

# Director of Equality, Diversity & Inclusion



## Role Purpose

Basketball Wales is seeking an enthusiastic and forward-thinking person with specific skills, experience and knowledge relating to Equality, Diversity & Inclusion, (EDI) to join its Board.

Basketball Wales wants everyone regardless of age, gender, background, or level of ability to feel able to play basketball. Our new strategy is centred around tackling inequalities within the sport & we are seeking an experienced individual who is passionate about EDI.

The successful candidate would be required to create a new EDI sub-committee & to lead its work, reporting to the Board.

## Remuneration

This position is voluntary and all reasonable travel and subsistence expenses will be reimbursed.

## Time Commitment

Approximately one - two days a month. There are typically 5-6 board meetings per year and board directors may be asked to represent the organisation at other meetings or events.

## Location

Flexible. Under the current climate all meetings are undertaken virtually and will be for the foreseeable future.

## Role Summary

The role of the Board and its members is to supervise the management of Basketball Wales' business and to discharge the responsibilities of its directors under the Companies Act.

- To be a company director of Basketball Wales and provide leadership and expertise in Equality, Diversity & Inclusion, including (desirable) Welsh Language.
- To advise on the development, implementation, and evaluation of Basketball Wales' approach to EDI
- To support Basketball Wales to identify, manage and mitigate any organisational risks associated with EDI.
- To Chair the EDI Sub-Committee – reporting to the Board on the work of the sub-committee & progress towards key targets.
- To support the organisations progress towards achieving the Advanced Level of the Equality Standard for Sport. To attend and represent Basketball Wales at meetings relevant to the Equality Standard for Sport as agreed (currently expected to be approximately 1 meeting per annum)
- Provide support & work collaboratively with the Director leading the organisations work to achieve the NGB Gold InSport Award within 4 years.

- To advise, review & support on Basketball Wales' policies, survey results, strategies and activities that have an impact on EDI as appropriate and necessary.
- To support the delivery of the EDI element of the new Basketball Wales' Strategy.

### Person Specification

The successful candidate will have a passion for advancing equality and diversity within our sport, and the wider sector.

- They will have knowledge of the current sporting landscape in Wales and will be aware of the changing political landscape in relation to the role Sport will play in the wider political agenda in Wales.
- Experience of delivering/supporting initiatives that have made a significant impact in equality, diversity & inclusion in improving provision for groups defined as having protected characteristics under the provision of the Equality Act 2010.

### Role Competencies

#### 1. Commitment to Basketball Wales, its values, goals, and ethics

a. Can inspire with confidence and commitment, ensuring all Board members understand the strategic objectives aligned to EDI and are aware of its duties to those involved with the delivery of these objectives.

#### 2. Understanding of the environment

a. Understanding of the evolving landscape for sport and sport funding in Wales.

#### 3. Influencing skills.

a. Strong interpersonal and negotiation skills, with the ability to develop effective and sustainable stakeholder relationships.

#### 4. Understanding of the Equality Act 2010. Awareness of the Welsh Language Act 1993

#### 5. Understanding of good corporate governance

a. Has experience of applying sound governance principles to decision-making, systems, and structures.

#### 6. Highly developed communication skills

- a. Excellent oral and written communication skills.
- b. Able to adapt communication and messages to a variety of audiences.

#### 7. Values-based behaviour

- a. Displaying integrity, objectivity, accountability, openness, honesty, and leadership.
- b. Instils trust and confidence and behaves in a fair and ethical manner toward others.

#### 8. Strong analytical skills

a. Ability to analyse and assess information to make effective decisions.

#### 9. Business skills and experience

a. Demonstrate a proven general management track record in complex organisations. This might be within a corporate business, membership, not-for profit, or sporting organisation.

### How to apply:

To apply please email your application form and covering letter, which clearly explains what your experience and skills will bring to this role to:

[enquiries@basketballwales.com](mailto:enquiries@basketballwales.com)

Closing date for applications is Monday 12<sup>th</sup> July 2021

For an informal chat please contact: Gavin Williams CEO, mobile: 07930 367783