



Scottish Athletics Limited

Information for applicants for the positions of

Equality, Diversity & Inclusion (EDI)

Advisory Group Member

(Voluntary role)

About Us

scottishathletics is the national governing body for athletics in Scotland. Our vision is to give everyone in Scotland the opportunity to participate in athletics and running and to achieve their personal ambitions.

Our mission is to deliver an integrated, inclusive and adaptable model of athletics and running provision that inspires everyone in Scotland to enjoy the sport and experience personal success. EDI is at the heart of the work that **scottishathletics** leads, and the organisation works closely with all stakeholders in athletics in Scotland, to continue improving diversity in the sport and to be reflective of Scottish society.

Our strategy, [*Building a Culture of Success \(2023-2027\)*](#), captures the breadth of work that **scottishathletics** facilitates, from supporting performance athletes on the world stage to providing opportunities for people to participate in the sport within their local community. The members clubs play a crucial role in growing and developing the sport, and with the volunteer workforce, they are integral to the sports future success.

Everyone has a role to play in athletics in Scotland and **scottishathletics** strives to continuously evolve to deliver on our vision for the sport.

About You

As a champion of inclusion and diversity, you will have experience of working with diverse groups/people from diverse backgrounds, and a knowledge and understanding of the key legislation aspects of EDI.

You will have an understanding of the barriers to participation facing underrepresented groups in sport, and ideally athletics, and be able to identify key issues that may help promote athletics through inclusion and diversity projects.

You will possess the ability to listen to and respect other views and be able to communicate and discuss important and sometimes sensitive topics.

About the Role

Our commitment to EDI has already shown signs of success, and in 2019, we were successfully accredited with the Advanced level of the UK Equality Standard for Sport. We are part of the new supportive programme, Moving to Inclusion – an initiative by all the UK Sports Councils to provide resources and support for sport and physical activity organisations, moving towards a more diverse, inclusive and socially responsible sector. The framework guides organisations on developing inclusive practice through self-reflection and continuous improvement.

As part of our ongoing work to uphold the principles and values of EDI, we are currently seeking members for our EDI Advisory Group to assist us in leading the way.

The Group's remit is, under the guidance of the EDI Advisory Group Chair and the Scottish Athletics Equality Officer, to provide advice and guidance on all EDI matters, ensuring practical, strategic and operational support is sustained for the development and delivery of our Equality Action plan, in addition to supporting our Staff Equality Working Group and Board Members in relation to EDI.

We are seeking expert candidates with significant knowledge or experience operating at a strategic level in either the private, public or third sectors; further information can be found within the Member Role profile.

An EDI Advisory Group Member will serve for an initial period of two years, with the option to serve for a further two years if mutually agreed.

There are four meetings per year usually taking place late afternoon, evening or at the weekend. with a requirement for occasional additional visits, events and meetings. There will be at least one in-person meeting per year, usually taking place at the Emirates Arena in Glasgow.

This role is a great opportunity to help make a real difference to ensuring that athletics is a sport for all.

With support from the **scottishathletics** Equalities Officer and EDI Advisory Group Chair you will*:

- Steer, advise and challenge where appropriate the Board of Directors and all decision-making bodies within **scottishathletics** on all equality matters.
- Develop and drive forward the **scottishathletics** Equality Action Plan and review the company's performance against those objectives.
- Oversee the development and implementation of **scottishathletics** EDI agenda within the wider strategic and legislative environment.
- Provide support and guidance to the **scottishathletics** Equality Working Group in relation to their plans and activities.
- Act as an ambassador for EDI in **scottishathletics** promoting and embodying our values, attending relevant meetings and events as appropriate.

*This list is in no way exhaustive.

Expenses

This is a voluntary position; however, expenses for travel will be met by **scottishathletics** at the standard volunteer rate.

Candidate Specification

FACTORS	ESSENTIAL	DESIRABLE
Strategic Level Experiences	<ul style="list-style-type: none">• Knowledge, understanding and experience of the key legislation aspects of EDI• Extensive knowledge and understanding of EDI:<ul style="list-style-type: none">○ The different protected characteristics○ Emerging equality and rights issues (both nationally and locally)○ Social and Community issues• Experience of working with diverse groups and people from diverse backgrounds• Demonstrable commitment to the vision, mission and values of Scottish Athletics including to EDI.• Proven experience of working collaboratively and the ability to navigate complex and sensitive issues with tact, diplomacy, and empathy.	<ul style="list-style-type: none">• Previous experience on a Committee/Board/Group• An understanding of Scottish Sport or athletics
Work and other experience	<ul style="list-style-type: none">• Understanding of the barriers facing underrepresented groups in sport• Recruitment, development and support of volunteers• Proven track record of developing effective partnerships	<ul style="list-style-type: none">• Professional use of social media• Experience of community programme planning, implementation and delivery• Experience of working on a Committee• Knowledge and understanding of Equality Impact Assessments and their link to the Operational planning
Skills	<ul style="list-style-type: none">• Excellent written and verbal communication skills	<ul style="list-style-type: none">• Initiate and develop practices, analyse and use

	<ul style="list-style-type: none"> • Able to identify key issues and barriers that may help to promote athletics through inclusion and diversity projects • A champion of inclusion and diversity • A strategic thinker, who is capable of guiding practical implementation • Ability to listen to and respect other views • Ability to communicate and discuss important and sometimes sensitive topics, engaging others effectively. • Ability to champion a cause, despite challenges and resistance. 	judgement to identify best solutions
Disposition and personal qualities	<ul style="list-style-type: none"> • Strong team player • Enthusiastic, energetic, hardworking and reliable • Positive attitude towards the requirement of the role • Resilient and determined • Approachable 	<ul style="list-style-type: none"> • A keen interest in sport

Application Process

If you are interested in the above appointments, please submit a CV and covering letter (addressing how your skills and expertise fit with the role and candidate specification) and the equal opportunities form, to opportunities@scottishathletics.org.uk.

The closing date for applications is **12 noon on Friday 18th July** with interviews (in-person or online) taking place the week commencing Monday 21st July.

Our privacy notices can be found at <https://www.scottishathletics.org.uk/about/privacy-notices/>

scottishathletics is committed to selecting solely on the basis of ability and welcomes applications from all sectors of the community.

If you require any reasonable adjustments, please email opportunities@scottishathletics.org.uk



Scottish Athletics Limited, Laurie Liddell Clubhouse, 42 Peffermill Road, Edinburgh, EH16 5LL
 w. www.scottishathletics.org.uk e. admin@scottishathletics.org.uk
 Registered Company SC217377 VAT reg no 596971174