

# WheelPower

## Diversity Action Plan

### 2018-2021

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## About Us

WheelPower's origins are from the inspiration of our founder, Sir Ludwig Guttmann. His pioneering work introduced sport as part of the rehabilitation of people with spinal cord injuries at Stoke Mandeville in the 1940's.

Our work supports the development of sporting opportunities for wheelchair users (especially people with a spinal cord injury), young disabled people, disabled people who use a wheelchair for sport along with other physical/locomotor impairments.

WheelPower delivers opportunities at grass roots level to introduce people to sport and physical activity and create pathways into recreational and competitive sport for people of all ages and abilities.

WheelPower are owners of Stoke Mandeville Stadium, the National Centre for Disability Sport and birthplace of the Paralympic Movement.

As a Registered Charity, WheelPower is able to deliver these opportunities thanks to the support of charitable donations, fundraising, corporate partners and grants.

## Our Mission

### **"Transforming Lives Through Sport"**

Sport and physical activity can be truly transformational in the lives of disabled children and adults.

Whether it is a child born with a disability or someone paralysed through a road traffic accident, sport has the power to inspire them to lead healthy, active lives and through sport achieve greater confidence, self-esteem and enjoyment.

The physical benefits of sport are well known but the improvements in wellbeing and mental health of people with physical impairments through physical activity are just as important and can often be the catalyst to reducing isolation and increasing social inclusion for disabled people.

By removing barriers to participation, WheelPower opens doors to new friendships, skills and opportunities in life.

## Aims

WheelPower aims to provide, promote and develop opportunities for disabled people to participate in recreational and competitive wheelchair sport to lead healthy, active lives.

We aim to:

- Increase participation in sport and physical activity
- Provide iconic and inclusive facilities at Stoke Mandeville Stadium
- Ensure WheelPower is a credible and robust organisation
- Inspire people through our work, our heritage and the power of the Paralympic Games

## Values

**WheelPower is open, inspiring, forward looking and innovative.**

As a registered charity with growing participation in sport and physical activity at the centre of what we do, delivering our mission to transform lives through sport is based on our core values as an organisation.

These values are inherently part of how we are structured and how we aim to provide an open and inclusive welcome for new participants.

If we can inspire disabled people to use sport as part of their lives, whether for fun or within competition we can help them to achieve their personal goals and improve their health and wellbeing.

By being a forward looking organisation we can challenge ourselves to deliver a high standard of professional programmes which are innovative and meet the needs of disabled people.

We recognise that in order to achieve these values we must operate to a high ethical standard and work collaboratively to create pathways from participation to whatever level people want to achieve in sport.

## Message from our Chair

As Chair of WheelPower I am proud on behalf of the Board and organisation to state our strong commitment to strengthening the diversity, equality and inclusion which sits at the heart of what we do and our aim to achieve this as an organisation.

WheelPower understand, prioritise and embrace the importance of diversity and inclusion which is a crucial factor for the success of our organisation. Therefore, we recognise that the WheelPower Board should be fully reflective of the wider community we serve by being appropriately representative of disabled people and applying the equality principles as set out in the Equality Act 2010.

We are committed to ensure that the voice of disabled people is well represented by the Board of Trustees by ensuring that our Board contains a diverse mix of talented trustees to exercise strong decision-making to help achieve our mission to “transform lives through sport” by enabling wheelchair users and the wider disabled community to be enjoy the benefits of participation in sport and physical activity and lead healthy active lives.

We will ensure that the Board of Trustees will demonstrate a strong and public commitment to progressing towards achieving gender parity and greater diversity generally on its Board of Trustees, including Black Asian and Minority Ethnic (BAME) diversity, sexuality and gender. As an organisation focused on sport and physical activity for disabled people we will, in particular, aim to ensure full representation, engagement and influence of disabled people at all levels of the organisation.

WheelPower is committed to ensuring it is both fully supportive of, and compliant with, all relevant regional, national and international laws, rules, regulations and standards relating to both equality and diversity in relation to the WheelPower Board of Trustees but also throughout the organisation. We are committed to the adoption of appropriate standards such as the Governance Code for Sport and to progressing to an appropriate level of compliance with the Code.

We will continue to aspire to meet and exceed standards of good practice and will work collaboratively with partners to work across various sectors to ensure all disabled people can be active wherever and however they want to be.

This Diversity Action Plan demonstrates this commitment to equality and diversity now and in the future.

## Strategy

### Strategic Area 1 - Recruitment

<b>Recruitment</b> How the organisation will attract an increasingly diverse range of candidates	<b>Code for Sports Governance</b>					
<b>Objective:</b> Embed good diversity and inclusion practice into our recruitment activities and decision making processes	X	X	X	X	X	X
<b>Priorities</b>	<b>Actions</b>			<b>Person(s) Responsible</b>		<b>Completion Date</b>
<b>Short Term:</b> 1. To review the current Board equality breakdown at WheelPower.	1.1. Carry out a board and staff equality survey 1.2. To feedback results of equality board survey to WheelPower board 1.3. To publish the results of annual board and staff equality survey on WheelPower website 1.4. To use results to understand the gaps within the WheelPower board relating to gender balance, BAME, Disability and other			Governance and Audit Committee Governance Committee Chief Executive Governance and Audit Committee/Board		August 2019 August 2019 Ongoing Ongoing

<p>2. To promote WheelPower’s commitment to equality through publishing the Equality and Diversity Statement with accompanying action plan on our website.</p> <p>3. To attract a broad applicant base when recruiting for new board positions</p> <p>4. Demonstrate a strong and public commitment to progressing towards achieving gender parity and greater diversity generally on its board, including, but not limited to, Black, Asian, minority ethnic (BAME) diversity, and disability</p>	<p>areas set out in WheelPower Equality Policy Statement.</p> <p>2.1. Statement to be approved by board</p> <p>2.2. Policy to be published on WheelPower website</p> <p>2.3. Policy to be reviewed annually</p> <p>3.1. Use WheelPower Equality and Diversity Statement on all recruitment materials</p> <p>3.2. Advertise board positions as widely as possible to attract diverse candidates</p> <p>3.3. Target both BAME or female communities through working with organisations such as Sporting Equals and Women in Sport</p> <p>3.4. Advertise board positions using appropriate print, internet and social media</p> <p>3.5. Capture equality and diversity information on Board Member applicants. Feed this back to Nominations committee to analyse the success of the marketing</p> <p>4.1. To promote WheelPower’s commitment to equality through publishing the WheelPower Equality and Diversity Statement with accompanying action plan on our website</p>	<p>Board</p> <p>Nominations Committee</p> <p>Nominations Committee</p> <p>Nominations Committee</p> <p>Board, Chief Executive</p> <p>Chief Executive</p>	<p>May 2018 June 2018</p> <p>August 2018/Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Policy approved by board in May 2018 Policy published on website in June 2018 Statement to be reviewed annually by February 2019</p>
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<p><b>Long Term:</b></p> <p>1. Demonstrate a strong and public commitment to progressing towards achieving gender parity and greater diversity generally on its Board, including, but not limited to, Black, Asian, minority ethnic (BAME) diversity, and disability.</p> <p>2. To recruit board that is reflective of a diverse community it serves.</p>	<p>1.1. To review the policy annually</p> <p>2.1. To monitor board make-up in the future</p> <p>2.2. To analyse board skills against the strategic objectives of the organisation</p>		<p>Policy to be reviewed annually by February 2019 and annually thereafter</p> <p>Annually</p> <p>Annually</p>
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## Strategic Area 2 - Engagement

<b>Engagement:</b> Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally	<b>Code for Sports Governance</b>					
	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, LGB&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)	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 Req 2.2
<b>Objective:</b>	X	X	X	X	X	X
<b>Priorities</b>	<b>Actions</b>			<b>Person(s) Responsible</b>		<b>Completion Date</b>
<b>Short Term:</b> 1. WheelPower to carry out annual stakeholder consultation where equality and diversity will be one of the areas for feedback.  2. WheelPower to carry out an annual staff survey with a section specifically covering equality and diversity	1.1. Consultation survey to be circulated to all stakeholders as identified 1.2. Feedback of survey to be coordinated and fed back to senior management and board 1.3. Any actions to be identified and implemented.  2.1. WheelPower staff receive survey annually 2.2. Results are collected and shared with all staff/board			Chief Executive  Engagement team  Chief Executive/Board  Chief Executive  Staff/board		By 30 April 2019  By June 2019  By July 2019  By 31 May 2018  By 16 November 2018  By December 2018

<p>3. Achieve Foundation and Preliminary Level of Equality Standard for Sport.</p>	<p>2.3. Staff to identify and action improvements identified through the survey.  2.4. Staff to implement improvements identified through the survey</p> <p>3.1. Submit a filled in application and evidence for Foundation Level of Equality Standard for Sport.</p>	<p>Chief Executive  Chief Executive  Chief Executive</p>	<p>By January 2019  By January 2019  By March 2019</p>
<p><b>Medium Term:</b>  1. Achieve Intermediate Level of Equality Standard for Sport.</p>	<p>1.1. Submit a filled in application and evidence for Intermediate Level of Equality Standard for Sport.</p>		<p>March 2020</p>
<p><b>Long Term:</b>  1. Achieve Advanced Level of Equality Standard for Sport.</p>	<p>1.1. Submit a filled in application and evidence for Advance Level of Equality Standard for Sport.</p>		<p>March 2022</p>

### Strategic area 3 - Progressing talent from Within

<b>Progressing talent from Within</b> A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.		<b>Code for Sports Governance</b>					
		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, LGB&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)	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 Req 2.2
<b>Objective:</b>		X	X	X	X	X	X
<b>Priorities</b>	<b>Actions</b>	<b>Person(s) Responsible</b>			<b>Completion Date</b>		
<b>Short Term:</b> 1. Staff and Trustees have the opportunity to feed into consultation process around organisational strategic direction	1.1. Staff are consulted on strategy including organisational perspective on equality at staff team away days 1.2. Leadership team and Board feed into strategic direction of charity through Trustee/staff away days 1.3. Any recommendations coming out of the away days are fed back to board and actioned where approved  2.1. To understand the training requirements of the WheelPower through analysing appraisals	Chief Executive  Chief Executive  Chief Executive  Chief Executive/Line Managers			TBC  TBC  TBC  Annually		

<p>2. To promote personal professional development for all staff within WheelPower</p> <p>3. To identify appropriate training for new board members to attend to assist them in adding as much value as possible to the organisation</p> <p>4. To run an internal leadership programme aligned with partners to increase the opportunities for disabled people to pursue executive and director level positions in organisations</p>	<p>2.2. To identify short term training needs existing within the organisation.</p> <p>2.3. To cost out the training needs and to build them into future budgets.</p> <p>3.1. Identify a suitable course(s)</p> <p>3.2. Place newly appointed board members and existing board members who wish to attend on the course(s)</p> <p>3.3. Measure the impact of the course(s)</p> <p>3.4. If of value to incoming board members, build the course into the WheelPower induction process</p> <p>4.1. Analyse the market for comparable programmes in either sport or non-sport sectors.</p> <p>4.2. Approach potential delivery partners with a similar belief in equality.</p>	<p>Chief Executive/Line Managers</p> <p>Chief Executive/Line Managers</p> <p>Chief Executive/Board</p> <p>Chief Executive/Board</p> <p>Chief Executive/Board</p> <p>Chief Executive/Board</p>	<p>Annually</p> <p>Annually</p> <p>As needed</p>
<p><b>Medium Term:</b></p> <p>1. To run an internal leadership programme aligned with our partners to increase the opportunities for disabled people to pursue executive and director level positions in organisations.</p>	<p>1.1. Achieve funding for the programme.</p> <p>1.2. Begin implementation of Leadership programme.</p> <p>1.3. Assess the success of Leadership programme.</p>	<p>Chief Executive/Board</p> <p>Chief Executive/Board</p> <p>Chief Executive/Board</p>	<p>TBC</p> <p>TBC</p> <p>TBC</p>

<p><b>Long Term:</b> 1. To promote personal professional development for all staff within WheelPower</p>	<p>1.1. To commit to continuous professional development of staff leading to an effective, productive, diverse and high-performing workforce 1.2.To implement relevant training for all staff to reach their potential.</p>	<p>Chief Executive/Board  Chief Executive/Board</p>	<p>TBC  TBC</p>
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## Summary

WheelPower is committed to diversity and equality within the organisation.

The Board, Governance and Audit Committee and Nominations Committee will all play a key role in the recruitment of a diverse board and staff aiming to achieve the standards set within the Governance Code for Sport.

As a national disability sports organisation WheelPower will aim to ensure that wheelchair users and disabled people are a focus of our Diversity Action Plan together with our aim to achieve gender balance and representation from all groups identified within the Code.