

## **Welsh Judo Association.**

### **Equality Lead Officer Role Description**

#### **Overall Purpose**

To be responsible for the strategic direction of the Welsh Judo Association with regards to equality and for the development and delivery of an Equality Action Plan.

#### **Responsibilities**

- Champion equality and diversity within the Welsh Judo Association.
- Day-to-day implementation of the Equality Policy, an Equality Action Plan and for achieving any equality related actions resulting from it.
- Contribute to creating a culture that promotes equality and values diversity.
- Identify partner agencies and individuals who can assist the Association with their equality work.
- Ensure resources (human, financial and priority) are allocated to implement the actions arising from the Equality Policy and the Equality Action Plan.
- Keep up to speed with equality issues including relevant legislation.
- Set up and utilise an internal and/or external equality group which will provide additional expertise and support to the Board.
- Provide advice and guidance to the Board and staff on equality issues.
- Monitor and report on participation in order to track progress.
- Monitor and report on the Equality Action Plan to the Board quarterly and in an annual review.
- Models good practice in terms of language and behaviour that is appropriate and respectful of all people.
- Recognises, challenges and reports, where necessary, inappropriate and discriminatory behaviour or language.
- Acknowledges the barriers that different communities face in participating and takes steps to make the sport of Judo more open and accessible to all.