

Job Description



Job Title: Equality, Diversity and Inclusion (EDI) Lead

Region: Swim England North West

Reporting to: SENW Regional Directors

Direct Reports: None

Job Purpose:

The EDI Lead will be responsible for supporting the SENW Region to meet their EDI responsibilities e.g. Creation of Diversity and Inclusion Action Plans (DIAP).

They will also support the SENW Directors & Regional Staff with any EDI-related queries, signposting to the relevant support as appropriate.

Values:

Quality



Purpose



Togetherness



Fun



Resourceful



Key responsibilities

- Drive EDI within the North West Region
- Monitor the North West Region's DIAP
- Update Regional Directors on EDI progress within the North West Region
- Act as a point of contact for EDI-related queries
- Work with National EDI Lead to promote equality, diversity and inclusion within the Region
- Identify training needs and opportunities for volunteer workforce
- 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

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