**Board Statement – Diversity**

It is recognised that decision making is improved when a Board is able to draw upon and harness a diverse range of opinions. The Board is committed to ensuring that its makeup is reflective of the population of Lincolnshire.

Gender is an important aspect of diversity and therefore Lincolnshire FA will, in line with the FA Code of Governance, work towards ensuring that at least 30% of each gender sits on its Board.

The Office of National Statics census data 2021 shows ethnic diversity and population sizes. The ethnicity of Lincolnshire is predominantly white , 96% with 4% from non-white backgrounds.

The Board is also mindful that in addition to gender and ethnicity additional factors need to be considered to ensure the Board Is representative wherever possible of the Lincolnshire community. Factors to be considered could include but are not limited to age, disability, LGBTQ+ and socio-economic inclusion.

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| **Intent** | **Target** | **Timescale** |
| **GENDER**  To have an equal voice across all genders on the Board which is representative of Greater Lincolnshire. | To undertake all appropriate actions to ensure a minimum of 30% gender diversity of Board Members.  For the gender split to be 50% / 50% (non-binary membership to follow in due course) | In place  July 2028 |
| **AGE**  To have broader representation across age groups on the Board, with a specific focus on younger voices to provide diversity of thought across multiple generations, as well as representing a large portion of the football community. | 10% of Directors to be aged under 25 | ASAP |
| **DISABILITY**  To increase disability representation on the Board, in line with Lincolnshire demographic data, which shows 19% of individuals identifying as having a disability or long term health condition | 10% of Directors identifying as having a disability/Long Term Physical or Mental Health Condition | Jan 2028 |
| **ETHNICITY**  Whilst the ethnic population of Lincolnshire is overwhelming white, the Board is fully committed to being representative, where possible, of other protected characteristics, including ethnicity, dual nationality and English as a second language where possible. All protected characteristics should be front of mind when recruiting for all future Board members and thus data should be collected, if possible, from all applications, to help monitor the reach of communications. | No specific targets around other characteristics, due to the makeup of the county, however it is a clear statement of intent. | Ongoing |