



STATEMENT OF DIVERSITY AND INCLUSION **IN LEADERSHIP AND DECISION MAKING 2018/19**

This statement is made to offer clarity on how Sport in Mind incorporates diversity and inclusion considerations in leadership and decision making.

Sport in Mind is fundamentally opposed to all these types of discrimination and has a zero-tolerance approach to any form of prejudice or exclusion based on ANY personal characteristics or group membership. We are committed to acting ethically and with integrity and transparency in all business dealings, and to put effective controls in place to safeguard against prejudice or exclusion within our operations or supply chain.

Our Charity

Sport in Mind provides supported sport and physical activity programmes for the benefit of people suffering mental illness. Consequently, it lies within our very purpose that prejudice or exclusion of ANY nature will not be tolerated. As we develop as an organisation, we will take decisive action to broaden the representation in our leadership and decision-making processes.

Areas of High-Risk

Sport in Mind expects our representatives to be fully inclusive in their actions and decision making. We only work with the highest quality of partners and expect their policies to match or exceed our own. We work with a broad audience and we empower all our staff to report to our management or trustees any concerns they may experience whilst working with partners and service users. Any concern reported will be treated without prejudice, confidentially and will be acted upon through legal channels if necessary. Sport in Mind will terminate contracts with any partner that displays behaviours that do not respect diversity and inclusivity, and are not resolved to our satisfaction.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an inclusive manner. These include:

1. Recruitment policy. We operate a robust recruitment policy and each candidate will be specifically assessed for their respect for diversity.
2. Code of business conduct. This code will be developed during FY18/19 and will explain the way we behave as an organisation and how we expect our employees and suppliers to act. Core to this policy will be our approach to ethical behaviour, respect for diversity and inclusion. It will also include our whistleblowing policy so that all representatives of the charity know that they can raise concerns about how colleagues or service users are being treated, or practices within our business or supply chain, without fear of reprisals.

3. Board of Trustees.
 - a. During FY18/19 the board of Trustees will actively broaden the representation of the Board and assess the viability of short term representation on the board to ensure diverse representation.
 - b. We will appoint a Trustee responsible for upholding the ethical values set out in this policy and to act as a point of ownership for the actions.
4. Volunteer policy. This policy sets out the organisation's ethical stance for volunteers, including the respect for diversity and where they can go for help in dealing with unacceptable behaviour.

Our Suppliers

Sport in Mind expects all suppliers to operate diversity and inclusion policies and we will randomly check suppliers for the existence of such a policy. Where one does not exist, we will raise the topic with senior management and may terminate the contract at any time should any instances exclusion or prejudicial behaviour occur.

Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that diversity and inclusion is working within our operations and supply chain if:

- We can identify specific developments within the charity which reflect diversity and inclusion in leadership and decision making
- Our employees, trustees and volunteers accept this policy and indicate that they are willing to report any behaviour contrary to this policy