

# ROYAL AIR FORCE CENTRAL FUND EDI POLICY



## A MESSAGE FROM OUR CEO



*One of our five key values as an organisation is Everyone Matters.*

This is the foundation upon which we build our support for our teams and our beneficiaries.

Equality, Diversity and Inclusivity in the RAF Central Fund is all about:

- providing equality of access to sports and physical activity regardless of our beneficiaries age, ability, gender, race, ethnicity, sexuality or socio-economic status. We do this by ensuring that our grants both directly and indirectly (through the Sports Associations) are accessible and open to all
- recognising inequalities and areas lacking in diversity and inclusivity and addressing them.

To demonstrate this commitment, the RAF Central Fund aims to deliver a minimum standard of 30% of each gender in its senior leadership team, committees and Board, and meet the national average representation from ethnically diverse communities in the senior leadership team, committees and Board\*.

As of February 01 2023, we have exceeded our overall gender goal but have work to do within some cohorts. We have also signed up to the Sporting Equals Charter which provides access to their channels for all future recruitment opportunities within the Fund to help us meet our diversity goals.

We will update our findings annually in Q1.

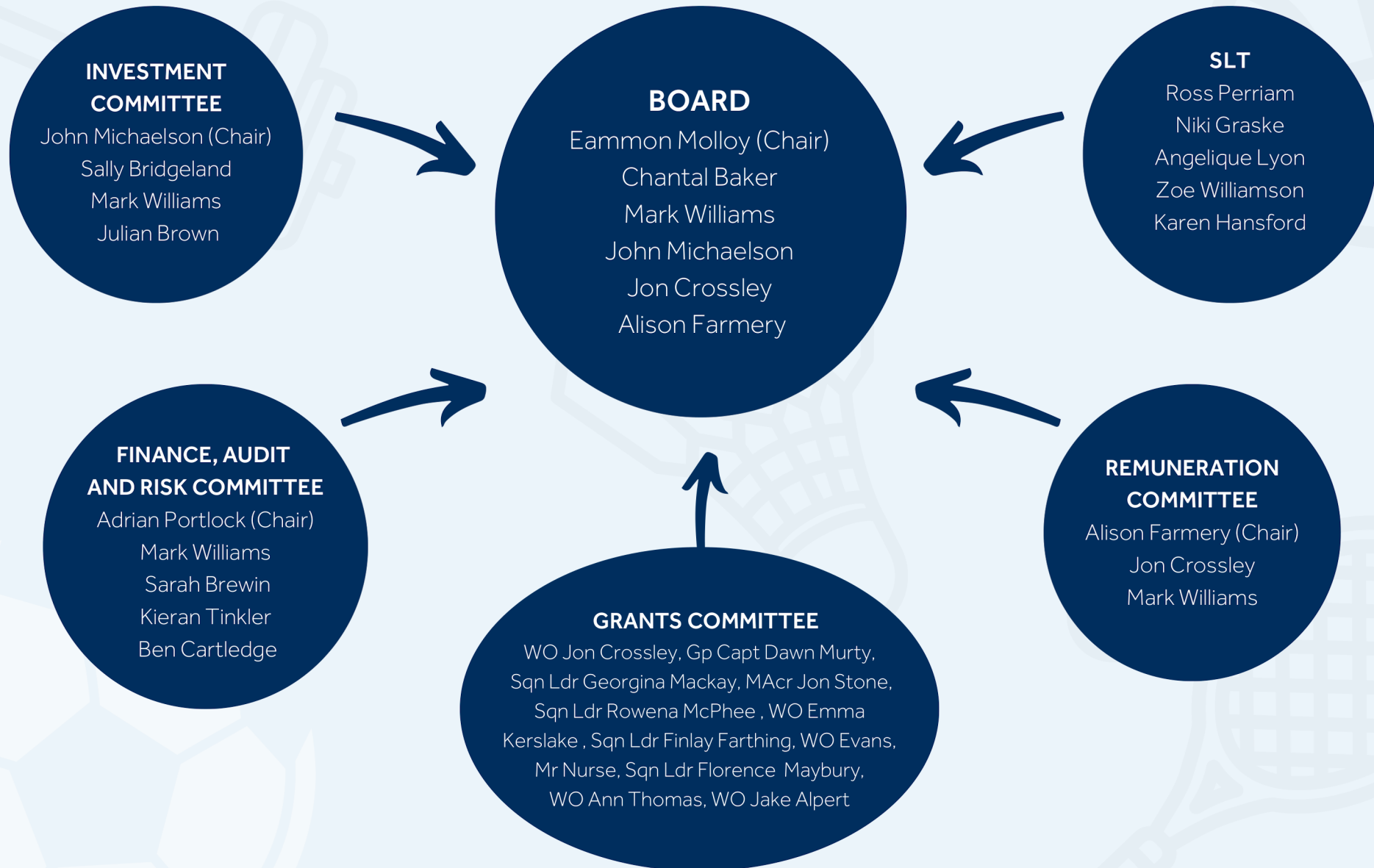
A handwritten signature in black ink, appearing to read 'Ross Perriam'.

**Ross Perriam**  
**CEO RAF Central Fund**

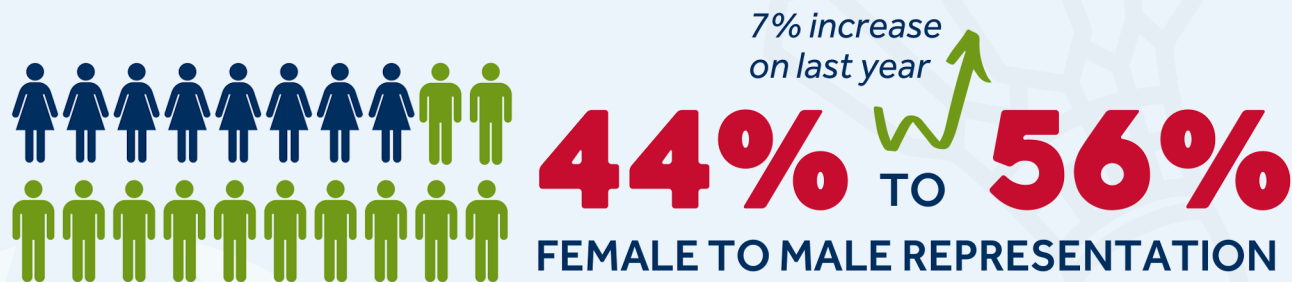
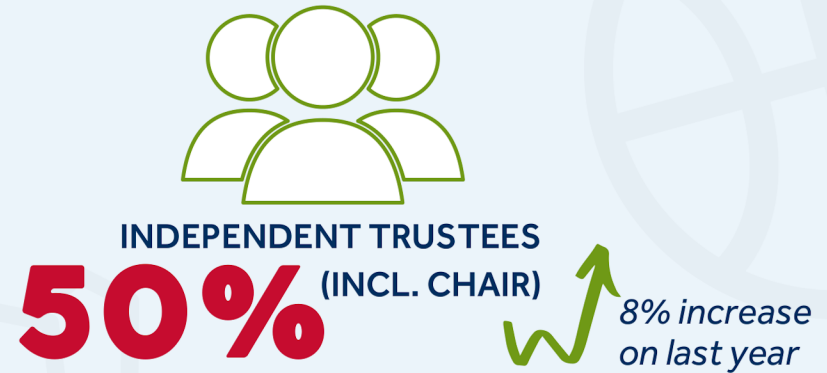
\*13% as of 2011 census



# RAF CENTRAL FUND BOARD, COMMITTEES AND SENIOR LEADERSHIP TEAM



# RAF CENTRAL FUND DIVERSITY



# DIVERSITY ACTION PLAN

<p><b>RECRUITMENT</b></p> <p>How the RAFCF will attract an increasingly diverse range of candidates.</p>	<p>Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board, committees and SLT</p>	<p>Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board, committees and SLT</p>	<p>Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to EDC, disability, LGB&amp;T and socio-economic)</p>	<p>Identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets</p>	<p>The board shall ensure that the organisation prepares and publishes on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)</p>	<p>The board shall ensure the organisation prepares and publishes on its website (approved by the Board) an annual update on progress against actions</p>
<p><b>Objectives that the actions below support</b></p>			<p>✓</p>	<p>✓</p>		<p>✓</p>
<p><b>Priorities</b></p>	<p><b>Actions</b></p>		<p><b>Person(s) Responsible</b></p>	<p><b>Completion Date</b></p>	<p><b>Most Recent Engagement</b></p>	
<p><b>Short Term:</b> RAFCF will publicly commit to continuing its drive to welcome and promote diversity and inclusion.</p>	<p>We will display this action plan on the RAFCF website.</p>		<p>Head of Marketing</p>	<p>August 2021</p>	<p>February 2023</p>	
<p><b>Medium Term:</b> RAFCF will commit to advertising Board and Senior Posts through partners such as:</p> <ul style="list-style-type: none"> <li>• Sporting Equals</li> <li>• Women in Sport</li> </ul>	<p>Partners with a reach into underrepresented communities will be contacted to promote every Board and Senior post that becomes available.</p>		<p>C.O.O</p>	<p>May 2022</p>	<p>October 2022</p>	
<p><b>Long Term:</b> RAFCF will annually review the prior 12 months new posts paying particular attention to:</p> <ul style="list-style-type: none"> <li>• The number and location of posts advertised</li> <li>• The gender of candidates that applied</li> <li>• The diversity of the successful candidates shortlisted and appointed</li> </ul>	<p>We will keep anonymised, headline records of all advertised posts and record the gender and diversity data (where possible) relating to the candidates and produce an annual summary for the Board.</p>		<p>C.E.O</p>	<p>April 2023</p>	<p>April 2023</p>	

<p><b>ENGAGEMENT</b></p> <p>Ensuring that our commitment to diversity is communicated through internal practices and externally.</p>	<p>Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board committees and SLT</p>	<p>Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board committees and SLT</p>	<p>Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to EDC, disability, LGB&amp;T and socio-economic)</p>	<p>Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 2.1</p>	<p>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)</p>	<p>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 Reg 2.2</p>
<p><b>Objectives that the actions below support</b></p>	<p>✓</p>	<p>✓</p>			<p>✓</p>	
<p><b>Priorities</b></p>	<p><b>Actions</b></p>			<p><b>Person(s) Responsible</b></p>	<p><b>Completion Date</b></p>	<p><b>Most Recent Engagement</b></p>
<p><b>Short Term:</b> RAFCF will publicly commit to a minimum standard of diversity on its board.</p>	<p>We will display our commitment on our website.</p>			<p>Head of Marketing</p>	<p>August 2021</p>	<p>February 2023</p>
<p><b>Medium Term:</b> RAFCF will use its influence to communicate to stakeholders and partners the importance of promoting diversity in their organisations.</p>	<p>We will use appropriate channels to promote:</p> <ul style="list-style-type: none"> <li>a) the benefits of diversity to the senior teams of stakeholders</li> <li>b) opportunities for welcoming underrepresented groups to take part in sport and physical activity in the RAF</li> </ul>			<p>C.E.O / C.O.O</p>	<p>Ongoing</p>	<p>February 2022</p>
<p><b>Long Term:</b> RAFCF Exec will annually review the diversity of its Board, SLT and committees against the targets it has set itself.</p>	<p>The findings will be reported to the Board.</p>			<p>C.E.O</p>	<p>Ongoing</p>	<p>February 2023</p>

<p><b>PROGRESSING TALENT FROM WITHIN</b></p> <p>A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.</p>	<p>Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board committees and SLT</p>	<p>Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board committees and SLT</p>	<p>Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to EDC, disability, LGB&amp;T and socio-economic)</p>	<p>Identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Reg 2.1</p>	<p>The board shall ensure that the organisation prepared and publishes on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making)</p>	<p>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 Reg 2.2</p>
<p><b>Objectives that the actions below support</b></p>		<p>✓</p>		<p>✓</p>		
<p><b>Priorities</b></p>	<p><b>Actions</b></p>		<p><b>Person(s) Responsible</b></p>	<p><b>Completion Date</b></p>	<p><b>Most Recent Engagement</b></p>	
<p><b>Short Term:</b>  <b>RAFCF ensures that all employees have a formal, annual opportunity to discuss their career opportunities and to agree goals for the coming year that are designed to help them achieve those objectives.</b></p>	<p>The employee annual review form will be reviewed to ensure it captures employees career goals and helps to provide a pathway for achieving those goals.</p>		<p>C.O.O</p>	<p>Ongoing</p>	<p>September 2022</p>	
<p><b>Medium Term:</b>  <b>RAFCF will provide the senior team the awareness and tools to support the promotion of diversity from within.</b></p>	<p>We will provide training opportunities for the senior team to develop their skills around fair selection and unconscious bias training.</p>		<p>C.O.O</p>	<p>October 2022</p>	<p>October 2022</p>	



**Principal Office**

RAF Central Fund Danesfield  
New Lock Lane  
Henley Road  
Medmenham  
SL7 2EY  
01494 569068

**Registered Office**

Hurricane Building  
HQ Air Command  
RAF High Wycombe  
Buckinghamshire  
HP14 4UE

   [RAFCentralFund](https://www.rafcf.org.uk)  
[www.rafcf.org.uk](https://www.rafcf.org.uk)



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