



NORFOLK COUNTY FA

INCLUSION STRATEGY ADVISORY GROUP 22/23

**WORKING TOGETHER TO SUPPORT
#NORFOLKFOOTBALL**

The Inclusion Strategy Advisory Group (ISAG) is a voluntary group that was formed in 2019. The ISAG assists Norfolk County FA in embedding inclusion into everything we do, 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 ISAG:

- To check, challenge and support the County FA 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

KEY DATES

DEADLINE: Applications must be submitted by no later than **Friday 16th September 2022**.

If your application is shortlisted, you will receive an invitation to attend an online formal discussion to confirm your suitability for the role.

APPLY



EQUALITY & DIVERSITY FORM



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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
- Engage on the group's networking platform (Microsoft Teams)
- Complete actions identified in meetings by the secretary of the group.

KEY RESPONSIBILITIES

- 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
- Critically evaluate the work that the County FA plans to deliver and provide guidance and support to improve the quality and success of these projects.



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NORFOLK FA DNA

Norfolk FA ISAG members are expected to understand and work in accordance with the values and behaviours described below:

DNA

BEHAVIOURS

INCLUSIVE

'Having inclusion at the heart of the way that we work and operate'

- Openly collaborates with colleagues, individuals, and partners in the game
- Provides equal opportunity to people of different backgrounds, experience, and perspective

EMPATHETIC

'Demonstrating empathy with colleagues, individuals, and partners that we work with'

- Considers the impact that decisions and views may have on other people's feelings
- Demonstrates a caring and supportive approach to the thoughts and feelings of other staff members

INNOVATIVE

'Continuously looking at new ways and ideas to ensure Norfolk Football moves forward'

- Seeks out and embraces new ways of thinking and working
- Utilises the resources available to achieve the best possible outcome

PASSIONATE

'Demonstrating an enthusiasm and drive to serve Norfolk Football'

- Focused on seeing agreed goals through to completion, taking pride in their work
- Works relentlessly to overcome roadblocks or obstacles to achieve goals

TRANSPARENT

'Offering total visibility and demonstrating integrity within everything we do'

- Provides open communication internally and externally, where appropriate
- Demonstrates accountability for actions and behaviours





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FURTHER INFORMATION

Please note this is a voluntary role, however expenses can be claimed for travel to events/meetings in relation to the ISAG.

If you have any questions regarding this role, or any of the information enclosed within this pack, please email Rachel.Cossey@NorfolkFA.com.

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Norfolk County Football Association embraces the diversity of Norfolk Football and promotes equal opportunities for all. We welcome applications from all candidates regardless of age, race, disability, gender reassignment, pregnancy and maternity, sexual orientation, marriage and civil partnership, sex and religion or belief.



Norfolk County Football Association Ltd
Registered Office: Norfolk County FA, theFDC, Clover Hill Road, Norwich, NR5 9ED
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