

VOLUNTEER RECRUITMENT PACK

# SRFU EQUALITY, DIVERSITY AND INCLUSION PROJECT LEAD

# WHAT IS THE SRFU?

The Students' Rugby Football Union is a national Constituent Body (CB) of the Rugby Football Union (RFU). The SRFU is the representative body for university rugby union in England with a particular responsibility for the governance, development, and growth of the game. We work in close partnership with both the RFU Player Pipeline Team and BUCS to ensure that there is a coordinated approach to the development and delivery of higher education rugby. It is a charitable company registered at both Companies House (Company Number: 04240029) and with the Charities Commission (Charity Number: 1087986).

The SRFU is a charitable company led by a team of committed volunteers and supported by one employee. The trustees have a responsibility for understanding the environment in which the charity is operating and for leading the charity in fulfilling its purposes as effectively as possible with the resources available, ultimately upholding the highest levels of governance.

The charitable purpose of the Students' RFU is "the advancement of amateur sport".

The charitable objects of the Students' RFU is: "To administer, foster, encourage, extend and control rugby union football ("the game") for the moral, mental and physical development of students at universities and other institutions of higher education in England"

As a charity, the SRFU is governed by a board of trustees whose core responsibility is the general control and management of the administration of the organisation, including governance, budget and strategy.

The SRFU is committed to diversity and inclusion amongst its trustees, reflecting the sector which it serves. We welcome applications from those from Black, Asian and ethnic minority backgrounds and women, as they are under-represented within the SRFU. We are actively looking for people who are passionate about rugby and making a positive difference.

**The charitable purpose of the Students' RFU is  
"the advancement of amateur sport"**



# WHAT IS THE EQUALITY, DIVERSITY AND INCLUSION PROJECT LEAD?

The Students' RFU is committed to a process of continuous development with regards to equality, diversity and inclusion. As part of a wider review of governance, the SRFU has been working with Sports Structures, who specialise in supporting organisations develop their approach to EDI. The new project lead for EDI will work with SRFU trustees, committee members and stakeholders to deliver on the recommendations from Sports Structures.

Rugby is a sport that is founded on inclusion and being open to all and while there is diversity in rugby, the SRFU recognises there is a long way to go to truly reflect society across it's organisation and wider rugby community.

This Equality, Diversity and Inclusion Project Lead, has a key role to play alongside colleagues, in being part of this positive change, leading it within the SRFU.

## Responsibilities

1. Increase our understanding and awareness of Equality, Diversity and Inclusion (EDI).
2. To support the Trustee Board in the development and implementation of the EDI plan.
3. To set up an EDI working group to facilitate the delivery of our EDI action plan including training, positive action projects, and innovative projects.
4. To co-ordinate work of the EDI working group to make sure action plan is delivered.
5. Helping to monitor our achievements against the EDI plan and share information about our progress.
6. To present to and facilitate discussions with colleagues, university clubs and other key stakeholders to ensure a continued focus on and greater awareness of the benefits of the EDI agenda and plan
7. To identify and share best practice on EDI matters
8. Be the D&I 'point person' within' the SRFU one the RFU D&I Implementation Working Group and ensure two-way communication on progress

# WHO WE ARE LOOKING FOR

We welcome volunteers from all backgrounds, communities and experiences. We particularly welcome volunteer from groups currently under-represented in the SRFU, including people from ethnically diverse communities, or have an impairment, or from the LGBT+ community, or from different faith backgrounds.

We are looking for people with the following:

- Confident talking to people, inspiring and influencing others.
- Experienced / knowledgeable within EDI (within sport ideally) – it could be within one particular group such as people with disabilities but with the potential and ability to share this across all underrepresented groups
- Experience of identifying and nurturing strategic relationships that support the achievement of shared goals
- Leadership and facilitation skills and behaviours
- Passionate about tackling inequalities and creating inclusive rugby
- Innovative and solution finding
- Analytical and insight driven
- The ability to actively listen to fellow volunteers and members, and the confidence to offer opinion in a clear and constructive way for wider benefit





# COMMITMENT

It is envisaged that the role will take up 10 hours per month. In addition to co-ordinating the EDI working group, you will be expected to report on progress to the Full Committee.

- 4 full committee meetings per year (2hrs per meeting). These meetings will be held online.

**As a member of the SRFU volunteer workforce you will be offered the opportunity to purchase England match tickets.**

**We are actively looking for people who are passionate about rugby and making a positive difference.**

# HOW TO APPLY

For more information or to apply for the Equality, Diversity and Inclusion Project Lead role, please send your CV and covering letter, via email to [info@studentsrfu.com](mailto:info@studentsrfu.com)

The closing date for applications is Thursday 3rd March 2022.

**CONTACT:**  
[info@studentsrfu.com](mailto:info@studentsrfu.com)





VOLUNTEER RECRUITMENT PACK

# SRFU Equality, Diversity and Inclusion (EDI) Project Lead

**APPLY NOW**

**[info@studentsrfu.com](mailto:info@studentsrfu.com)**