Board diversity**

In 2016, ahead of the launch of the new Governance Code, Triathlon had already submitted resolutions to make changes to our resolutions ensuring a minimum of 30% gender diversity. This was passed and is now documented within our Articles of Association.

Triathlon will endeavour to surpass the minimum gender requirement and seek to achieve equal representation.

At the present time;

27.7%, or three of the eleven British Triathlon Board members are female and one member has a disability.

40%, or four of the ten Triathlon England Management Board members are female and 36%, or four of the eleven Triathlon England Council are female.

### **Board recruitment**

Board vacancies are advertised openly using a wide range of media, including Women on Boards, English Federation of Disability Sport and the Sporting Equals Leaderboard. 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 competences, 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.

### **Commitment**

Our target is to maintain a position where a minimum of 30% of Board members are from each gender\*.

In our Strategic Plan - A Vision for Triathlon 2024, we have committed to increasing the diversity of volunteers (including Board and committee members), participants, instructors, staff and our wider workforce.

We are working on a number of initiatives to encourage more women, people with disabilities and people from Black, Asian & Minority Ethnic [BAME] backgrounds to become more actively involved in all aspects of Triathlon's activities. We have also produced guidance for our affiliated clubs on welcoming transgender participants and people from different ethnic and faith groups.

### **Monitoring**

Triathlon conducts regular equality monitoring of all groups (Board, staff, job applicants, members, coaches, instructors, officials, elite squads) against all nine characteristics protected under the Equality Act 2010, in order to set benchmarks and KPIs and track progress.

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*\*Gender will be taken to mean the gender in which the individual identifies.*