

## **IAG Meeting Minutes – 30.01.2025**

*Meeting Attendees: Ryan Kimberley, Mohammed Juned and Vicky Mitchell.*

<i>Item/Time</i>	<i>Detail</i>	<i>Person(s)</i>
1 - 14:03- 14:05.	<b><u>Welcomes and Introductions</u></b>  RK welcomed the group and introduced himself to the group as the person who will take the lead on the IAG meetings aligned to his apprenticeship.	<i>RK</i>
2 –  14:05 - 14:21	<b><u>General Business Update</u></b>  For the next 12 months, there is going to be a substantial investment going into the site. The board would like to see the return of this investment through participation and the usage of the facility. MJ is ensuring the right community groups are using the 3G. As a business, we have 3 key projects which are due to be completed before September 2025.  Project one is the purchasing of quality maintenance equipment – We are putting a bid in for £75,000-£80,000 to the Football Foundation to ensure there is longevity and the quality of the site is maintained. Project two is also working with football foundation with their new Huddle project to install a kitchen/diner cabin on site to increase revenue streams.	<i>MJ</i>



	<p>The third project is to secure planning for floodlights for pitch one, this will support usage of the pitch midweek.</p> <p>These three projects will a massive investment but will link to the key strategic priority of driving facility usage to engage with more communities.</p> <p>The board have approved a £241,000 investment and want to see the site used constantly. MJ highlighted that the site needs to house more disability provision and RK to push the site usage to more clubs. VMB has tried to work with Birmingham Deaf to get a deaf women's session at the site however this fell through for various reasons.</p>	
<p>3 14:21</p>	<p><i>MR was not present to the meeting, so RK provided male pathway updates.</i></p> <p><u><i>Male Pathway</i></u></p> <p><i>The over 30s midweek football league – Looking to run on evenings once a fortnight on the 3G at Ray Hall Lane A small-sided league set up for people working unsocial hours who don't get the chance to play mainstream football. The league is officially due to start next week, but there have already been some friendly games while waiting for the other teams to complete their registration process. At the moment, five teams from diverse communities are involved. Did play on the 29<sup>th</sup> January, Juned has requested photos off Mizan.</i></p>	<p><i>RK &amp; VM</i></p>



	<p><i>The Coventry Mosque League Last September we had discussions with a community group to set up a mosque league at the AT7 Goals Centre in Coventry. However, because the Goals pitches aren't FA approved and some teams didn't commit to registering, so this has hasn't gone ahead yet. Instead, we're looking at running an FA Just Play session to keep the confirmed teams engaged, with the hope of bringing in more teams and launching a league next season with a suitable venue. VM suggested Goals run the league and us have the numbers by Proxy to keep the engaged clubs active and it still contribute to our KPI's</i></p> <p><i>College ESOL (English for Speakers of Other Languages) Monthly League – Day time once a month on the 3G at BCFA This league is aimed at college students from refugee backgrounds who don't play mainstream football. 3x colleges are on board to start in February. MR and RK have collaborated on this by setting it up as a division in the existing Birmingham FA Education League.</i></p> <p><i>Asylum Seekers Football Support in Warwickshire. MR is also currently in the setting up process for a football programme for asylum seekers staying in hotels in Dunchurch. At the moment, MR is providing the activity coordinator with the unused kit in the office and equipment</i></p>	
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14:28	<p><i>that was due to be thrown out and linking them with FA Just Play centres. Warwickshire Council will provide coordinators to run the sessions, and we'll support them with any relevant training.</i></p> <p><u><i>Women's and Girls Update</i></u>  <i>Massive numbers increasing in the Women's pathway. Walking Football league is a big success. Has teams from out of county playing within this. 243 females playing in the league. Looking at Northern clubs running from BCFA and south from Arden Forests facilities.</i></p> <p><i>9327 registered players on Power Bi, the book football transition has demonstrated problems and has played a part in the reduced numbers.</i></p> <p><i>Girls Development League – Done a great job so far, not on Full-Time nor does it have an established committee. A big piece of work which Vicky is going to put things in place.</i></p> <p><i>LGBTQ+ finding it hard to get involved with this community, going to put an expression of interest out and get things rolling slowly.</i></p> <p><u><i>Disability Update</i></u>  <i>Just over 1200 disabled players registered in the county. RK is looking to recruit a third</i></p>	
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14:37	<p><i>Disability Football Ambassador alongside the need for Committee members in the Sandwell Inclusion League. VM suggested the setting up of a disability coach development group to support the recruitment of this, RK to also put role specs in IAG group. New Journey to Inclusion fund is out, RK is putting next seasons focus on Female disability specific and transitional divisions within the pan-disability pathway to avoid dropouts of ages alongside the increase in recreational opportunities within the county.</i></p>	
4 – 14:44	<p><b><u>EDI Engagement Day Update</u></b></p> <p>The FA have released their South Asian action plan today. Agreed to implement this into the next 3 operational plans.</p> <p>Female community coach officer to deliver to partners in Birmingham.</p> <p>As a county FA, we need to utilise our social media platforms to highlight positive to develop partnerships.</p> <p>MJ is on a national working group to address the equality standard and took away notes to improve the equality standard framework. Will be done by levels starting at a minimum standard and the higher levels will be incentivised. Currently a lot of project related funding and it will be moving towards this.</p>	<p>RK</p> <p>VM</p> <p>MJ</p> <p>MMJ</p>
5 –	<b><u>Review of DIAP</u></b>	



14:50	<p><u>Player Pathways</u></p> <p>With the book football transition and losing the funding of Wildcats has halted this. Concentrating and getting the KPI's through making them mini kickers. Regarding Tamworth league action, mortified at some comments from the council regarding the area/community. Still been working in the area through the development of Cottage Farm Rangers.</p>	RK, MJ & VM
14:57	<p><u>Training &amp; Workforce</u></p> <p>We need to signpost people to the training ground for increased knowledge. We acknowledged that us as a county have a fantastic diverse workforce and will continue to develop this within future roles.</p>	MJ
15:01	<p><u>Our Organisation</u></p> <p>In a great place, all of the action plans mentioned we have passed on route to complete all aspects of this. Highlighted the importance of the people's plan and how it ensures the culture at BCFA is the best it can be.</p>	VM
15:10	<p><u>Grassroots Football Workforce &amp; Football Services</u></p> <p>RK to get update off Keiran for refs, we have good numbers and offer great courses. Could do with more work around the proactiveness of a marketing strategy</p>	MJ



	and content we offer. Idea of having a strategic marketing lead to check and challenge practice.	
6	<b><u>Addressed Freshdesk Tickets</u></b>	<i>RK</i>
15:17	Ticket 1 – This ticket requested a gender equality workshop to be delivered parallel to their equal goals equal roles football tournament. We actioned that we link this to Anwar to send someone to deliver the workshop to this group.	
15:19	Ticket 2 needed clarification on the rules and regulations around mix gender/transgender inclusion for a club's LGBTQ session to get involved in competitive fixtures. <b>RK to send ticket information to MJ to follow up.</b>	
7	<b><u>Actions and responsibilities</u></b>	
15:21	We as a group have received actions to complete across the duration of this meeting which will be shared separately via email. RK to get an update of RDO RK to send this out to IAG group members designated to complete these tasks.	<i>RK</i>



8 –	<b><u>Any other business</u></b>	
15:23	MJ has been looking at revenue streams and is looking at quotes for panels/boards around the pitch. Is looking at an incentivised idea of the BCFA staff to sell the boards. This would be £500 for the whole season. MJ to look into this further.	<i>MJ</i>
15:28	Meeting adjourned.	

