



A THRIVING LOCAL GAME

SUFFOLK COUNTY FOOTBALL ASSOCIATION

Achieving Equality, Diversity & Inclusion

Approved by Board of Trustees – 26th June 2023

1. County Workforce & Leadership

Aim: Recruit, reward and develop the paid and volunteer workforce to represent the diversity within the Suffolk County.

Objectives:

- 1.1 Increase Gender and Ethnic Diversity on the Board
- 1.2 Recruitment processes ensure applications are representative of the County
- 1.3 Equip workforce to promote Equality.
- 1.4 Ensure IAG is represented on the Board

Tasks	Action	Responsibility	Timescale
Understand makeup of Suffolk FA staff, board, council, and volunteer workforce	Complete an equality profile audit of Suffolk workforce.	SID	September 2023
	Analyse Audit data to create a report on makeup of Suffolk FA workforce to identify potential gaps	CEO	November 2023
Increase gender diversity on the Suffolk FA Board from current 27% to 30%	To increase female membership of Suffolk FA Board by recruiting additional board members	Chair	July 2024
Increase Ethnic diversity on the Suffolk FA Board	To increase ethnic diversity of Suffolk FA Board to ensure that Board is representative of the communities it serves	Chair	July 2024
Ensure staff with recruitment and selection responsibilities are appropriately trained to complete a fair recruitment process	CEO to complete appropriate recruitment training, e.g. NCPCC safer recruitment training	CEO	December 2023

Ensure recruitment and selection processes are fair and transparent	Review recruitment and selection processes to ensure are inclusive from application stage through to induction; track diversity of applications	CEO SID	Ongoing
Ensure staff and board have received appropriate training around equality and diversity	Audit staff/board training; task workforce to complete FA Equality & Diversity online training course; identify other appropriate training; EDI embedded in all staff/committee meetings; ensure ongoing training as available – included in staff annual appraisals; diversity and inclusion key objective in County FA Business Plan	CEO	June 2022
Inclusion Advisory Group in place reporting into the board Equality working group in place leading Equality Standard work	IAG oversee EDIAP EWG members selected and meetings/online communications in place	IAG Chair (EDI Trustee)	Ongoing

2. Participation

Aim: Provide a broad programme of playing opportunities For All to ensure that football participation represents the diversity of Suffolk County

Objectives:

- 2.1 Collate data from a variety of sources and analyse for validity
- 2.2 Utilise data to identify priority communities and develop specific football offers

Tasks	Action	Responsibility	Timescale
Understand player population of Suffolk football	Complete equality audit of players; create a report from the findings	Suffolk FA Football Development Officer (Growth)	Dec 2023
Ensure affiliated football is offered for all in the county	Affiliated football across all formats – mini-soccer, mixed youth, girls, men's, women's, disability, walking	CEO	July annually
Look at ways to remove barriers, understand the demand and consult on developing and promoting alternative formats to the game.	Recreational football opportunities: Women's Rec division; Wildcats; Walking Football Consultation with Club/Groups as to what barriers there are and how/what can be developed to help promote alternative formats to the game.	IAG Chair (EDI Trustee) CEO	Ongoing
Achieve 100% target of player registrations	Staff attendance at league club meetings; one to one support for clubs/leagues as requested	CEO	Ongoing

3. Partnerships

Aim: Work effectively with external partners with expertise in equality to ensure football is available **For All** in Suffolk

Objectives:

- 3.1 Review IAG membership annually
- 3.2 Utilise expertise on IAG to inform planning and decision making
- 3.3 Develop and sustain local and national partnership to support equality and diversity in football

	Action	Responsibility	Timescale
Ensure IAG membership is appropriate; consider recruitment processes should IAG members step down	IAG membership review on Agenda for review in July (ahead of new season)	IAG Chair (EDI Trustee) CEO	September annually
Regular IAG meetings in a format appropriate to the membership	Minimum 3 IAG meetings per season	IAG Chair	September/February /June
Clear understanding of IAG members' knowledge, skills and expertise	Complete skills audit with new IAG members	IAG Chair	Ongoing
Work with national partners to promote inclusion campaigns	Promotion of campaigns annually including: Kick it Out: Refugee Week; Stonewall Rainbow Laces; Football v Homophobia; World Down Syndrome Odd Socks	Suffolk FA Football Development Officer (Growth); Suffolk Mktg & Comms Officer	Ongoing

4. Coach & Referee Development

Aim: Deliver an accessible coach and referee development programme to ensure that the workforce represents the diversity of the Suffolk

Objectives:

4.1 Track coach and referee data

4.2 Utilise data to target priority communities

Tasks	Action	Responsibility	Timescale
Understanding coaches and referee demographics	Use FA data reports to understand current breakdown and demographics of Coaches and referees	Suffolk Workforce Development Manager	Ongoing
Ensure coach/referee education and development is inclusive for all	Deliver an inclusive CPD workshop programme offering targeted support to coaches with disabilities/female/under represented communities signposting coaches to The FA for education courses	Suffolk Workforce Development Manager WDM	July 2024
	Explore delivery of female only basic referee courses	Suffolk Workforce Development Manager WDM	
Continue to build links with local community groups, to raise the profile of coaching courses and further opportunities within football	Ensure these groups are aware of the opportunities available for them to access coaching courses. Explore 'how' this can be achieved eg Campaign	CEO	Ongoing

5. Marketing & Communication

Aim: Visible locally as a champion of Equality, Diversity and Inclusion in football

Objectives:

5.1 Promote good news stories

5.2 Establish, maintain and disseminate Equality Standard

5.3 Monitoring communications to ensure inclusivity

Tasks	Action	Responsibility	Timescale
Presence on SFA website for equality, diversity and inclusion football	Inclusion page on SFA website – one click through to reach it – includes Equality statement and policy, information on IAG and national partner links	SFA Mktg & Comms Officer	Ongoing
Sharing of positive new stories celebrating football for all	Capture good news stories and promote through website, e-news and social media	SFA Mktg & Comms Officer	Ongoing
FA events to promote equality, diversity and inclusion within the county	Mini-Soccer Festival, Inclusion Cup, Refugees Festival – promote through build up, delivery and post event through all media channels	Event Lead; SFA Mktg & Comms Officer	Ongoing
Promotion of national initiatives around Equality, Diversity and Inclusion	SFA to actively promote sport and non-sport sector inclusion campaigns, e.g. Rainbow Laces, Kick it Out, Refugees week	Suffolk FA Football Development Officer (Growth)	Ongoing
Ensuring communications are accessible, and that our communications continue to promote diversity.	Review current methods of communication and distribution network.	SFA Mktg & Comms Officer	Ongoing

6. REPORTING

Aim: Suffolk football community understand how to report discrimination, and have confidence in SFA

Objectives:

6.1 Ensure that robust and transparent reporting procedures are in place

Tasks	Action	Responsibility	Timescale
Promote the safety and seriousness of reporting by ensuring players, coaches, volunteers, parents and referees are aware of FA anti-discrimination reporting processes	FA reporting processes visible on SFA website and shared through social media	Suffolk FA Designated Safeguarding & Services Mgr	Ongoing
Dedicated discipline@ email	3 staff members receive discipline@ emails	CEO	Ongoing
Relationship with national partners as appropriate	Liaise with The FA and Kick it Out as appropriate on live cases	CEO	Ongoing