

## BRITISH HORSERACING AUTHORITY

### ROLE DESCRIPTION

#### BOARD DIVERSITY AND INCLUSION CHAMPION

##### Role purpose

The BHA appoints one of its non-executive directors as Champion for Diversity and Inclusion within the organisation. While Board members have collective responsibility, the role of the D&I Champion is to provide accountability at Board level and support the Board in ensuring that it has appropriate oversight of, and meets its responsibilities, where matters relating to diversity and inclusion are concerned. The D&I Champion will ensure that due consideration is given to matters relating to D&I when decisions are taken by the Board and will be the main point of contact on the Board for such matters.

##### Working relationships

- BHA Head of Diversity & Inclusion, CEO, Director of Legal, Governance and Business Partners and Head of People - regular communication and direction as required
- Horseracing Industry People Board, Chair and Programme Director - regular communication as required
- Diversity in Racing Advisory Group - communication as required

##### Key responsibilities

- Work with the Company Secretary, the CEO and the Chair to ensure that D&I appears on the Board agenda on a frequent basis and receives sufficient attention from the Board.
- Ensure that the Board has appropriately considered matters relating to D&I in its decision-making.
- Contribute to the development and evolution of the organisation's D&I Action Plan and provide appropriate challenge regarding its aims and delivery.
- Provide appropriate challenge to the Board and Executive on the impact or potential impact of decisions on groups that share a protected characteristic.
- Ensure that the matters relating to D&I have been adequately taken into account in the organisation's strategic risk register.
- Ensure that reporting by the Executive to the Board, including reporting on patterns and trends, is appropriate and sufficient to enable the Board to make informed decisions, and request further information, analysis or data where necessary.
- Act as an advocate for D&I, highlighting its importance both within the organisation and with stakeholders.
- To be an advocate for the implementation of best practice relating to D&I within the organisation and industry bodies, including by promoting the Industry Commitment to Diversity & Inclusion.
- Develop personal knowledge and skills in relation to D&I by undertaking training where appropriate and support other Board members in developing their own knowledge and skills.

##### Essential skills and knowledge

- Understanding of the importance of D&I within the context of a sporting organisation.
- Commitment to the development of an organisational culture which supports and embeds a commitment D&I across all organisational activity.
- Commitment to developing an understanding of D&I, within the context of a sporting organisation, including supporting others in the organisation to develop their understanding.
- Understanding of the difference employee networks or employee engagement can make to building an inclusive culture.