

Sport Birmingham Public Commitment Statement

10th January 2018

Sport Birmingham is the city's strategic sports and physical activity partnership, operating as an independent company and registered charity. We provide leadership and work collaboratively with partner organisations to build, grow and sustain an effective delivery network and workforce to provide accessible sport and physical opportunities for everyone, particularly those most inactive and under-represented.

Our Mission:

Using the power of sport and physical activity to improve lives.

Our Vision:

To be recognised as the lead organisation investing in and supporting inclusive and accessible sport and physical activity opportunity for everyone in Birmingham.

Birmingham will be a more active city, and a healthier, happier place to live, learn, work and play.

Our Values:

Influencing | Collaborative | Adaptable | Inclusive | Ambitious

Inclusion is about recognising and removing any barriers faced by people involved or wanting to be involved in sport and physical activity.

It is about ensuring that the culture of sport and physical activity is one that values diversity and enables the full involvement of under-represented groups in every aspect.

It is a central principle of a dynamic and modern sports & physical activity organisation that it can demonstrate democratic governance with progressive strategies and programmes.

Sport Birmingham is committed to being a fair, equitable and ethical organisation. We are committed to promoting and achieving equality, working with all stakeholders at every level to promote the highest standards of conduct and behaviour.

We aim to continuously improve understanding and proactively address any under-representation across all protected characteristics.

We embrace the spirit of all equalities legislation and are committed to eradicating any form of discrimination.

We will not tolerate discrimination – either directly or indirectly – on any grounds without distinction of gender, gender reassignment, sexual orientation, race, age, disability, nationality, religion or belief, marriage or civil partnership, pregnancy or maternity.

| Sport Birmingham will take positive action to... | |
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| Eliminate discrimination | |
| Comply with all statutory obligations and best practice | |
| Meet the needs of our employees, volunteers and partner organisations | |
| Make equality and equal treatment a core issue in the development, delivery, refinement, and application of our policies, procedures, initiatives and services and in the way we manage our people | |
| Adopt and meet a target of a minimum of 30% of each gender on our Board. | |
| Progress towards achieving gender parity on our Board. | |
| Progress towards greater diversity on our Board, including BAME and disability membership. | |