



Equality Action Plan

Devon County Football Association





Our Role & Vision

Our Vision

Enhancing Lives Through Football in Devon

Our Role

Unite & Serve Devon Football to Provide an Enjoyable
& Experience For 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 all need to come together for inclusion.



Our Equality Action Plan aims too:

Ensure all aspects relating to the everyday business of the association is fair, accessible & 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, The Board, The Council & the Inclusion Advisory Group. The plan will be delivered by the professional staff of the association & will be monitored and reviewed by the Inclusion Advisory Group

Devon FA Equality Aims (Devon FA Strategy 2021 – 2024)

Participation	Increase participation across all formats of Football including the return of the Devon Ability Counts League & it's clubs from the pandemic & growth of the Women & Girls Football including 1000 new females in Football.
Performance	Provide equality related learning opportunities designed to upskill voluntary and paid workforces in Football. Achieving the Equality Standard Framework for Sport (Preliminary level) by the end of the 2022/23 season.
Profile	Using social media and website platforms to reach a wider audience, to inform & communicate topics related to inclusion and diversity with support from the Devon FA Inclusion Advisory Group. Also double our social media reach across all formats (to reach 17,500 followers) by 2024
Pitches	Seek opportunities to make our pitches more accessible, welcoming and inclusive for all who use them including 100 improved grass pitches & three new 3G facilities in Devon.

Delivery Tactics - Participation

ACTIONS	WHO
Map & develop a network of Veterans football activity across Devon to ensure there is a recreational offer in each area of the county Offering either 1x Just Play centre or 1x Small sided league Set up 4x new Just Play centres to support full coverage of the county	Staff and Board
Support newly formed league committee for the Devon Walking Football League during the 2022/23 Season and deliver Walking Football County Cup Finals	Staff, Leagues and Council
Continue regular structured meetings with Devon Girls Football School Partnership (GFSP) Leads to ensure continued support of GFSP programme	Staff and Schools
Apply for Football Development Fund to support delivery of girls school programme in the Torbay/South Devon area where this is no GFSP and seemingly no viable applicant for near future	Staff and Schools
Continuation of Female Flexi Football offer at Devon FA after the initial 6 month Innovation Fund linked programme and expansion to new areas (e.g. North Devon)	Staff and Clubs
Support development of Women's Walking Football	Staff and Clubs
Apply for and use the CFA Talent ID Innovation Funding, to develop a bespoke project focussing on Girls in Mixed Football and/or IMD postcodes 1-5	Staff and Clubs
Grow Disability Football players KPI by 65 players in the 2022/23 season from 781 players to 847 players, supporting the Devon Ability Counts League In it's growth and ensure all players are registered for adult and youth pan-disability teams in the league 2 new affiliated disability teams (20 players) 4 new recreational disability centres (45 players)	Staff, Leagues and Clubs
Support South West Powerchair Football League and Devon Powerchair Football Clubs to return to a league season	Staff, Leagues and Clubs
Support schools with a Disability Schools Football programme, including new Girls Disability Schools Festivals	Staff and Schools

Delivery Tactics - Performance

ACTIONS	WHO
Support Devon Women's League to gain England Football Accreditation	Staff and Leagues
Oversee County Wide Health Working Group with partners (Football Community Trusts and Councils)	Staff and External Partners
Organise a Female Only Referee Course	Staff
Research potential tactics to support new BAME referees	Staff
Devon FA Coaches Academy to deliver CPD covering 4 groups: Foundation Phase, Development Phase, Adult 11v11, Female Game	Staff and Clubs
Develop a Diversity & Inclusion (D&I) Coach Development Programme to support current and new coaches from different ethnicities and backgrounds BAME Coaches BAME Players	Staff and Clubs
Support Devon Ability Counts League at two league events per season (player assessment festival and league finals day)	Staff and Leagues
Create Disability Consultation Group to inform future planning and development work in Disability Football	Staff and External partners
Provide clubs with guidance and support on implementing safeguarding adults and children policies in Disability Football	Staff and Clubs
Unconscious Bias Training to be completed by all staff and board	Staff and Board
Maintain Devon FA Inclusion Advisory Group to oversee, monitor and provide guidance and direction to engage with under-represented communities or diverse groups in football.	Staff and Board
Achieve the Equality Standard for Sport (Preliminary Level) by the end of the 2022/23 season	Staff and Board

Delivery Tactics - Profile

ACTIONS	WHO
Create a Marcomms Football Plan for Female and Disability Football	Staff
Create Diversity, Equality & Inclusion Marketing Plan to raise awareness across all groups in Football	Staff and Board
Create a new Customer Service Charter for the company	Staff and Board
Improve imagery across the website to be more inclusive of the football community in Devon	Staff
Engage with National Weeks and Months of action via our social media channels (e.g. Pride Month, Black History Month)	Staff and Board
Develop a Female Football Media project	Staff and Clubs
Develop Mental Health Awareness Social Media posts and podcast episodes, with players/coaches/referees explaining how their experience in grassroots Football has improved or affected their mental health	All
Host a Just Play style tournament at Devon FA – focusing on mental health	Staff and Clubs

Delivery Tactics - Pitches

ACTIONS	WHO
Work with 6 FF funded 3G facilities to review current female provision on site. Sites in this year will be Plymstock School, South Devon College, Paignton Academy, Plympton Academy, Eggbuckland Community College and Torquay Academy	Staff, Schools and Clubs
Work with 2 FF funded Changing Room facilities to review current female provision on site. Sites in this year will be Stoke Gabriel FC and Holsworthy Town Council	All
Work with the Plymouth SSP Girls Football Hub to do a facilities audit available and review the access to Girls football in the community at these schools	Staff, Schools and Clubs
Support Devon Powerchair Football teams for training facilities	Staff and Clubs
Support Devon Ability Counts League with sourcing Football Foundation sites for league festivals	Staff and Leagues

Devon FA Inclusion Advisory Group

The purpose of Devon FA's Inclusion Advisory Group is to generate ideas, support activities and steer Devon FA's Equality Plan including monitoring and evaluating delivery of Devon FA's Equality objectives.

Key Focus Areas for the Devon FA IAG & Devon FA:

Mental
Health

Disability

Equal
Access

Devon FA Strategy 2021 - 2024

- Devon County FA's Operational Plan has several equality-based objectives
- These objectives are reviewed quarterly by Devon FA's Inclusion Advisory Group & Staff Development Team to ensure that we're working towards our Equality based targets within the 3 year strategy



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)

30% female representation on the board

100% board & staff members to have completed the Devon FA Equality Survey

10% of the Devon Football Community to have completed the Devon FA Equality Survey

100% of board and staff to have completed Equality related training

100% of all board & staff participants to have completed unconscious bias training

Key Performance Indicators



Key Performance Indicators (as of 30/6/2022)

KPI's	Baseline	Target 2022-23	Current Position
Registered Male Players	27,569	27,569	25,824
Registered Female Players	2,819	3,119	3,316
Registered Disabled Players	781	847	959

Key Performance Indicators

Key Performance Indicators (as of 30/6/2022)

Referee Education and Development	Baseline	Target 2022-23	Current Position
1 st March Baseline All Referees	407	447	433
1 st March Baseline All L5-L7 Referees	336	376	265
Recruitment Measure Target 2022/23	102	112	Ongoing
Conversion Measure Target 2022/23	61	67	Ongoing
Retention Measure Target 2022/23	326	358	Ongoing
Progression Measure Target 2022/23	30	34	Ongoing

Key Performance Indicators (as of 30/6/2022)

Coach Education & Development	Baseline	Target 2022-23	Current Position
1 st March Baseline Youth Teams	1,154	1,241	N/A
1 st March Baseline YTWAC	93.8%	90%	Ongoing
2022/23 CPD target	N/A	434	Ongoing
Quality Grass Pitches	113	150	123



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Key Performance Indicators (as of 30/6/2022)

<u>Secondary KPI's</u>	<u>Baseline</u>	<u>Target 2022-23</u>	<u>Current Position</u>
Weetabix Wildcats	36	40	35
Youth Clubs with Female Teams	26%	60%	28%
Female Youth Competition Pathway	Yes	Yes	Yes
Clubs with a female pathway	9	13	26
England Football Accreditation – Adult Clubs	70%	65%	70%
England Football Accreditation – Youth Clubs	95%	90%	95%





For more
information, please
visit
www.devonfa.com