

THE RUGBY FOOTBALL LEAGUE

Inclusion Board Member



The Rugby Football League (RFL) is the governing body for the Sport of Rugby League in the United Kingdom.

We believe that Rugby League is more than a sport. It is a cultural identity, a passion, a way of life, and a practical force for good in communities. Its history is one of determination to succeed against the odds, to fight discrimination and intolerance, and to be an honest and authentic sport, which cares enough to make a difference to its fans, their families, and communities. Since 1895, we have delivered a sport that delights fans across the country. We are proud of who we are, the value we add to sport and society, and the difference we make, together.

The RFL are currently reviewing Tackle It – Rugby League’s diversity and inclusion action plan that was launched in 2020 to widen the reach and impact of the sport, diversify its talent pool and workforce, improve its culture and actively deal with discrimination. As part of this strategy refresh, we are looking for individuals who are passionate about making an impact in Rugby League to join the Inclusion Board.

The main purpose of the Inclusion Board is to oversee the development and delivery of Tackle It and support the RFL to achieve progress in equity, diversity and inclusion in Rugby League.

As part of the role, you will:

- Provide expertise and lived experience recommendations to strengthen the development and delivery of Tackle It
- Support the RFL to understand and meet the needs of its communities across the national governing body, professional and amateur Rugby League
- Help identify issues relating to equity, diversity, inclusion and antidiscrimination and make recommendations on approaches and initiatives
- Promote an inclusive and diverse culture in Rugby League

The RFL recognises the enhanced creativity, performance, and legitimacy of an organisation that embraces and celebrates diversity and are actively striving to realise these benefits at Board and beyond. We recognise that to fully deliver on our mission and be true to our guiding principles, we must be representative of the communities which we serve. We have committed to achieving gender parity and greater diversity on our Board, and strongly encourage applications from suitably qualified candidates from under-represented sections of the community, whether based on sex, gender, race, disability, sexuality, lower socio-economic groups, or other characteristics. We would be pleased to discuss our culture and commitments with any interested individuals.

Time commitment: the Inclusion Board meets a minimum of four times per year, with the majority of meetings held remotely. Members may be invited to attend other meetings and events from time to time.

The following attributes are desirable:

- Knowledge of the major contemporary equity, diversity and inclusion priorities facing Rugby League
- The ability to provide practical and relevant examples of good practice with regard to equity, diversity and inclusion, including challenging and preventing discrimination
- Willingness to be part of a team that can drive positive change in Rugby League

Term: initial term of four years.

Remuneration: this is a voluntary position with reasonable expenses paid.

This is only a summary of the role as it currently exists and is not meant to be exhaustive. If you would like to be considered for the Inclusion Board or have any questions, please email People.Team@rfl.co.uk.

Applications close 30 September 2023.