



Equal Opportunity Statement from LYR Board of Trustees

London Youth Rowing's mission is to develop young people through physical activity and to open access to rowing at all levels. LYR works every day to provide young people from all backgrounds the opportunity to benefit from participating in the sport of rowing. The Board of LYR recognise that to deliver this mission effectively the organisation must be fundamentally committed to all aspects of equality and diversity.

The Board of LYR is committed to building an environment that celebrates diversity and tackles all forms of discrimination. The Board recognises the positive strengths that arise from a diverse workforce and diverse leadership and will work proactively to achieve greater diversity throughout the organisation. LYR will not tolerate any form of discrimination at any level from the Board, through LYR's executive leadership, to our coaches working directly with young people. The Board of LYR will ensure that the organisation has strong equal opportunities policies and procedures in place and investigate any incident or perception of discrimination.

In order to ensure diversity and equality is embedded in everything LYR does, the Board must itself be suitably diverse. The Board will therefore ensure that diversity is a key consideration when recruiting new Directors, alongside ensuring they have the required skills and experience to provide effective oversight for the organisation. The Board will work towards achieving gender parity amongst its Directors, and has formally resolved to aim to maintain a minimum representation of 30% of each gender. The Board will also proactively work to achieve greater general diversity on the Board, including, but not limited to, Black, Asian, minority ethnic (BAME) diversity and representation of those with disabilities.

The Board will develop and adopt a Diversity Action Plan, which will include specific actions to be taken and detail agreed timeframes for completing them. The Board will publically report on progress against this plan at least annually. The Diversity Action Plan will be adopted by April 2018 at the latest.