



## **Cornwall Football Association - Inclusion Advisory Group (IAG)**

### **Terms of Reference**

#### **Members**

- *Kim Mundy – Chair*
- *Brian Baker - Director / NGFP Chair*
- *Laura Hodsdon – Independent member*
- *David Haigh – Independent member*
- *Richard Pallot – CFA Governance Manager*
- *Matt James – Youth Council Member*
- *Steve Flack – Independent member*
- *Nikki Perryman – DisAbility League Representative*

#### **1. Purpose**

An IAG is a committee of Cornwall Football Association (CFA), with the IAG Chairperson representing inclusion on both CFA Council and Board. The purpose of the IAG is to support CFA with embedding inclusion into the county plans every season.

The IAG will help deliver the following:

1. Widen football's talent pool-by recruiting volunteer IAG members to support CFA's county plan;
2. To sustain and support Cornwall Football Association to achieve the Equality Standard: A Framework for Sport aspiring to achieve the Advanced Level;
3. Instil confidence in reporting discrimination-through raising awareness within the wider football community on how to report discrimination, and advising on tactics to instil confidence in the reporting and disciplinary process;
4. Increase knowledge and awareness by supporting CFA to embed inclusive practices within existing development programmes, and promoting education in equality and diversity.

#### **2. Responsibilities of members**

2.1 Members shall be invited to join the IAG by virtue of their knowledge and experience representing specific aspects of equality, diversity and inclusion such as race; gender; disability; mental health; lesbian, gay, bisexual and transgender and faith communities; which match the deliverables of The FA's equality, diversity and inclusion plan. The IAG is not a delivery agent, but instead acts to help shape the way football is provided in an inclusive way.

2.2 Collectively the members of the IAG should meet the following skills, qualities, knowledge and experience:

- (ii) Be influential and respected for championing inclusion and anti-discrimination, promoting a culture of respect for inclusion issues;
- (iii) Act as advocates for The FA and CFA's equality, diversity and inclusion work;
- (iv) Bring together collectively inclusion experience from across professional and personal backgrounds;

- (v) Be strategic and visionary, with the capacity to guide practical implementation;
- (vi) Be able to provide constructive guidance and challenge to CFA on inclusion and anti-discrimination;
- (vii) Be influential in developing best practice approaches around inclusion across Cornwall;
- (viii) Review performance and data to pro-actively deliver equality of opportunity in all areas: from playing, coaching and refereeing to administration; and
- (viiii) Have the capacity to attend quarterly meetings.

### ***3. Arrangements for meetings***

The IAG will meet at quarterly intervals but may be convened at short notice to address urgent matters that might arise. IAG meetings seek to be open and transparent and any volunteers, club representatives, Council members, staff etc are able to attend to input into relevant discussions.