

# The FA Charter Standard League Programme The FA Learning Equality Education Programme and Charter Standard Leagues



Get **into** Football



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### Which sections of the Charter Standard evidence template does The FA Learning Equality Education Programme support?

The equality education programme has been designed to support:

- Growth and retention
- Raising standards and addressing behaviour
- Workforce development

by supporting the growth and retention of new and existing players and workforce by helping people understand how they can make their club or league accessible to everyone e.g. women and girls, disabled people, ethnic minorities and emerging communities.

And by helping people involved in football identify what language or behaviour is offensive, insulting and abusive e.g. racist, homophobic, sexist or abuse relating to disability. This supports the **Respect** programme by making clear, what is and what isn't acceptable and what action people can take if they experience something that is offensive, insulting or abusive.

The equality courses have been designed to:

- Raise awareness of barriers to inclusion
- Generate ideas to address challenges
- Encourage inclusion by under-represented groups
- Develop positive action/interventions/programmes to address under-representation
- Identify offensive, insulting and abusive language and behaviour
- Help people to appreciate differences and similarities.

Equality is **not** about:

- Political correctness or extreme over-the-top measures
- Telling people what they can and can't say
- Positive discrimination.

### Who are they aimed at?

The workshops are aimed at anyone involved in the administration or running of football in counties, districts, leagues and clubs e.g. administrators at county, district, league and club level; volunteers; parents, coaches, referees, managers and players.

The programme of workshops has been designed to be as relevant to the participants as possible. Standard workshops can be tailored to meet the needs of different participant groups e.g. the Equality workshop for administrators can be delivered to coaches with the same core content to achieve consistency in sharing the principles but with the scenarios and examples all amended to reflect the role of the coach in a club.

### How are they run?

All the workshops are interactive and informal and tutors draw on participant's experiences and knowledge as well as developing learning through small group activities and in presentations. Your County FA will be able to help you set up a workshop as they are registered to run these.

### What workshops are there?

There are three main workshops:

- Equality
- Disability Equality
- Race Equality

Plus an on-line module, which will be available from January 2009.

### What's in the Equality Workshop?

It will help you to make sure the league and clubs are accessible to everyone in the community by developing a greater understanding of the needs of people from different backgrounds e.g. women and girls; disabled people; ethnic minorities and how you can build better links with them in order to help you make the league or clubs more accessible to people from different backgrounds.

It is a workshop designed to answer questions such as:

- Do you understand equality terminology and current legislation?
- Can you identify the barriers various under-represented groups encounter when trying to participate in the game, and would you know how to consult with these groups?
- Do you understand the needs of these diverse groups of people – and how to engage them in your football activity? Groups such as women and girls, disabled people, ethnic minorities and those from different faiths?
- Do you know what language and behaviour is acceptable across different communities?
- Can you recognise unfair, inappropriate and illegal language or behaviour – and how to tackle and report it?
- Are you able to list some simple actions to make your league or organisation open to all members of the community?

#### **What's in the Disability Equality workshop?**

The fun and enjoyment of football should be accessible to any disabled person. And that means there's a responsibility on your league and clubs to open their doors.

This is a workshop designed to answer questions such as:

#### **Do you appreciate:**

- The benefits of involving disabled people in football?
- The differences and similarities between disabled people?
- The importance of consultation with disabled people?

#### **Can you:**

- Define 'disability'?
- Identify examples of best and poor practice in football and adjustments which can be made?
- Explain where to go for help and guidance?
- Produce an action plan to actively promote Disability Equality in your league or football organisation?

#### **What's in the Race Equality workshop?**

It will provide a greater understanding of the needs of ethnic minorities and how you can build relationships with and learn about diverse communities to help you make your league and clubs more accessible to people from different faiths and cultures.

This is a workshop designed to build confidence when working with people from different ethnic backgrounds and faiths. It covers race equality legislation, best practice when working with different cultures and faith groups and actions everyone can take to promote inclusive football.

#### **What workshop should I choose to run in my League?**

This will depend on your own circumstances and the targets you have set in your development plan. For example:

- If you want to set up more disabled teams or sections, the Disability Equality Workshop will help you identify the issues and come up with an action plan.
- If you are based in an area of high ethnic minority population and you have identified that you have a target to increase the number of players from an ethnic minority background, then the Race Equality workshop is the one for you.
- If you want a generic workshop that covers many areas of diversity, then the Equality Workshop would suit you.

#### **How can I book people from my league on a workshop?**

All workshops are run by your County FA, so please look at their website or speak to the Football Development staff and they will be able to let you know when workshops are being run in your area.

Workshops typically cost in the region of £20 and for this you get a student resource pack which gives you masses of information to keep and refer back to in the future.

The online module will be free, however it is something you do on your own, so you may prefer to attend the interactive workshop with some colleagues where you can get into some really interesting discussions.