



## Internal IAG Meeting Minutes

21<sup>st</sup> October 2019

**Present: Monica Shafaq (MS) Mohammed Juned (MJ) Kevin Shoemake (KS), Rachel Mitchell Blunt (RMB), Kerri Welsh (KW), Mizan Rahman,**

1.1.	<b>Welcome and Introductions</b>  MS welcomed all the attendees. Apologies were received from Michael Penn, Richard Watson and Jas Batt.	MS
1.2.	<b>General Diversity &amp; Inclusion update</b> (The pursuit of Progress) MJ provided an update on the FA's 3 year plan with statistics. There have been some positive achievements and the FA are on target to achieve their strategic priorities.  <b>Equality Standard update</b> – MJ and MS gave a back ground on the standard and where we are with our submission for advanced level. We would be launching one of the largest internal and external audits that the CFA have delivered. This was going to be project will be supported by the FA insight team.  MS stated that we will have external tender going out for Impact Assessment and the submissions will be presented at the next meeting. The tender document has been created and will be sent out to some potential organizations with a view to review at the next IAG meeting.  Monica asked should we do some more work on digital to announce our support for campaigns against discrimination. This was in response to the rise in discrimination through Social Media and that which was being shown in the media. MJ stated that discrimination reporting is up as is the number of charged cases. The BCFA discipline team have created an interactive project management smart sheet that allows the team to monitor all cases.	MS/ MJ

	KS stated that the Regional Discipline Officer role has been recruited – The Officer will support CFA’s with serious discipline cases including Discrimination	
<b>1.3.</b>	<p><b>KPI Update</b></p> <p><b>Girls and Women’s</b> – KW delivered an update on the girls and women’s update. The figures for Women and Girls Football were looking positive (81 teams for Adult Women and 180 teams in Girls Football). In addition, the number of wildcats centers has increased significantly and we were in the process of providing them with additional support.</p> <p><b>Inclusion</b> – Mizan gave a brief update on where we are with regards to some of the planned projects we are delivering to engage with diverse communities. MR also stated that we were successful in acquiring funding from Sport England to deliver a refugee football league. MS asked MR to present some of the work that he is doing at the next IAG meeting.</p> <p><b>Coach Education</b> – RMB gave an update on the figures relating to Coach Education with numbers relating to all coaching courses. RMB also stated that we were recording our own equality data through the completion of forms. We were also in the process of delivering some targeted courses.</p> <p><b>Disability</b> – In JB’s absence MJ gave an update on KPI figures relating to disability football. The current figures demonstrated that we were above target by +10 teams The current figures were as follows,</p> <p>KPI Year 2 Target – 165 As to date – 175 (+10)</p> <p>Male teams – 165 Female teams – 10</p> <p><b>Refereeing</b> – No refereeing update was given.</p>	<p><b>KW</b></p> <p><b>MR</b></p> <p><b>RMB</b></p> <p><b>JB</b></p> <p><b>RW</b></p>
<b>1.4.</b>	<p><b>Equality Standard Update – Advanced Level</b></p> <p>MJ stated that we were the only CFA who had made an official intention of making an application for the Advanced level of Equality Standard. We have already outlined some clear objectives in the BCFA Operational Plan. This will allow us to have some clear direction on what we need to do. The first aspect of the process will be to conduct an audit of what our workforce and customers look like. After this the information/ data that we receive will be processed into a report (this will be done independently). In addition we will be reviewing our impact assessment process and then we will be impact assessing 15 policies. Both of these processes will be carried out independently.</p>	<b>MJ</b>
<b>1.5.</b>	<p><b>AOB</b></p> <p>KS – Stated that we would be exploring some additional training for Staff and Board members around Equality, LGB&amp;T and Impact Assessment.</p>	

	MS stated that she was already looking into Equality Training with an organization that delivered at the FA National Inclusion conference.	
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