

Equality Advisory Committee Member

Role and Responsibilities

Responsible to: The Board

Responsible for: Providing advice and guidance on all equality matters, ensuring a practical, strategic, and operational support is sustained for the development and Diversity Action Plan, in addition to supporting our Equality Working Group and Board members in relation to equality and diversity.

Key tasks will include:

- Steer, scrutinise and challenge the Board of Directors and all decision-making bodies within Scottish Gymnastics on all equality matters
- Develop and drive forward the Scottish Gymnastics Equality Action Plan and review the company's performance against those objectives.
- Oversee the development and implementation of Scottish Gymnastics equality and diversity agenda within the wider strategic and legislative environment.
- Provide support and guidance to the Scottish Gymnastics Equality Working Group in relation to their plans and activities.
- Act as an ambassador for Equality and Diversity in Scottish Gymnastics promoting and embodying our values, attending relevant meetings and events as appropriate.

*This list is in no way exhaustive.

Candidate Specification

Criteria/Attributes	Essential	Desirable
Qualifications	<p>Knowledge, understanding and experience of the key legislation aspects of inclusion and diversity</p> <p>A knowledge and understanding of equality and diversity:</p> <ul style="list-style-type: none"> ○ The different protected characteristics ○ Emerging equality and rights issues (both nationally and locally) ○ Community issues <p>Experience of working with diverse groups and individuals who have equality backgrounds</p> <p>Proven experience of working collaboratively and the ability to question, debate and challenge constructively</p>	<p>An understanding of Scottish Sport or gymnastics</p>
Skills and Abilities	<p>Excellent presentation, written and verbal communication skills</p> <p>Sound administration and information technology skills</p>	<p>Initiate and develop practices, analyse, and use judgement to identify best solutions</p>

	<p>Ability to build relationships with colleagues both within Scottish Gymnastics and its partners</p> <p>Team player with the ability to work well with others</p> <p>Able to identify key issues and barriers that may help to promote gymnastics through inclusion and diversity projects</p> <p>A champion of inclusion and diversity</p> <p>A strategic thinker, who can guide practical implementation</p>	
Knowledge and Experience	<p>Experience of programme planning, implementation, and delivery</p> <p>Understanding of the barriers facing underrepresented groups in sport</p> <p>Proven track record of developing effective partnerships</p>	<p>Experience of working on a Committee</p> <p>Knowledge and understanding of Equality Impact Assessments and their link to the Operational planning</p>
Personal Qualities	<p>Strong team player</p> <p>Enthusiastic, energetic, hardworking, and reliable</p> <p>Positive attitude towards the requirement of the role</p> <p>Resilient and determined</p> <p>Approachable</p>	<p>A keen interest in sport</p>