



Equality & Diversity in the BMC

BMC Executive Committee and National Council – Action Plan

The British Mountaineering Council (BMC) is committed to gender parity, equality and diversity in our work and will endeavour to remove any barriers, real or perceived, to lifelong participation amongst individuals, clubs, volunteers and mountaineering instructors. This commitment starts at the top and this Action Plan sets out a structure for achieving greater gender parity and diversity at Board level (the BMC Executive Committee) and on National Council.

To this end our main goals are to:

- Achieve gender parity with a minimum of 30% of each gender on both the Executive Committee and National Council.
- Achieve greater diversity in general on the Executive Committee and National Council, including but not limited to black Asian, minority ethnic (BAME) groups and disabled people.
- Proactively advertise appropriate Board vacancies in a wide-ranging and targeted manner ensuring that the vacancies reach the widest demographics attracting those from all backgrounds with the appropriate skills

To achieve our goals we have identified four main objectives as follows:

1. To create a more transparent and open recruitment and selection process.
2. To ensure opportunities to become an Executive Committee or National Council members are promoted and engaging to diverse groups.
3. To ensure the environment provided at the Executive Committee and National Council is welcoming, engaging and supportive to everyone.
4. To regularly monitor and evaluate our progress towards achieving gender parity and diversity goals.



1.	To create a more transparent and open recruitment and selection process for Board positions; to encourage more female candidates for National Council positions.			
	Action	Responsibility	Timeframe	Measurement of success
1.1	Include a statement around welcoming diversity on all job adverts for board positions.	HR Officer	Summer 2017	Statement agreed and added.
1.2	Promote available positions with key external partners including Sporting Equals, Women in Sport, Mountain Training and via the BMC's Equity Steering Group.	HR officer and equity & partnerships officer	Ongoing	Available positions advertised via a range of partners.
1.3	Move away from a CV application process for Independent Director positions to ensure shortlisting takes place once personal details have been removed. This removes the opportunity for bias from the process.	HR officer & CEO	Summer 2017	New process agreed and implemented.
1.4	Ensure 'an interest in climbing and hill walking' is a desirable criteria (rather than essential) on Independent Director adverts to increase the pool of prospective candidates.	HR officer & CEO	Summer 2017	New process agreed and implemented.
1.5	Ensure balanced and representative interview panel for board positions. At least one woman to be on the panel.	HR officer & CEO	Ongoing	Interview panels to have at least one female panel member.
1.6	Area chairs to encourage female National Council reps at Area level; adopt target of 1x female rep and 1x male rep per Area.	President & Area Chairs	Ongoing	Female / male % split on National Council.



2.	To ensure that opportunities to become an Executive Committee or National Council member are promoted and engaging to diverse groups.			
	Action	Responsibility	Timeframe	Measurement of success
2.1	Ensure adverts for board positions are appealing to people's values and motivations.	HR Officer	Ongoing	Greater gender parity and diversity in applicants.
2.2	Publicise board and National Council positions and vacancies on BMC media.	HR Officer and Equity & partnership officer	Ongoing	Greater awareness of available roles amongst members.
2.3	Engage the Women's Development Group and Equity Steering Group to promote and encourage suitable candidates to apply.	Equity & partnership officer	Ongoing	Greater gender parity and diversity in applicants.
2.4	Hold annual volunteer engagement event to provide opportunity for prospective new board and other volunteers members to meet the BMC.	Equity & partnership officer	Annually	Record number of attendees.
2.5	Produce media articles and case studies about current board and National Council members.	Marketing Dept. and Equity & partnership officer	Ongoing	Number of articles on social media. Measure impact through annual volunteer survey.
2.6	Succession planning: a. Define and communicate progression routes for current BMC volunteers including local areas and Specialist Committees. This can be included in the volunteer handbook.	Executive & National Council	Autumn 2017	Clear and defined progression route. Increased number of people progressing.
2.7	Succession planning: b. provide training opportunities to develop volunteer skills, experience and confidence to equip people for board and other senior positions in the BMC.	Linked to BMC volunteering strategy	Autumn 2017	More training opportunities for volunteers.
2.8	Create a web article highlighting the BMC's commitment to diversity in its leadership and decision making and continually update.	CEO & Marketing Dept.	Summer 2017	Web article created and accessible.
2.9	Provide equality & diversity training to those in senior leadership positions within the BMC. (note: scheduled for early September)	CEO	Autumn 2017	Level of attendance and feedback from training session.



3.	Ensure the environment at Executive and National Council meeting is welcoming, engaging and supportive.			
	Action	Responsibility	Timeframe	Measurement of success
3.1	Flexibility in meetings on a case by case basis. Explore possibility to move to day time meetings to accommodate childcare considerations. Use skype to enable remote access to meetings, consider financial support for childcare or crèche facilities at key events.	Executive & National Council	Ongoing	Greater flexibility and changes in gender parity and diversity on the board.
3.2	Ensure key meetings have a social aspect either before or after the meeting.	Executive & CEO	Ongoing	Measure volunteer satisfaction via annual volunteer survey.
3.3	Ensure thorough induction process which is continually improved based on feedback and monitoring. Provide office briefing visits for new post holders.	Executive & HR officer	Autumn 2017	Induction process in place.
3.4	Create an informal buddy system for incoming board members.	President	Ongoing	System in place, success measured via volunteer survey.
3.5	Executive and National Council members and senior staff to undertake unconscious bias training / equality & diversity training to develop greater understanding of the positive steps to increase diversity.	Executive & CEO. Equity & partnerships officer	Autumn 2017	No. of individuals undertaking training. Impact to be measured through annual survey and exit interviews.



4. To regularly monitor and evaluate our progress towards achieving diversity goals				
	Action	Responsibility	Timeframe	Measurement of success
4.1	Survey past and current BMC volunteers at all levels of the organisation to inform future strategies and track gender parity and diversity targets.	Linked to BMC volunteering strategy; Lynn Robinson (vice president)	Autumn 2017	Survey results to inform future strategies.
4.2	Produce annual report detailing the impact of and progress toward achieving the BMC's gender and diversity targets, including, but not limited to women, BAME groups, and disabled people.	CEO	Winter 2017	Report published, and used to inform future direction.
4.3	Post annual report on progress towards gender parity and diversity targets on BMC website, and at the AGM.	CEO	Spring 2018	Report available online.
4.4	Record No. of people from diverse groups applying for positions	HR officer	Ongoing	Greater gender parity and diversity in the applicants.