

BOARD DIVERSITY STATEMENT AND 2025 DIVERSITY OBJECTIVES

Last Updated: 4th May 2023

Last Approved by Board: 4th May 2023

CONTENTS

1. Purpose of Document	1
2. Background - Governance Code Requirements	2
3. Board Diversity Statement.....	2
4. 2025 Diversity Objectives.....	3
4.1 Maintain/Increase Leadership diversity Targets	4
4.2 Maintain/Increase Workforce Diversity Targets.....	4
4.3 Increase Diversity in Participation Targets	5
4.4 Review	5

1. PURPOSE OF DOCUMENT

Under the Sport England/UK Sport Governance Code, the Board is required to ensure that BF prepares and publishes on its website information (approved by the Board) about its work to foster all aspects of diversity within its leadership and decision making, including an annual update on progress against the actions identified in accordance with Diversity requirements as set out by the Code.

This document is intended to be the description of the work set out as part of the overall Diversity Objectives for BF.

This document is not the Diversity and Inclusion Action Plan (the 'DIAP') as described in the Governance Code. As of April 2023 the 'DIAP' is being developed through engaging in a process with Sport England.

A separate report will be published annually as part of the annual report pack as an update against progress.

2. BACKGROUND - GOVERNANCE CODE REQUIREMENTS

Organisations shall recruit and engage people with diversity of background, thought, independence, skills and experience to take effective decisions that further the organisation's goals and best serve their communities, stakeholders and wider UK society.

Why is this important? Diverse, skilled and experienced decision-making bodies which contain independent voice and engage in constructive, open debate enable good decision-making.

Diversity Requirements (from the Code)

2.1 Each organisation shall publish clear ambitions to ensure its leadership represents and reflects the diversity of the local and/or national community (as appropriate). These ambitions shall be centred on each organisation committing to achieving greater diversity in all its forms on its Board and senior leadership team, as well as where possible cascading this ambition in line with Requirement 4.1

4.1 The Board shall set out, promote, and support the implementation of minimum good governance standards, including with respect to diversity and inclusion: a. throughout its organisation; and b. within its membership and/or associated organisations.

2.2 Each organisation shall create a Diversity and Inclusion Action Plan which, among other things, shall:

- a. identify actions needed to achieve, support and then maintain the ambitions laid out in 2.1, including how these will be reviewed;
- b. demonstrate a strong and public commitment to promoting, embedding and advancing diversity and inclusion on the Board, senior leadership team and beyond;
- c. be published on the organisation's website, with an annual update; and
- d. be agreed with UK Sport and/or Sport England.

2.3 The Board shall maintain and regularly review the Diversity and Inclusion Action Plan (DIAP), on at least an annual basis.

3. BOARD DIVERSITY STATEMENT

The Board is committed to maintaining a minimum of 40% non male gender identity on the Board. The Board will publish annually the % as part of the Annual Report.

The Board is committed to maintaining a minimum of 25% ethnic diversity. The Board will publish annually the % as part of the Annual Report.

The Board is committed to working towards greater diversity generally (includes ethnic diversity, disability, LGBT etc) specifically regarding both the Board and the leadership of the sport, including

BOARD DIVERSITY STATEMENT AND 2025 DIVERSITY OBJECTIVES

the Senior executive. This information will not always be published due to its sensitive and personal nature but will be shared anonymously as required by funding bodies.

The Board is also committed to ensuring that diversity is increased across the sport and will ensure that an appropriate Diversity and Inclusion Action Plan is in place and the progress against that plan reported to and monitored by the Board. This will include conducting an Equality Survey across the entire membership a minimum of every 2 years.

The Board strongly encourages all affiliated bodies eg Home Countries, Regional and County organisations to adopt a similar diversity statements.

4. 2025 DIVERSITY OBJECTIVES

BF will work towards 3 major objectives in its 2025 Diversity Plan. The objectives have been informed by the regular Equality Survey, specific diversity measures already collected by BF and the availability and restrictions of funding:

1. Achieve and/or maintain a minimum gender diversity of 30% in all aspects of leadership in BF – Board, Board Committees, Executive Leadership Team, International Leadership.
2. Increase female and ethnic diverse participation in identified workforce roles in fencing eg coaches, coach developers, referees, selectors.
3. Increase diversity of athlete participation, with a focus on increasing participation of females and people with disabilities (starting with disabilities that require seated fencing and neurodiversity).

Comments

The male/female gender split of the membership in fencing has historically been closer to 60/40 in fencing but we are now closer to 70/30 (March 2021). There is evidence that the numbers of women in certain age groups are dropping. (25-44).

BF has limited control in relation to the schools that decide to run fencing (it being a popular activity in single sex boys schools) and therefore it should be noted that project interventions in the short to medium term will have limited impact on overall membership numbers.

Thus the focus on increasing female participation in leadership and workforce is the strategic priority as this will have an impact on attraction and retention in the participation space.

Specific target metrics can be found below. The detail of how these are to be achieved will be contained in the DIAP.

4.1 MAINTAIN/INCREASE LEADERSHIP DIVERSITY TARGETS

Leadership Gender (non male) Diversity Targets	2025 Target	18/19 Actual (Dec 2018)	Mar 2021 Actual
Board	40%		42%
Senior Executive	40%		57%
Board Sub-Committees	Min 30%		
Standing Committees	Min 30%		Rules – 44% Safety – 38% IRC – 75%
International Relations			EFC 21-25 40% (2/5) FIE 16-21 5/7 71% elections in 2025
Senior Athlete Panel			
Home Nation	N/A	Not known	SF Board – 30% female EF Board – 25% female WF Board – 50% female

4.2 MAINTAIN/INCREASE WORKFORCE DIVERSITY TARGETS

Gender Diversity Targets	2025 Target	18/19 Actual (Dec 2018)	Mar 2021 Actual
% Referees	30%	23%	25%
% Team Managers	30%	34%	48%
% Coaches	30%	22%	22%
% Coach Developers	30%	N/A	33%
% Selectors	30%	N/A	44%

BOARD DIVERSITY STATEMENT AND 2025 DIVERSITY OBJECTIVES

Ethnic Diversity Targets	2025 Target	2021 Actual	Comments
% Referees	Tbc	Not Known	
% Team Managers	Tbc	Not Known	
% Coaches	Tbc	Not Known	
% Coach Developers		8%	

Targets for ethnic diversity to be set following data collection initiatives.

4.3 INCREASE DIVERSITY IN PARTICIPATION TARGETS

Participation Gender Diversity Targets (Female)	2025 Target	18/19 Actual (Dec 2018)	Mar 2021 Actual
% Members (all)	35%	31.90%	30.53%
% Members (U18)	35%	33.64%	33.87%
% Members (18+)	35%	30.26%	28.35%
% ADP (18-35)	45%	N/A	41%

Targets for disability participation to be set following Level Access Survey Results.

4.4 REVIEW

This document shall be reviewed annually by the Board and in conjunction with the results of the Equality Survey.

BOARD DIVERSITY STATEMENT AND 2025 DIVERSITY OBJECTIVES

Version History (can be placed at end)

Version Number	Date Updated	Updated by	Comments	Approved by Board
v0.2	1/3/23	GU	Created after review of previous objectives, results and Board and Exec team input	
V1.0	4/5/23	GU	Minor updates following Board input	4/5/23