



**RCEM**  
Royal College  
of Emergency  
Medicine

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## EDI Committee Co-Chairperson Role Profile

Reports to:	President & CEO
Term:	3-year term, renewable once
Time commitment:	approximately 0.5 PAs per week
Key working relationships:	Chief Executive, Officers of the College, RCEM Committees, RCEM staff
Grade:	Honorary post
<b>Deadline:</b>	<b>31 August 2025</b>

### Role purpose

The Co-Chair of the Equity, Diversity, and Inclusion (EDI) Committee will lead efforts to address inequities within the Emergency Department and to ensure that the Royal College of Emergency Medicine (RCEM) is responsive to the needs of its diverse workforce. The Co-Chair will guide the committee in identifying barriers faced by underrepresented groups in care delivery and training; it is vital that inclusive practices are embedded in all areas of Emergency Medicine, whether it be in a clinical, educational, or a wider professional development space. It is the desire of the College to ensure EDI remains a visible and practical priority, and therefore the Co-Chair will play a pivotal advocacy role when it comes to the College's policies and member engagement, instilling the value of dignity.

### Key Responsibilities

1. Lead and facilitate EDI Committee meetings, ensuring clear agendas, active participation, and actionable outcomes.
2. Contribute to the development of college policies, CPD, and respond to requests for comments from Council, Board and Committees, ensuring the College considers the experiences of social groups with protected characteristics as outlined by the Equality Act 2010
3. Develop a programme of events/activities in partnership with the CPD and Conference Committee aimed at supporting members who belong to minority groups and raising awareness of intersectional inequalities and promoting solutions to mitigate this.
4. Support and mentor committee members, fostering their development and engagement in EDI work.
5. Stay informed of emerging best practices, legislative requirements, and societal trends within Emergency Medicine related to EDI.
6. Act as an ambassador for EDI within and outside of RCEM, promoting a culture of inclusion.

### ***Excellence in Emergency Care***

Incorporated by Royal Charter, 2008  
Registered Charity Number: 1122689

VAT Reg. No: 173205823  
Scottish Charity Number: SC044373

## **Co-Chairperson Specification**

### ***Essential requirements***

- Member or Fellow of the College in good standing.
- A proven ability to chair meetings and to lead others to make progress tackling complex and difficult issues
- Demonstrable example of leading a successful project from start to finish
- A passion for addressing inequalities in the NHS with an interest in, and some working knowledge of, the structural determinants of inequalities and how they relate to the NHS and the speciality of emergency medicine, and manifest on an individual level.
- Experience of allyship and advocacy, or participation in a campaigning or voluntary group.
- A proven ability to influence key stakeholders

### ***Desirable requirements***

- Ability to inspire, support and communicate with a diverse range of people including peer-to-peer engagement, public speaking and listening skills.
- Proven ability to facilitate and manage sensitive discussions

### **How to apply**

Please send your CV plus a short supporting statement (of no more than two pages) to the RCEM Policy team at [policy@rcem.ac.uk](mailto:policy@rcem.ac.uk). This statement should aim to address the points listed in the person specification. The best way to do this is to devote a paragraph to each of the requirements demonstrating how you match what is needed.