

BRITISH MOUNTAINEERING COUNCIL

177-179 Burton Road
Manchester M20 2BB
www.thebmc.co.uk

Tel: 0161 445 6111
twitter.com/Team_BMC
e-mail: recruitment@thebmc.co.uk

Chair – BMC Equity Steering Group (ESG)

Position:	Chair of the Equity Steering Group (ESG Chair) [We are happy to consider a role share for this position]
Duration:	Initial term to 1 st September 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. Currently the committee still continues to meet online but this could be moved to a hybrid model.

The ESG holds a vote on the Members' Council (Council) and the ESG Chair, or their nominee, will have the opportunity to work with Council meetings (6 per year)

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

The Equity Steering Group (ESG) was set up in 2007 to identify and remove the barriers preventing under-represented groups to get involved in climbing, hill walking and mountaineering. It has now developed into five sub-groups looking at: Ethnicity, Gender Equality, LGBTQ, Disability and Mental Health. Over the last 14 years the ESG has supported and led on a wide variety of work aimed at improving accessibility to the outdoors. This work culminated in the BMC being awarded the Intermediate Standard for Equality by Sport England in 2021.

However, we know that we can do more – and having recently completed an impact review, we are now seeking an ESG Chair that can support the BMC to make the cultural and structural changes needed to ensure EDI is a central thread to all the BMC's work and that of our wider partners and delivers on our aspiration to become more diverse in all aspects of the organisation and in supporting the sector to do the same.

The new Chair will be able to work in a collaborative manner to bring together the ESG, the BMC board, staff, sector partners, along with the BMC's members' representative body (Members Council), in producing a tangible strategy that will help the outdoor sector make a step change in their relevance and accessibility to a more diverse range of participants.

One of the first tasks that the ESG Chair will be to manage the delivery of the BMC's Diversity and Inclusion Action Plan (a requirement of the Code of Sports Governance), and we anticipate that this will provide the new Chair the opportunity to work with staff, board and the ESG in its production. As part of the Diversity and Inclusion Action Plan a programme of review and reporting (to board and Members Council) will be established.

This is an exciting opportunity to contribute to the whole outdoor sector, and the BMC is looking for an energetic individual who can advocate for and help us drive towards becoming ever more accessible to a much more diverse audience.

If you have 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 here](#).

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

Skills & Person Specification
A leader capable of energising, and advocating for, the EDI agenda across the BMC and sector.
A genuine passion for, Equality, Diversity and Inclusion, matched with a good working knowledge of EDI issues and practical solutions.
A solid and contemporary knowledge of good practice, either from within or external to our sector.
Experience of developing strategic plans and reviewing their progress – ideally experience of delivering monitoring and/ or reviewing EDI initiatives and strategies.
Experience of working effectively with both a paid and unpaid workforce, as well as committees to deliver projects
Experience of partnership working and building consensus amongst individuals, groups and stakeholders
A proactive outlook and the ability to both challenge and support staff, volunteers and stakeholders
The time necessary to commit to the role: ~20 days annually
Good interpersonal and communication skills

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 the 11 August 2022; 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 however applicants may be invited for further informal discussions as part of the application process.

We would consider the option of role sharing for this position. Those interested should apply together, showing how they both fulfil the skills and person specification.

Responsibilities

- **Leadership:** lead, engage and chair a strong, cohesive and effective committee
- **Strategy development:** work with staff and the ESG to develop a new EDI strategy and action plan that considers the BMC's work and wider sector. This will involve working with the ESG and the BMC staff, Board Equity Champion as well as our key partners.
- **Reviewing progress:** ensure that the EDI strategy is delivered, monitoring progress effectively, with regular updates and communication delivered between the ESG, Board, Members' Council and staff.
- **Committee effectiveness:** run an effective and dynamic group that are focused on delivering against a collective set of priorities. This will involve facilitating an effective committee; ensuring members are well informed, papers are circulated in good time and contain the necessary information to enable considered decision making, and that the ESG's timelines fit within the BMC's wider annual meeting structure.
- **Advocacy and public reputation:** promote and develop the work and reputation of the ESG both internally and externally; liaising with partner organisations as necessary to help raise the profile of EDI work within the BMC and outdoor sector.
- **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 & Wales and the 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 80,000 members, a dedicated volunteer network, over 40 members of staff and a head office in West Didsbury, Manchester. Over the past few years the organisation has undergone substantial change to enable it to deliver going forward.

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.
- Members' Council: the representative body of the members; holding the Board to account on behalf of the membership.
- Board committees: help to advise on areas of 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.