

Job Title:	Head of Diversity & Inclusion	Job Category:	Member of The Nottinghamshire, Lincolnshire & Derbyshire Rugby Football Union Diversity & Inclusion Sub Committee
Location:	Nottinghamshire, Lincolnshire & Derbyshire	Travel Required:	Visit Nottinghamshire, Lincolnshire & Derbyshire Rugby Football Union clubs and partners. Attend Nottinghamshire, Lincolnshire & Derbyshire RFU events; meetings, RFU conferences and training events

Job Description

PURPOSE OF THE ROLE

Rugby is a sport that is founded on inclusion and being open to all and while there is diversity in rugby, the RFU recognises there is a long way to go to truly reflect society across the whole organisation and wider rugby community.

Following in-depth research, the RFU has made a commitment to improving Diversity and Inclusion across four key areas of the game:

Fans, Followers and Partners;

Game Play – Players, Coaches, Match Officials;

Staff and Board and Game Administration – Volunteer leaders within Clubs, Constituent Bodies and Council.

This Diversity and Inclusion (D&I) Head role, which sits within each Constituent Body (CB), has a key role to play alongside Nottinghamshire, Lincolnshire & Derbyshire RFU and Club colleagues, in being part of this positive change, leading it within the Nottinghamshire, Lincolnshire & Derbyshire RFU and positively promoting inclusive leadership.

The incumbent will be expected to work alongside and with Nottinghamshire Lincolnshire & Derbyshire FRU and RFU colleagues across the Fans, Followers and Partners, Game Play and Game Administration part of the wider D&I plan.

ROLE AND RESPONSIBILITIES

To support the President and Chair of the Constituent Body in the development and implementation of a D&I plan for the Nottinghamshire, Lincolnshire & Derbyshire RFU in support of the wider RFU vision and activities,

To develop and implement through the club leadership and structures, a D&I plan that will make a positive impact for the Nottinghamshire, Lincolnshire & Derbyshire RFU

To present to and facilitate discussions with Nottinghamshire, Lincolnshire & Derbyshire RFU CB, Clubs and other key stakeholders to ensure a continued focus on and greater awareness of the benefits of the D&I agenda and plan

To act as a support within the CB and to CB colleagues on all equality, diversity and inclusion matters

To use their experience of the community game to advise the President and Chair on the implementation of the D&I leadership and governance recommendations in the Nottinghamshire, Lincolnshire & Derbyshire RFU.

To identify and share best practice on equality, diversity and inclusion matters within the Nottinghamshire, Lincolnshire & Derbyshire RFU and Clubs

Play a key role in communicating the RFU's D&I vision within the Nottinghamshire, Lincolnshire & Derbyshire RFU

To identify and share local educational resources to ensure a greater understanding and awareness of the benefits of the D&I agenda and plan

To build (or develop) relationships with key stakeholders external to the Nottinghamshire, Lincolnshire & Derbyshire RFU that may support the D&I agenda

Be the D&I 'point person' within the Nottinghamshire, Lincolnshire & Derbyshire RFU for the D&I Implementation Working Group and ensure two way communication on progress specifically with volunteer and inclusive leadership

QUALIFICATIONS AND EXPERIENCE

The successful candidate will have a blend of the following qualifications and experience, likely with some areas stronger than others:

Experience of making a positive impact on equality, diversity and inclusion within any environment

The passion and understanding of how a diverse leadership and volunteer base can benefit the growth of rugby in England and the creation of a more inclusive sport

An understanding of the structure, governance and workings of your Constituent Body and Clubs within rugby in England

Experience and understanding of volunteer recruitment and governance

Passion for and knowledge of the game of rugby

Experience of identifying and nurturing strategic relationships that support the achievement of shared goals

SKILLS AND PERSONAL ATTRIBUTES

A strong and proven desire to improve equality, diversity and inclusion within rugby.

Strong influencing and persuasion skills, including the ability to persuade stakeholders to understand and accept a view which may not accord with their existing views and experience.

Highly pro-active in identifying and engaging with internal and external stakeholders and the ability to present to a range of different stakeholders, including to the Nottinghamshire, Lincolnshire & Derbyshire RFU Management Committee

Committed, and highly trustworthy, someone who demonstrates the values of the RFU and adopts a professional approach to the role.

The ability to actively listen to fellow volunteers and staff members, and the confidence to offer opinion in a clear and constructive way for the wider benefit of the CB.

The ability and desire to challenge and educate themselves in the pursuit of continuous improvement

Integrity and independent judgment, applying objective data and information to the unique circumstances of the Nottinghamshire, Lincolnshire & Derbyshire RFU.

ADDITIONAL NOTES

The role is appointed for a term of three years with a further three years tenure if reappointed.

Reviewed By:	D Dolby	Date:	February 23, 2021
Approved By:	NLD Board	Date:	March 8, 2021
Last Updated By:		Date/Time:	