



## Leicestershire & Rutland County Football Association Role Description: Inclusion and Advisory Group Member

<b>Role</b>	Inclusion Advisory Group Member
<b>Salary</b>	Voluntary (Expenses Included)
<b>Location</b>	Leicestershire & Rutland County FA Offices
<b>Reports to</b>	Leicestershire & Rutland County FA IAG Chair
<b>Term</b>	Appointments will be for a two-year term from October, 2020, after which applicants are eligible for reappointment

### Inclusion Advisory Group (IAG)

The IAG acts as the check and balance to Leicestershire & Rutland County FA's (LRCFA) work, trying to encourage embedding diversity and inclusion across all we do. It will comprise of a minimum of six members and a Chair with collective knowledge and experience of specific aspects of equality, diversity and inclusion such as race; age; gender equality (not the development of women's football); disability equality (not the development of disability football); mental health; lesbian, gay, bisexual and transgender and faith communities. The IAG is a strategic advisory group, it advises The County FA Board and Executive about how it could do things slightly differently in order to make football inclusive and For All.

The Inclusion Advisory Group will meet at least quarterly and is an independent Group that provides advice to the main LRCFA Board. The IAG reports into main LRCFA Board.

**Role purpose:** We are looking for passionate and innovative individuals to become members of LRCFA Inclusion Advisory Group. Members will help shape the organisation's direction of travel to ensure children, young people and adults of all backgrounds and communities can access high quality opportunities. The Inclusion Advisory Group will support our organisation in delivering our Equality Action Plan and support projects across the organisation in helping to continue to achieve the Equality Standards for Sport.

- Attend Inclusion Advisory Group meetings, meeting at least 4 times per year.
- Challenge and support the organisation in terms of our commitment to Equality, Diversity and Inclusion.
- Supporting in delivering the equality objectives and ensuring they are embedded across the organisation.
- Promote a culture of respect for inclusion and champion inclusion and equality issues across football.
- Help develop an Equality Action Plan for the organisation.
- Support with Equality Impact Assessments.
- To promote equality of opportunity throughout the Association.
- To fully participate in induction, training or development and performance monitoring.
- To perform other responsibilities as assigned by the Chair of the IAG.

### Time Commitment

- Attend Inclusion Advisory Group meetings, meeting on at least 4 times per year.
- Attend other sub group meetings as requested by the Chair of the IAG.



## Person Specification

### Skills

#### Essential

- To be able to identify key issues and trends that may help to promote the game through equality, diversity and inclusion interventions.
- Experience of working with diverse groups and individuals from different genders, disabilities, age, sexual orientation, faiths, ethnicity and cultural backgrounds.
- To be able to identify key quality issues and to support the identification and delivery of solutions.
- To be able to successfully network with key staff and contacts within the LRCFA and the area in which the LRCFA operates.
- Decision-making skills. The appropriate use of knowledge and experience to make informed decisions to the benefit of the organisation.
- The ability to debate, discuss and challenge in a constructive manner.
- Excellent interpersonal skills. The ability to form strong, productive relationships both internally and externally to the benefit of the Association.
- Access to and ability to use, email and the internet.

#### Desirable

### Knowledge

#### Essential

- To have knowledge of the key legislation aspects of equality, diversity and inclusion and to be able to promote inclusion and diversity as part of the group.
- A sound understanding of the volunteer/professional relationship and how this can best work to support the work of the Association.
- An understanding of and a commitment to equality in action.
- Knowledge, understanding and interest in grassroots sport, particularly football, and other related activities.

#### Desirable

- An understanding of The FA National Game Strategy and how this affects the work of the County Football Associations.

**The Role Holder will be expected to understand and work in accordance with the values and behaviours described below.**

#### LRCFA Value

#### Behaviours

PROGRESSIVE

#### Embraces new thinking in pursuit of continuous improvement

- Identifies the need for, and actions change in direction, practice, policy or procedure
- Questions the way things are done and takes informed risks
- Continuously seeks to improve efficiency and performance

RESPECTFUL

#### Sets the standards for respectful behaviour across the game

- Maintains people's self-esteem when interacting with them
- Avoids pre-judgement when listening to suggestions from others
- Seizes the opportunity to apply FA standards at all times

INCLUSIVE

#### Champions end ensures that football is, and will remain, a game for everyone

- Openly collaborates with colleagues and partners in the game

	<ul style="list-style-type: none"> <li>• Provides equal opportunity to people of different backgrounds, experience and perspective</li> <li>• Seeks out and embraces new ways of thinking and working</li> </ul>
DETERMINED	<p><b>Tenacious and accountable. Serving the whole game and doing the right thing</b></p> <ul style="list-style-type: none"> <li>• Works relentlessly to overcome roadblocks or obstacles to achieve the goal</li> <li>• Remains focused on seeing agreed goals through to completion taking pride in their work</li> <li>• Maintains motivation for their team and themselves</li> </ul>
EXCELLENT	<p><b>The very best outcome achieved by sustained excellence in performance</b></p> <ul style="list-style-type: none"> <li>• Seeks to achieve the highest levels of performance at all times</li> <li>• Can be persistent to achieve a standard that others consider impossible</li> <li>• Challenges others to go further and achieve more</li> </ul>