Angling Trust/Fish Legal

Diversity Action Plan

DOCUMENT CONTROL SHEET **Key Information**			
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Objective	To encourage diversity of gender, ethnicity, age and accessibility throughout the Organisation and in angling participation generally. The Organisation, from the Board to the Executive, to the volunteers and all our members, whether individual or club, need to reflect the diverse culture of our country and to build bridges with all communities.		
Purpose	To provide a framework for the Angling Trust to promote diversity both internally and externally		

Revision History			
Version	**Date**	**Summary of Changes**	**Name**
1.0	October 2017	New document	Unknown
1.1	January 2020	Reviewed and progress against actions added	Roland Caley

Approvals:		
Approved by: ATB/ FLC/ACA/CEO/ SMT/GC	**Date**	**Version**
Governance Committee	Jan 2020	1.1
ATB/FLC Joint meeting	Feb 2020	1.1

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Staff/ public	Website/ Sharepoint	Karen Watkinson	Mar 20	1.1

ANGLING TRUST



DIVERSITY ACTION PLAN 2017 – 2022

(Reviewed February 2020)

Angling Trust

ABOUT US

Formed in 2009 after a merger of several disparate organisations, the Angling Trust is the unified representative body for all angling in England and Wales and the national governing body in England. It is united in a collaborative relationship with Fish Legal, a separate but closely linked membership association taking legal action to protect its members' interests and the water environment.

Principal activities:

- **Lobbying/Campaigning:** on behalf of members and the angling community to protect and improve fish stocks and the right to fish for them;
- **Angling and Environmental Projects:** working with the Environment Agency and others to carry out projects to improve angling and the water environment;
- **Membership and fundraising:** providing membership benefits to a wide range of categories of membership, administering subscriptions and raising funds for the Angling Trust & Fish Legal;
- **Promoting and developing angling:** increasing the diversity and number of participants in angling, the frequency of participation and the standards of safeguarding and coaching;
- **Competitions**: providing a wide range of Angling Trust regional and national competitions in England for all angling disciplines and supporting England's national teams to win medals;
- **Support Fish Legal:** collaborate closely with Fish Legal in accordance with a Service Level Agreement and other governance documents to enable it to take legal action to protect the water environment and the interests of its members.

OUR MISSION

The Angling Trust protects and improves recreational angling and fish stocks, on behalf of its membership and for the public good.

OUR VISION

By 2020 to be recognised publicly, by governments and amongst the angling community as the leading force for protecting and improving fish stocks and recreational angling in all its forms throughout the UK.

OUR VALUES

The Angling Trust will:

- Always act with integrity, respect and courtesy and for the greater good of angling and anglers, the water environment and the benefits of angling for society as a whole.
- Be forthright and determined on behalf of our membership.

- Be open and transparent to our members about our business operations.
- Listen and respond to the views of our membership.
- Deliver agreed programmes of work for those who fund us.
- Base all our campaigns on sound science and factual evidence.
- Ensure that the activities and policies of the Angling Trust and Fish Legal do not conflict with each other.
- Treat all our staff, volunteers and members fairly and equally.
- Make the best use of our resources to maximise delivery for minimum cost.
- Minimise our impact on the environment through use of sustainable materials and transport wherever possible.

Message from Our Chair

The Angling Trust is concerned with fish and fishing but ultimately all of our work is about people. Angling is one of the largest participant sports in the country, enjoyed by millions of people each year. Our member angling clubs have about 400,000 members. Each year our competitions attract thousands of participants and we work with tens of thousands of people of all ages and backgrounds to introduce them to the joys of angling. We employ more than 50 staff in the Angling Trust and thousands of volunteers give up their time to support the work that we do.

Angling is a highly accessible sport; people from as young as 3 to as old as 103 can take part. People with physical disabilities can fish alongside others on equal terms. Women can (and often do) catch more fish than men. Angling is a great leveller, and a way of bringing people from different backgrounds together.

Our Building Bridges programme with Eastern European anglers has demonstrated the potential for breaking down barriers between communities. We were only able to deliver this successfully by recruiting staff with the necessary languages and cultural understanding to communicate credibly.

In that context, it is vital that our organisation is accessible to all people, and that our programmes reflect their needs.

Angling is not representative of diversity in the general population. A significant majority of anglers are male, and participation amongst ethnic minority communities is low. As an optimist, I see this not as a challenge, but as an opportunity to recruit many more diverse people to our sport so that they can share in the great enjoyment and insight that angling offers. Only by opening up angling to new groups of people will we maintain it as a vibrant and popular activity.

If we are to do that, we must ensure that our work programmes, our competitions and our communications are relevant, appropriate and welcoming. The composition of our board and staff sends a strong signal to would be anglers about the type of people who take part. The board and executive must understand the needs of the community it currently serves, but it also needs perspectives from the community it might serve. This requires it to have a wide range of perspectives to drive its decision-making.

We have made significant progress by recruiting 3 female non-executive directors to the board. We will continue to seek to recruit more diverse Directors, whenever opportunities arise to do so due to the retirement of existing directors. We will look at the way we advertise for

co-opted roles on the board to reach the widest possible range of candidates willing to volunteer to serve.

This is not without its challenges; as a predominantly white, male sport, the type of people who put themselves forward to be directors are predominantly white and male. Change will take time and will require a commitment from everyone involved.

On behalf of the Board of the Angling Trust, I am making that commitment, not because of the new governance code from Sport England, but because I believe that it is vital for the success of the Angling Trust and for angling to have a bright, vibrant and sustainable future.

Recruitment How the organisation will attract an increasingly diverse range of candidates	**Code for Sports Governance**					
	Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board	**Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board**	**Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally(including but not limited to BAME, disability, LGB&T and socio-economic)**	**Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Req 2.1**	**The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)**	**The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in Req 2.2**
Objective: Embed good diversity and inclusion practice into our recruitment activities and decision-making processes	✓	✓	✓	✓	✓	✓

Priorities	**Actions**	**Person(s) Responsible**	**Original Completion Date in ()/ Updates as at February 2020**
Short Term: 12-24 Months Build on this year's improvement on gender diversity	1. Details of the recruitment process and the results of this year's recruitment to be posted on the website 2. Carry out a skills and diversity review of the current board and publish on the website the desired skills for next year's recruitment	Company Secretary	(30/11/2017) Website regularly updated with changes to Board (31/01/2018) Skills matrix now established and regularly updated. Targeted recruitment to address identified skills gaps
Medium Term: To recruit Board members from minority groups	1. Identify external agencies that can support the recruitment of minority categories absent from the board	Company Secretary	(31/12/2018) Perrett Laver and Women on Boards used in 2019 recruitment. Plan to repeat and expand in 2020
Long Term: To have a recruitment process in place that regularly attracts applications from different cultures and backgrounds	Forge good long-term relationships with external agencies and establish a reputation for welcoming diversity to our membership and Board	Company Secretary/ Board Members	(2021) Continuing to look for opportunities

Engagement Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally	**Code for Sports Governance**					
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Objective:	✓	✓	✓	✓	✓	✓

Priorities	**Actions**	**Person(s) Responsible**	**Original Completion Date ()/ Updates as at February 2020**
Short Term: To encourage schools to start angling clubs within the school and to include angling in the sports curriculum. Increasing diversity on the Board relies on increasing diversity in participation. Currently the sport is predominantly white and male, a priority of the trust is to introduce young people who would not experience angling through their own families to the sport.	1. To look into ways to secure funding to promote angling to young people and in schools 2. To begin work with the Sports Minister and others with the long-term ambition of getting angling included in the curriculum.	Head of Participation Chief Executive	(2018/19) – SE/EA funding not available, ongoing work to secure other funding sources (2019/20) Recent turnover of Sports Ministers has delayed this action
Medium Term: With suitable funding, develop a programme to help schools to introduce angling to young people from backgrounds that do not have links to angling, in particular BAME and inner city	Follow the progress of the programme and encourage those participating to become involved in a committee with Board representation, ideally a board member with educational experience	Head of Participation	(2020/21) Community projects being delivered in line with SE funded outcomes (Disability and Low SEGs), targeted at adults and young people
With suitable long-term funding – rehabilitation work to encourage adults with mental health issues, find healthy outdoor activities that will help to provide them with a safe environment to heal	Work with NHS trusts to identify small cohorts of individuals that would benefit from angling experience. We currently have a Board member that has worked extensively with the NHS.	Head of Participation	(2020/21) Yet to identify long-term funding

Long Term: Establish a National Angling Centre	A centre of excellence to provide access to angling for all and a training centre for participants, coaches and teachers, with active involvement from schools. This is a long-term project that would allow the Trust to offer access to training and fishing from a wide cross section of society in a safe and controlled environment	Board and executive	(2025) Scoping work in progress

Progressing talent from Within A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.	**Code for Sports Governance**					
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Objective:	✓	✓	✓	✓	✓	✓

Priorities	**Actions**	**Person(s) Responsible**	**Original Completion Date ()/ Update as at Feb 2020**
Short Term: Increase the awareness of the Board and its activities to the membership	Introduce more details of the make-up and work of the board onto the website	Company Secretary	(31/12/17) More details available on the website and will be further enhanced by new website

Medium Term: Highlight the need for new and diverse members of the Board to our membership	Establish a section in the membership newsletter that is written by the Board members. Each director will be able to describe what the aims of the individual Board members are for the organisation. Encourage current Board members to attend regional forums, club meetings etc and broadcast director recruitment to attendees	Company Secretary/Campaigns Manager All Board members	(31/12/18) Ongoing
Long Term: Establish better communication between the membership and the Board thereby encouraging more members to consider standing for election to the Board	Have a much more dynamic recruitment process that reduces any perceived obstacles to minority groups. Highlighting that our meetings are always held in venues suitable for people with disabilities and that expenses are paid etc.	Company Secretary	Ongoing