

DIVERSITY, INCLUSION AND EQUALITY COMMITTEE (DIEC) ACTION PLAN

IDENTIFIED ACTION	POSITION UPDATE / IDENTIFIED NEXT STEP ACTIONS
<p>Governance Agree Terms of Reference for the Diversity, Inclusion and Equality Committee</p>	<p><u>Position Update</u> - The following TOR have been agreed and will be kept under review. Diversity, Inclusion and Equality Committee</p> <ul style="list-style-type: none"> • To investigate and establish what is considered best practice in managing issues of diversity, inclusion and equality. • Its work shall include the collection of information and the offers of advice, guidance and support both for YCBA activities and to the management of its affiliated clubs.
<p>Governance Recruit specialist members to the DIEC and to the YCBA Management Board.</p>	<p><u>Position Update</u> – Work is ongoing to recruit specialist members to the DIEC and to the YCBA Management Board to cover the interests of women, ethnic minority and disabled players. <u>Future Action</u> - Role briefs for specialist members to be developed through a combination of the following approaches: -</p> <p>a) Specialist members to develop their own role briefs in conjunction with YCBA members from these specific groups.</p> <p>b) Look at other groups to see what they have done and as a guide of creating the job descriptions for these positions.</p>
<p>Governance Recruit External Support and Scrutiny for ongoing Diversity, Inclusion and Equality work</p>	<p><u>Position Update</u> – Engagement with the Senior Diversity Officer at Leeds City Council, Geoffrey Turnbull is ongoing. <u>Future Action</u> – Other avenues of External Support and Scrutiny also to be sought.</p>
<p>Governance Develop a YCBA Diversity, Inclusion and Equality / Equal Opportunities Policy</p>	<p><u>Position Update</u> – RM has commenced engagement with the EBU to establish whether there are any EBU policies that are relevant to the work that we are taking forward. Debbie Sanford, EBU Board Director, has advised she has taken on the task of developing a diversity and inclusion policy for the EBU, on behalf of the board as currently there are various policies but no overall policy.</p>
<p>Governance YCBA Constitution to be amended to include a commitment to Diversity Inclusion and Equality.</p>	<p><u>Position Update</u> – It was agreed at the DIEC Meeting held on 27/06/24 that progressing our policies should not have to wait for any adjustments to the Constitution. <u>Future Action</u> – Action to be progressed in conjunction with developing a YCBA Diversity, Inclusion and Equality / Equal Opportunities Policy.</p>
<p>Governance Develop a model Diversity, Inclusion and Equality / Equal Opportunities Policy for Clubs.</p>	<p><u>Position Update</u> – It has been identified that York BC has well developed policies and procedures stated on their website which would be a useful starting point for developing a model policy document for clubs to help inform the development of their own policy document where they do not already have one.. <u>Future Action</u> – To be progressed in conjunction with developing a YCBA Diversity, Inclusion and Equality / Equal Opportunities Policy</p>

<p>Governance Review YCBA processes for diversity in 2024</p>	<p><i><u>Next Steps Actions</u> – Prioritise a review of the Conduct & Discipline Committee and their policies, processes and procedures. RM & RJ to action with support from RK.</i> This in turn will inform the methodology for subsequent reviews of other processes.</p> <p><u>As part of the above, consideration to be given to the following:</u> -</p> <ul style="list-style-type: none"> • Currently whilst the YCBA has a defined complaints process in relation to complaints about individuals that there is not currently an established mechanism for individuals to complain about a situation which is not directed at a specific individual. • YCBA when dealing with a diversity complaint on itself as a body might ask a sister County to undertake a review very much as a police force does now. This would, however, require that County to have the capacity and relevant expertise to do so. <p><u>Future Action</u></p> <p>a) Compile a list of all processes to be reviewed to include Recruitment and selection procedures for County and top teams (Alan Broskill available from the beginning of September to provide support with this)</p> <p>b) Consider the concept of a “diversity assessor” to sit with groups or committees where there could be a possible diversity element in the subject matter or processes they were dealing with.</p>
<p>Communication Communicate effectively to members regarding the role and work of the DIEC.</p>	<p><u>Position Update</u> - RM used the AGM to publicise the Diversity, Inclusion & Equality Committee.</p> <p><i><u>Next Steps Actions</u> – An introductory letter to be sent to all members via Pianola outlining the newly created Diversity, Inclusion & Equality Committee, the three YCBA Diversity Champion Board Members, inviting input from the membership and advising them that regular updates will be published on the YCBA website. RK to action.</i></p> <p><u>Future Action</u> - Regular mailings (monthly or bi-monthly) to be produced as a campaign to get clubs and members thinking “diversity”.</p>
<p>Disability Access Review Disability Access arrangements in affiliated clubs and provision of information regarding these arrangements</p>	<p><i><u>Next Steps Actions</u> – Letter to Club Secretaries regarding Disability Access scoping exercise and accompanying template to be finalised and sent. RK to action.</i></p> <p><u>Future Action</u></p> <p>a) DIEC to consider responses received at next DIEC meeting on 05/08/24 and agree next steps.</p> <p>b) RM to arrange for the DIEC to meet Geoffrey again when we have the results of our disability access scoping exercise.</p>
<p>Disability Access DIEC to engage with relevant organisations that have experience in removing the</p>	<p>One such organisation in the context of music venues is called Attitude is Everything - https://attitudeiseverything.org.uk/. Similar contexts to bridge would include chess and other mind games.</p>

barriers for disabled people in similar contexts as ours.	
Disability Access DIEC to consider wider access arrangements including those with Neurodiversity (including Autism & Asperger's).	This could include, for example, the provision of quiet areas at larger events. There are several charities which support neurodivergent people that could be useful in dealing with this aspect.
Website Accessibility DIEC to consider how the YCBA's own website and Club's websites can be made more accessible to people.	This includes those with impaired vision, motor difficulties, cognitive impairments, learning disabilities and deafness or impairment hearing as well as those people for whom English is not their first language. RM used the AGM to publicise the Diversity, Inclusion & Equality Committee. <i><u>Next Steps Actions</u> – RM to make enquiries about the current accessibility standards of the EBU, YCBA & Bridgewebs websites</i>
Promotion of Bridge Amongst Underrepresented Groups	
Safeguarding Informing affiliated clubs regarding Disclosure & Barring Service (DBS) Checks	