



Royal Navy Football Association
(Founded 1904)
Charity No:1164897

NCHQ
Leach Building
HMS Excellent
PORTSMOUTH
PO2 8ER

Skype: +44300 164 6262
Telephone: 07717765937



See Distribution:

14 Oct 24

ROYAL NAVY FOOTBALL ASSOCIATION – DIVERSITY & INCLUSION REPORT

Background

1. This report provides an executive summary of the Royal Navy Football Association (RNFA) Diversity & Inclusion statistics for all nine protected characteristics¹ It details the areas of compliance and actions required to ensure continuous improvement and monitoring is achievable.
2. A questionnaire was sent to all RNFA employees and staff and received 90 returns. The RNFA delivers Grassroots Football to 33'380 Serving RN Personnel. This data set has been compared against UK Armed Forces Statistics, specifically for RN Personnel.² This executive summary report provides a short comparison of each protected data set.
3. A Wider Sport questionnaire is due to be undertaken by the Head of Navy Sport and this will provide a data set of the wider RN demographic that participate in Football but not within a representative role within the RNFA and may already be captured in FA statistics within other County FA data sets.

Demographic

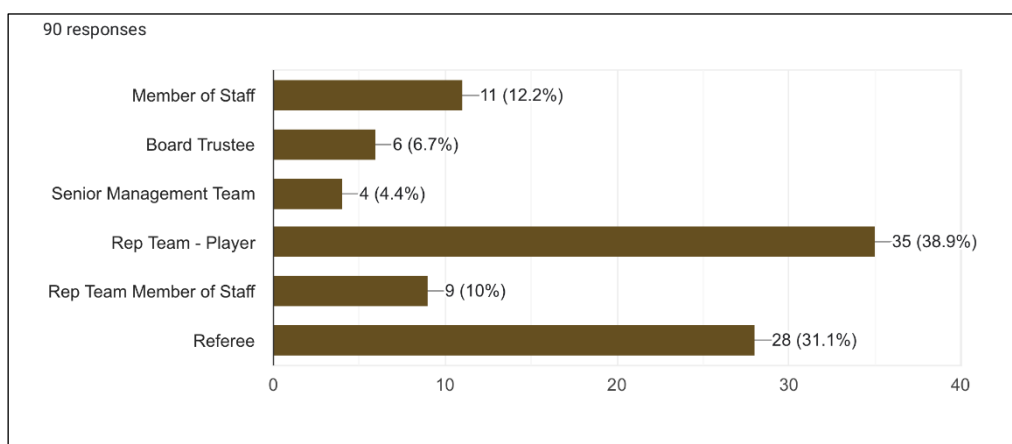


Figure 1 – Demographic of submissions

¹ Equality Act - 2010

² UK Armed Forces Biannual Diversity Statistics – Apr 24

Gender

3. 20% of the 90 who took part in the survey were female. In comparison the percentage of females serving in within the Royal Navy (RN) it was 10.9% and wider UKAF of 11.7%. Therefore, the RNFA percentage is (9.1%) higher and well above the wider RN percentage but with 1 individual preferring not to say.

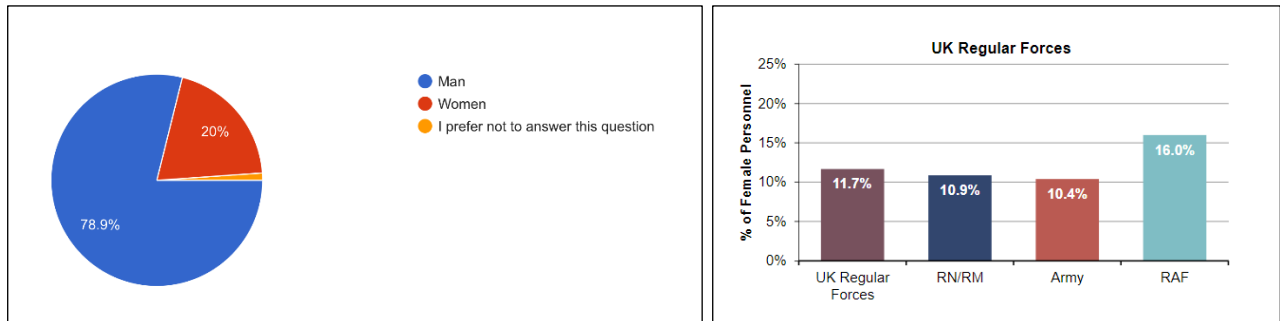


Figure 2 – RNFA Gender vs RN Percentage

Age

4. The age range of responses was indicative of the cake slice through the organisation with members from the U23s representative side being amongst the youngest and the Board of Trustees with a good scale of ages within. The main two age ranges were 18-24 and 36-40 which is indicative of the largest groups within the data set of players and referees.

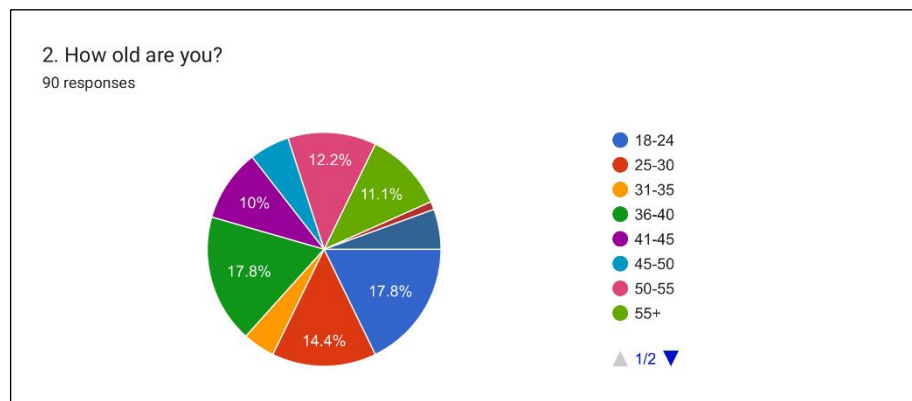


Figure 3 – RNFA Age Range

This is expected with the demographic taking part and in line with the Regular Armed Forces average for both Officers (37) and Ratings (30).

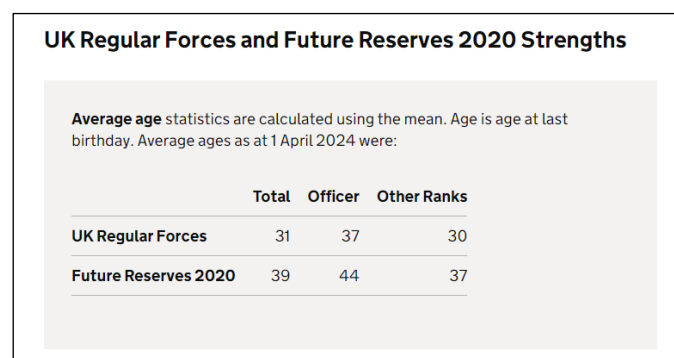


Figure 4 – UK Regular Forces Age

Sexual Orientation

5. 94.4% of those surveyed declared a sexual orientation. This compares with 31.7% within UKAF and only 24.5% within the wider RN. Of those 93.1%, 8% declared a sexual orientation other than Heterosexual. There is no individual sexual orientation data available for UKAF from the Government data.

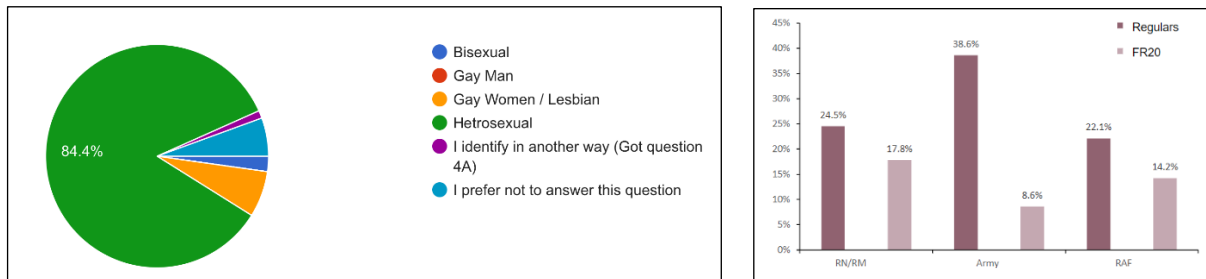


Figure 5 – RNFA Sexual Orientation v UK Armed Forces

TransGender

6. 0% declared themselves as Transgender. There are no statistics kept for Transgender within the UK Armed Forces to compare this data with.

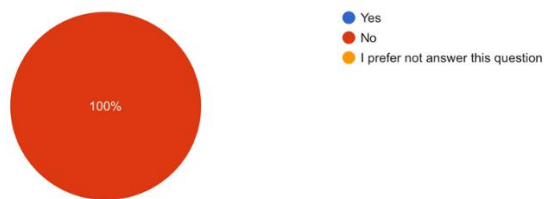


Figure 6 – RNFA Transgender Statistics

Disability

7. 4.4% stated that they had a disability which, although there is no data for UKAF or RN, when compared with the UK average is expected with the nature of the employment of the majority of those surveyed being within the regular UKAF.

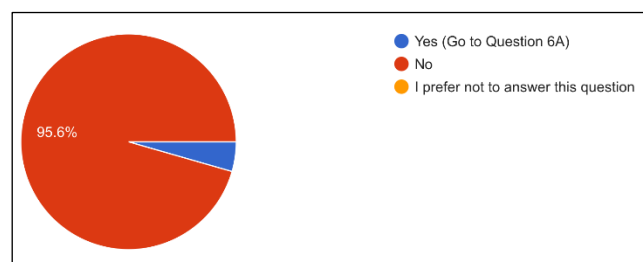


Figure 7 - RNFA Disability Statistics

Ethnicity

8. UK Armed Forces statistics only compare White (including white European) against (other Ethnic Minorities). RNFA percentage was 5.6% other Ethnicity, this is the same as the wider RN which has but below the overall UKAF at 11.2%. Other ethnicities represented were Black/African/Caribbean/Black British (Caribbean), Black/African/Caribbean/Black British (African) and White (Irish).

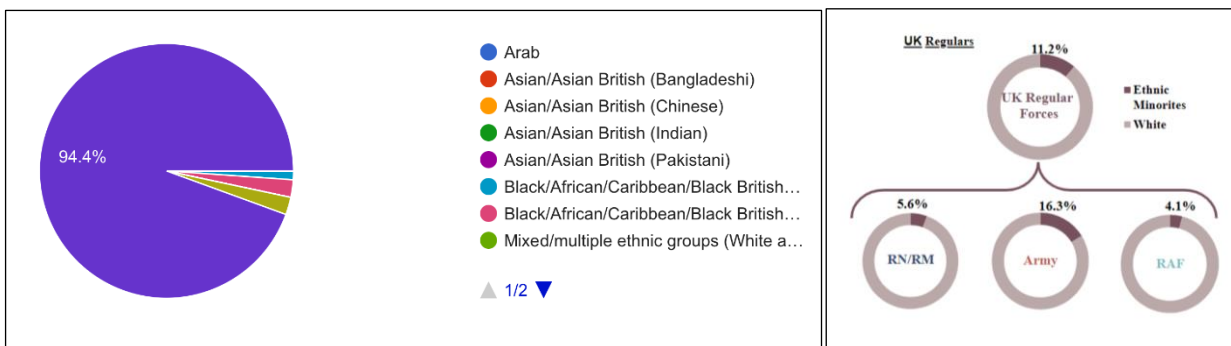


Figure 8 – RNFA Ethnicity v UK Armed Forces

Religion

9. RNFA Statistics shows that 53.3% declared a religion as Christian which is slightly below the wider UKAF percentage of 55.4%, 44.4% declared no religion compared to UK Armed Forces where 39.4% declared no religion and only 2.3% preferred not to answer, whereas UK Armed Forces had a percentage of 5.2% of other religious declaration.

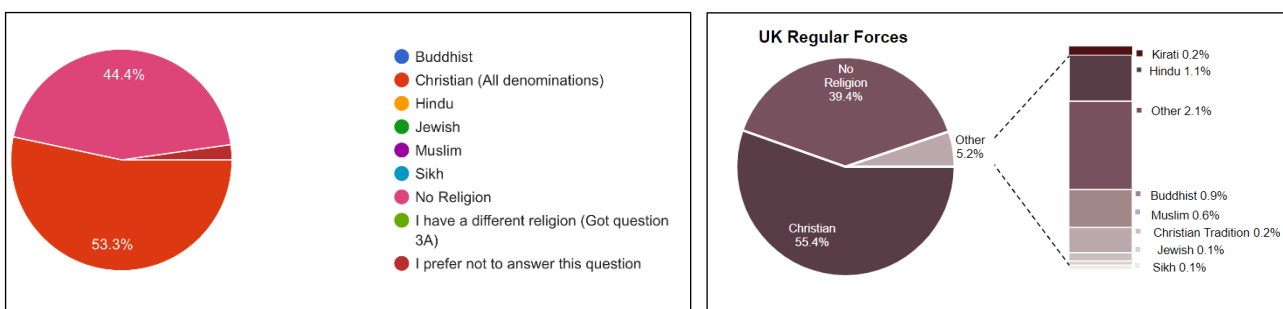


Figure 9 – RNFA Religion v UK Armed Forces

Maternity / Parental Leave

10. There is currently no RNFA personnel declared as pregnant or taking maternity leave this compares to 4.5% overall within UKAF

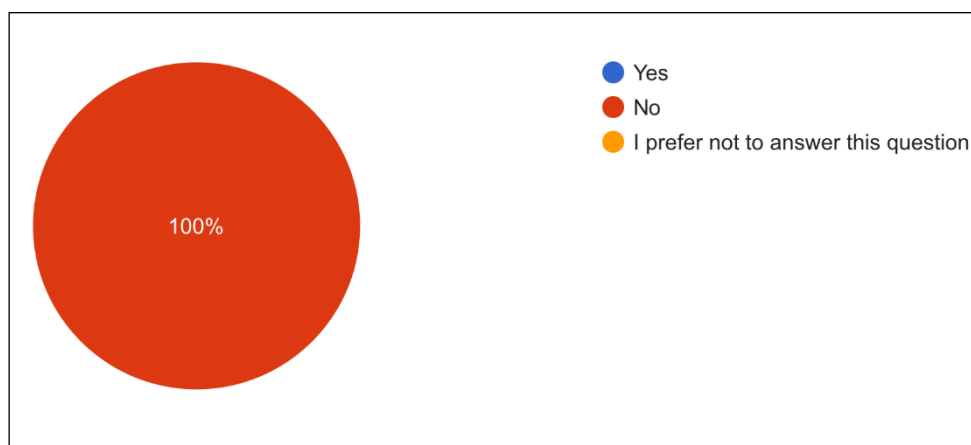


Figure 9 – RNFA Maternity/Pregnancy Statistics

Conclusion

11. This more targeted questionnaire shows that in most areas the RNFA aligns to the wider Royal Navy demographics. There are areas, however where there is clear evidence that action is required to target diversity groups such as within Ethnicity and Religion and these should be considered within future action plans via the RNFA Inclusion Advisory Group (IAG).

Commander A Plenty
Vice Chairperson
RNFA

Distribution:

FA Diversity and Inclusion Advisor
RNFA Senior Management Committee
RNFA Board of Trustee