

EQUALITY CHAMPION ROLE DESCRIPTION

The purpose of an Equality Champion is to lead in establishing, developing and promoting equality, diversity and inclusion (EDI), consistently being an advocate throughout the club. Being an Equality Champion is an important role and will provide you with an opportunity to develop new skills, obtain qualifications and a sense of self-achievement and fulfilment in giving something back to the local community.

RESPONSIBLE FOR:

- All Officials and Members of the Club.

KEY SKILLS:

- To be open-minded and easy to approach with good listening skills.
- To be confident and a good communicator with the ability to relate to a wide range of people.
- Committed to promoting equality, diversity and inclusion.
- To take a person-centred approach with the ability to inspire and convince others.
- Have an understanding of equality, diversity and inclusion, including legislation, government guidance and the Equality Act 2010 (training will be provided).
- Awareness and understanding of the club's equality and equal opportunity policies, along with the FAW Non-Discrimination Regulations and Reporting procedures.

RESPONSIBILITIES:

- Point of contact for all matters relating to Equality, Diversity and Inclusion.
- To represent the Club at the FAW Equality Champion Network meetings.
- Promote, celebrate and raise awareness about equality, diversity and inclusion, while actively encouraging conversations throughout the Club.
- Demonstrate anti-discriminatory practice in all Club procedures and processes.
- Share guidance to Club Officials and Members in all areas of equality, diversity and inclusion.
- Assess community needs (liaising with community groups) and guide the club in providing appropriate opportunities for diverse communities.
- Review and encourage changes within the Club to provide better accessibility, opportunity and diversity and make recommendations to the Club Committee.
- Respond to and report any incidents of discrimination, following the Club's procedures and that of the Football Association of Wales/Area Association.
- Maintain an up-to-date understanding of Equality legislation and FAW guidelines.
- Be available to listen to and provide advice and guidance to Club Officials and Members, signposting to appropriate services where required.
- Monitor the representation of the Club's Officials and Members regarding information such as age, gender, ethnicity, sexual orientation, religion or belief, and disability and take positive action where under-representation and or inequalities exist.

- Lead the coordination of equality, diversity, inclusion and anti-discrimination training for Club Members.

TRAINING:

- It is a requirement to complete the Equality Champion Role training within a year of being appointed. The training will be provided by the FAW.

CONTACT:

FAW PAWB Equality, Diversity & Inclusion – PAWB@FAW.Cymru

