

## **Equality, Diversity & Inclusivity (ED&I) Officer - Role Summary**

### **Support the development and implementation of an Equality, Diversity & Inclusion strategy for the London & South East Region**

The London & South East Regional Netball Association is one of nine member organisations of England Netball who, working closely with England Netball staff, help develop and facilitate the delivery of all aspects of netball within the region. Each region has an elected Regional Management Board of volunteers who manage a wide variety of netball activity on a local level; from coaching and officiating, to equality, diversity & inclusion and competitions.

The London and South East Region is made up of four Counties: Essex Metropolitan, Kent, Middlesex, Surrey. For more information on the Region, head to our [website](#).

#### **Acronyms**

RMB: Regional Management Board

CNA: County Netball Association

EN: England Netball

L&SE: London & South East

TSG: Technical Support Group

WG: Working Group

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#### **Key Tasks:**

- To support England Netball's diversity and engagement objectives by directly targeting the promotion of netball to a diverse audience. To encourage netball participation and event attendance within diverse audiences to grow, and diversify England Netball's sphere of influence.
- Work closely with England Netball staff, members and County Netball Associations to ensure that regional priorities reflect local need and link effectively with national strategies.
- Guide the Region in the creation and implementation of an ED&I strategy, and provide strategic vision on diversity and inclusion activities.
- Work with other members of the RMB to set ED&I targets, collate data on progress made, and generate both internal and external reports for RMB meetings and public interest.
- To help facilitate the growth of a diverse membership base that is reflective of the Region's demographic.
- Support and encourage greater participation from under-represented and minority groups in the Region.
- Challenge and work towards the elimination of any discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnicity (race), religion or belief, ability or disability, pregnancy and maternity and encourage equal opportunities in all aspects of netball.
- Be a key ambassador and passionate advocate for netball and the Region.
- Provide support and guidance on promoting equality, diversity and inclusivity to the Region's members, clubs and leagues where appropriate.
- Be a voting member on the RMB.

### **Desirable knowledge & skills:**

- Have knowledge of the netball structure in the Region including the Constitution of the London and South East Region, procedures for committee meetings and current netball affairs.
- Strong interpersonal and communication skills.
- Strong leadership and organisation skills.
- Strong IT and social media knowledge and capabilities
- Ability to be flexible and work with volunteers from diverse backgrounds to build and maintain effective networks.
- Behave impartially at all times.
- Knowledge/experience of community development with minority communities.
- Take an interest in and respect the viewpoints of others.

