

Pentathlon GB Public Commitment Statement on Gender Diversity

October 2017



By Danielle Every, CEO of Pentathlon GB on behalf of the Board

The Pentathlon GB Strategic Plan 2017-2021 confirms the desire to expand the reach of the sport with inclusivity as one of its underlying principles.

Pentathlon GB is committed to the principle of equality of opportunity and aims to ensure that all present and potential participants, members, instructors, coaches, competitors, officials, volunteers and employees are treated fairly and on an equal basis, irrespective of sex, age, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment or social status. The Pentathlon GB Board will both embody and reflect these principles.

Strategic Plan

Inclusivity is one of the underlying principles running through the heart of the Pentathlon GB Strategy. We recognise the challenges the sport faces in terms of being accessible and perceptions of the sport. We will work to ensure pentathlon is accessible across its formats and attractive to the widest audience possible with the resources that we have. We will share our expertise and work with partners to embrace diversity eager to collaborate and learn from others who are successful in this area.

Equality Standard

Pentathlon GB has achieved the Foundation Level of the Equality Standards for Sport (which is a framework and set of standards aimed at improving the equality work within Sports Governing Bodies and similar organisations).

This is a significant achievement for Pentathlon GB as it formally recognises that the organisation has started to embed equality in the development of the organisation and the delivery of the services.

Led by the Development Working Group the organisation is now committed to achieving the Intermediate Equality standard by 2019.

Board diversity

40%, or five, of the 12 Pentathlon GB Board members will be female from October 2017 following our recent NED recruitment process with 2 BAME representatives. One member completes his Term of Office in Spring 2018 and Three members complete their Term of Office in Autumn 2017 and are stepping down due to exceeding the maximum terms of office. There are 2 further vacancies.

Board recruitment

The PGB Memorandum and Articles now state that Board recruitment is done through an open process. Board vacancies are advertised openly using a wide range of media, including Women on Boards, UK Sport website and the Recreational and Sports Alliance Website. Candidates will be shortlisted by the Nomination Committee on the basis of their competences, knowledge, skills and experience, taking account of any gaps in the competences of the existing members.

Where there is more than one candidate with a similar range of skills and competences, the Nomination Committee will use positive action with the aim of ensuring that, if at all possible, the shortlist includes suitably skilled women, people with disabilities and people from BAME backgrounds. Where the Board considers there is under-representation on the Board, adverts will clearly state that PGB is actively encouraging applications from this group.

Commitment

Our target is to maintain a position where a minimum of 40% of Board members are from each gender*. We are committed to working towards and maintaining gender parity on the PGB Board.

In our Strategic Plan 2017-21 we are committed to capturing data to better understand the diversity of volunteers (including Board and committee members), athletes, coaches, staff and our wider workforce.

With the resources that we have, we will take every opportunity to encourage more women, people with disabilities and people from black and ethnic minorities to become more actively involved in the engagement formats of the sport. We will produce guidance to clubs and regions to help support them in welcoming participants from a range of backgrounds.

Monitoring

Pentathlon GB has started to conduct equality monitoring of all groups (Board, staff, job applicants, members, coaches, officials, athletes) against all nine characteristics protected under the Equality Act 2010, in order to set benchmarks and KPIs and track progress.

To find out more about Equality Work within Pentathlon GB, please click on the documents listed below:

- [Pentathlon GB Equality Policy](#)
- [Pentathlon GB Equality Action Plan 2014-2017](#)
- [Pentathlon GB Code of Conduct and Ethics](#)

**Gender will be taken to mean the gender in which the individual identifies.*