

INDEPENDENT BOARD DIRECTOR APPLICATION

EQUALITY, DIVERSITY AND INCLUSION

ABOUT THE ABC

The ABC is a small but ambitious organisation set to improve the opportunities and experience of the climbing wall industry and everyone that engages with it. Working with our close network of sector partners we aim to raise the profile of indoor climbing in a positive way such that everyone feels welcome to give it a go and proud to be involved. Through our efforts to improve the safety and professionalism of our industry we look to further improve the experience of climbers and the quality of the workforce; creating habits and career pathways that keep people in the sport for life.

Our mission at the ABC is to promote the professionalism, health, growth and diversity of indoor climbing. Specifically, we seek to improve diversity from grassroots participation to board level representation within our sector. As such this EDI role is central to delivering our strategy and will be influential across all work streams in the organisation.

The ABC is an equal opportunities employer and welcomes applications from all suitably qualified persons regardless of their race, sex, disability, religion/ belief, sexual orientation or age.

THE ROLE

This is an exciting opportunity to contribute to the Board to help us achieve our strategic aims of which improved diversity and inclusion throughout indoor climbing is one.

We are soon to receive funding from Sport England which, as well as supporting our ongoing work around safety, will fund a part time staff member to focus on EDI. This will enable us to take our strategic level EDI plan and action it, supporting our climbing wall members in this area at the same time. This new team member would be looking to the Independent Board Director for EDI for strategic direction and support.

The board member will oversee the driving of measurable change through ownership of, and accountability for, key EDI objectives across the ABC. They will also be responsible for overseeing the monitoring and reporting against Sport England outcomes in this area.

We are looking for someone who can offer expertise and opinion on everything we do in the EDI space from strategy to operational matters, such as recommending training. The scope will encompass internal ABC practice through to supporting climbing facilities with their staffing practices and customer base.

We would like someone who can be flexible in their involvement and where they contribute or offer their expertise.

EXPERIENCE

- We are looking for someone with professional experience working in D&I who can build on the fantastic work of our outgoing EDI Independent Director to drive forward with rigour and professionalism to our work in this area.
- Previous board experience is not essential, but the role does require a proven ability and confidence to present and promote ideas with senior and influential people.
- We do not require candidates to have worked in the sports industry, however an interest in sport and passion for equality therein is required



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KEY RESPONSIBILITIES

- Attend quarterly board meetings (some virtual, some in Birmingham or London).
- Attend ABC annual conference in Sheffield or Manchester
- Contribute to strategic thinking from a D&I viewpoint, helping the ABC make the best decisions it can to support itself and the industry

SALARY

This is a voluntary position. Expenses are covered.

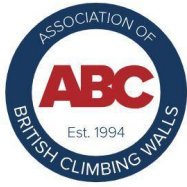
TENURE

Three years with the opportunity to extend for two further terms of three years.

HOW TO APPLY

Please send your CV and application form to admin@abcwalls.co.uk by April 6th 2023.

The Association of British Climbing Walls will comply with the Data Protection Act 1998 and its principles in the processing of the personal information given in your application.



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APPLICATION FORM

Personal details:

Title:	Forenames:
Surname:	Previous names (if any):
Home Address:	Email address:
Postcode:	Tel (mobile):

Relevant experience:

Which particular areas of Diversity & Inclusion do you have expertise in?
Relevant professional qualifications?
Please explain why you would like to work with the ABC in an Independent Director capacity?
Do you have any additional work or volunteer experience that would make you an asset to our board?
Please give details of any hobbies and interests you have?
How did you hear about this board position?



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REFERENCES

Please give details of two referees, one of whom should be current or recent employer.

Referee name:	Referee name:
Job title of referee:	Job title of referee:
Email:	Email:
Telephone number:	Telephone number:
In what capacity do you know this person?	In what capacity do you know this person?
May we approach them at this stage? YES NO	May we approach them at this stage? YES NO

I declare that the information I have given on this form is, to the best of my knowledge, true and complete. I understand that if it is subsequently discovered any statement is false or misleading, or that I have withheld relevant information, my application may be disqualified or, if I have already been appointed, I may be dismissed.

I hereby give my consent for the Association of British Climbing Walls using and processing the data supplied on the application form for the purpose of recruitment and selection and for equal opportunities monitoring.

Signed:

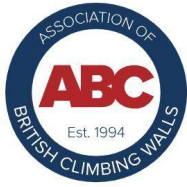
Date:

FURTHER BACKGROUND ON THE ABC

Who are the ABC?

The ABC is the trade body for indoor climbing walls in the UK. We are a company limited by guarantee and have been trading since 1995. The ABC was initially set up to establish standards and to promote the safe operation of climbing walls, when the industry was in its infancy and continues to drive the professionalism, safety and diversity of indoor climbing as it grows.

We have over 200 climbing wall members and a growing number of associate members from suppliers to the industry. New walls are opening all over the UK all of the time and significant wall groups are now emerging. Climbing will feature for the second time in the Paris Olympics, 2024, with more medals up for grabs. All this means we are at a very exciting time in the industry's growth.



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DEMOGRAPHIC INFORMATION FORM | OPTIONAL

The Association of British Climbing Walls is committed to equality, diversity, and inclusion. Striving to be fully representative of the community it serves by ensuring that all job applicants, third-party partners, and members of staff are treated equally, without discrimination because of gender, sexual orientation, marital or civil partner status, gender reassignment, race, colour, nationality, ethnic origin, religion or belief, disability or age.

As such we are including a form to collect demographic data as part of our recruitment process. Completing this form is voluntary. You are not obliged to answer any of the questions, but the more information you supply, the more effective our monitoring can be. All information detailed will be treated anonymously and will not be shared with the recruitment panel for the role you are applying. We will use the data collected in these recruitment forms to shape our activities, policies, and practices.

By completing this form, you are helping the Association of British Climbing Walls as part of our continued commitment to equality, diversity, and inclusion. Many thanks.

[Click here for the form](#)

