



## **Inclusive Line Ups**

### **Committee Member**

**(volunteer role)**

Job Description

### **Surfing England**

Surfing is officially an Olympic sport, the UK is a pioneer in artificial waves and England is leading in areas like surf therapy and adaptive surfing. With the potential to bring surfing to huge new audiences, domestic participation at over 1m annually and North Devon recognised as one of only 11 world surfing reserves there has never been a more exciting time to be a part of surfing's journey.

Surfing England is a not for profit organisation run by surfers, for surfers, working to nurture a healthy surfing community, one that is open and welcoming to all and shares the joy of surfing across every discipline of wave riding.

We are recognised by Sport England and UK Sport as the National Governing Body for surfing and have a wide remit that includes participation, professional standards in coaching, surf schools and clubs, talent development, Team England and more. We are not currently funded by Sport England as a talent or system partner, but we are looking to change this in the future and build on the foundations we have created thanks to our commercial partners, membership and wonderful volunteers.

### **Inclusive Line Ups**

Across the board and operations team there is a deep commitment to ensuring surfing grows as a sport and lifestyle that is open to all, and where anyone can feel they belong. We want to use surfing to help overcome social challenges and barriers and to see the line up become a more diverse place, providing a richer surfing experience for everyone.

Recognising we have a small team and limited resources, we need innovative approaches to do this. We have created the Inclusive Line Ups committee to bring in new perspectives, different lived experiences and expertise. The committee will help shape our delivery plans and develop new ideas and avenues to engage more people from a wider variety of backgrounds with our amazing sport.

## **Committee Member Role and Responsibilities**

As one of the Inclusive Line Ups committee members you will be helping to develop Surfing England's approach to Equality, Diversity and Inclusion, which will include:

- Attending quarterly committee meetings, with at least one in person every year and potentially attending more frequent meetings where you are involved in specific projects
- Actively engaging with the work of Surfing England to understand where there are opportunities and challenges in the delivery of its NGB remit and EDI ambitions
- Drawing on your expertise, lived experience and networks to proactively work as part of the team to develop an EDI strategy and action plan that builds on the work undertaken to date and the organisations ambitions, balanced with our financial and operational realities
- Being a positive contributor to the culture of the committee and Surfing England, creating an environment that gets the best from each member
- Utilising your network and contacts to help us bring in expertise where we have gaps or can learn from other organisations and sports
- Acting as a champion for Surfing England and for equality, diversity and inclusion in surfing
- Be able to commit up to 12 days per year to support the work of the committee

## **Committee Members Skills and Experience**

- A passion for working with people and making sport more open and inclusive
- Lived experience or expertise in equality, diversity and inclusion
- High level of emotional intelligence, able to tackle sensitive and complex issues with compassion and understanding
- An awareness of the wider sporting and commercial environment in which we operate would be beneficial, but not essential
- A great network and reach into communities where Surfing England's traditional communication routes might not be landing

## **What difference will I make?**

This is not a tick box exercise. We are not forming the Inclusive Line Ups committee because we have to, but because we want to. We are committed to doing this because we believe surfing can change lives, like it has ours, and we want that experience to be open to anyone who wants it.

We may be a small team, but we care deeply about our sport and our community. We have made great progress in areas like adaptive surfing, but we know in other areas we've only scratched the surface of what is needed and what can be done. We know we don't have all the answers, or even all the questions, but we want to see our sport continue to grow and evolve in a way that is open, inclusive and celebrates diversity.

You will play a direct role in helping make that happen, shaping how Surfing England delivers it's existing activities and developing longer term plans, with real deliverables and impact so that we change more lives for the better, through the power of surfing.

## **Applications**

Our committee Chair and Vice Chair both have intersectional minoritized lived experience and EDI expertise. We are seeking to continue this with ensuring the committee as a whole has representation from a broad range of groups that have been traditionally under-represented in surfing; we want everyone's voice to be heard and lived experience to be articulated in their own words. We are open to applications from people from all parts of society that are passionate about inclusion in surfing. We particularly welcome applications from individuals who are disabled, Black, Asian or Minority Ethnic and LGBTQIA

If you are interested in applying for the role, please email [Lineup@surfingengland.org](mailto:Lineup@surfingengland.org) with Inclusive Line Ups in the email title. We will respond with a set of application questions and a request for a copy of your CV. If you have any adjustments to make the application process accessible, please do let us know.

To ensure a fair and inclusive hiring process, our interview committee will be given only your anonymised question responses in the sifting stage. It is important you follow the guidance when you answer the questions to ensure we can make the selection process as unbiased as possible; this guidance will be sent to you with the questions.

Interviews will be held on the 29<sup>th</sup> & 30<sup>th</sup> May via zoom/teams.

If you would like an informal chat about the role, please email the same address and we will put you in touch with either the Committee Chair, Vice Chair or Surfing England's CEO depending on your preference.