



## **Role: Durham County Inclusion & Diversity Lead**

Anticipated time commitment: 3 days per month

### **Nature and Scope:**

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 Union has made a commitment to improving Inclusion and Diversity across four key areas of the game:

**1.Fans, Followers and Partners.**

**2.Game Play** –Players, Coaches, Match Officials.

**3.Employees and Board**

**4.Game Leadership** – Volunteer leaders within Clubs, Constituent Bodies and Council.

This Inclusion and Diversity (I&D) Lead role, which sits within each Constituent Body, has a key role to play alongside County [CB] and Club colleagues, in being part of this positive change, leading it within their County and positively promoting inclusive leadership.

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

The Role is appointed for a term of 2 years, or such other duration as agreed by the Constituent Body.

### **Responsibilities:**

1. To support the Chair & Board of Durham County in the development and implementation of a D&I plan for the CB in support of the wider RFU vision and activities,
2. To develop and implement through the club leadership and structures, a D&I plan that will make a positive impact for your CB
3. To present to and facilitate discussions with CB colleagues, Clubs and other key stakeholders to ensure a continued focus on and greater awareness of the benefits of the D&I agenda and plan
4. To act as a support within the CB and to CB colleagues on all equality, diversity and inclusion matters
5. To use their experience of the community game to advise the Chair & Board on the implementation of the D&I leadership and governance recommendations in the CB.
6. To identify and share best practice on equality, diversity and inclusion matters within your CB and Clubs

7. Play a key role in communicating the RFU's D&I vision within the County.
8. To identify and share local educational resources to ensure a greater understanding and awareness of the benefits of the D&I agenda and plan
9. To build (or develop) relationships with key stakeholders external to the CB that may support the D&I agenda
10. Be the D&I 'point person' within' the CB for the D&I Implementation Working Group and ensure two-way communication on progress specifically with volunteer and inclusive leadership
11. To attend all Community Rugby Standing Committee meetings.

### **Person Specification:**

#### **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 Durham County 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 your County CRSC & 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 County [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 CB.