

## Role Description – Equality, Diversity and Inclusion Lead for BAPM Executive Committee

<b>Title:</b>	Equality, Diversity and Inclusion Lead
<b>Accountable to:</b>	BAPM Officers and Membership
<b>Term of office:</b>	3 years from September 2022 (plus up to 1 year optional handover and support to new representative when term of office ends.)
<b>Who can apply:</b>	Any ordinary BAPM member
<b>Remuneration:</b>	Unpaid, but reasonable travel expenses will be covered
<b>Workload:</b>	Estimated 2-4 hours per week (may be more if you volunteer to help with additional projects.)

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The primary focus of this role is to take a proactive role in the work of BAPM with special responsibility for promoting and facilitating BAPM's work in relation to equality, diversity and inclusion.

As an Executive Committee (EC) member for BAPM you will be expected to attend regular meetings as well as undertake project work relevant to your experience and expertise. All BAPM EC members are actively involved in the delivery of the organisation's strategic plans.

### What BAPM can offer you:

#### General

- A central role in influencing BAPM's work both in developing standards and delivering education to neonatal professionals
- A chance to learn about and influence the organisation and delivery of neonatal services at national level
- Opportunities to network with a wide and diverse range of professionals in perinatal care
- Exchange of knowledge and expertise

#### Experience in management and leadership skills

- Committee work
- Project organisation and time management
- Chairing working groups and sessions at educational meetings
- Strategic leadership of a major area of BAPM work

#### Career development

- Peer mentorship and feedback

- Evidence of involvement in BAPM work for appraisal as well as career and salary progression

#### **What BAPM will expect from you:**

- Attendance at EC meetings (These are held every 2-3 months. We expect there to be 2 face to face meetings and 2-3 virtual meetings per year.)
- Work with the rest of the committee and BAPM Office to create and follow through a work plan.
- Get involved in other organisational and strategic work for BAPM.
- Represent BAPM as needed on outside bodies, in particular in regards to committees looking at equality and diversity issues in the workforce.
- Promote BAPM membership and its work to others and encourage their engagement.
- To lead on the equality, diversity and inclusion activities outlined in the BAPM strategy:
  - Campaign on inequalities
  - Undertake a survey of BAPM working group membership to ensure working groups are representative of the membership.

#### **Support**

The role is supported by the BAPM Officers, BAPM Office and other Executive Committee members. Outgoing committee members will also be available for a handover period once you take up the role. Representatives are reimbursed for travelling expenses and reasonable subsistence where appropriate to attend the Executive Committee and other relevant meetings.

#### **Process**

Nominations should be submitted on the appropriate form by the advertised deadline by email or post to the BAPM office. If more than one nomination is received a ballot of the membership will be required and applicants will be asked to submit a statement of up to 250 words to support their application, outlining relevant experience and reasons for applying for the role.

#### **Acting as a trustee**

BAPM is a registered charity and from 2022, all Executive committee members of BAPM will be named trustees of the organisation. Being a trustee is an official role recognised by law.

You and your co-trustees must:

- Make sure that the charity complies with its governing document and the law.
- Act in your charity's best interests
- Manage your charity's resources responsibly
- Act with reasonable care and skill
- Ensure your charity is accountable

To find out more about becoming a charity trustee please read the [Essential Trustee](#) guidance from the Charity Commission.