IWFM is inviting applications from members and non-members to join its **Equity, Diversity & Inclusion (EDI) Subcommittee**, a formally constituted Subcommittee reporting to the **Constitution & Ethics (C&E) Committee**.

The Subcommittee has been established following a Board decision to embed EDI within IWFM's formal governance framework. Its role is to provide strategic oversight, advice and assurance on how equity, diversity and inclusion are reflected across IWFM's governance, policies and organisational practices.

The Subcommittee does not lead or deliver operational activity. Instead, it operates in an advisory and assurance capacity, supporting effective decision-making through established governance routes.

The role

As a Subcommittee member, you will contribute to discussions that apply an EDI lens to relevant strategies, policies, proposals and risks, helping IWFM to remain an inclusive, member-led organisation. Members are expected to bring strategic insight, sound judgement and a willingness to engage constructively with EDI considerations at a governance level.

The Subcommittee will normally meet up to four times per year, with occasional additional meetings if required.

The Chair of the EDI Subcommittee will be appointed from within the appointed Subcommittee membership in line with IWFM's committee practices. The Chair role is therefore not being advertised separately.

One Subcommittee member will also be appointed to act as a cross-member with the Constitution & Ethics Committee, attending both Subcommittee and C&E meetings to support effective oversight, assurance and reporting.

Roles Available

We are recruiting up to six members, one of which will be elected by the Subcommittee to Chair.

The majority of appointments will be made from IWFM members, with the option to appoint up to two non-members where this brings additional expertise, lived experience or perspective that strengthens the Subcommittee's work.

In addition, one Subcommittee member will also sit on the Constitution & Ethics Committee, creating a formal link between the two bodies and supporting effective assurance and information flow. This role involves attending both Subcommittee and C&E Committee meetings.

Who can apply

Applications are welcomed from IWFM members across all membership grades, as well as from non-members who can bring relevant external expertise or lived experience. Collectively,

the Subcommittee aims to reflect a broad range of perspectives aligned to IWFM's membership base and EDI commitments.

We are looking for individuals who can contribute thoughtfully at a strategic and governance level. This may include experience of applying EDI principles to policy, strategy, risk or decision-making within a professional, membership or governance context, as well as an interest in governance, ethics and organisational assurance.

You do not need to be an EDI specialist to apply. Curiosity, sound judgement, and the ability to engage constructively and independently with EDI issues are equally important, alongside a willingness to work collaboratively within IWFM's governance framework.

Support and Induction

Subcommittee members will receive induction from the IWFM Governance Team and the Executive EDI Lead, covering IWFM's governance framework, EDI strategy and expectations of the role. Ongoing governance support will be provided throughout the appointment.

Appointment process

Recruitment and appointments will follow IWFM's approved governance framework. Nominations will be reviewed through the Constitution & Ethics Committee, with final appointments made by the IWFM Board.

How to Apply

If you are interested in contributing to this important work, please submit a short expression of interest outlining your experience, what you would bring to the Subcommittee to governance@iwfm.org.uk

Applications from both IWFM members and non-members are welcome.

Recruitment Timetable

Stage	Timeline
Applications open	December 2025
Applications close	5pm, 27 February2026
Review and consideration of applications	Early March 2026
Appointments confirmed	Mid/late March 2026
Induction and onboarding	April 2026
First EDI Subcommittee meeting	04 May 2026