

## **Herefordshire FA Inclusion Advisory Group Terms of Reference**

Terms of Reference

### **Purpose**

The Herefordshire FA Inclusion Advisory Group is to support and advise the County on meeting its legal duties and operating in a way that meets the needs of the local community and of the business.

### **Role**

The role of the Inclusion Advisory Group is to:

1. Advance equality of opportunity for all groups, as well as having a focus on the protected characteristics.
2. Foster good relationships with the local community, so that football can be used to create positive sporting opportunities and increase participation for all.
3. Eliminate unlawful discrimination, bullying, harassment and victimisation, and any form of abuse directed at specific groups

### **Means**

In supporting the role as defined above, the Inclusion Advisory Group may:

1. Analyse data to provide intelligence and support recommendations to the County FA.
2. Consult on and support the county planning process, including the setting of business objectives and targets which ensure that the needs of the whole community are met. This will include being responsible for the development and implementation of a new Inclusion Action Plan.
3. Provide support to The County FA's community engagement, consultation, development programme and disciplinary procedures.
4. Act as Ambassadors as appropriate for the County FA.
5. Bring a diverse perspective to the County FA.
6. Identify key equality issues and support the identification and delivery of solutions.
7. Advocate the benefits of addressing equality issues.
8. Assess and advise on equality impacts arising out of county plans.
9. Co-ordinate consultation sessions with the wider community in relation to annual county plans.
10. Identify key issues and trends that may promote the growth of the game through inclusion and diversity interventions.
11. Promote inclusion and diversity in football.
12. Devise, monitor and evaluate County FA secondary Key Performance Indicators for inclusion and diversity.
13. Meeting four times a year (as a minimum).