

Development Lead Equality, Diversity & Inclusion



About the Role

We believe that everyone should be able to access and enjoy our sport regardless of their gender, race, disability, sexual orientation, background or circumstances. We are now seeking a talented and passionate individual to help us achieve this ambition and deliver tangible change. You will be responsible for building on our progress over the last 4 years, continuing to develop and deliver our Equality, Diversity and Inclusion (EDI) Strategy and work, leading cultural change across the organisation, our stakeholders and the wider eco-system. You will build on those areas of the sport where we are working on inclusivity and seek to increase diversity and improve our ability to tackle inequalities. A particular area of focus will be workforce development including BWSW colleagues and volunteers, and local delivery in relation to EDI ambitions within our People Plan.

Core Responsibilities

- Lead on further developing the existing BWSW Equality, Diversity and Inclusion (EDI) Strategy based on the vision and goals within our current 5-year funded strategy ongoing
- Delivery of the EDI Strategy, including maintaining our annual Diversity and Inclusion Action Plan
- Review and redefine the ambitions and goals within our People Plan to further support workforce development as a key component of our EDI strategy
- Driving cultural change around EDI across the sport, stakeholders and the wider eco-system, building a network of local influencers who can deliver on our EDI ambitions
- Work with the Board Diversity Champion and senior staff to ensure that policies, programmes and delivery are based on an in-depth understanding of communities
- Review and if appropriate improve data quality and collection in relation to KPIs to demonstrate progress against the commitments within our Diversity and Inclusion Action Plan
- Identifying and developing partnerships, workforce and expertise with organisations who can help us achieve our EDI ambitions
- Act as the responsible lead on investment partner reporting in relation to EDI and evaluating our progress as a funded Sport England System Partner via the online reporting portal attending formal review / assessment meetings as required
- Monitor the budget spend in relation to EDI outcomes in relation to outreach and delivery
- Regularly share the EDI learning throughout our organisation and with our members

Skills and Abilities - Essential Requirements

- Demonstrable experience in both developing and implementing EDI and creating positive change via collaboration and subject expertise
- Proven experience influencing and delivering change in complex stakeholder environments
- Experience in delivery aligned with a longer-term strategy
- Strong communication and influencing skills
- Experience building strong external networks and workforce development
- Proven ability to build and maintain partnerships with stakeholder groups, developing local leaders who can provide for delivery and local influence

- Team player with excellent planning and organisational ability
- Clear logical thinker able to solve problems and demonstrate a pragmatic approach to finding solutions
- Ability to think out of the box and develop new ways of working / innovative solutions
- Ability to work effectively under own direction without day-to-day management
- Ability to work under pressure and deadlines
- Ability to communicate effectively, clearly and accurately both verbally and in writing with a diverse audience

Personal Requirements - Essential

- Well organised, able to prioritise workload whilst being flexible and able to cope with the unexpected or unplanned
- Project management skills and experience – to plan, set and achieve objectives to deadlines
- Personable and approachable with excellent interpersonal skills
- Remains focused on responsibilities and objectives; demonstrate strong commitment and expertise
- Willingness to undertake any appropriate training in relation to the role
- Understanding of the positive impact of sport; desire to make a difference
- Strong IT skills including the use of Microsoft Office applications
- Educated to Degree Level or equivalent
- Hold a current driving licence

Personal Requirements - Desirable

- A successful track record of supporting and driving cultural change
- Experience in contributing and working as part of a team
- Knowledge and experience of identifying and managing risk
- Experience of working within voluntary sport / the voluntary sector

This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity you will be required to work and with consultation can be amended in the light of the changing needs of the organisation as our programmes develop.