



British Swimming Diversity, Equity & Inclusion Advisory Group (DEIAG) Member – Job Pack

Thank you for your consideration to be part of a unique voluntary opportunity to join British Swimming. This is an exciting time for the organisation, as we prepare to launch our 5 year Diversity, Equity & Inclusion Action Plan in 2024 and prepare for Paris 2024 Olympic and Paralympic Games.

British Swimming is the national governing body for Swimming (Olympic and Paralympic), Diving, Synchronised Swimming, Water Polo and Open Water in Great Britain. Our mission is to develop a thriving team that delivers consistent excellence. We consider the aquatic disciplines provide “sport for all”, they can and should be made accessible to everyone and to the greatest extent possible. We are also committed to ensuring a working environment that is free from discrimination, victimisation, bullying and harassment, and that everyone is treated with dignity and respect.

Basic information

- **Salary:** This is a voluntary role, British Swimming will cover reasonable travel and other expenses.
- **Location:** Meetings will be held remotely, quarterly with one meeting annually in person at the British Swimming Championships or alternative venue as appropriate.
- **Responsible to:** Josh Rudd, Diversity, Inclusion & Social Responsibility Manager. For any questions about the Inclusion Advisory Group or the roles please contact Josh at josh.rudd@swimming.org.
- **Length of term:** 4 years.

About the role

The purpose of the Group will bring together a collective of expert representatives to offer advice, guidance and evaluation to the future development of diversity, equity and inclusion ideas across the Organisation.

The Group will be chaired by our Diversity Equity and Inclusion Board representative and act as a critical friend in the development and delivery of our Diversity Equity and Inclusion Action Plan. We will bring a membership with a range of lived experiences and backgrounds, who bring diversity of thought, expertise and relevant experience. We therefore encourage a diverse range of applications from members of all backgrounds and skills.



We will, based on our most recent data and survey results, particularly focus on ensuring representation of women, people from ethnically diverse backgrounds, LGBTQI+ community, religion or belief community members and disabled people. We recognise that we are not specifying all 9 protected characteristics but those identified are the focus for the Organisation. This particular provision will remain subject to biannual review or can be amended from time to time should this be applicable or necessary, as per the DEIAG Terms of Reference.

The Role

As a member of the Diversity, Equity & Inclusion Advisory Group, we envisage you undertaking the following key responsibilities:

- **Support** our emerging Diversity, Equity & Inclusion Action Plan (DEIAP) to engage and contribute how best to deliver objectives for the Organisation
- **Guidance** to the Board and the Organisation in delivering specific programmes within the Diversity, Equity and Inclusion space related to the Diversity, Equity & Inclusion Action Plan (once approved) and in line with individual Group members' areas of expertise.
- Work to **improve representation** and **brand image** to ensure Diversity, Equity and Inclusion is embedded across the aquatic sports.
- To **recommend** appropriate strategies to improve Diversity, Equity and Inclusion within the leadership and governance of the Organisation.
- Act as a **forum** for staff and members to voice matters related to Diversity, Equity and Inclusion.
- Actively **promote** a culture of Diversity, Equity and Inclusion across the Organisation
- **Monitor** and **review** the Diversity, Equity and Inclusion Survey data results to ensure data action points are appropriately translated into programmes of action.



Person Specification

We would like to see group members who demonstrate skills in the following areas:

1. Knowledge of implementing action planning and working towards common strategic goals.
2. An understanding of the barriers that groups of under-represented groups may face in accessing sport/aquatics.
3. Good interpersonal skills and the ability to work effectively within a team or group environment.
4. Able to provide constructive feedback, both to the Organisation and to others within the Group.
5. Able to clearly communicate thoughts and ideas.
6. Able to be creative with solutions and suggestions.
7. Able to identify key themes and trends around diversity, equity and inclusion in sport and be able to provide suggested ways to tackle them.
8. Understanding of the relevant legislation in regards to diversity, equity and inclusion.
9. An understanding of how to apply an intersectional lens to the issues addressed by the Group.
10. A passion for Diversity Equity and Inclusion and/or influencing organisational change.

It is not essential for candidates to meet all 10 requirements listed and candidates are encouraged to apply if they are able to guide the Group's vision in creating an inclusive aquatics organisation.



Further Information

- Members shall be appointed for a term of 4 years, after which they will be eligible for re-appointment for an additional 4 year term.
- Non-independent members are defined as agreed **associates involved in or affiliated to the Organisation** at any level, with an interest in driving Diversity, Equity and Inclusion. E.g. employees, coach, athlete, consultants etc.
- Independent members are defined as agreed associates **not involved in the Organisation** with experience and expertise in Diversity, Equity and Inclusion.
- It is therefore not a requirement for Independent members to have an in-depth knowledge in aquatic sports but must be able to support the group's vision creating an inclusive aquatics organisation.
- Please clearly specify when applying which category (Non-independent or Independent) for which you would be eligible.

If you have a disability, would prefer to apply in a different format or would like us to make reasonable adjustments to enable you to apply or attend an interview, please contact us.

How to Apply

If you wish to apply for this role, please send via email/WeTransfer (free large file sending platform) a written application (email) or video recording answering the below questions to BSPeopleDepartment@swimming.org. Please note, we operate a blind recruitment process for written applications.

- Name, email address and contact number.
- Which member vacancy (either independent or non-independent) you wish to apply for.
- What does inclusion mean to you?
- What skills and experiences, both personally and professionally, would you bring to the Group? (where possible, referencing where you meet the person specification):



- What are your motivations for supporting and your involvement in Diversity, Equity and Inclusion?

Please submit your email by Friday 24th November 2023, at 12 noon. Interview date will be either 6th or 7th December 2023, hosted virtually.