

Role Descriptor: RCN Anti-Racism Sub-Group member

Reporting To: RCN Group EDI Committee

Basis: Sub-Group members are appointed for a two-year term in the first instance

Time commitment (including meetings): The estimated time commitment for the RCN EDI Anti-Racism Sub-Group is approximately 6 days per year. This includes formal planned and ad hoc meetings, reading papers, contributing to RCN policy and RCN position statements.

The RCN Anti-Racism Sub-Group will meet both in person and online. The majority of these meetings are at RCN HQ Cavendish Square, London. Ad hoc meetings of the Anti-Racism Sub-Group and the RCN Group Equity, Diversity and Inclusion (EDI) Committee may be required between planned meetings for timely discussion and/or decision making.

Expenses: The Anti-Racism Sub-Group members may reclaim all reasonable travelling and similar expenses in line with the RCN expenses policy.

Eligibility: The eligibility requirements are based on a set criteria informed by the role descriptor. Anti-Racism Sub-Group members are appointed in line with the Appointments Policy and Processes document.

Purpose of the Anti-racism sub group

The purpose of the Anti-Racism Sub-Group is to provide advice, leadership and oversight to the development, implementation and delivery of the RCN Group EDI strategy commitment to becoming an anti-racist organisation.

The Anti-Racism Sub-Group will help foster good relations and develop learning and insights that will support the RCN Group EDI Strategy.

In accordance with its terms of reference, the RCN Anti-Racism Sub-Group aims to provide expert anti-racism advice and guidance on the development and monitoring of a UK-wide RCN Group Anti-Racism Action Plan.

Anti-Racism Sub-Group members should not involve themselves in the day-to-day operations of the RCN, but may, from time to time, work with RCN staff members to achieve results. When representing the RCN in a public space in their capacity as an Anti-Racism Sub-Group member, these members should ensure that their actions do not bring the RCN and profession into disrepute, and they should take care not to take public positions contrary to those of the RCN.

Key responsibilities:

The RCN Anti-Racism Sub-Group plays a vital role in providing leadership and insight into the transformation of the RCN Group into an anti-racist organisations.

To ensure it achieves its objectives, as set out in its terms of reference, in conjunction with the RCN Group EDI Committee, Anti-Racism Sub-Group members have responsibility for

- Providing advice, leadership and oversight to the development, implementation and delivery of an RCN Group Anti-Racism Action Plan, that is representative for the UK context.
- Continually appraising, prioritising and aligning activities in relation to anti-racism to ensure they represent best-in class thinking and agreed benefits are realised.
- Contributing to strategic thinking on anti-racism and other equity matters
- Upholding the values, decisions and policies of the RCN Group, acting with integrity and committing to the highest standards of behaviour as set out in the RCN Respect Charter and Code of Conduct.
- Attending RCN Anti-Racism Sub-Group meetings as set out in the calendar of meetings, reading meeting papers in advance and participating constructively in debates about matters concerning the nursing profession in the four countries.
- Contributing to strategic thinking and policy development.
- Committing to induction and learning and development opportunities in order to perform effectively as an individual and as part of the RCN Anti-Racism Sub-Group and EDI Committee
- Demonstrating a strong commitment to equity, diversity and inclusion (EDI) and leading by example.
- Foster and maintain constructive working relationships with fellow members of the committee and key members of staff including the RCN's Chief People Officer to ensure that roles are understood, responsibilities are met and that decisions taken by the committee are implemented.
- Undertake ad hoc work as the Chair of the committee such as attendance at other relevant meetings and events.

Person specification:

The Anti-Racism Sub-Group Chair should be able to demonstrate:

1. Detailed knowledge and experience of anti-racism and its viable implementation across organisational and institutional contexts
2. Understanding and experience off organisational transformation processes and methodologies
3. An expert understanding of issues of race, racism and intersectionality'
4. An active commitment to RCN Respect Charter, promoting EDI and Nolan Principles.

*Approved: EDI Committee via email, March 2025*