



BERKSHIRE RUGBY FOOTBALL UNION



Role: Inclusion & Diversity Lead – Berkshire County RFU – **Volunteer.**

Anticipated time commitment: 2-4 hours per week + 1 monthly Executive meeting

Nature & Scope

Rugby is founded on the principles of inclusion and accessibility. While diversity exists within the sport, both Berkshire RFU and the RFU acknowledge that progress is required to truly mirror societal diversity across the broader rugby community and organization.

The role of the Inclusion & Diversity (I&D) Lead, embedded within each Constituent Body (CB), is crucial in catalysing positive change.

This position involves working collaboratively with CB and Club colleagues to drive inclusive leadership within their CB.

The incumbent will receive support from the County Executive Committee as well as RFU colleagues.

The term for this role shall be one year or as otherwise agreed upon by the Berkshire Constituent Body.

Responsibilities:

- Develop and implement an Inclusion & Diversity (I&D) plan through club leadership structures, ensuring alignment with the broader RFU vision and activities to positively impact the Constituent Body (CB).
- Facilitate discussions with CB colleagues, clubs, and other stakeholders to maintain continuous focus and raise awareness of the benefits of the I&D agenda.
- Serve as an internal resource within the CB, offering guidance on all matters related to equality, diversity, and inclusion.
- Identify and disseminate best practices concerning equality, diversity, and inclusion across the CB and clubs.
- Effectively communicate the RFU's I&D vision within the CB.
- Identify and share local educational resources to enhance understanding and awareness of I&D principles.
- Build and sustain relationships with key external stakeholders.
- Act as the primary contact for I&D within the CB for the I&D Cluster Calls with the RFU, ensuring effective two-way communication regarding progress, particularly in volunteer and inclusive leadership areas.
- Attend all CB Executive Committee meetings.

Person Specification:

Qualifications and Experience

The ideal candidate will possess a combination of the following qualifications and experiences, with varying degrees of strength:

- Experience in positively impacting equality, diversity, and inclusion in any environment.
- A passion for and understanding of how diverse leadership and volunteer bases can benefit the growth of rugby in England and contribute to a more inclusive sport.
- Familiarity with the structure, governance, and operations of Constituent Bodies and Clubs within English rugby.
- An interest and knowledge of rugby.
- Proven experience in identifying and fostering strategic relationships to achieve shared goals.

Skills and Personal Attributes

- A strong commitment to improving equality, diversity, and inclusion within rugby.
- Excellent influencing and persuasion skills, with the capability to engage with stakeholders who may have differing views.
- Proactive in engaging with internal and external stakeholders, with the ability to present effectively to diverse audiences, including the CB Executive Committee.
- Highly committed, trustworthy, and embodying the values of the RFU, adopting a professional approach to the role.
- Strong listening skills and the confidence to provide clear and constructive feedback for the broader benefit of the CB.
- A dedication to self-challenge and continuous improvement.

Next Steps

If you are interested in this exciting role or want to discuss further, please contact Ian Wilson, Berkshire Chair wilson_ian2@sky.com or 07841788082.

All applicants will have to complete the Berkshire RFU Safer Recruitment Application Form.