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**INCLUSION STRATEGY ADVISORY GROUP**

**INFORMATION PACK**

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**NORFOLK COUNTY FOOTBALL ASSOCIATION**

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**What is the Inclusion Strategy Advisory Group (ISAG) and what is its role?**

The ISAG assists Norfolk County FA in embedding inclusion into the #NorfolkFootball ForALL operational plan, ensuring that football in Norfolk is for all.

The group helps direct Norfolk County FA on ways to promote and address inclusion and diversity in Norfolk Football, ultimately assisting with reaching people who feel it is difficult to access football or feel excluded. This could be linked to any of the protected characteristics under the Equality Act 2010.

The role of the Inclusion Strategy Advisory Group:

* To check, challenge and support the County FA on the #NorfolkFootball ForAll strategy with regards to inclusion, equality and diversity
* Build good relationships with, and between, all our communities to ensure that all football participants are represented equally
* Support the County FA to eliminate unlawful discrimination, bullying, harassment and victimisation and any form of abuse directed at any group within society
* Be at the forefront at advancing equality of opportunity amongst all our communities as well as having a focus on protected characteristics

**Role Profile**

**Role Specification**: Inclusion Advisory Strategy Group Member

**Key Skills and Experience required:**

Essential

* To be able to identify key equality issues and to support the identification and delivery of solutions
* To be able to successfully network with key staff and contacts within the County FA and County of Norfolk
* Ability to offer the appropriate knowledge and skills to have a positive and meaningful impact as part of the group

Desirable

* Experience in sports/football industry
* Experience of working with diverse groups and/or have strategic knowledge on how to identify and support these groups
* Knowledge of key legislation aspects of inclusion equality and diversity and to be able to promote these areas as part of the group
* Knowledge of Norfolk, its characteristics and local demographics

**Person Specification**

Essential

* Interest and passion for inclusion in football and the wider community
* Ability to communicate effectively and confidently
* Ability to work as part of a team
* Ability to meet outside of normal work hours. Meetings are usually held on a Wednesday evening
* Ability to work professionally as a representative of Norfolk FA

Desirable

* To have existing contacts within the sports/football industry
* To have existing contacts within the local business community and/or local community groups and/or existing equality groups in the local area
* Knowledge of how to analyse data to identify trends/patterns
* Knowledge of The FA’s Equality, Diversity and Inclusion Plan

**Expectations of an ISAG Member**

* To always abide by the codes of conduct outlined upon appointment to the ISAG
* Attendance of at least 75% of ISAG meetings (in person or virtually) unless there is a valid reason
* Use diversity sensitive language
* Be non-judgemental
* Offer independent advice and guidance on all matters of equality and specifically in one or more of the protected characteristics.
* Act as a champion of anti-discrimination across football
* Complete actions identified in meetings by the secretary of the group

Please note the posts are available on a volunteer basis only. Expenses will be reimbursed.

**Expression of Interest Form**

Full Name ………………………………………………………………………………………………………………………………

Address …………………………………………………………………………………………………………………………………

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………………………………………………………………………………….…Postcode…………………………………………

Email ………………………………………………………………………………………..

Mobile ……………………………………………………………………………………..

What is your current role(s) in football (If any) ........................................................................

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Why are you interested in being part of the Norfolk ISAG?.......................................................

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What experience and/or personal attributes do you have that you think will be able to help to promote inclusion, diversity and equality?

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Do you have a specific area of interest or expertise related to inclusion i.e. LGBTQ inclusion

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Please complete the enclosed expression of interest ( & The Equality and Diversity form - optional) by email to our Senior Football Development Officer (Inclusion) Rachel Cossey, [Rachel.Cossey@NorfolkFA.com](mailto:Rachel.Cossey@NorfolkFA.com).