Board Skills and Diversity Matrix

Priority Legend	
High	3
Medium	2
Low/NA	1

This tool is designed to help the Board assess the level of experience each member has in various skill areas, as well as assessing the overall composition of the Board as it relates to diversity.

Directions: In the *Skills/Experience Section* , each Board member should rate themselves using a scale of high(3) to low/not applicable (1) to reflect their level of experience possessed in a particular area. In the *Demographic Background Section* , Board members are asked to enter their demographic information. Once completed, the Company Secretary will undertake a review using the Matrix Analysis.

	Board Members											
	Derrick Anderson	Simon Ball	John Crabtree	David Grevemberg	Lyndsey Jackson	Sam Lister	Ian Metcalfe	Julie Moore	Ian Ward	Ellie Simmonds	Nick Timothy	Sandra Osborne
Skills & Experience												
Board Chair experience	3	3	3	2	1	1	3	2	3	1	1	3
Board Director - Business experience	3	3	3	3	2	1	3	3	2	1	1	3
Board Director - Voluntary sector experience	3	2	3	3	2	2	3	1	2	1	2	3
Broadcast / Media	2	2	1	3	1	3	2	3	3	2	3	1
Business and Commerce	2	3	3	2	2	2	3	2	2	1	2	3
Coaching	1	2	1	3	3	1	2	2	2	2	2	1
Commercial - General business	2	3	3	3	2	2	3	2	2	1	1	3
Commercial - Sports specific	1	2	2	3	1	1	3	1	2	2	1	3
Community (especially sport)	3	1	2	3	2	2	2	1	3	2	3	2
Competition	3	2		3	1	2	3	2	2	3	1	2
Corporate Governance	3	3	3	3	3	3	3	3	3	1	2	3
Disability Sport	1	2	1	3	1	1	2	1	1	3	1	1
Education / school sport	1	1	1	2	1	2	1	1	1	2	3	1
Elite sport (competitor)	2	1	1	3	1	2	2	1	1	3	1	1
Equality and diversity	3	2	2	3	3	3	3	3	3	3	2	2
Event industry knowledge	2	2	1	3	3	2	2	1	2	1	1	2
Event management	1	1	1	3	3	2	3	1	2	1	2	2
Event operations	3	1	1	3	3	3	2	1	1	1	1	2
Facilities (especially sporting)	2	1	1	3	2	1	2	1	2	2	1	2
Finance	3	3	2	3	3	2	2	3	2	1	2	2
Funding agencies	2	2	2	3	2	2	2	2	2	1	2	1
Government - central	3	3	2	3	2	3	2	3	3	1	3	2
Government - regional / devolved	3	2	3	3	2	2	2	3	3	1	3	1
Health and Safety	2	2	1	3	3	2	2	3	1	1	2	1
Human Resources	2	3	2	3	3	2	3	3	1	1	2	2
International sport	1	2	1	3	1	2	3	1	2	3	1	2
Leadership	3	3	3	3	3	3	3	3	3	2	3	3
Legal	2	2	2	3	2	2	3	3	1	1	2	3
Marketing / PR of Major Events	1	2	1	3	2	3	2	2	2	2	3	2
Media spokesperson / experience	3	2	2	3	2	2	3	3	3	3	3	2
Negotiating	3	3	3	3	3	2	3	3	3	1	2	2
Private / Commercial sector	2	3	3	3	1	2	3	2	1	1	1	2
Public Funding	3	3	2	3	2	3	2	3	3	1	2	1
Public sector / not for profit	3	3	2	3	2	3	2	3	3	1	2	3
Risk Management and audit	3	3	2	3	3	3	3	3	2	1	2	2
Sport governing bodies - within UK	2	2	2	3	1	2	3	1	2	2	1	1
Sport governing bodies - International	1	2	1	3	1	1	3	1	2	2	1	3
Sports performance management	2	2	1	3	1	1	2	1	1	3	1	1
Strategic Planning	3	3	3	3	3	3	3	3	3	1	3	3
Technology/IT	2	2	1	3	3	2	1	3	1	1	1	2
Welfare and Safeguarding	3	2	2	3	2	2	2	3	3	1	2	2
Demographic Background												
Gender												
Male												
Female												
Other												
Prefer not to say												
Age												
16-24												
25-34												
35-44												
45-54												
55-64												
65 +												
Prefer not to say												
Ethnicity												
Asian or Asian British												
Bangladeshi												
Chinese												
Indian												
Pakistani												
Any other Asian background												
Prefer not to say												
Black or Black British												
African												
Carribean												
Any other black background												
Prefer not to say												
White												
British												
Gypsy or Irish traveller												
Irish												
Northern Irish												
Scottish												
Welsh												
Any other white background												
Prefer not to say												
Mixed												
White and Asian												
White and Black African												
White and Black Caribbean												
Any other mixed background												
Prefer not to say												
Other Ethnic Group												
Other												
I do not wish to disclose my ethnic group												