

British Curling Public Commitment Statement on Diversity

British Curling is committed to the principle of equality of opportunity and aims to ensure that all present and potential participants, members, 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.

Board diversity

British Curling aims to attract a broad cross section of society onto the board, representing a range of protected characteristics. Since 2016, three of the six appointed directors on the board of British Curling have been female. British Curling commits to maintain the minimum requirement of gender balance, as set out in the Code for Sports Governance and reach greater diversity across other protected characteristics.

The Board have agreed to adopt a target of, and take all appropriate actions to include:

- Having a minimum of 30% of each gender on their board,
- Demonstrating a strong public commitment to progressing towards achieving gender parity
- Achieving greater diversity on our Board, including, but not limited to: Black, Asian, minority ethnic (BAME) diversity and disability.

Board recruitment

Board vacancies are advertised openly using a wide range of media. Candidates will be shortlisted by the Appointments 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 Appointments 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.

Three directors complete their terms of office every two years.

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