



## EQUALITY, DIVERSITY AND INCLUSION OFFICER

### Background

England Boxing is the National Governing Body for the one of the oldest sports in the world, one which has featured in the ancient and modern Olympics since 1904.

With its own heritage going back to 1880, the organisation is responsible for promoting and developing the sport at all levels, from grassroots through to the England talent pathway, and in turn passing prospective medallists on to GB Boxing. The organisation is a member of IBA and EUBC, the World and European governing bodies respectively.

England Boxing's vision is to '*Inspire and Transform Lives Through Boxing*' and has a robust strategy and funding plan up until 2027. Alongside being successful in delivering medals at international championships, amateur boxing also has a significant record in delivering community programmes and activity in inner cities and local communities.

Boxing has the power to bring communities together.

With its uniquely powerful ability to connect people from different backgrounds and engage them in the sport, it truly has the ability to Inspire and Transform lives.

Boxing is a sport that is centrally placed to tackle deep-rooted societal issues and inequalities within some of the most marginalised and often deprived communities in the country.

Boxing clubs are located in the heart of communities, providing services to people from the community and, importantly, are run by people who know and understand the issues and challenges being faced by their members every day.

An opportunity has arisen to appoint a new Equality, Diversity and Inclusion Officer who will be responsible for helping England Boxing, our affiliated clubs and members be more inclusive and diverse, thus ensuring the sport is accessible to all.

Closing date for applications is **Friday 11<sup>th</sup> November at 5pm.**

## Job Description

<b>Job Title</b>	Equality, Diversity and Inclusion Officer.
<b>Reporting To</b>	Workforce Development Manager.
<b>Responsible For</b>	Supporting England Boxing, our affiliated clubs and members from an equality, diversity, and inclusion perspective.
<b>Salary</b>	£25,000 - £30,000 per annum.
<b>Location</b>	Home-based, but with a regular presence in England Boxing's head office in Sheffield.
<b>Type of contract</b>	Full-time, permanent.
<b>Role Purpose</b>	<p>As part of the Operations team, the successful candidate will be responsible for playing a proactive role in the '<i>Thriving Boxing Community</i>' and '<i>An Inclusive, Diverse and Accessible Sport</i>' elements of England Boxing's strategy, as well as having significant input into other elements of the wider strategy.</p> <p>In essence, the role will be responsible for driving positive change throughout amateur boxing by creating and instigating training and learning opportunities both internally within England Boxing and externally with clubs, partners and members.</p> <p>The role will include identifying and working to remove barriers to ensure everyone in every community can access the sport.</p>
<b>Key Accountabilities</b>	<ul style="list-style-type: none"><li>• Understand the political landscape for sport and activity from an equality, diversity and inclusion perspective and establish relationships that will have a positive impact. As such, act as an agent of change working with partners to create strategic action plans for the aim of improving accessibility and transition within the sport.</li></ul>

	<ul style="list-style-type: none"><li>• Devise and implement solutions drawing on tools provided by England Boxing and/or the wider sporting landscape.</li><li>• To work with England Boxing departmental leads to meet objectives in the Government strategy for sport based around achieving a greater and/or better level of representation across all levels of the sport.</li><li>• To ensure up-to-date approaches to learning are embedded into the organisation, in order to maximise the development of the widest possible audience. This to include consideration of Sport England and other stakeholder plans and directions of travel.</li><li>• Engage with various key partners to ensure that the most effective solutions to promote and drive diversity in the sport are achieved.</li><li>• To develop policies and initiatives as directed, ensuring that the sport of boxing is accessible to all, including the specific development of England Boxing's Diversity and Inclusion Action Plan (DIAP).</li><li>• Improving the communication and relationship between the clubs, members and the NGB, in particular from those who may have felt their voices have not previously been valued or heard.</li><li>• To roll out the new KO Discrimination course, including recruiting, educating, and deploying a tutor workforce.</li><li>• To work with the equality, diversity, and Inclusion sub-committees to ensure that current and new initiatives, policies etc are delivered to the highest standards and within our overall strategic aims</li><li>• Ensure that working practice adheres and reflects England Boxing policies.</li><li>• To work to agreed targets and to provide meaningful data to track progress and to highlight key learnings.</li><li>• To produce website and/or content for our communications department in line with nationally-recognised awareness campaigns.</li></ul>
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**Person  
Specification**

Essential:

- Knowledge and understanding of the current landscape and government direction of travel for sport from an equality, diversity and inclusion perspective.
- Experience of working with and supporting the development of grass roots sport/clubs.
- Experience in setting goals, targets and measures, and implementing subsequent implementation plans.
- Comfortable operating in a fast-changing and challenging environment with excellent people / relationship management skills and the ability to influence and engage.
- Experience of partnership working and building relationships with individuals and organisations.
- Passionate about equality, diversity and inclusion in sport.
- Respects and relates well to people of diverse backgrounds.
- Strong communication skills evident in conflict resolution and negotiation.
- Hard working and flexible in approaching and dealing with challenges that arise.

Desirable:

- Degree-level qualification in sport, management, or other related area.
- Qualification(s) or relevant work-based experience in relation to equality, diversity, and inclusion.
- Sport development and / or business planning experience.
- Ability to work independently using initiative whilst also contributing to the national team.

## **To apply**

In order to apply for this role with England Boxing, please send CV and covering letter to [hrapplications@englandboxing.org](mailto:hrapplications@englandboxing.org), headed “**Equality Diversity and Inclusion Officer**”

Please state clearly in your covering letter how you meet the criteria set out in the person specification demonstrating where you have relevant experience to undertake the role.

## **Valuing Diversity**

England Boxing Ltd is committed to valuing diversity and seeks to provide all staff with the opportunity for employment, career and personal development on the basis of ability, qualifications and suitability for the work as well as their potential to be developed into the job.

We believe that people from different backgrounds can bring fresh ideas, thinking and approaches which make the way work is undertaken more effective and efficient.

The Company will not tolerate direct or indirect discrimination against any person on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation whether in the field of recruitment, terms and conditions of employment, career progression, training, transfer or dismissal.

It is also the responsibility of all staff in their daily actions, decisions and behaviour to endeavour to promote these concepts, to comply with all relevant legislation and to ensure that they do not discriminate against colleagues, customers, suppliers or any other person associated with the Company.