

BRITISH MOUNTAINEERING COUNCIL

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Chair – BMC Equity Steering Group (ESG)

Position: Chair of the Equity Steering Group (ESG Chair)

Duration: Initial term to 1ST January 2025 then subject to review

Remuneration: Voluntary position – travel and accommodation expenses only

Location: Pre-Covid meetings of the ESG were held at the BMC offices in Manchester. Meetings during Covid have been held online. Subject to the ongoing public health situation it is proposed to hold blended meetings from Autumn 2021 onwards.

The ESG holds a vote on the Members' Council (Council) and the ESG Chair, or their nominee, is required to attend Council meetings (6 per year)

BMC seeks chair for [Equity Steering Group](#)

It's an exciting time for Equality, Diversity and Inclusion (EDI) both within the BMC, which recently achieved the Intermediate level of the Equality Standard, and also across the whole sport with climbing being in the Olympics this year and many more under-represented groups having the opportunity to do our activities.

The ESG was set up in 2007 to look at barriers preventing under-represented groups to get involved in climbing, hill walking and mountaineering. It has now developed into 5 sub-groups looking at: Ethnicity, Gender Equality, LGBTQ, Disability and Mental Health. The work the ESG has done in the last 14 years has included consultations with under-represented groups, developing outdoor leaders, equity symposiums, disability symposiums, Mental Health Webinars, articles, working through equality standards, as well as supporting many other events, such as those in partnership with Black Dog Outdoors.

As ESG Chair you will be at the head of an expert specialist committee which advises the BMC on matters of equity throughout the organisation. The ESG has made great strides in co-ordinating EDI work across the sector, and is now looking at how it can ensure that consideration of/best practice with regard to EDI is at the heart of all the activities of the BMC. The new chair will have an important oversight role in the implementation of our diversity plans, and in creating meaningful long-term engagement with under-represented groups which will enhance the BMC's role as a representative and governing body.

If you are a BMC member with a passion for improving opportunities for under-represented groups both in the BMC and across its partners, we'd love to hear from you.

A copy of the draft interim terms of reference of the ESG can be found [on the BMC website](#).

We're looking for people with one or more of the following skills and attributes:

BMC Skills & Person Specification	
A good working knowledge of, and genuine interest in Equality, Diversity and Inclusion issues	Essential
A basic understanding of the BMC and its funded partners, Mountain Training, Association of British Climbing walls and the National Indoor Climbing Award Scheme	Essential
An ability to recognise volunteers' positive contributions to EDI in the ESG	Essential
Experience of partnership working and building consensus amongst individuals, groups and stakeholders	Essential
A proactive outlook and the ability to support and challenge staff, volunteers and stakeholders	Essential
Good interpersonal and communication skills	Essential
Time to commit to the role: ~15 days+, 6 days of these will be on Members' Council meetings and 4 evenings will be chairing ESG meetings with other time spent as you deem appropriate	Essential
A knowledge of evidence-based approaches and monitoring and reviewing EDI initiatives and strategies.	Desirable
Experience of internal organisation development	Desirable

To apply for this position please send the following items to james@thebmc.co.uk

- a. A one page covering letter explaining your interest in the role.
- b. An up-to-date CV with details of two referees.

The closing date for applications is 5pm, 19th November 2021; Your application will be anonymised and a selection panel from the Equity Steering Group will determine which application to recommend to the board. We are expecting to do this via the written applications.

Responsibilities

- **Leadership:** lead and chair a strong, cohesive and effective committee
- **Strategy and planning:** helping the ESG to create and monitor equity strategies and initiatives for the BMC and the whole range of activities undertaken by participants. This will involve working with the ESG and the BMCs Youth and Equity Officer as well as our key partners.
- **Monitoring progress and effectiveness:** monitoring outcomes, checking progress and supporting sub-group leads where needed. Ensuring the committee are working under their terms of reference and for forward plans.
- **Committee effectiveness:** run an effective and dynamic group; facilitate the effective contribution of all equity members, ensuring they are well informed and receive the necessary information to enable considered decision making. Liaise with other BMC committee chairs to ensure awareness of the work they are undertaking and to assist them with EDI.
- **Advocacy and Public reputation:** working with staff and other committee members – promote and develop the work and reputation of the ESG both internally and externally; liaise with partner organisations and funding agencies as necessary to help develop equity related initiatives.
- **Standards:** uphold the highest standards of behaviour, integrity and probity, working closely with the staff to identify both new opportunities and potential conflict issues ensuring problems are planned for appropriately and risks are managed accordingly

Background information: Key facts about the BMC

The BMC is both the national representative body for climbers, hill walkers and mountaineers in England and Wales and National Governing Body for competition climbing in Great Britain. We are passionate advocates of all climbing, hill walking and mountaineering activities – including competition climbing and paraclimbing.

Climbing has a proud history and the BMC was established in 1944. Seventy five years later, we now have over 75,000 members, a dedicated volunteer network, over 30 members of staff and a head office in West Didsbury, Manchester. The BMC's direct involvement in competition climbing goes back to the mid-1980s.

Following a period of constitutional change the BMC is now structured as follows:

- The Board: responsible for the overall strategic direction of the BMC and its financial security.
- Council: the representative body of the members; holding the Board to account on behalf of the membership.
- Board committees: help to deliver the strategic plan
- CEO and staff: responsible for the day-to-day operation of the BMC.
- Membership: responsible for approving major constitutional decisions at an AGM.