



Scottish Squash

Advertisement for Diversity & Inclusion Working Group (External)

Scottish Squash are seeking individuals with expertise and experience in equality, diversity and inclusion to join our external Diversity & Inclusion Working Group.

The group will provide support and advice around equality, diversity & inclusion to the organisation on a strategic level and to the Scottish Squash staff team on an operational level.

Our diversity & inclusion work

Enhancing diversity and inclusion is a key priority for Scottish Squash. At the heart of our strategy for squash in Scotland is an aim to ensure that everyone is made to feel welcome in the sport and there are no barriers to participation. Our main priority areas within our Equality Action Plan are addressing underrepresentation across the sport such as women and girls, young people and ethnically diverse communities.

Diversity & Inclusion Working Group (External) Roles & Responsibilities

As a member of the external Diversity & Inclusion Working Group, you will:

- Support, advise and challenge where appropriate all the decision-making bodies within Scottish Squash on all equality, diversity & inclusion matters
- Support with the development and implementation of the Scottish Squash Equality Action Plan and review the organisations performance against those objectives
- Provide support and guidance to the internal Scottish Squash Diversity & Inclusion Working Group in relation to their plans and activities

Length of Tenure

The length of tenure for each group member is two years, at which point all memberships may be subject to review.

Experience required

We're seeking individuals from a range of backgrounds who, collectively, will bring diversity in thought, expertise and relevant experience in squash, other sports and other sectors. Ideally you will have strong communication skills and have the ability to provide constructive feedback.

Group members will be selected based on the following skills and/or experiences:

- Knowledge and experience of inclusion and diversity programmes
- Experience of contributing to strategic culture and process change
- Experience in developing inclusion and diversity policies and/or strategies
- A broad understanding of the challenges of inclusion and diversity
- A strong commitment and genuine desire to make a difference to inclusion and diversity



TOGETHER FOR SQUASH IN SCOTLAND

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- Established links and relationships with diverse communities and equality organisations where relevant
- Strong communication, influencing and listening skills
- An understanding of the importance of discretion and confidentiality

It is not a requirement that group members have an in-depth knowledge of squash.

The external Diversity & Inclusion Working Group will meet once a quarter and meetings will predominantly be online. Individual members with expertise in specific areas may be required to provide advice or support when required.

How to apply

To express your interest please complete the expression of interest form. This form will ask for your details and for you to answer the questions below. Please submit completed expression of interest forms, along with a copy of your CV by email to: Jack Brodie (Club Development Manager) - jack.brodie@scottishsquash.org

- Please tell us why you'd like to be part of the Diversity & Inclusion Working Group (External). *(Max 250 words)*
- What does inclusion mean to you? *(Max 250 words)*
- What expertise / experience would you bring to the Diversity & Inclusion Advisory Group? *(Max 500 words)*

The closing date for expressions of interest is **Sunday 2nd July 2023**

Further Information

For any questions about the Diversity & Inclusion Working Group (External) or the role please contact:

Jack Brodie,
Club Development Manager (Young People)
E: jack.brodie@scottishsquash.org
M: 07908 798 133

Allan McKay,
Director of Development.
E: allan.mckay@scottishsquash.org
M: 07483 908 890



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