

# Role Description

**Role Title:** Equality, Diversity and Inclusion (EDI) Chair

**Region:** West Midlands

**Reporting to:** WM Regional Management Board

**Direct Reports:** None

**Location:** Home-Based (some Regional travel possible)

## Role Purpose:

The EDI Lead is responsible for supporting their Region, and the Counties and Clubs within it, to meet their EDI responsibilities e.g. Creation of Diversity and Inclusion Action Plans (DIAP).

Whilst not solely responsible, they will play a key role in driving the consideration of EDI within their Region.

## Values:

Quality



Purpose



Togetherness



Fun



Resourceful



## Key responsibilities

- Leading the EDI agenda for the region and act as an advisory body/sounding board to ensure all regional activity is inclusive
- Monitor the Regional DIAP
- Update Regional Board on EDI progress within the Region
- Act as a point of contact for EDI-related queries from Counties/Clubs
- Work closely with Swim England Head of Diversity and Inclusion to promote equality, diversity and inclusion across the Region
- Support Counties/Clubs with EDI-related governance requirements
- Identify training needs and opportunities within the Region
- Identify the regions local demographics across clubs and advise on changes in governance to address inequalities more effectively
- Assist with the dissemination of Swim England EDI resources and programmes
- Promote effective data capture via Swim England's 'Diversity Profile'
- Ensure best practice is recognised and celebrated
- Ensure any claims of discrimination are appropriately dealt with as per Swim England's policies and procedures, working in partnership with Swim England staff

Updated: July 2024

## Skills and experience required

### Essential:

- A passion for EDI
- Willing to act as an advocate for underrepresented communities within aquatics
- A strong teamwork ethic, with the ability to collaborate and communicate effectively
- Responsive and communicative
- Asks questions if unsure
- Proficient IT skills
- A willingness to learn
- Able to navigate large quantities of complex information

In March of this year, Swim England published in full the findings of an [independent listening research report](#) commissioned as part of our pledge to create a better future for everyone involved in aquatic sports. We are committed to only recruiting individuals who are as passionate as we are about being on this journey.

The EDI Lead is a core part of this commitment and provides a great opportunity to be involved in genuine cultural change.