

Grade E £35,320 -
£50,625 (pro rota)

BRITISH ASSOCIATION OF SOCIAL WORKERS



Equality, Diversity and Inclusion Lead

POST TITLE:

DATE:

Dec-20

SUMMARY OF JOB: To support the EDI Advisory Group of Council. To work collaboratively across the association with members and colleagues to support implementation of the association's equality, diversity and inclusion (EDI) strategy. To work with Council and BASW's Executive team to promote culture developments and forms of leadership that are anti-oppressive and inclusive. To prioritise equalities actions in respect of protected characteristics of race and ethnicity, disability and sexuality/gender in the first instance. To contribute to policy, promotional and other written material about EDI within BASW and externally. To work with lead members and staff to meet agree measures of success in promoting EDI and making tangible, visible difference to the inclusivity of BASW.

BASW is an equal opportunities employer. Employees must have a positive commitment to the implementation of equal opportunities policies.

| ATTRIBUTES | ESSENTIAL | DESIRABLE | HOW IDENTIFIED |
|------------|--|--|----------------------------|
| Experience | <p>Social Work experience in the UK and/or internationally</p> <p>Relevant experience of practice, policy, using informed evidenced based research and leading on consultation responses including quality performance analysis work</p> <p>Experience in promoting and achieving positive outcomes from equality, diversity and inclusion actions within practice and/or organisational developments and /or policy and research work.</p> <p>Experience of collaborating with others on projects and joint initiatives</p> <p>Policy development and writing</p> | <p>Active in a membership organisation</p> <p>Working with members and stakeholders in a membership organisation</p> | Application form/Interview |

| | | | |
|-------------------------------------|--|--|--|
| | <p>Use of analytical skills, including the ability to analyse problems and identify creative, realistic solutions</p> <p>Experience of working under pressure, managing competing priorities and meeting tight deadlines</p> <p>Experience of working with, and influencing, internal and external senior stakeholders at a national and /or regional level</p> <p>Able to demonstrate the use of tact and diplomacy in a politically sensitive environment</p> <p>Experience of workforce and professional development, actively promoting ethical social work practice</p> <p>Experience of effectively and professionally representing and promoting an organisation.</p> <p>Accurate preparation of reports and giving presentations</p> | | |
| Qualifications: | <p>Social Work Qualification</p> <p>Registration as a social worker with a UK regulatory body</p> | Higher social work qualification | Application form/interview documentation |
| Training: | Evidence of active engagement with personal professional development | Additional training and professional development in the field of promoting equality, diversity and inclusion | Application form/Interview |
| Skills/Specialist Knowledge: | <p>Sound understanding of complex policy areas and/or able to source accurate information in a timely manner</p> <p>Excellent communicator with an confidence and ability to deal effectively with staff and partners at all levels within organisations</p> | | Application form/Interview |

| | | | |
|---|---|--|--|
| | <p>An advanced understanding equality, diversity and inclusion issues across all protected characteristics and ability to focus on initial priorities of anti-racism, disablism, and sexuality and gender discrimination as initial priorities in this role</p> <p>Excellent written and oral presentation skills</p> <p>Excellent information technology and digital skills</p> <p>Policy writing and planning policy implementation</p> <p>Ability to plan and prioritise changing workloads</p> <p>Ability to maintain confidentiality in all matters relating to BASW</p> <p>Ability to build effective working relationships with members and a variety of external stakeholders</p> | | |
| <p>Circumstances: (currently and for the duration of pandemic risk all BASW staff are working from home)</p> | <p>Ability to travel to team and other BASW meetings when it is safe to do so</p> <p>Ability to work from home using digital connectivity for videoconferencing and other digital communications during the pandemic and willing to travel across the UK on</p> | | <p>Interview</p> <p>Application form/Interview</p> |
| <p>Disposition/Attitude:</p> | <p>Self motivated and able to determine and organise own work schedule</p> <p>Able to work successfully under pressure to meet deadlines & targets</p> <p>Able to enable and motivate others - colleagues, members and stakeholders.</p> | | |

| | | | |
|--|--|--|--|
| | Creativity and ability to work on own initiative | | |
|--|--|--|--|

Ability to think strategically

Personal commitment to Code of Ethics and highest standards of social work practice and Flexible approach to working hours, travel and priorities