



## EQUALITY, DIVERSITY AND INCLUSION SUB COMMITTEE – INDEPENDENT

Tennis Wales is seeking to appoint three independent subcommittee members. The successful candidates will play a crucial role in supporting our efforts to diversify tennis in Wales.

We are keen to attract people from a variety of career backgrounds, including equality, diversity & inclusion, social inclusion, legal and regulatory, community, sport development, grassroots tennis and sport (playing, coaching, volunteering and officiating), education and campaigning.

This is a non-salaried position. Travel and other reasonable out-of-pocket expenses will be reimbursed for attendance at meetings and events on behalf of Tennis Wales. The Equality, Diversity and Inclusion Subcommittee will meet a minimum of three times a year across Wales and there may be other additional activities and events to attend.

Appointments will be made on a three year term of service basis, renewable once for a second term subject to regular meeting attendance and review.

### ABOUT THE ROLE

Tennis Wales is the Governing Body of tennis in Wales. Our vision is ***tennis opened up across Wales***. We're aiming to grow the game by making it relevant, accessible, welcoming & enjoyable across the country. We've published our strategy from 2020 – 2024 and are collaborating with the LTA, Sport Wales, and our partners and sponsors.

As part of our commitment to equality, diversity and inclusion we are looking for committee members keen to play an active role in promoting equality, diversity and inclusion across tennis in Wales, leading the change required with the Tennis Wales board, staff team and wider tennis community. We value the diversity of thought which comes from having different voices around the table, drawn from a range of backgrounds, experiences and characteristics that can help us achieve our vision of ***tennis opened up across Wales***.

### ROLE PURPOSE

The Equality, Diversity and Inclusion Subcommittee are responsible for promoting equality, diversity and inclusion within Welsh tennis. In particular supporting the board and executive staff of Tennis Wales to think, make decisions and take actions that promote ***tennis opened up across Wales***.

The successful applicants will take an active role in policymaking & identifying the positive actions required to make tennis in Wales more inclusive. Committee members will provide specialist advice & support using their professional skills, knowledge or experiences to drive equality, diversity and inclusion. Taking an impartial view and providing independent oversight and challenge to the work of Tennis Wales will be critical function of the subcommittee.

### RESPONSIBILITIES

- Overseeing, monitoring, and revising the Welsh Tennis Equality Action Plan. To ensure that Tennis Wales are compliant with legislation and promoting best practice in policies, decision making and services provided;
- Making recommendations for equality policy changes or development activities to the Tennis Wales board and staff team as appropriate;



- Contributing to the strategic direction of work to increase participation in tennis by making the sport accessible to all (to include playing, coaching, officiating, volunteering and administration) ensuring progress is made against the targets and outcomes set out in the 2020 – 2024 'Tennis Opened Up across Wales' strategy;
- Encouraging greater diversity in the tennis workforce (professional and voluntary);
- Championing effective communication to all communities of Wales and ensuring regular promotion of the diversity of tennis in Wales.
- Ensuring Tennis Wales has robust data collection processes to measure the effectiveness of its work to diversify the sport.
- To provide specialist equality, diversity and inclusion advice to Tennis Wales that benefits the organisation and delivers our strategy.

## PERSON SPECIFICATION

Knowledge, Skills and Experience	
Professional knowledge (or appropriate understanding of) key legislation and/or policy issues relating to equality, diversity and inclusion.	Essential
A passion to promote equality, diversity and inclusion across the tennis community in Wales.	Essential
Excellent communication and influencing skills to create effective relationships with other working group members, Tennis Wales board and staff team as well as stakeholders and partners in the tennis community.	Essential
Contributing to strategic direction of Tennis Wales' work on equality, diversity and inclusion.	Essential
An analytical approach - helping to identify key issues and solutions to make tennis more inclusive in Wales.	Essential
Experience of playing, coaching, officiating or volunteering in tennis (or another sport).	Desirable
Experience working at a senior level within an organisation, working at board or committee level or similar to make strategic decisions.	Desirable
An ability to communicate (written, verbal and read) through the medium of Welsh.	Desirable

Tennis Wales is committed to equal opportunities and diversity, we welcome applications from all interested individuals.

### HOW TO APPLY

Please email a copy of your CV and a covering letter to [Maria.Rees@tenniswales.org.uk](mailto:Maria.Rees@tenniswales.org.uk) explaining how you meet the criteria set out in the person specification and why you wish to join Tennis Wales.

We also ask that you complete our online [Diversity Monitoring Form](#).

The deadline for applications is **Monday 9<sup>th</sup> August at 5pm**. Interview dates for shortlisted candidates will be agreed on an individual basis.

Please note that the successful applicant will be required to complete a Criminal Record Disclosure Form and provide references.

If you would like an informal discussion about the role please contact [jamie.clewer@tenniswales.org.uk](mailto:jamie.clewer@tenniswales.org.uk)