



**Derbyshire County Football Association
Inclusion Advisory Group
Information Pack
January 2018**





What is an Inclusion Advisory Group (IAG)?

The Derbyshire County FA IAG will support and advise the County FA so that we can meet our legal duties and operate in a way that meets the needs of all of our communities and of the business.

The IAG will assist Derbyshire County FA in embedding that inclusion fully into each year's County Plan and to ensure Football is for All.

The IAG will help guide Derbyshire County FA on ways to reach people to feel excluded or difficult to access football for whatever reason. This could be linked to the nine protected characteristics under the Equality Act 2010: age, disability, gender, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation.

What is the role of the IAG?

Advance equality of opportunity amongst all our communities as well as having a focus on the protected characteristics

Foster good relationships with, and between, all our communities to increase participation and ensure football for all.

Eliminate unlawful discrimination, bullying, harassment and victimisation and any form of abuse directed at any group within society



Terms of Reference

Purpose

The Derbyshire County FA Inclusion Advisory Group (IAG) will advise the County FA on how to deliver an inclusive offer.

The Role of Inclusion Advisory Group

1. Advance equality of opportunity amongst all our communities as well as having a focus on the protected characteristics
2. Foster good relationships with, and between, all our communities to increase participation and ensure football for all
3. Eliminate unlawful discrimination, bullying, harassment and victimisation and any form of abuse directed at any group within society
4. To support the County FA on the Operational Plan of the business.

In order to complete the above the Inclusion Advisory Group may:

1. Analyse data to provide intelligence and support recommendations to the CFA.
2. Support the county planning process and the setting of business objectives and targets and ensure that the needs of the whole community are met.

3. Provide support to The County FA's community engagement, consultation, development programme and disciplinary procedures.
4. Act as Ambassadors for County FA in its communities
5. Bring a diverse perspective to the County FA.
6. Identify key equality issues and support the identification and delivery of solutions.
7. Advocate the benefits of addressing equality issues.
8. To assess and advise on equality impacts arising out of county plans.
9. To help co-ordinate consultation sessions with the wider community on annual county plans.
10. To identify key issues and trends that will promote the growth of the game through inclusion and diversity interventions.
11. Promote inclusion and diversity in football.
12. Devise, monitor and evaluate County FA secondary Key Performance Indicators for inclusion and diversity.
13. To meet three times a year as a minimum.

An IAG member will:

- Attend IAG meetings as and when required
- Act as an advocate for DCFA, promoting a culture of respect for inclusion and championing anti-discrimination across football.
- Will be a critical friend and offer independent advice and guidance generally on all matters of equality and specifically in one or more of the

following protected characteristics: age; race; gender; disability; mental health; faith; sexual orientation and gender.

- Respect other members of the IAG's point of view
- Use diversity sensitive language
- Be non-judgmental
- Offer support and help to other IAG members and County FA staff to ensure they can do their work

DCFA will:

- Acknowledge and act on the recommendations made by the IAG
- Offer support and help to IAG members to ensure they can do their work
- Reimburse IAG members with expenses of 40p per mile from their home to the place of the IAG meetings and back
- Utilise the DCFA website and social meeting to highlight good practice from the IAG
- Remove a member from the group if 75% of the meetings are not attended without a valid reason

Codes of Conduct for Inclusion Advisory Group (IAG) Members

Social Media

We live in a society that promotes free speech and freedom of expression. Social media is continuing to grow and it's in our interest to sensibly and proactively embrace it.

Please be aware that the following types of comments on any matter, not just football are prohibited for members of the IAG:

- Abuse
- Insults
- Indecent tweets

- Threats
- Bringing the game into disrepute

The above comments are considered aggravated if they reference a person's:

- Ethnicity, colour, race, nationality, faith, gender, sexual orientation, disability or anything that comes under the Equality Act 2010

Do:

- Share positive experiences in football
- Remember that everyone can see what you tweet/post
- Be responsible; you are responsible for your own behaviour online and the content you write

Don't:

- Use inappropriate or foul language
- Talk negatively about DCFA, The FA or any football club/organisation
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I _____ agree to these terms of reference and to attend three meetings a year to assist Derbyshire County FA in order to foster good relationships with, and between, all our communities to increase participation and ensure football for all.



IAG Application Form

Personal Details

Full Name: -----

Address: -----

Date of Birth: -----

Home Telephone Number: -----

Mobile Number: -----

Email Address: -----

Do you hold a full driving licence? -----

What is your role in football? E.G. Coach, Referee, Administrator -----

Experience and Skills: Please provide details of any experience and skills which highlight your suitability to be part of this group (Max 500 words):

Please Turn Over

What are your reasons for applying to be part of this group? Please relate to your career, hobbies, experience etc.

Please Turn Over

References

Please give the details of two people who will act as a reference for you:

Name: -----

Relationship to you: -----

Address: -----

Telephone Number: -----

Email Address: -----

Name: -----

Relationship to you: -----

Address: -----

Telephone Number: -----

Email Address: -----

The Information on the form is correct to the best of my knowledge

Signed: -----

Date: -----

Thank you for taking an interest in the Derbyshire County FA Inclusion Advisory Group.

Please send the completed form to Angie Harper at Derbyshire County FA on angela.harper@derbyshirefa.com or by post marked Private and Confidential to: Angie Harper, Derbyshire County FA, 8 and 9 Stadium Business Court, Millennium Way, Pride Park, Derby, DE24 8HP



Equal Opportunities Form (Optional)

The FA is required to compile anonymous information on those individuals accessing its services and activities.

Diversity monitoring is the process of gathering and analysing data on people's characteristics. These characteristics are sometimes referred to as race, gender, transgender, disability, religion and belief, sexual orientation, age and disability. Monitoring allows The FA to understand the makeup of those accessing its programmes within affiliated football and meet the needs of individuals if activities need adapting.

Anyone involved with affiliated football are encouraged to respond to the questions about themselves, however, participation is entirely optional and you are not obliged to self-declare your characteristics. Participation however, provides us with a clear picture of the makeup of those involved with our programmes and the information we receive is only used for monitoring and statistical purposes only. Please note the form is detachable and is not traceable to an individual.

GENDER

Male Female Transgender

AGE

16 – 20 21 – 30 31 – 40 41 – 50 51 – 60 61+

ETHNICITY

Indicate in the appropriate box your ethnic background. *Ethnic categories are not about nationality, place of birth or citizenship. They are about the group to which you feel you belong to. The descriptions below are from the 2011 census.*

White

British English Scottish Welsh Irish Gypsy or Irish Traveller

Any other white background

Mixed

White & Black Caribbean White & Black African White & Asian
Mixed background Mixed other background

Asian

British-Indian Indian British-Pakistani Pakistani British-Bangladeshi
Bangladeshi British-Chinese Chinese Any other Asian background

Black

Black Caribbean Caribbean British African African
British Other Any other Black background

Other Background

Other **Prefer not to disclose my ethnic origin**

DISABILITY

Under the Equality Act 2010, disability is defined as a physical or mental impairment that has a substantial and long term adverse effect on the ability to carry out normal day to day activities. Substantial means more than minor or trivial. Impairment covers, for example, long term medical conditions such as asthma and diabetes, and fluctuating or progressive conditions such as rheumatoid arthritis or motor neurone diseases. A mental impairment includes mental health conditions (such as bipolar disorder or depression), learning difficulties (such as dyslexia) and learning disabilities (such as autism and Down's syndrome). Some people including those with cancer, multiple sclerosis and HIV/AIDS are automatically protected as disabled people by the Act.

Do you consider that you meet this definition?

Yes No

If you have indicated yes, please indicate the impairment(s) that you feel applies to you:

Blind/partially sighted Deaf/hard of hearing Physical disability Learning disability
Experience of mental and emotional distress Prefer not to say Communication barriers



RELIGION or BELIEF

How would you describe the religion to which you feel you belong?

Christian	<input type="checkbox"/>	Buddhist	<input type="checkbox"/>	Hindu	<input type="checkbox"/>	Jewish	<input type="checkbox"/>	Muslim	<input type="checkbox"/>
Mormonism	<input type="checkbox"/>	Sikh	<input type="checkbox"/>	Atheist	<input type="checkbox"/>	No Religion/Faith	<input type="checkbox"/>	Jehovah's Witnesses	<input type="checkbox"/>
Other faith background	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>						

SEXUAL ORIENTATION

Which of the following options best describe how you think of yourself?

Heterosexual/Straight	<input type="checkbox"/>	Gay Man	<input type="checkbox"/>	Gay Woman/Lesbian	<input type="checkbox"/>	Bisexual	<input type="checkbox"/>	Other	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>
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