



Equality, Diversity & Inclusion Statement & Targets

Birmingham County Football Association (BCFA) is the governing body of football in Birmingham, the Black Country and Warwickshire. We are one of the largest county football associations in the country and oversee all aspects of the game within our FA defined football boundary.

We are responsible for promoting, governing and developing the game by providing the structure and support that enables players, coaches, volunteers and referees to participate and develop. Our utmost priority is that every participant within our 'region' is given the opportunity to participate and develop in a progressive, safe and enjoyable environment.

The people we support are diverse individuals and so are we. We aim to recruit and retain great people from a wide variety of backgrounds, not just because it's the right thing to do, but because it makes us stronger and wiser. However, our commitment isn't just to us – it's also to those we serve. Football is a diverse sport, which brings together communities and cultures from all backgrounds. This diversity has made the game better and stronger and it is vital we ensure this is reflected across all areas of the game and roles within the game. As the local governing body for football, we are responsible for setting standards and values that apply throughout the game, especially within grassroots football. Our national game belongs to and should be enjoyed by anyone who wants to participate in it and in whatever role or capacity they choose.

We will liberate our people to challenge the norm and to call out when they believe we are falling short of our intentions and include them in finding the best and most appropriate solutions. At the same time, we will all challenge our own thinking and behaviours and make personal changes to achieve our vision of an inclusive society.

We continue to make considerable strides in realising our statutory obligations to pay due regard and to promote equality across the equality strands, which we can be proud of and encouraged by. However, to truly live and embed our commitment, we will commit to the following:

Leadership and Commitment

- A member of the board will be designated ED&I lead ensuring that our commitment to ED&I is at the forefront of all decisions and discussions
- Progress against key ED&I actions will be presented as a standing agenda item at all board meetings
- The Board, CEO and senior staff will demonstrate accountability and leadership for ED&I across the business.
- All staff will contribute to our ED&I outcomes,
- ED&I review findings will influence corporate decision-making, strategies, operational plans and risk management across the business.

Data Insight & Delivery

- Improving our collection and use of FA/BCFA/Other equality data in line with GDPR. This will help us identify patterns of inequality, exclusion and unfairness. It will also help us to pinpoint the precise causes of any unfairness so decision on what can and should be done are made in a considered and informed way.
- ED&I data audits will be undertaken annually and these will demonstrate increased return and engagement rates
- An ED&I Monitoring Report will be produced every year with comparisons against previous audits and clear recommendations for change.
- Audit findings will be discussed by the Board and used to inform the ED&I Strategy and/or annual operational plans.
- A long-term ED&I Strategy to address under-representation (with strategic objectives, key deliverables and incremental long-term targets covering all business areas) will be developed. The Strategy will be discussed, approved and monitored by the Board.
- Consultation through the Inclusion Advisory Group and other stakeholders will be used to shape the Strategy.
- External frameworks, benchmarks and/or standards will be used to inform and enhance the County FA's ED&I work
- An annual achievements report will be devised to showcase the County FA's EDI work.
- Undertake or commission specific ED&I research to help shape the Strategy

Embedding Equality & Diversity

- All of our policies and procedures will be Equality Impact Assessed
- All Directors and staff will be offered extensive equality and diversity training and there will be increased knowledge and confidence levels amongst the Board and staff members to embed their ED&I knowledge within their BCFA roles as well as external roles
- We will develop a culture where ED&I is at the core of who we are and how we operate. Our clarity of thought and practice lived values will inspire a positive shift in attitudes and trust and behaviours in our local communities.
- ED&I Learning & Development will be embedded in corporate processes
- We will encourage and support our clubs and leagues, participants, partners and service providers to adopt similar equality, diversity and inclusion strategies.

We know that it is through valuing and respecting differences and by working together in unity, we can all continue to learn and thrive together for the common goal of an all-inclusive national game. By actively promoting equality diversity and inclusion, we will contribute to building vibrant, healthy and cohesive communities and relationships throughout our region where football can truly be **FOR ALL**.

ED&I Targets

Headline	Context	Current	Target 22-23
Board (12)	To have a representative Board of Directors with no one gender representation being less than 30%	Male: 64% Female: 33% BAME: 16% LGBT: Under 30: 8%	Recruit in line with FA Code of Governance and regional demographics
Staff (24)	To have a workforce which reflects the local demographics and communities we serve	Male: 56% Female: 44% BAME: 16% LGBT: 8% Under 30: 38%	Impact assess BCFA recruitment policy.
Football Leadership (Grassroots) Diversity Code	To promote the FA's Diversity Leadership Code to our grassroots Clubs and Leagues	190 Clubs	250 Clubs + 10 Leagues
Coaching - courses	To promote courses widely and in every community		FA KPI Diverse tutor workforce (FA)
Referees - courses	To promote courses widely and in every community		FA KPI Diverse tutor, observer and coach workforce
Participation - volunteers			
Equality Standard	To achieve the new Equality Standard	Intermediate	Advanced
Code of Governance	To support the advancement and achievement of each ED&I aspect of the Code ready for submission		Submit late 2022
State of Play Survey	To promote the FA survey to all staff	90% employee satisfaction	100% staff completion 90% + employee satisfaction Act on findings and suggestions