

Equality Working Group

Version: 2

Adopted on: 27.01.23

Last reviewed on:

Next review date:

Group Purpose	The Equality Working Group was established to advise and prompt the staff, committees and networks of Scottish Handball Association (SHA) on all relevant aspects of equality and inclusion, with particular emphasis on ensuring adherence to a rolling Equality Action Plan for the organisation.
Time commitment:	Minimum 4 meetings per year with an expectation to co-lead the group's vision and actions for members represented by the Equality Working Group.
Role description:	<p>As a member you will work with the group to advise SHA on matters relating to equality and inclusion, including data capture, reporting, training, culture, and event delivery. You will assist in shaping SHA's long term approach to the Equality Standard for Sport by providing added capacity to SHA around relevant projects and developments.</p> <p>We will be looking to recruit individuals to represent the interests of underrepresented groups within the Scottish Handball landscape. The main areas this group will initially focus on is the:</p> <ul style="list-style-type: none"> • growth & development of the Women & Girls Game • level of participation of Young People
Main tasks:	<ul style="list-style-type: none"> • Contribute to the continued development of the Equality Action Plan and provide a quarterly report • Work within group to identify key areas of work • Drive specific outcomes as agreed by Equality Group Chair and Group • Gather feedback from clubs and members on Equality Group areas of work • Assist the Group to reach the 'Intermediate' level of the Equality Standard for Sport (or equivalent new programme). • Analyse areas of work and create key measures of success
Required skills, qualities and experience	<ul style="list-style-type: none"> • Lived experience is desirable • Proactive, can do attitude • Ability to identify gaps, develop and prioritise key areas of work • Knowledge of handball landscape in Scotland • Ability to effectively communicate with a range of stakeholders, establish and grow partnerships
Training and support available:	<ul style="list-style-type: none"> • Any relevant CPD courses/experience as identified by Equality Group Chair

Recruitment process:	Application is by CV & short cover letter. The position will be appointed for an initial term of 2 years with an option for a 3rd year
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