



A CALENDAR AND GUIDE TO EQUALITY, DIVERSITY AND INCLUSION IN GRASSROOTS FOOTBALL 2021-2022

Manor FC vs Nations United 18th July 2021



**ENGLAND
FOOTBALL**

INTRODUCTION

Across football, people from a range of backgrounds, cultures and communities take part in football in different ways. This could be playing, coaching, refereeing and volunteering to name a few. The diversity of these people is one of the best things about the beautiful game.

The FA, England Football and the County FA network are working to address under-representation in football and to ensure it is inclusive through the delivery of:

- FA Strategy 2020-2024 Time For Change
- [FA Grassroots Strategy Survive. Revive. Thrive](#)
- [FA Equality, diversity and inclusion strategy A Game For All](#)
- [FA Women's and Girl's strategy Inspiring Positive Change](#)
- [The FA's Code of Governance for County FA](#)
- [Football Leadership and Diversity Code \(Grassroots\)](#)

We hope this calendar and guide can help you with your understanding of equality, diversity and inclusion.

HOW TO USE THIS GUIDE AND CALENDAR?

The FA's calendar and guide to equality, diversity and inclusion in grassroots football should be used to view the many ways in which football can bring people from all backgrounds, cultures and communities together. This is by no means a definitive list of all key celebrations, but it is a general guide to some of the EDI moments for awareness across the grassroots landscape. It is by no means definitive but a more general guide to EDI. If you are involved in running the game, whether through a club, league or facility, we always recommend speaking directly to the people who may observe any one of the dates contained in this document to understand their personal preferences and perspectives and to continue to enhance knowledge sharing.

PROTECTED CHARACTERISTICS & FA RULES

EQUALITY ACT 2010

The Equality Act 2010 legally protects people from discrimination in the workplace and wider society. There are nine protected characteristics (see image right). The basic framework protects people from direct and indirect discrimination, harassment and victimisation regardless of whether the victim holds multiple characteristics or is perceived to have or is associated with someone who has a protected characteristic.

FA RULE E 3.2

An aggravated breach of FA Rule E3 is when a participant is charged with insulting, abusive or improper behaviour, or brings the game into disrepute, while also including a reference, whether express or implied, to any or more of the following: ethnic origin, colour, race, nationality, religion or belief, gender reassignment, sexual orientation or disability.

RULE B5 FOOTBALL AND RELIGIOUS OBSERVANCE

(a) A Participant cannot be compelled to play football on bona fide occasions where religious observance precludes such activity, save where the Participant:

(i) has consented to do so on such occasions;

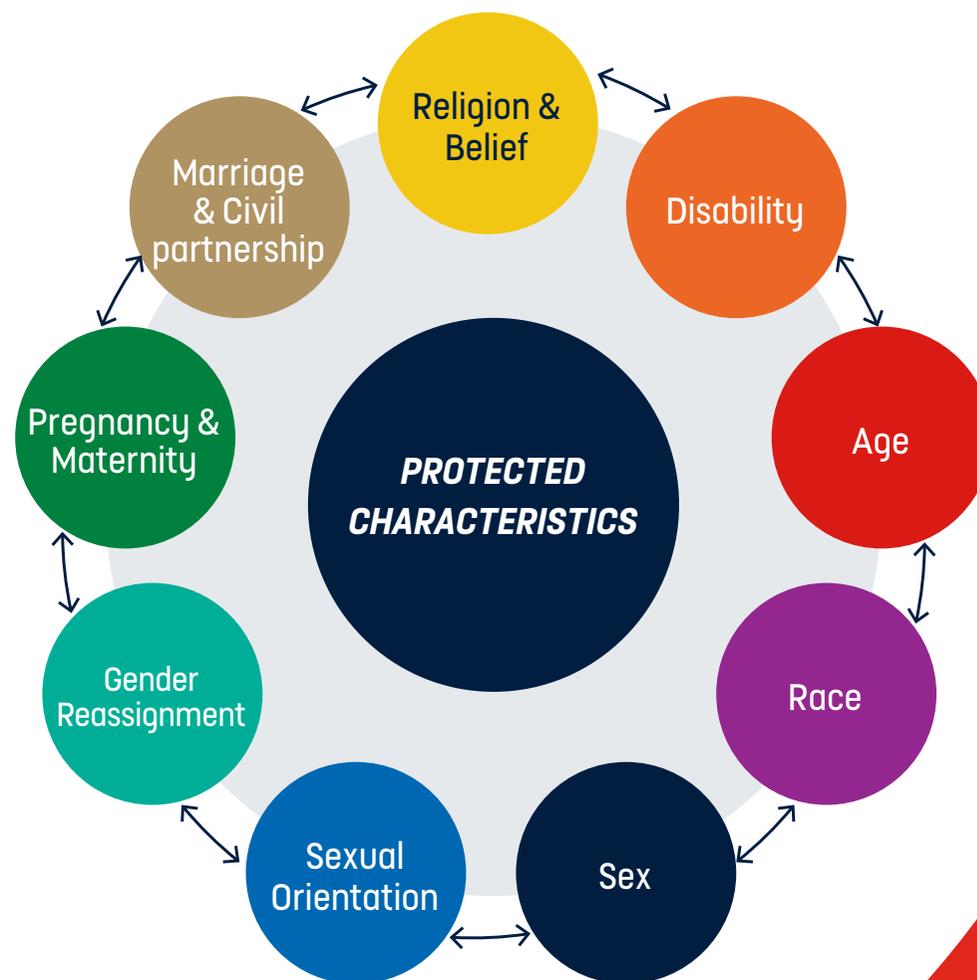
or

(ii) is registered as a player under written contract, which shall be taken as consent to play on such occasions unless otherwise provided for in the contract.

(b) Annually, when planning programmes, Competitions shall define and notify agreed dates of such occasions.

**E3(2) does not cover Pregnancy & Maternity/ Marriage & Civil partnership.*

To find out about The FA's Equality Policy click [here](#).



EDI CALENDAR

August – December 2021

	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Religion and Belief		Jewish New Year 15/9 - 16/9: Yom Kippur (Judaism)		4/1: Diwali Deepavali and Bandi Chhor Divas (Hinduism & Sikhism)	25/12: Christmas Day (Christianity)
Disability		6/9: Colour Blindness Day 23/9 - 29/9: International Week of the Deaf	6/10: World Cerebral Palsy Day 8/10: World Sight Day 10/10: World Mental Health Day		3/12: International Day of Persons with Disabilities
Age	12/08: International Youth Day		1/10: International Day of Older Persons	12/11 or 13/11: Children in Need Day	
Race and Ethnicity	17/7 - 18/8: South Asian Heritage Month		Black History Month		
Sexual Orientation				25/11 - 12/12: Rainbow Laces	
Sex, Gender Identity and Gender Reassignment			26/10: Intersex Awareness Day	November 20/11: Transgender day of Remembrance	

Dates in *grey colour* are moments from the past

EDI CALENDAR

January – June 2022

	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
Religion or Belief	9/1: Birthday of Guru Gobind Singh (Sikhism)			3/4 – 2/5*: Ramadan (Islam) 14/4: Vaisakhi (Sikhism) 15/4: Good Friday (Christianity) 17/4: Easter (Christianity) 18/4: Easter Monday (Christianity)	2/5 - 3/5: Eid-al-Fitr (Islam) 6/5: Wessack Day (Buddhism)	
Disability			1/3: International Wheelchair Day		13/5-20/5: Mental Health Awareness Week	
Age			16/3: Young Carers Action Day		15/5: National Children Day	
Race or Ethnicity		1/2: Chinese New Year	21/3: International Day for the Elimination of Racial Discrimination		21/5: World Day for Cultural Diversity	
Sexual Orientation		Football v Homophobia Month of Action				
Sex, Gender Identity and Gender Reassignment		LGBT History Month	8/3: International Women's Day 24/3 - 31/3*: Football v Transphobia Week 27/3: Mothering Sunday 31/3: International Trans Day of Visibility		17/5: International Day Against Homophobia, Transphobia and Biphobia	19/6: Father's Day

* denotes date subject to change

RACE & ETHNICITY

KEY DATES TO CONSIDER

17 JUL – 18 AUG

South Asian Heritage Month

Celebrating the history and achievements of British South Asians

OCT

Black History Month

Celebrating Black history and the impact of Black heritage and culture on the UK

01 FEB

Chinese New Year

A festival that celebrates the beginning of a new year on the traditional lunisolar Chinese calendar

21 MAR

International Day for the Elimination of Racial Discrimination

Observing a theme of eliminating racial discrimination across the world

21 MAY

World Day for Cultural Diversity

A day to deepen our understanding of the values of cultural diversity

Dates in grey colour are moments from the past



You can find out more about how Gloucestershire FA marked Black History Month.

TO FIND OUT MORE:

- [Gloucestershire FA BHM 2020](#)
- [Gloucestershire FA BHM 2020 Youtube Channel](#)
- [Gloucestershire FA BHM Fact Sheet](#)

The FA recognises and embraces the racial and ethnic diversity of those who participate in football, right from the senior England teams to grassroots football including volunteers and match officials. We want everyone to feel a part of the football family and within this, we recognise, embrace, and celebrate the diversity!

IN WITH PRACTICE - GLOUCESTERSHIRE FA BLACK HISTORY MONTH 2020

"Gloucestershire FA hosted an online webinar with special guests offering insights into their journeys, experiences in football and celebrating local & national Black, Asian and Minority Ethnic culture and heritage"

Gloucestershire FA

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER

- [Kick It Out](#)
- [Show Racism the Red Card](#)
- [South Asian Heritage Month](#)
- [Black History Month](#)
- [Football Unites Racism Divides](#)
- [United Nations](#)

SEX

KEY DATES TO CONSIDER

26 OCT 2021

Intersex Awareness Day

A day to highlight the human rights issues faced by intersex people.

NOV 2021

November

Raising awareness of men's mental health and wellbeing issues.

8 MAR 2022

International Women's Day

Commemorating the cultural, political and socioeconomic achievements of women.

27 MAR 2022

Mothering Sunday

A traditional day to honour mothers.

19 JUN 2022

Father's Day

A traditional day to honour fathers.

Dates in grey colour are moments from the past

IN PRACTICE WITH FRENFORD & MS WOMEN'S FC



*Muslimah Sports Association was established in 2014 to offer women a safe and positive environment to participate in a number of different sports without compromising their religious or cultural beliefs. To find out more click [here](#).

Through our FA Women's and Girls' strategy – Inspiring Positive Change, we want to ensure there is access and opportunity for every girl & woman to play, coach, spectate, officiate, manage or administer if they so wish.

"Starting off as just a Friday night fitness session with six players. Entered into the intermediate league of Super5league during the middle of the season. It was rough, being a beginner team in an intermediate league; goals upon goals were going in against us. When our first goal went in, we were ecstatic. It showed that our perseverance and determination weren't in vain. It's safe to say we didn't win that league, but what we had learnt was indispensable. Our highlight has to be our win at the inaugural Super5 x Nike Tournament at Chelsea's Stamford Bridge in 2019."

*Yashmin Harun MBE – Chair & Founder of MSA**

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- [FA Women's and Girl's Strategy – Inspiring Positive Change](#)
- [Women in Football](#)
- [FA Weetabix Wildcats](#)
- [Movember](#)
- [International Women's Day](#)

RELIGION OR BELIEF

KEY DATES TO CONSIDER

CHRISTIANITY

25 DEC

Christmas Day

Held on the 25th of December commemorating the birth of Jesus Christ.

15 APR

Good Friday

A holiday commemorating the crucifixion of Jesus Christ.

17 APR

Easter Sunday

A date commemorating the resurrection of Jesus Christ.

18 APR

Easter Monday

A religious observance of an angel meeting the women who arrived at Jesus's tomb.

ISLAM

03 APR –
02 MAY

Ramadan

Muslims around the world fast during daylight hours as well as praying, giving to charity and strengthening family ties.

02 & 03 MAY
2022*

Eid-al-Fitr

Marking the end of a month of fasting and a time of celebration.

HINDUISM

04 NOV 2021

Diwali Deepavali & Bandi Chhor Divas

A celebration and festival including fireworks and lamps symbolically marking triumph of light over dark.

SIKHISM

09 JAN

Birthday of Guru

Gobind Singh

Marking the birth of the tenth Sikh leader to honour and remember a great warrior, poet, philosopher and spiritual master.

14 APR

Vaisakhi

A spring festival celebrating the founding of the Sikh community.

JUDAISM

15-16 SEP
2021

Yom Kippur

Meaning the Day of Atonement. It is celebrated ten days after Rosh Hashanah.

IN PRACTICE WITH WEST RIDING FA

'WHAT IS RAMADAN & HOW CAN IT AFFECT FOOTBALL?'

From the perspective of a Muslim player

When thinking about a participant's religion, faith or belief it is important to listen to the person. Here is an example of how West Riding FA listened to how Ramadan affects a Muslim footballer.



FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

[Muslim Chaplains of sport](#)

[Maccabi GB](#)

[Hindu Forum of Europe](#)

[City Sikhs](#)

[The Carob Tree Project](#)

[Community Security Trust](#)

[Faith Forums 4 London](#)

[Ramadan Tent Project](#)

[Sports Chaplaincy](#)

[The Church of England](#)

Football's ability to bring together people of all faiths, religions or beliefs is unrelenting. By ensuring all religions are covered by FA Rule B5, we aim to offer equal opportunities for all religions.

To find out more about FA Rule B5 click [here](#).

DISABILITY

KEY DATES TO CONSIDER

06 SEP 2021

Colour Blindness Day

Raising awareness that colour blindness affects 1 in 12 males and 1 in 200 females.

23-29 SEP 2021

International Week of the Deaf

An annual celebration of the Global Deaf community.

06 OCT 2021

World Cerebral Palsy Day

A day for people to celebrate and support those living with Cerebral Palsy.

08 OCT 2021

World Sight Day

Raise awareness to focus attention on the global issue of eye health.

10 OCT 2021

World Mental Health Day

A day to raise awareness of mental health issues and mobilise efforts in support of mental health.

03 DEC 2021

International Day of Persons with Disabilities

The day is about promoting the rights and well-being of persons with disabilities.

01 MAR 2022

International Wheelchair Day

Wheelchair users celebrate the positive impact a wheelchair has on their lives.

13-20 MAY 2022

Mental Health Awareness Week

A week to focus on achieve good mental health across the UK.

Dates in grey colour are moments from the past

IN PRACTICE WITH BARTON INCLUSIVE FC



"We strive to provide the best environment for our players to provide them with a platform to lead healthy lives where we all have exciting and prosperous futures where football unites us. We are a family."

Sophie, Club Founder, Barton Inclusion FC

The FA believes there should be flexible, inclusive and accessible playing opportunities for everyone. We want to deliver a range of opportunities that sustain and grow opportunities for disabled people to participate and excel through football.



"Before I joined BIFC I was in a bad place and joining the team has helped me so much. I love playing football and playing football with such an amazing and supportive group is the best thing. So I just have to stay thank you."

Barton Inclusion FC Player

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- [Level Playing Field](#)
- [Wheelchair FA](#)
- [Activity Alliance](#)
- [Heads Up](#)
- [Referee Mental Health Champions](#)
- [Referee Mental Health Guidance](#)
- [Alzheimer's Society](#)
- [FA Disability Dispensation Policy](#)

SEXUAL ORIENTATION

KEY DATES TO CONSIDER

NOV/DEC 2021

Rainbow Laces

A celebration of the impact that sports has on LGBTQ+ people, and the impact LGBTQ+ people have on sport.

FEB 2022

Football v Homophobia Month of Action

The month of action calls on football to tackle homophobia, biphobia and transphobia in the game.

LGBT History Month

A month long observation of LGBT history, increasing visibility and raising awareness of matters affecting the LGBT community.

17 MAY 2022

International Day Against Homophobia, Transphobia & Biphobia

Aiming to coordinate events that raise awareness of LGBT rights worldwide.

IN PRACTICE WITH NORTH RIDING FA LGBTQ+ HUB

North Riding FA identified there was a gap in provision for under-represented groups. After consulting with various groups including York Pride, The 'Football Hub' was established.

The Football Hub in York is designed to encourage, promote, and engage LGBTQ+ participation in football. The hub is open to all abilities and anyone over the age of 18.

The purpose the hub is to create a footballing environment where people can be comfortable as their authentic selves and to facilitate their footballing ability. It is a safe space for all to come and enjoy the game.

The FA is committed to creating an inclusive game where all LGBTQ+ people are welcome and accepted. Whether it be through Rainbow Laces or celebrating LGBT History month, we aim to increase the visibility of LGBTQ+ people, their history and lived experiences as well as advancing education through our partnership with Stonewall.



"Our club is LGBTQ+ friendly, mixed ability and friendly in nature. I think it is hard for people who perhaps look different or have had a previous negative experience within sport at school to get back into football and discover the pleasure and benefits of playing again. I am extremely proud that we have created a safe and inclusive environment where that is happening every week."

Charlotte, participant and group lead

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- [Football v Homophobia](#)
- [Stonewall](#)
- [GFSN](#)
- [Pride Sports](#)

KEY DATES TO CONSIDER

12 AUG 2021

International Youth Day

A day to raise awareness of the need to ensure the engagement and participation of young people.

01 OCT 2021

International Day of Older Persons

This year the World Health Organisation has themed the day around Ageism through the ages.

12 NOV 2021

Children in Need Day

A day to raise money for young people experiencing disadvantage through poverty, disability, illness, distress, abuse, neglect, and behavioural or psychological difficulties.

16 MAR

Young Carers Action Day

Organised by Carers Trust, it aims to raise awareness of young carers and the incredible contribution they make to their families and local communities.

15 MAY

National Children's Day

The day is all about the importance of a healthy childhood.

Dates in grey colour are moments from the past

"Football is available to everybody regardless of background and safeguarding is everyone's responsibility"

The FA Safeguarding Team

IN PRACTICE WITH WESTEND JUNIORS

'IT'S ALL ABOUT THE KIDS'

At Westend Juniors our young people are the heartbeat of our club and we're fiercely passionate about their overall development and well-being.

Our 'Westend Community Champions' young volunteer group, using the power of grassroots football as a universal language, provides invaluable support and help to the most vulnerable people across local and wider communities bringing hope and making a positive contribution to society.

Westend Community Champions' actions during Covid-19 delivered:

- Support to over 1,000 families with Christmas gifts (Across 15 Huddersfield school communities)
- Over 3,000 food items to local foodbank
- Over 2,500 clothing items to Sanctuary Kirklees for Refugees and Asylum Seekers
- 150 Pampers Packs to NHS Nurses
- 840 Educational Packs for children isolated at home
- 4,500 Neonatal Knitted Items for NHS Neonatal Care Units
- Engaged with 120 local elderly knitters to support Neonatal project.

With all actions and activities we raised over £125,000 in aid and donations.

Shaun Weatherhead,
Chair Westend Juniors FC



"Through engaging youth volunteering and leadership through the FA Leadership Academy to offering flexible formats of football such as walking football, The FA aims to ensure that you have equal opportunities to be a part of the beautiful game regardless of age."

The FA

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- [Age UK](#)
- [Sporting Memories](#)
- [Youth Sport Trust](#)
- [FAYLA](#)
- [National Young Referee Dev Team](#)

TRANS INCLUSION

KEY DATES TO CONSIDER

20 NOV 2021

Transgender Day of Remembrance

Remembering and honouring the lives trans and gender-diverse people reported murdered in the last 12 months.

FEB 2022

LGBT History Month

A month long observation of LGBT history, increasing visibility and raising awareness of matters affecting the LGBT community.

23-30 MAR

Football v Transphobia Week of Action

Highlighting the positive contribution trans people are making to football and show how everyone involved in the game can be active allies to trans and non-binary people and support their inclusion.

31 MAR

International Trans Day of Visibility

A day to increase the visibility of Trans people across all communities.

17 MAY

International Day Against Homophobia, Transphobia & Biphobia

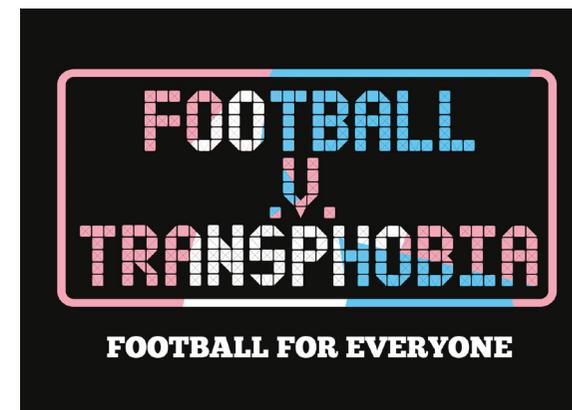
Aiming to coordinate events that raise awareness of LGBT rights worldwide.

IN PRACTICE WITH FOOTBALL v TRANSPHOBIA

The Football v Transphobia campaign and Week Of Action raises awareness of trans discrimination. Utilising mediums such as social media & hashtags such as #Transfootyally people are encouraged to show the value of allyship in the game.

Football belongs to, and should be enjoyed by, anyone who wants to participate in it. The FA is intent on making football a lifelong experience, and ensuring the inclusion and safety of participants

The FA Policy on Trans People in Football



FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- [Policy on trans people in football](#)
- [Gendered Intelligence](#)
- [Football v Transphobia](#)
- [Pride Sports](#)

REPORTING DISCRIMINATION

To ensure our national game is inclusive, we all have a responsibility to step up and blow the whistle on discrimination. Here's how:

THE GRASSROOTS GAME, DISABILITY GAME, WOMEN'S PYRAMID AND THE NATIONAL LEAGUE SYSTEM

IF YOU'VE BEEN THE VICTIM OF OR WITNESSED AN INCIDENT OF DISCRIMINATION:

Report it via The FA at Football.ForAll@TheFA.com

Report it to Kick It Out through their [online reporting form](#) or via their reporting app available on both [iOS](#) and [Android](#).

Alternatively, email Kick It Out at report@kickitout.org

For grassroots football - complete the online form you'll find [here](#), which also goes to the County FA. You can also contact the County FA directly.

A full list of County FAs and contact details can be found [here](#).

Please note: If the incident occurs outside 'organised' football (i.e. in competitions not affiliated to the County FA), the County FA can still advise on what your next steps should be).

REPORTING DISCRIMINATION ON SOCIAL MEDIA:

Whether it's in connection with professional or grassroots football, if you see a post on social media you believe is discriminatory, there are three ways to report it. These are:

By contacting the site on which the post exists – see more information below.

By reporting it to Kick It Out through [their online reporting](#) form or via their reporting app available on both [iOS](#) and [Android](#).

Alternatively, email Kick It Out at report@kickitout.org

By contacting the police, either:

- In person
- By calling the local police on 101
- By completing the online reporting form you'll find [here](#)
- By calling 999 if you are in an emergency



"We promote positive role models, respect, and discipline using football's ability to bring people from all backgrounds together so that individuals have an opportunity to succeed in life."

Ben Rosser, Pythian FC

FA Grassroots Award winners for Community Project of the Year 2018

Created by



Stonewall

Supported by:





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