

Race Equity Lead

July 2022

Sported
Job Information Pack



Note from our CEO

Thank you for expressing an interest in this important and exciting new role.

It has never been a harder time to be a young person growing up in the UK. One in four children live in poverty; recorded knife crime has more than doubled in the past 5 years, 80% of young people note their mental health has worsened in recent months and youth unemployment is at an all-time high. With youth provision reduced by over 40% since 2015, an already challenging future has been exacerbated by Covid-19 which has disproportionately affected the most disadvantaged and widened inequalities.

Amidst the gloom, thousands of community sports groups operate, not to create the next sporting superstar but to remove barriers from young people's lives to allow them to thrive against the odds. We are the UK's largest network of community sports groups and we exist to provide our groups with the skills and funding needed so they can become sustainable and deliver their services to those most in need.

If successful, you'll be joining a remarkable Sported team of 50 people with backgrounds and specialisms ranging from social/youth work and business development to sport development and econometrics. The delivery team are local to their members and reside across the UK. We also have a central office in Borough, London.

Even more capacity is provided by our skilled, knowledgeable and passionate volunteers, who now number more than 300, and who work with the leaders of our member groups – most of them also volunteers – to build the effectiveness and sustainability of their organisations, so that they can do what they do best: positively influence and change the lives of young people.

For more information about Sported; our services and our impact, please see www.sported.org.uk

Whether or not you apply for this role, and whether you are successful or not, I'm grateful to you for considering bringing your skills and energy to Sported and our wonderful members.

Yours faithfully,



Nicola Walker
Sported CEO



Reach. Include. Empower

In our new 4 year strategy, we will strengthen the local workforce and build the resilience of community sports groups.

Through our network of 2,500 grassroots groups, we will improve wellbeing, tackle inequalities and connect communities.

We know sport and physical activity can have **wide ranging benefits** for young people, communities, and society. For the next 4 years, we have identified 3 priority areas – wellbeing, equality and community – that are both hugely **relevant and important** within the current environment, and also where we believe Sported has the **expertise and experience** to have the biggest impact.

At the heart of our work will remain our **long-standing commitment** to support the **passionate, dedicated local people** who are running vital community sports groups across the UK and **building the resilience** of these groups, so that they can survive and thrive.

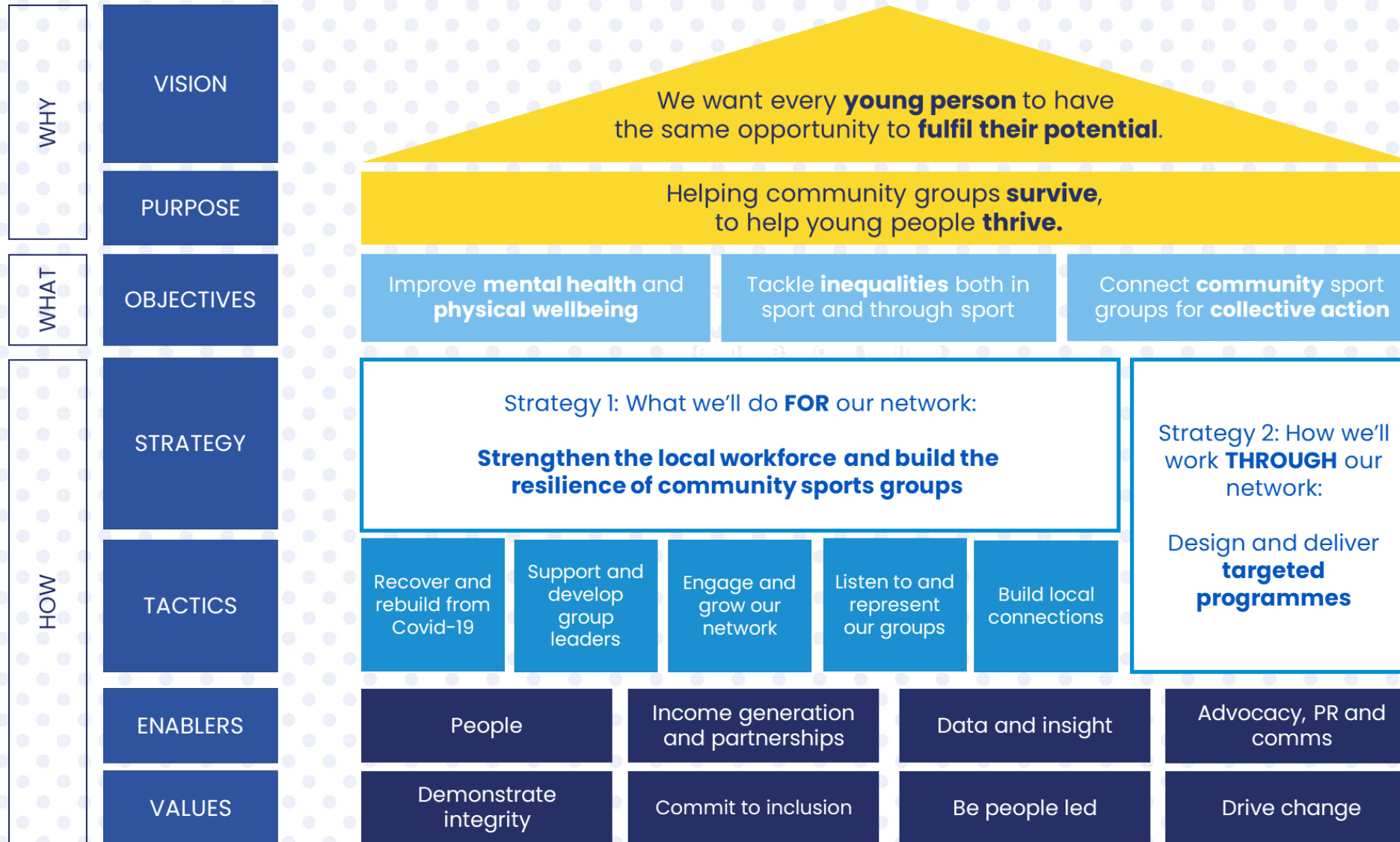
Our vision

We want every young person to have the same opportunity to fulfil their potential.

Our purpose

Helping community groups survive, to help young people thrive.

The Clubhouse



Our values

Demonstrate
integrity

We **lead** by example

We are honest, open and
trustworthy

We are **diligent** and
committed

We are willing to **challenge**
and be challenged

Commit to
inclusion

We are positive, **supportive**,
and approachable

We **value** an inclusive
culture

We demonstrate respect
and **equality** for all

Be
people
led

We are led by the **needs**
of our network and
volunteers

We invite feedback and
respond quickly

We **collaborate** and
support our colleagues

Drive
change

We are **innovative** and
make things happen

We strive for **continuous**
improvement professionally
and personally

We make a significant
impact to communities and
young people

Staff benefits

2 x 'personal leave' days
for religious holidays
and/or wellbeing days

2 x 'volunteer' days to
volunteer for another
charity or Sported
members

Up to **5 x 'study leave'** for
self-funded education/
training

At Sported, the
**wellbeing of our
staff is paramount**,
we are proud to
offer benefits to
promote a **happy
and healthy** team

Virtual
**Diversity &
Inclusion
'Open Space'**
Every month where
the team support
each other and raise
awareness on topics
such as **racism** and
LGBTQ+ inclusion

Flexible working arrangements, including working from
home and flexibility around caring responsibilities

A **confidential counselling** service is available to all
employees free of charge

Annual leave entitlement of 25 days, in addition to
public holidays (pro-rata for part-time colleagues)
increasing 1 day per year after 4 years

Access to a **Pension Scheme** to give you peace of mind

A Sported **'Culture Club'** made up of six members of staff,
who come together to discuss Sported staff culture, issues
and promote innovation

Cycle to Work Scheme available to support our
commitment to promoting healthy living

Discounted offer for a 12-month **Tastecard+ membership**
for £29.99 (RRP £79.99), giving you access to an array of
discounts across food, shopping and entertainment

Daily Exercise is actively encouraged at Sported, including
'run club' and other activities for those based in local teams

'Learning Lunch', a timetable of in-house virtual training
sessions where staff learn from each other on a variety of
subjects related to our work



Role overview and responsibilities

Role overview

Sported is at a pivotal moment in **transforming its Equality, Diversity and Inclusion work**. Through our **strategic focus on tackling inequality**, we are committed to creating meaningful change within the Race Equity landscape. Thanks to funding received by the **National lottery community fund**, we're able to work towards this.

As our new Race Equity Lead you will **spearhead our anti-racism work for both our Network and organisation**. You will **support and advocate** for our members **based in ethnically diverse communities** and/or **providing opportunities** for young people.

You will be responsible for implementing our **race equity strategy**, ensuring that there is a focus on **action planning and strategic outcomes**, whilst adopting an **intersectional approach**. This work will be done in collaboration with the Strategic Equality, Diversity and Inclusion lead as well as the wider Sported team.

You will also continue to facilitate the **growth and mobilisation of an independent Black Leaders' Network**, a recently formed network looking to advocate for meaningful change for the Black community in the sport for development sector.

Job title:	Race Equity Lead
Reporting into:	Strategic Equity, Diversity & Inclusion Lead
Hours:	Full time
Contract:	Permanent
Salary:	£35,000
Location:	Flexible
Annual Leave:	25 days in addition to statutory bank holidays

Internal relationships:

- Strategic Equity, Diversity & Inclusion Lead
- Head of Delivery & Development
- Insight & Strategy Team
- Field Team
- Network services

External relationships:

- Sported members & volunteers
- Sported sector partners
- EDI partners

Role responsibilities

External focus

- Facilitate the **development of the Black Leaders' Network** funded by The National Lottery Community Fund .
- Identify and respond to **key external trends in racial inequalities** to ensure Sported remains current and proactive
- Support the Strategic EDI Lead to **establish** and/or **manage external relationships** with key **race, ethnicity and religion stakeholders**
- **Advise and support Sported team** with developing new partnerships and fundable **programmes of work relating to race, ethnicity and religion**
- Work in collaboration with the comms team to **develop new EDI initiatives** that better reflect its diverse network of groups and volunteers, with a focus on race

Sported Network

- Be the **face of race inclusion** for the Sported network of members and volunteers, working in partnership with the field team and network services to **support with queries and networking**, for example
- Through **insight**, work to understand member's **ongoing issues, needs and views**. Ensure these are **heard within Sported** and help **influence decisions** across the sector.
- Alongside the development of the Black Leaders' Network, **engage with group leaders with an interest and/or expertise in racial inequalities**, developing **pathways to connect groups**, nurturing **peer support** and sharing of good practice
- Support network services to **increase the level of ethnic diversity** within our volunteer team and across our network.

Role responsibilities

Internal focus

- Contribute to the internal Inclusion Champions group as a **Race, Ethnicity & Religion Champion**
- Support the Strategic EDI Lead to **provide training and development opportunities** to groups, staff and volunteers. **Coaching and upskilling** on **anti-racism practice**
- Support the Strategic EDI lead with the **roll out of the EDI strategy**, with a focus on **anti-racism** and exploring how to improve participation and access for ethnically diverse communities.
- Engage with colleagues on **race inequalities projects**, project managing certain programmes and interventions and **providing specialist advice**
- Support the Strategic EDI Lead's work with Trustees, staff and volunteers to make Sported a more **inclusive organisation** and to **model anti-racism practice** in our everyday activity and communication
- Support the Strategic EDI lead to **gather insight and data** from our network regarding EDI, with a **focus on race, and work to find solutions**



Person specification

Knowledge and experience

Essential knowledge & experience

- Relevant experience **in a similar role**
- **Lived experience** of tackling inequalities
- Experience of **driving EDI initiatives** with an **intersectional lens**
- **Knowledge** of **racial inequalities** across the UK and the **issues facing young people** as a result
- **Project management** or coordination experience
- Working with and **understanding** diversity **data**
- **Excellent communication skills** with the ability to **influence** and **support stakeholders** such as member groups, volunteers and colleagues

Desirable experience

- Previous experience working or volunteering in a **membership / network** organisation
- Good **understanding of the grassroots sports sector** and sports **EDI landscape**, key individuals in particular
- **Setting up projects** or programmes from conception to delivery
- **Personal network** and connections within the EDI sector
- Experience of **working remotely**

Skills and attributes

Essential skills & attributes:

- Highly **motivated and self-driven** with an ability to prioritise own workload
- Excellent **communication skills**, both written and verbal
- Strong **influencing and advocacy skills**
- Excellent **attention to detail**
- Strong **interpersonal** and **relationship management** skills
- Innovative, **empathetic**, curious and **courageous**

Personal qualities:

- **Commitment** to the **mission of Sported**, understanding the positive change sport can make in young people's lives
- Set up to comfortably work from home (laptop & phone provided)
- **Able** and **willing** to work outside of office hours, as required
- Willing to **travel** to **national** meetings



We actively encourage applicants from diverse backgrounds especially from ethnically diverse, LGBTQ+ and disabled communities as well as those with lived experiences of tackling inequalities, as we believe diverse voices are instrumental in creating transformational change.

Recruitment timetable

Closing date for applications:	9am on Monday 25th July 2022
Notify successful applicants:	by Thursday 28th July 2022
Interviews:	w/c 1st August 2022
Role commences:	From 1st September 2022

To apply for this role please head to the [career page](#) on our website, where you will find a link to apply. You are required to upload your CV and supporting statement providing clear examples of how you meet the person specification.

Please note: Only successful applicants invited to interview will be contacted. Please assume therefore that if you have not heard from us by Monday 1st August, you have not been successful for interview.

If you would like to have an informal discussion about the role, please contact **Isha Sadiq**, Strategic EDI Lead
i.sadiq@sported.org.uk