



## Royal Navy Football Association

Equality

Diversity

Inclusion

Strategy 2024 - 2028



### The Four Stands of the strategy are as follows:

- **Governance** - The business policies, operating procedures and Board
- **Participation** - The formats of football available to everyone in the Royal Navy
- **Participants** - The individuals who take part in football
- **Education** - The training we undertake as staff and board and how we can best support learners in the game

#### Governance

- Conduct regular audits to better understand our diverse football community.
- Review and update Royal Navy FA policies and recruitment practices to foster a more inclusive environment.
- Ensure the Royal Navy FA Board aligns with strategic objectives, reflecting guidance from the Inclusion Advisory Board.
- Promote best practices among Royal Navy FA clubs and leagues, building a supportive and inclusive network.

#### Participation

- Expand awareness of non-traditional and recreational football formats.
- Organise events to engage with under represented groups within the Royal Navy.
- Drive gender equality in football, with a target of 259 female players across all formats.

#### Participants

- Uphold high standards in safeguarding, in line with FA requirements.
- Enhance communication strategies to reach diverse audiences effectively.
- Launch a role model campaign to showcase the accessibility of football within the Royal Navy.

#### Education

- Offer equality, diversity, and inclusion training for all RNFA staff and board members.
- Encourage a referee workforce reflective of our Royal Navy community.
- Provide comprehensive training on inclusion for Royal Navy FA clubs, leagues, and teams.