

WORKING

WITH US



ABOUT PARKOUR UK

Parkour UK are the National Governing Body (NGB) for parkour in the United Kingdom, and officially recognised in this role by the four sports councils (Sport England, Sport Wales, Sport Scotland and Sport NI). We are responsible for promoting and developing parkour within the UK and working in the best interest of the parkour community, our stakeholders, and the company. We are a system partner of Sport England, through whom we receive National Lottery funding to deliver our part in Sport England's Uniting the Movement Strategy ([link](#)). Our articles of association can be found [here](#).

OUR BOARD

The board is comprised of elected and independent appointed directors (including an Independent Chair) and the Chief Executive.

The board is responsible for the overall strategy and business plan of Parkour UK, which they will work closely on with the staff team, who are responsible for the operational day to day delivery of the plan. We are fully compliant with Sport England and UK Sports highest standard of Governance: The Code for Sports Governance (tier 3) [link](#).

We believe that diversity of thought and background makes for a better board that will make better decisions.



Job Description

Equality, Diversity and Inclusion Sub-Committee Member

The Role

Our innovative and growing organisation is seeking to recruit an Equality, Diversity, and Inclusion Sub-Committee Member. The sub-committee, established at the end of 2023, is chaired by the newly appointed non-executive director and includes a non-executive committee member, the Parkour UK CEO, and the Parkour UK Head of Development. This sub-committee plays a pivotal role in promoting and enhancing our commitment to equality, diversity, and inclusion across all aspects of our operations. We seek individuals who can bring their expertise and experience to help develop and advance our organisation while acting as ambassadors for Parkour UK and adhering to our core values.

We appreciate you taking the time to review the requirements for the role and apply for the position. We encourage individuals from all demographics to apply, as we want our organisation to reflect the diverse society we live in and work across. We seek people from different backgrounds who support our values of freedom, self-discipline, challenge, and community.

Any overall success within the parkour community and the wider sports sector will result from a combined effort. We are committed to encouraging the building of partnerships and collective capacity, with the intent to co-create, engage with young people, and continue to explore new opportunities.

Responsibilities

- The committee will meet at least four times a year scheduled a month in advance of Board meetings to allow outcomes of this meeting to be discussed by the Board.
- To promote a culture of openness, inclusion and diversity within Parkour UK to ensure the highest standards of conduct of Parkour UK and employees.
- Contribute to the development of the Diversity and Inclusion Action Plan (DIAP) and People Plan.
- The development, formulation and review of strategies, policies and procedures in relation to equality diversity and inclusion.
- Provide expertise on complex issues relating to equality, diversity and inclusion in sport.
- Be ready to challenge traditional thinking, debate constructively and provide clarity and oversight, as well as impartial advice and sound judgement.
- Help resolve conflict by making persuasive arguments and navigating competing priorities, putting the success of Parkour UK at the forefront of decision making.
- Provide best practice governance to protect Parkour UK's reputation and to maintain integrity and high ethical standards.
- Coordinate activities of and communicate information to the Board and management where required.
- Champion diversity and inclusion issues within the sub-committee ensuring that Parkour UK maintains the highest levels of active engagement and best practice.
- Demonstrate and model behaviours that support a safe culture within parkour.

Job Description

Equality, Diversity and Inclusion Sub-Committee Member

Skills, Knowledge and Experience

- Experience and knowledge of diversity and inclusion in either a commercial, voluntary, or public sector context. Specifically, experience of creating and implementing policy in this area.
- An understanding of the objectives and key activities (OKRs), current major initiative and significant issues for Parkour UK or Sport England tier 3 governance requirements.
- UK company board experience would be beneficial but not essential.
- Be able to maintain strictest confidentiality of sensitive information.
- Able to build and maintain strong, transparent relationships with key stakeholders.
- Strong intellect and analytical ability; innovative thinker and ability to focus on the issues to be dealt with.
- Strong decision-making skills that allow informed decisions to be made on a variety of matters. Behavioural competencies and qualities required.
- Drive and commitment and the ability to demonstrate this to others.
- Strong interpersonal, communication and negotiation skills and the ability to develop effective, sustainable partnerships.
- Selflessness, integrity, objectivity, accountability, openness, honesty, and leadership (Nolan Principles).
- Dynamic, enthusiastic, and energetic. Resilience and ability to make things happen.
- Capacity to devote the necessary time and effort.
- A willingness to be an ambassador for the organisation and the sport.
- Ability in partnership working and relationship management.

Time Commitment: 4 online meetings of 90 minutes per annum (usually taking place in the early evening on weekdays) plus sub-committee prep time to read the agenda, meeting documents and policies and procedures in advance of the meeting.

Term: 4 years, with the opportunity to be appointed for a further 4 years (maximum of two terms)

Role Type: Voluntary and unremunerated

If you wish to have a confidential, informal conversation about the post, or if you require any additional support or adjustments to be made to enable you to engage with the recruitment process, please email the ED&I Chair, Amrit Singh Bains: amrit.bains@parkour.uk or Head of Development, Nadine Barnard: nadine.barnard@parkour.uk.

HOW TO APPLY

PLEASE INCLUDE JOB CODE
"EDI-SC" IN THE SUBJECT
LINE OF YOUR EMAIL



TO APPLY

Please submit the following to info@parkour.uk by 17:00 on September 6th, 2024. If you wish to apply for more than one role, please submit a separate application for each. Include the relevant job code in the subject line.

1. An up-to-date curriculum vitae (maximum 2 sides of A4), which provides a summary of key achievements and responsibilities.
2. A covering letter (maximum 2 sides of A4), which addresses the skills, knowledge and experience required for the role.
3. Contact details including an email address and suitable daytime and evening contact numbers.
4. Completed diversity data monitoring form.

CELEBRATING DIVERSITY

Parkour UK actively promotes diversity in employment and sport and welcomes applications from all parts of society.

SUPPORTING THE APPLICATION PROCESS

If you have any questions about the recruitment process, please contact info@parkour.uk, and we will respond within two working days.

REVIEWING APPLICATIONS

We will undertake a pre-screening exercise to remove any personal information that is not relevant to the shortlisting process.

A panel will review and thoroughly consider all the applications we receive. We will shortlist based on the examples given / evidence presented for the skills, knowledge and experience required.

We will contact shortlisted candidates during the week commencing September 9th with details of an invitation to an online interview via Microsoft Teams, which will take place during the week commencing 16th September 2024. Following the interviews, the roles will be offered.

We encourage applicants to contact us before applying if they have any concerns about their availability during the interview week.





Diversity Data Monitoring Form

Parkour UK wants to meet the aims and commitments set out in its equality policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

The organisation needs your help and co-operation to enable it to do this, but filling in this form is voluntary. The information provided will be kept confidential and will be used for monitoring purposes.

If you have any questions about the form, contact info@parkour.uk

Please return the completed form to info@parkour.uk with your application.

Gender Male Female Intersex Non-binary Prefer not to say

If you prefer to use your own gender identity, please write in:

Age 16-24 25-29 30-34 35-39 40-44 45-49
50-54 55-59 60-64 65+ Prefer not to say

What is your ethnicity?

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box

Asian or Asian British

Indian Pakistani Bangladeshi Chinese Prefer not to say

Any other Asian background, please write in:

Black, African, Caribbean or Black British

African Caribbean Prefer not to say

Any other Black, African or Caribbean background, please write in:

Mixed or Multiple ethnic groups

White and Black Caribbean White and Black African White and Asian

Prefer not to say Any other Mixed or Multiple ethnic background, please write in:

White

English Welsh Scottish Northern Irish Irish

British Gypsy or Irish Traveller Prefer not to say

Any other White background, please write in:

Other ethnic group

Arab Prefer not to say Any other ethnic group, please write in:

Do you consider yourself to have a disability or health condition?

Yes No Prefer not to say

What is the effect or impact of your disability or health condition on your work? Please write in here:

The information in this form is for monitoring purposes only. If you believe you need a 'reasonable adjustment', then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.

What is your sexual orientation?

Heterosexual Gay Lesbian Bisexual Asexual
Pansexual Undecided Prefer not to say

If you prefer to use your own identity, please write in:

What is your religion or belief?

No religion or belief Buddhist Christian Hindu Jewish
Muslim Sikh Prefer not to say If other religion or belief, please write in:

Do you have caring responsibilities? If yes, please tick all that apply

- None
Primary carer of a child/children (under 18)
Primary carer of disabled child/children
Primary carer of disabled adult (18 and over)
Primary carer of older person
Secondary carer (another person carries out the main caring role)
Prefer not to say