



## Bowls Inclusion Advisory Group

### Role Description

#### About US

The Bowls Development Alliance (BDA) was established in 2010 by the four Bowls National Governing Bodies, in conjunction with Sport England, to work across the codes to develop the game, invest government funding effectively and to inspire people to participate in the Sport.

The organisation is now entering a period of exciting change as it looks towards the future development of the sport with a new BDA vision:

***'To place bowls at the heart of every community as an accessible sport for all.'***

We are committed to working alongside the bowls family to sustain, grow and develop the sport with a shared vision to actively put equality, diversity, and inclusion at the forefront of our collective agenda.

With over 5,000 clubs across the sport, we believe that Bowls has something unique to offer everyone in our community and we want to take the necessary steps to ensure that everyone can access suitable opportunities to participate.

#### The PURPOSE

The Bowls Development Alliance along with their partners are committed to ensuring there is diversity and equality throughout their organisations and the sport of bowls and that no individuals receive less favourable treatment on the grounds of their age, race, disability, religion, socio-economic status, sexual orientation or gender identity and expression. The sport aims to make a welcoming environment for all, ensuring that it is truly accessible to everyone.

The Inclusion Group has been formed to provide expert advice and guidance on the future development, implementation, and evaluation of a new and improved equality, diversity, and inclusion strategy. Working closely with our key partners, a group of expert representatives, including those with lived experiences of protected characteristics will act as a check and balance for our new plan, reviewing content and offering direction.

#### RESPONSIBILITIES

- Provide advice and guidance on organisational approaches to embedding inclusion.
- Develop and agree a programme of work and an annual action plan, monitoring and reporting on progress against the plan.
- Assist the BDA and NGBs in the effective integration of equality, diversity and inclusion policies, procedures, and programmes.
- Provide support to the BDA's Executive in delivering specific programmes to raise awareness of inclusion.
- Advise on equality and diversity-related issues, including those faced by underrepresented and marginalised communities.
- Review data (qualitative and quantitative) and reports to monitor the BDA's performance against its strategic objectives, KPIs and plans.

#### The PERSON

- An enthusiastic champion of equality, diversity, and inclusion
- Experience of developing or supporting diversity and inclusion strategies
- A passion for sport and knowledge of the equality, diversity, and inclusion challenges in this sector
- Ability to provide advice and guidance on organisational approaches to embedding equality, diversity and inclusion in sport.

Bowls Development Alliance Ltd

Registered Office: Pera Business Park, Nottingham Road, Melton Mowbray, Leicestershire, LE13 0PB  
Registered in England and Wales no. 07205402

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# GET ACTIVE, HAVE FUN, PLAY BOWLS

## The COMMITMENT

Meetings of the Inclusion Group shall be held once every two months in the first 12 months. Dates of meetings will be agreed in advance for the year and it is envisaged the first meeting will be held in May 2021.

The role is voluntary but travel and other reasonable expenses will be reimbursed.

## The PROCESS

To apply to be part of our Inclusion Group please email a CV to [Jobs@playbowls.org](mailto:Jobs@playbowls.org) and include a covering letter outlining the reasons for your interest in this position and any supporting skills and experience. For more information on the role in advance please contact [lisa@playbowls.org](mailto:lisa@playbowls.org).

All applications should be submitted by 12 noon, 6<sup>th</sup> April. If interviews are required, these will take place over the phone or on Microsoft Teams at a convenient date. Please let us know of any accessibility needs or requirements.

## Skills and Experience:

Essential	Desirable
Experience of developing, supporting and reviewing diversity and inclusion strategies	Possess a good understanding of grassroots sports
Ability to provide advice and guidance on organisational approaches to embedding equality, diversity, and inclusion in sport	
Ability to identify key issues and trends that may help to promote the sport through inclusion and diversity interventions	
Experience of working with diverse groups and individuals	
To be a positive team player within a group	

## Person Specification:

Essential	Desirable
Ability to communicate effectively and confidently	
Commitment to equality, diversity and inclusivity	
Be willing to travel to attend meetings if needed	

The BDA is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We oppose any form of unlawful and unfair discrimination and make recruitment decisions based solely on qualifications, merit, and business needs at the time.



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