

**Diversity Policy Template**

**April 2018**

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| Drafted by | <<insert name>> | Approved by CEO on | <<insert date>> |
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PURPOSE OF THIS TEMPLATE

This document has been prepared by the NSW Office of Sport as a guide for New South Wales State Sporting Organisations (**SSOs**) to assist with an SSO’s governance. IT IS A TEMPLATE ONLY. This document should be read in context with the NSW Office of Sport’s Sports Governance Capability Framework and in particular paragraph 2.4.

INSTRUCTIONS

The document has been designed specifically for sport and seeks to take into account the issues which an SSO might need to consider; for example, Sport must deal with the impact of drugs; Sport is affected by child protection legislation; and Sport operates under a national system where the national body can make rulings and set policy that will flow through the Sport and affect those playing at Club level.

All levels of an SSO and all persons within a Sport should work together for the advancement of the Sport and the SSO through sharing common purposes, structures, policies and procedures. This will hopefully improve the governance and delivery of a Sport and hopefully make it easier to address issues of joint concern, to share information and to maximise the sport’s marketability.

Finally, with the increasing amount of legislation affecting sport, Sports must enact consistent and complementary policies and strategies that address areas of governance and common risk that flow through the organisation.

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DIVERSITY POLICY

A sporting body’s diversity policy should:

### Set out the benefits to the organisation, to the sport and to members of:

#### diversity within the organisation and within its governance and management (including volunteer) and

#### the importance of being able to attract, retain and motivate directors, employees, members and volunteers from the widest possible pool of available talent;

### Express the organisation’s commitment to diversity at all levels;

### Recognise that diversity not only includes gender diversity but also includes matters of age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity;

### Emphasise that in order to have a properly functioning and diverse organisation, discrimination, harassment, vilification and victimisation cannot and will not be tolerated;

### Ensure that recruitment and selection practices at all levels (from the board downwards) are appropriately structured so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain candidates;

### Identify and implement programs that will assist in the development of a broader and more diverse pool of skilled and experienced directors, employees and volunteers and that, over time, will prepare them for advancement within the organisation and/or the sport;

### Recognise that stakeholders that have roles within the organisational (female and male) at all levels may have domestic responsibilities and adopt flexible work practices that will assist them to meet those responsibilities;

### Introduce key performance indicators that measure achievement of diversity objectives and link part of advancement and/or reward (either directly or as part of a “balanced scorecard” approach) to the achievement of those objectives.