

EQUALITY, DIVERSITY AND INCLUSION (EDI) OFFICER (VOLUNTARY)

Introduction

The **England Touch Association (ETA)** is the governing body for the sport of Touch (also referred to as Touch Rugby or Touch Football) in England and is independent to both the RFL and RFU. We are recognised by and affiliated to the global governing body, the **Federation of International Touch (FIT)**.

The ETA was founded in the early 1990s and officially recognised by FIT in 1995. During this period the organisation has evolved from a small committee of volunteers, into a not-for-profit company limited by guarantee with an accountable Board of Directors, a developing paid workforce and an extremely loyal base of volunteers.

The organisation has developed especially during the last ten years, with the introduction of Non-Executive Directors, including the Chairperson role; an accountable Executive Group, including a paid CEO; an increasing suite of organisational policies, processes and practices and the introduction of a new Strategic Business Plan.

As the sport of Touch and our membership grow, we are aware that in order for us to be able to successfully and safely perform the duties of a national governing body, the ETA needs to develop with it. A critical part of this is **Equality, Diversity and Inclusion** as we seek to practice what we preach – that we believe Touch truly is, a **Sport for All**.

Our Vision

... is to become the World's most recognised and significant Touch organisation, with over 500,000 participants in the game and 50,000 members.

Our core strategy is to build the participatory player base across an inclusive and wide range of demographics and geographies throughout England. From there, we will provide a pathway to enable them (if they so choose), to move from grass roots Touch, through to playing opportunities locally, regionally and nationally.

Our Values

INCLUSIVE

Our sport is a sport for **ALL** and we will actively promote and make available opportunities for sustained participation in Touch to the greatest number and range of people.

TRANSPARENT

Transparency is central to our fabric and underpins **our sport**. We will be open, ethical and set the highest standards in everything we do on and off the field, through honesty, integrity and fair play.

UNITED

Success in **our sport** is only achieved by working together. We will inspire unity and collaboration in all we do. We are one team, with common goals and shared values.

AMBITIOUS

We have a strong desire and determination to succeed in **our sport**. We will not limit our goals or imagination by present circumstance, we will envision ambitions beyond boundaries as we improve ourselves and the game.

RESPECT

Characterises the basis of **our sport**. We will promote respect for players, coaches, referees, volunteers and all others involved in our game at every level. Everyone has something to contribute.

Joining the *#OneEngland* workforce

Our volunteers are our lifeblood, and we aim to provide the necessary training, support and development for you to be able to succeed in your role; as well as the right reward and recognition of your efforts and achievements for you to feel valued.

You will receive an induction by the relevant team, an ETA email address and access to a Google Drive to store files and folders. You will become one of the team, accessing the newly launched Rewards and Recognition Scheme.

You will be listened to, consulted with and engaged in discussion. You will have a voice.

Our desire for a truly accessible and inclusive sport for all starts from within and we aim to practice what we preach from the outset.

Equality is about fairness, impartiality of access, recognising inequalities and taking steps to address them. Equality in sport involves changing the culture and structure of the sector to ensure it becomes equally accessible to all members of society and ensuring that everyone has the opportunity to realise their talent and full potential.

In 2020, an Equality, Diversity and Inclusion Working Group was established from a representative group from across the membership. Its purpose was to not only ensure that the ETA could truly make the claim that Touch is a sport for all, but that the organisation became a leading voice for change across the sporting sector. This role was subsequently created.

Role purpose

This Role is expected to deliver expert advice and guidance, develop and implement strategic policies, practices and action plans to promote equality across all strands and in all areas of the ETA and the wider sport of Touch. This role will lead in promoting and developing training programmes to enhance stakeholder understanding on equality, diversity and inclusion issues. The person will work closely with the Equality, Diversity and Inclusion Working Group.

The ETA has an established Equality, Diversity and Inclusion Policy which is available [here](#). This was last reviewed in January 2021. In the policy objectives, the ETA:

- Will encourage partner organisations, including affiliated clubs, leagues, events and other governing bodies to adopt and demonstrate their commitment to the principles set out in this Equality, Diversity and Inclusion Policy.
- Recognises that we live in a diverse society, which suffers from systemic injustices, and is committed to promoting Touch as a sport for all at all levels regardless of the background and protected characteristics of participants.
- Will ensure that its recruitment, selection and deployment procedures are fair, equal and transparent, and ensure continuing compliance with equal opportunities legislation.
- Is committed to ensure equality, diversity and inclusion training opportunities are available to all staff, coaches, volunteers and referees.
- Will identify indicators that will be regularly monitored to assess how well we are performing against our goal of being a sport for all.

Key Responsibilities

- To help develop, review and implement the ETA Equality, Diversity and Inclusion Strategy and Action Plan.
- Work with and support the ETA workforce and stakeholders to ensure the successful implementation of the Equality, Diversity and Inclusion Strategy and Action Plan.
- Work with the Executive Group to ensure that equality, diversity and inclusion forms a key part of the strategic and delivery plans of the ETA.

- Provide support and information to providers, coaches, clubs, committees, staff and other audiences on equality, inclusion and diversity.
- Support the Governance Director in addressing any direct or indirect discriminatory practises and behaviours.
- To advise and support ETA governance and operational team members on the review and implementation of the Equality, Diversity and Inclusion Policy.
- To help to embed equality, diversity and inclusion in all areas of the ETA and the wider sport of Touch, including, but not exhaustive to: the Board, the Executive, the wider *#OneEngland* workforce, the ETA membership and the HP programme.

Person specification

- Assertive, able to influence across the organisation and in all areas.
- Good communication skills – both verbal and written.
- Good listening skills
- Organised
- The ability to relate to a wide range of people
- Open-mindedness
- Patience
- Maturity and confidence
- Enthusiastic and wanting to make a difference

Benefits

- *#OneEngland* workforce induction and welcome
- Training and development opportunities
- Inclusion in the *#OneEngland* workforce Rewards and Recognition Scheme
- Access to an *#OneEngland* workforce ETA email address and Google Drive
- Membership of the ETA, including access to discounts, savings and offers of the AON Plus Scheme

Other

- Hours required: 2-3 hours per week
- Key dates: attendance at the AGM (February/March) and Strategy day/weekend (November)
- Locations: various / home
- Expenses: agreed expenses paid where applicable
- This role will report to the Chief Executive Officer