



# Equality, Diversity, and Inclusion (EDI)

## Lead Board Member

Voluntary Position

Tenure: 4 Years

### Introduction

The Scottish Auto Cycle Union (SACU) is firmly committed to the underlying principles of ED&I. The Board of Directors of the SACU fully endorses the principle of sports equality and strives to ensure that everyone who wishes to be involved in motorcycle sport at all levels:

*“Has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, gender reassignment, disability, marital or civil partnership status, pregnancy or maternity, religion, race, sex, sexual orientation or socioeconomic status; and can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.”*

### About the Scottish Auto Cycle Union

The SACU the National Governing Body for motorcycle sport in Scotland. The SACU develops and promotes a number of motorcycle disciplines including:

- Road Race (inclusive of sidecars)
- Trials
- Off Road Speed (Motocross, Enduro, Quads and Supermoto)
- Bike Trials (non-motorised)

Formed in 1913, the SACU now has over forty affiliated clubs which organise more than 180 events each year for all ages and abilities across ninety-four permitted venues; some of which are Forestry and Land Scotland partnerships. The SACU issues competition licences, event insurance and provides training for officials and coaches. Each sporting discipline has its own committee, elected by the clubs, to help promote and develop their sport.

Watch our promotional videos below to learn more.

[Off Road Disciplines Video](#)

[Road and Tarmac Disciplines Video](#)



## Position Overview

The Equality, Diversity, and Inclusion (EDI) Lead Board Member is a strategic leadership role within the SACU. The EDI Lead Board Member will provide strategic direction, influence policy development and foster partnerships to drive sustainable change and cultivate a culture of belonging within our sport where diversity is celebrated, inclusion is embedded and equality is upheld at every level of engagement.

## Key Responsibilities

### 1. Strategic Vision:

- Develop and articulate an EDI strategy that aligns with the new “Moving To Inclusion” Framework and the SACUs long-term goals and values
- Champion EDI as a core component of the SACUs identity, ensuring that it is integrated into overarching strategic plans and initiatives going forward
- Anticipate future trends and challenges related to EDI, guiding the SACU towards innovative solutions and proactive measures

### 2. Policy and Governance:

- Provide strategic oversight and guidance on EDI-related policies and governance structures, ensuring alignment with legal requirements and the Framework
- Work collaboratively with fellow board members to embed EDI considerations into decision-making processes and good governance
- Monitor and evaluate the effectiveness of EDI policies and initiatives, fostering a culture of continuous improvement and accountability

### 3. Stakeholder Engagement:

- Support Board members and staff to build and nurture strategic partnerships with external organisations, governmental bodies and industry stakeholders to advance EDI objectives.
- Identify partners and support the development of relationships and networks to amplify the organisation's impact and influence on EDI-related issues in Scotland

### 4. Thought Leadership and Advocacy:

- Serve as a prominent voice and advocate for EDI within the SACU and its member club and membership to help foster empathy and promote inclusive behaviours and practices

### 5. Performance Monitoring and Reporting:

- Establish key performance indicators (KPIs) to measure progress towards EDI goals and objectives and provide with staff input appropriate reports highlighting achievements, challenges and recommendations for advancing EDI initiatives

## Qualifications and Experience

The successful candidate will have:

- Demonstrated strategic leadership experience in a volunteer led, membership organisation
- Strong understanding of EDI principles, legislation and best practices
- Excellent stakeholder engagement and relationship-building skills
- Exceptional communication and presentation abilities
- A commitment to ongoing learning and the development of greater understanding of EDI



## Time Commitment

Attendance at regular Board meetings (typically quarterly), as well as additional meetings or Board / staff working groups as required to address specific issues or initiatives.

## Remuneration

This is a voluntary position, although reasonable expenses incurred while performing Board duties will be reimbursed in accordance with our organisation's expenses policy.

The Equality, Diversity, and Inclusion (EDI) Lead Board Member will play a pivotal role in shaping the SACUs strategic direction, ensuring that EDI considerations are embedded into every facet of our operations and culture.