

GB SNOWSPORT

DIVERSITY & INCLUSION

ACTION PLAN

2021 - 2023



INTRODUCTION

The GB Snowsport Diversity and Inclusion Action Plan 2021-2023 builds on our previously published Diversity Action Plan as a means of setting out practical steps to enhance diversity and inclusion within our sport. Like many other National Governing Bodies, we are conscious that our sport should be reflective of the society we live in, not only because that creates a fairer sport for all, but because it has been proven that greater diversity breeds stronger performance at all levels.

As a National Governing Body, our remit is specifically to focus at the elite end of snowsport and, as such, many of the actions identified respond to this particular remit. We do, however, recognise that long-term diversity and inclusion relies on shared approaches and priorities at every level of our sport and so within this Diversity and Inclusion Action Plan, we also identify areas that will see us work closely with external stakeholders, not least the Home Nations Snowsport Governing Bodies.

We do not expect that we will have ‘addressed’ diversity and inclusion by the culmination of this plan in 2023. Rather, we anticipate that this plan will be superseded by that point with a wider plan that builds on our learnings over the next two years and identifies further tangible actions that we need to take as a Governing Body and within our wider sport.

- Vicky Gosling, Chief Executive, GB Snowsport

ABOUT THE DIVERSITY AND INCLUSION ACTION PLAN

The GB Snowsport Diversity and Inclusion Action Plan builds on the earlier Diversity Action Plan established in 2018.

We are committed to ensuring that snowsport is open, accepting and accessible to all sections of society. Our sport should be free of discrimination and should challenge injustices and inequalities where it finds them.

To achieve this commitment, GB Snowsport has set out a programme of work that will champion equality, diversity and inclusion through all aspects of our organisation, welcoming diversity, accepting difference and confronting all forms of discrimination and unjust behaviour. We are committed to supporting the development of talented athletes in an open, inclusive environment that ensures equality of opportunity. We are proud to be represented by athletes, coaches, and technical and administrative staff who buy into and support these commitments.

In 2021, we undertook a detailed research and evidence gathering exercise to better understand diversity, inclusion and barriers to access in our sport. Working alongside the Home Nations Governing Bodies, Snowsport England, Snowsport Scotland and Snowsport Wales, we will use the findings from this research to inform our approach to diversity and inclusion and ensure it addresses the real needs and expectations of our community and anyone with an interest in the sport.

The Diversity and Inclusion Action Plan covers six main areas of focus, each of which will support a range of actions and focus areas which will help to ensure GB Snowsport backs its commitment to diversity with meaningful action. Those areas are:

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| 1. Evidence and Insight | 4. Recruitment, Policies and Governance |
| 2. Training and Development | 5. Culture |
| 3. Communications and Advocacy | 6. Targets |

EVIDENCE & INSIGHT

1. Commission research into attitudes, perceptions and experiences of diversity and inclusion within and about Britain's snowsport community
2. Undertake annual surveying of GB Snowsport staff and board to monitor diversity rates within the organisation
3. Undertake surveys of GBS Elite Squads to monitor diversity rates among high-performance squads. Where possible, seek to benchmark this against other leading snowsport nations



TRAINING & DEVELOPMENT

1. Offer Unconscious Bias training to all GB Snowsport corporate staff, and include Unconscious Bias training in new recruitment induction programmes
2. Hold annual “good practice” learning seminars for GB Snowsport staff and board members, hearing input and evidence from other sport sector bodies on effective approaches to Diversity & Inclusion



COMMUNICATIONS & ADVOCACY

1. In partnership with the Home Nations Governing Bodies, establish a Diversity & Inclusion Advisory Group to interpret and advise on evidence gathered from the Diversity & Inclusion Research Programme
2. Advocate and champion within GB Snowsport and with external partners for the importance of diversity and inclusion within the wider snowsport industry
3. Publish regular content through GB Snowsport owned channels which celebrates and highlights the benefits of diversity and inclusion



RECRUITMENT, POLICIES & GOVERNANCE

1. Continue to ensure all recruitment involves characteristic-blind application assessments to minimise unconscious bias in recruitment
2. GB Snowsport Board and Senior Leadership Team to maintain adoption of a 30% gender diversity target as recommended within the British sport sector, and to consider actions to address wider representation of other diversity characteristics
3. Every two years to undertake a review of organisational policies, adapting as necessary to ensure they appropriately reference and acknowledge issues of diversity and inclusion
4. Promote and advertise recruitment opportunities across a wider range of platforms including working with sport sector partners, where relevant, to access a wider candidate pool



CULTURE

1. Ensure diversity and inclusion is represented in GB Snowsport's values and is celebrated, supported and acknowledged internally
2. Appoint a Board diversity champion to act as a direct point of contact for any GB Snowsport staff or athlete wishing to share information on diversity and inclusion



TARGETS

1. GB Snowsport board to annually review progress against the organisation's Diversity and Inclusion Action Plan and to consider the implementation of further targets if action is deemed necessary



