



## Cornwall County Football Association Inclusion and Diversity Action Plan



*Football is for onen hag oll - 'one and all'.*



# Purpose and Vision

To ensure that football is welcoming, inclusive and accessible for everyone throughout Cornwall. We are determined to challenge any perceptions and any barriers that get in the way of progress. We aim to be representative of the diversity of Cornwall and reflect that diversity within the football community. In Cornwall football is about belonging, *Football is for onen hag oll - 'one and all'.*









# Responsibility

Inclusion is everyone's responsibility, this means we need to, inform, involve, and engage colleagues, volunteers, referees, coaches, players, and supporters in our efforts. In much the same way as we have embedded safeguarding as a key focus of responsibility, to be successful, we will need to all come together for inclusion.

 [Facebook.com/CornwallFA](https://www.facebook.com/CornwallFA)  [@CornwallFA](https://twitter.com/CornwallFA)





## Our Inclusion and Diversity Action Plan aims to:

Ensure all aspects relating to the everyday business of the Association is fair, accessible, and equitable

Work towards eliminating all forms of discrimination, harassment and other conduct prohibited by the Equality Act 2010

Reach out to wider audiences and communities to increase participation







The Equality Action Plan is endorsed by the Chief Executive Officer, The Board, and the Inclusion Advisory Group. The plan will be delivered by the professional staff of the association and will be monitored and reviewed by the Inclusion Advisory Group.





## Cornwall FA Inclusion and Diversity Aims



### Participation

Increase the participation rates of all forms of football, this includes players, coaches and officials, our aim is to create opportunities for people from all communities and backgrounds to take part in football.



### Performance

Provide learning opportunities designed to upskill colleagues, coaches and participants on inclusion and diversity related topics.



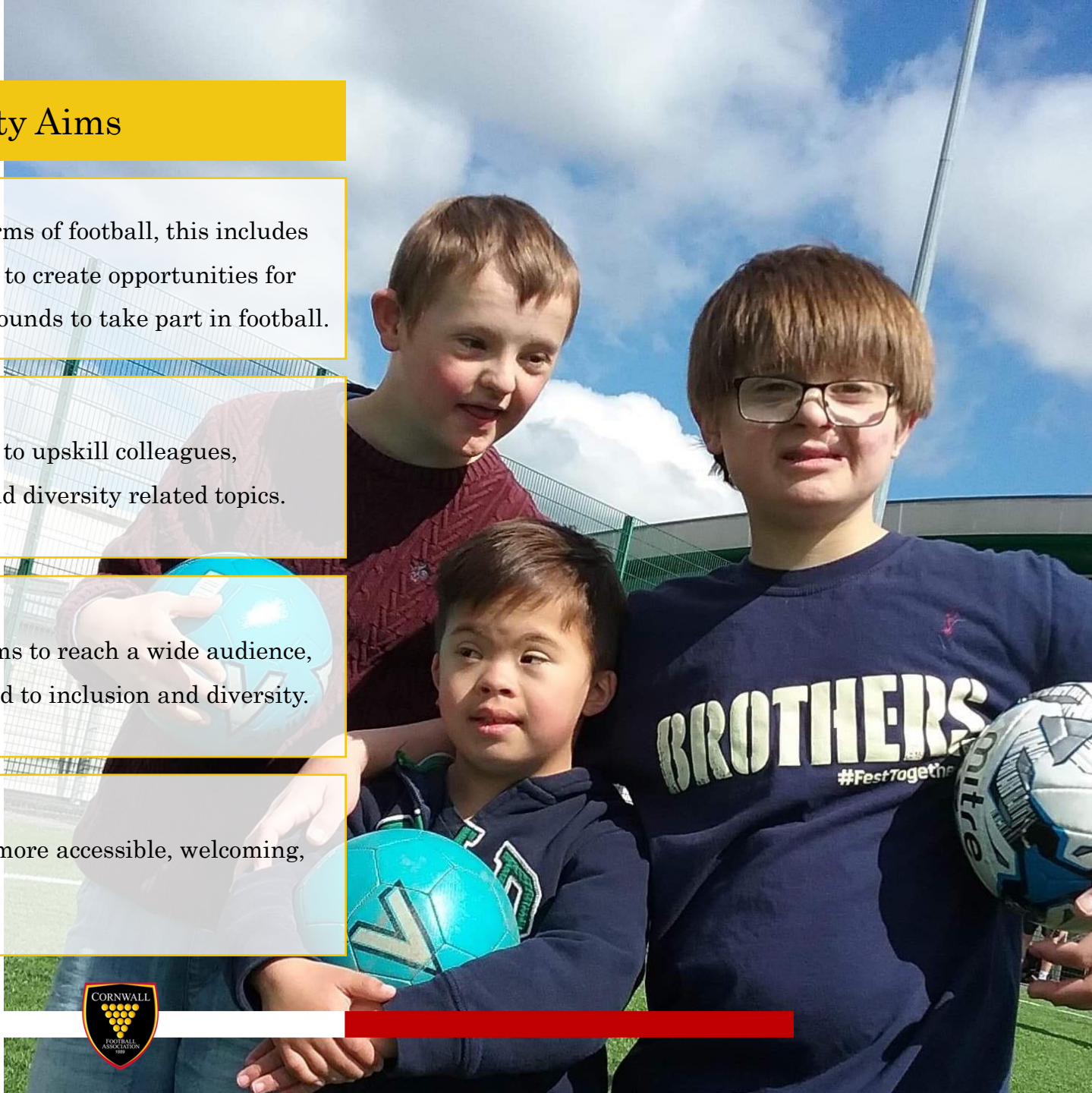
### Profile

Use Cornwall FA's channels and platforms to reach a wide audience, to inform and communicate topics related to inclusion and diversity.



### Pitches

Seek opportunities to make our pitches more accessible, welcoming, and inclusive for all who use them.





# Cornwall FA Inclusion Advisory Group

The purpose of Cornwall FA's Inclusion Advisory Group is to generate ideas, support activities and steer Cornwall FA's inclusion action plan. Measuring and holding Cornwall FA to account in terms of its inclusion and diversity objectives.

Key Focus Areas for the Cornwall FA IAG and Cornwall FA:

[Mental Health](#)

[Disability](#)

[LGBT+ Communities](#)

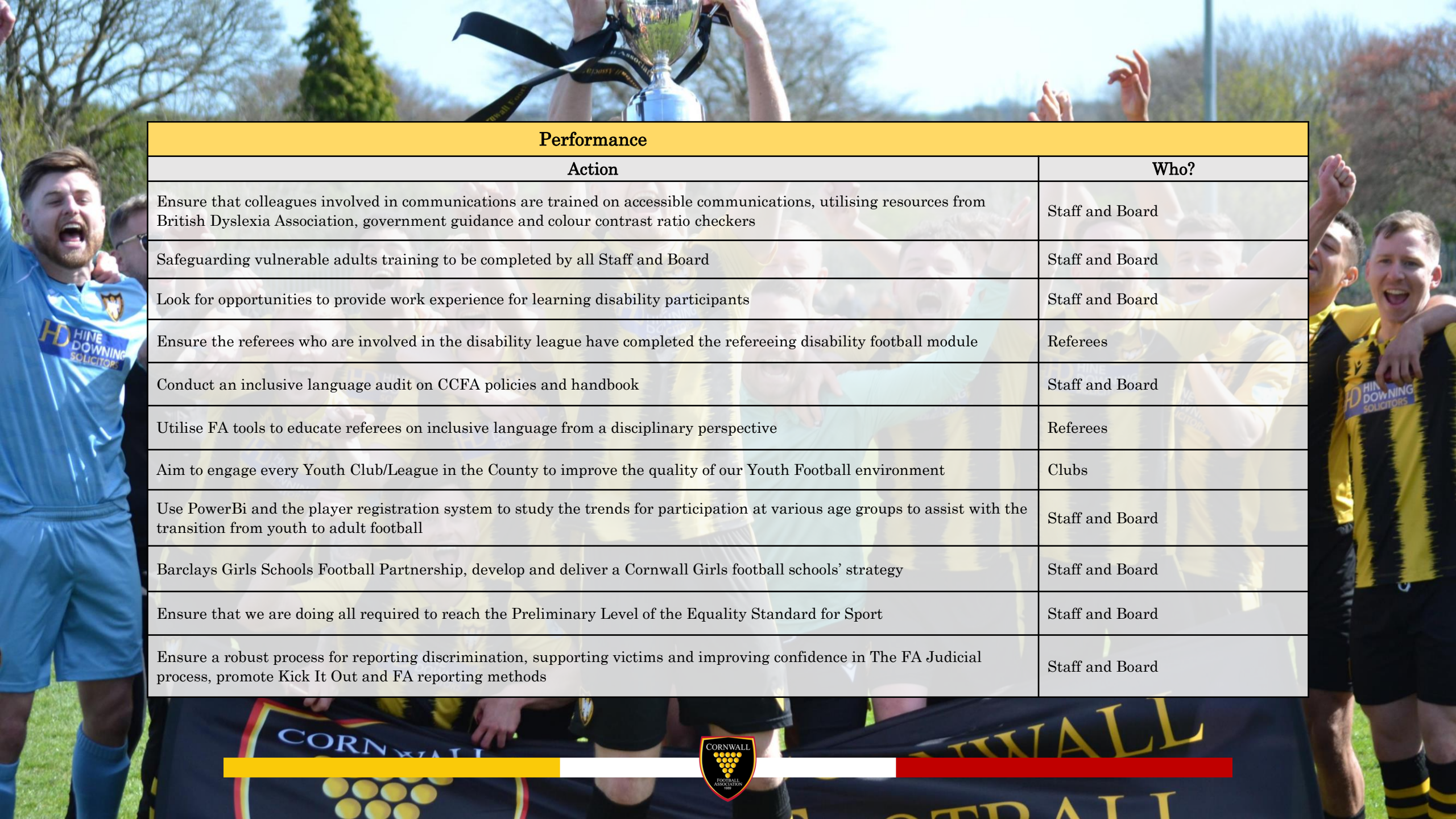




Participation	
Actions	Who?
Seek to partner with public health / council run or charity initiatives to encourage greater participation highlighting the mental health benefits of being active and being part of a team	Clubs
Expand disability league growing the numbers of participants by marketing the league and raising awareness	Staff and Board
Support existing clubs with joint centralised recruitment campaigns to ensure sustainability for the disability leagues, aimed at attracting new players from all areas of the county.	Staff, Board and Clubs
Seek to collect data on disability in relation to current Referees, Coaches, Staff and Board	Referees, Coaches, Staff and Board
Seek to provide opportunities for disability players to be converted into disability league Referees and Coaches	Referees and Coaches
Seek to increase the number of participants particularly in terms of youth players with disabilities	Staff, Board and Clubs
Seek to collect data on LGBT in relation to current Referees, Coaches, Players and Staff/Board	All
Support current and create new Mini-Soccer teams by developing a Central Venue Mini-Soccer programme	Clubs
Support The FA's interventions targeting Early Years age groups	Clubs
Provide club/team support to fill gaps in the provision/pathway	Clubs
Support the creation of a new Walking Football (35+) representative group which will include 1 nominated member from each affiliated team	Clubs
Support the Walking Football committee to create up to 3 turn up and play Walking Football sessions	Clubs
Offer Women's Recreation football	Clubs
Offer Women's Walking Football	Cubs
Aim to increase the diversity amongst Referees	Referees
Run Female only refereeing courses	Referees
Increase the number of female coaches	Coaches
Support and promote transition from school sport to community sport	Clubs







Performance	
Action	Who?
Ensure that colleagues involved in communications are trained on accessible communications, utilising resources from British Dyslexia Association, government guidance and colour contrast ratio checkers	Staff and Board
Safeguarding vulnerable adults training to be completed by all Staff and Board	Staff and Board
Look for opportunities to provide work experience for learning disability participants	Staff and Board
Ensure the referees who are involved in the disability league have completed the refereeing disability football module	Referees
Conduct an inclusive language audit on CCFA policies and handbook	Staff and Board
Utilise FA tools to educate referees on inclusive language from a disciplinary perspective	Referees
Aim to engage every Youth Club/League in the County to improve the quality of our Youth Football environment	Clubs
Use PowerBi and the player registration system to study the trends for participation at various age groups to assist with the transition from youth to adult football	Staff and Board
Barclays Girls Schools Football Partnership, develop and deliver a Cornwall Girls football schools' strategy	Staff and Board
Ensure that we are doing all required to reach the Preliminary Level of the Equality Standard for Sport	Staff and Board
Ensure a robust process for reporting discrimination, supporting victims and improving confidence in The FA Judicial process, promote Kick It Out and FA reporting methods	Staff and Board





Profile	
Action	Who?
Explore the possibility of having a stall or representation at Cornwall Pride events	Staff/ Board
Take part in the Stonewall rainbow laces campaign	All
Raise awareness of inclusive language, using FA guides	Clubs
Seek to partner with local media contacts to promote football as an inclusive sport in Cornwall	Staff and Board
Mental health content to be designed and delivered as part of on-going Referee training and engagement (utilising the FA's Mental Health Guidance notes)	Referees
Encourage conversations on mental health and wellbeing between mentors and newly qualified referees	Referees
Encourage conversations on mental health and wellbeing between coaches and players, ensuring coaches are equipped with the tools to signpost players towards further support when necessary	Coaches
Mental health content to be designed and delivered as part of on-going Referee training and engagement (utilising the FA's Mental Health Guidance notes)	Referees
Ensure awareness raising content and communications are shared with Referees, Coaches and Clubs	Referees, Coaches and Clubs
Encourage conversations on mental health and wellbeing between mentors and newly qualified referees	Referees
Encourage conversations on mental health and wellbeing between coaches and players, ensuring coaches are equipped with the tools to signpost players towards further support when necessary	Coaches
Ensure awareness raising content and communications on disability are shared with Referees, Coaches and Clubs	Referees, Coaches and Clubs
Promote the UEFA Women's Euro 2022 Tournament	All
Promote the Weetabix Wildcats initiative	All
Design and use promotional material that depict refereeing diversity	Referees
Promote of the benefits of creating a diverse and inclusive workforce that is representative of the wider society	All





Pitches	
Action	Who?
Provide inclusion and diversity awareness raising materials to be used in clubhouses and changing rooms	Clubs
Look for opportunities to widen the geographical reach of the disability league to include more areas of Cornwall	Staff, Board and Clubs
Support the Cornwall Power chair team in terms of facilities	Staff, Board and Clubs
Look for opportunities to play teams from other counties expanding the experience for players and coaches	Clubs, Coaches
Look for opportunities to widen the geographical reach of the disability league to include more areas of Cornwall	Staff, Board and Clubs
Support the Cornwall Power chair team in terms of facilities	Staff, Board and Clubs
Produce materials related to mental health to be used in club houses and changing rooms	Clubs
Identify and prioritise projects which support equal opportunities for women and girls	All
School and community projects. Ensure that every project in application development supports equal access for girls and women in school and community and that robust and ambitious development plans are in place to achieve this	All





# Our Targets and Intended Outcomes

Maintain 100% of staff that feel the County FA is heading in the right direction with equality and diversity (in terms of the state of play survey).

Aim to maintain at least 30% female representation on the Board.

75% of respondents to the Cornwall FA Equality Survey indicating that they feel a sense of belonging within Cornish football.

100% of respondents to the Cornwall FA Equality Survey indicating that they know how to report discrimination.

80% of Board and Staff members to have completed the Cornwall FA Equality Survey.

10% of Cornish Football community to have completed the Cornwall FA Equality Survey.

100% of Board and staff to have completed I&D related training.

100% of all Recruitment board participants to have completed unconscious bias training.





## Key Performance Indicators (as of 20/01/22)

KPIs	Base line	Target 2021-22	Current Position
# registered male players	13,528	13,528	14,740
# registered female players	1,642	1,806	1851
# registered disabled players	128	146	142







## Key Performance Indicators (as of 20/01/22)

Referee Education and Development	Base line	Target 2021-22	Current Position
1st March Baseline All Referees	199		
1st March Baseline All L5-L7 Referees	164		
Recruitment Measure Target 2021/22	N/A	50	52
Conversion Measure Target 2021/22	N/A	30	11
Retention measure target 2021/22	N/A	159	160
Progression measure target 2021/22	N/A	15	12





## Key Performance Indicators (as of 20/01/22)

Coach Education and Development	Base line	Target 2021-22	Current Position
1st March Baseline Youth Teams	613		
1st March Baseline YTWQC	94.50%	89%	88.5%
2021/22 CPD Target	N/A	123	71
Quality Grass Pitches	68	75	TBC





## Key Performance Indicators (as of 20/01/22)

Secondary KPIs	Base line	Target 2021-22	Current Position
Weetabix Wildcats	30	32	30 (not all running though)
Youth Clubs with Female Teams	27%	45%	30%
Female Youth Competition Pathway	No	Yes	No
1000 clubs with a female pathway	2	3	TBC
England Football Accreditation – Adult Clubs	78%	60%	TBC/Relaunching
England Football Accreditation – Youth Clubs	96%	89%	TBC/Relaunching







For more information, please  
visit [www.cornwallfa.com](http://www.cornwallfa.com)



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