



WALES NETBALL
PÊL-RWYD **CYMRU**

Wales Netball

Non-Executive Director (Equality, Diversity & Inclusion)

January 2023

Overview

Wales Netball is seeking an enthusiastic and forward-thinking person with specific skills, experience and knowledge relating to Equality, Diversity & Inclusion, (EDI) to join its Board.

We are looking for an experienced individual with strong critical thinking skills who can apply independent judgement to work effectively with other non-executive directors. The successful candidate would be required to help the operational team to create an Equality working group, that will feed into the Board.

This is a voluntary role with the time commitment 1-2 days per month approximately. There are typically 4-5 board meetings per year.

The Non-Executive Director will be appointed for an initial two-year term and be responsible to the Wales Netball Board. A Non-Executive Director is eligible for a maximum of three terms.

Wales Netball offices are located at the Cardiff and most meetings are held in Cardiff. Under the current climate all meetings are undertaken virtually and will be for the foreseeable.

Wales Netball's vision is to be 'Bigger, Better and Bolder than Before'. We are committed to be a sector leading National Governing Body of sport in Wales and live our values of Inspire, Aspire, Respect and Connect.

Board Diversity

Wales Netball aims to embed its equality and diversity values into everyday practice, policies and procedures so that equality and diversity becomes the norm for all. This cultural change will be driven from the top by the Board and senior staff but will be embedded from the bottom across clubs and centres, regions and disciplines in keeping with the ambitions of Wales Netball strategic plan. Wales Netball supports and recognises the importance of diversity in its broadest sense throughout its organisation, including on its Board.

Role Summary

The role of the Board and its members is to supervise the management of Wales Netball business and to discharge the responsibilities of its directors under the Companies Act.

- To be a company director of Wales Netball and provide leadership and expertise in Equality, Diversity & Inclusion, including (desirable) Welsh Language.
- To advise on the development, implementation, and evaluation of Wales Netball's approach to EDI.

- Prepare policy papers collaboratively with the operational development lead and undertake specific development projects as directed by the Board.
- To support Wales Netball to identify, manage and mitigate any organisational risks associated with EDI.
- To form and Chair the equality working group – reporting to the Board on the organisations progress towards achieving the Intermediate Level of the Equality Standard for Sport and the Bronze insport Award.
- To sit on the Legal and Governance Group supporting policy reviews and statements.
- To comment and feedback on Wales Netball policies, survey results, strategies and activities that have an impact on EDI as appropriate and necessary.
- To support the delivery of the EDI element of the new Wales Netball Strategy
- To ensure that controls and systems are in place to safeguard corporate governance of Wales Netball and report to membership, through the AGM.
- To attend and represent Wales Netball at meetings relevant to the Equality Standard for Sport as agreed (currently expected to be approximately 1 meeting per annum).

Person Specification

The successful candidate will have a passion for advancing equality and diversity within our sport, and the wider sector.

- They will have knowledge of the current sporting landscape in Wales and will be aware of the changing political landscape in relation to the role Sport will play in the wider political agenda in Wales.
- Experience of delivering/supporting initiatives that have made a significant impact in equality, diversity & inclusion in improving provision for groups defined as having protected characteristics under the provision of the Equality Act 2010.
- The successful candidate will be prepared to attend Board meetings, usually a set number per annum with dates agreed in advance and be available for training and development opportunities as agreed by the Board itself.

Role Competencies

1. Commitment to Wales Netball, its values, goals, and ethics
 - a. Can inspire with confidence and commitment, ensuring all Board members understand the strategic objectives aligned to EDI and are aware of its duties to those involved with the delivery of these objectives.
2. Understanding of the environment
 - a. Understanding of the evolving landscape for sport and sport funding in Wales.
3. Influencing skills.
 - a. Strong interpersonal and negotiation skills, with the ability to develop effective and sustainable stakeholder relationships.
4. Understanding of the Equality Act 2010, awareness of the Welsh Language Act 1993
5. Understanding of good corporate governance
 - a. Has experience of applying sound governance principles to decision-making, systems, and structures.
6. Highly developed communication skills
 - a. Excellent oral and written communication skills.
 - b. Able to adapt communication and messages to a variety of audiences.
7. Values-based behaviour
 - a. Displaying integrity, objectivity, accountability, openness, honesty, and leadership.
 - b. Instils trust and confidence and behaves in a fair and ethical manner toward others.
8. Strong analytical skills
 - a. Ability to analyse and assess information to make effective decisions.
9. Business skills and experience
 - a. Demonstrate a proven general management track record in complex organisations. This might be within a corporate business, membership, not-for profit, or sporting organisation.