

# #EssexFootball: Equality Diversity and Inclusion 2024



**ENGLAND  
FOOTBALL**

Creating a united grassroots environment which delivers football opportunity For All



TOTAL POPULATION  
OF MORE THAN  
**3.2m**

SUPPORTING THE  
DEVELOPMENT OF  
THE DISABILITY  
PATHWAY IN ESSEX

**19**  
LOCAL AUTHORITIES,  
INCLUDING 5 LONDON  
BOROUGHS

**88**  
WILDCAT  
CENTRES 

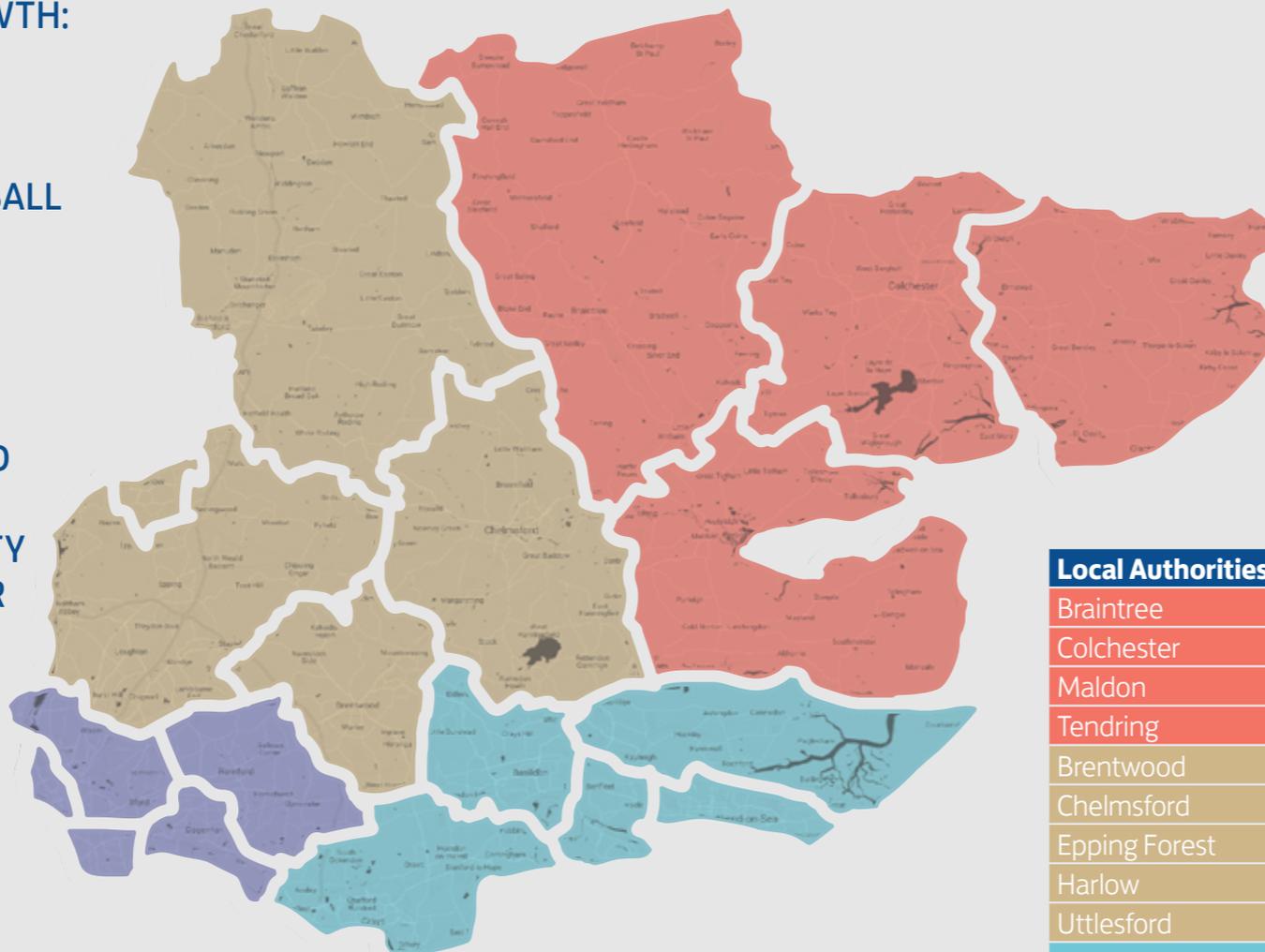
**5,500+**  
TEAMS (17% GROWTH  
SINCE 2018)

MALE PATHWAY GROWTH:  
**11% IN YOUTH,**  
**15% OPEN-AGE,**  
**11% VETERANS,**  
**78% WALKING FOOTBALL**

**29**  
LEAGUES 

**493**  
CLUBS HAVE ADOPTED  
THE FOOTBALL  
LEADERSHIP DIVERSITY  
CODE (53.65% OF OUR  
AFFILIATED CLUBS)

FEMALE  
PATHWAY GROWTH:  
**47% IN MINI SOCCER,**  
**35% YOUTH**  
**53% OPEN-AGE**



SINCE 2018 ESSEX COUNTY FA  
HAVE CONTRIBUTED IN EXCESS OF  
**£250,000**  
TO SUPPORT CLUBS AND LEAGUES  
WITH THE FINANCIAL COSTS  
ASSOCIATED WITH AFFILIATION,  
LEGAL LIABILITY INSURANCE AND  
PERSONAL ACCIDENT INSURANCE

Local Authorities	Population 2020	Population 2024	Clubs	Teams
Braintree	151,561	154,094	71	308
Colchester	192,523	204,764	84	377
Maldon	64,425	67,065	33	134
Tendring	145,803	154,015	59	236
Brentwood	76,550	76,273	46	270
Chelmsford	177,079	185,792	99	497
Epping Forest	131,137	134,450	45	306
Harlow	86,594	88,704	46	188
Uttlesford	89,179	98,584	39	203
Basildon	185,862	191,723	80	473
Castle Point	90,070	91,428	34	190
Rochford	86,981	90,548	46	280
Southend	182,463	189,404	66	486
Thurrock	172,525	183,737	81	290
LB of Barking & Dagenham	211,998	218,300	54	149
LB of Havering	257,810	269,201	66	362
LB of Newham	352,005	367,386	23	135
LB of Redbridge	303,858	308,383	80	358
LB of Waltham Forest	276,700	285,009	24	292
<b>TOTAL</b>	<b>3,235,123</b>	<b>3,358,860</b>		

**1,529** REFEREES  
**1,424** MALE REFEREES  
**105** FEMALE REFEREES  
**448** U18 REFEREES



MORE THAN  
**1,100**  
CLUBS

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# Essex County FA: Equality Diversity and Inclusion 2024

## Creating a united grassroots football environment which delivers football opportunity For All



We are delighted to share Essex FA's Equality, Diversity and Inclusion Strategy 2024, which sets out the strategic direction and journey Essex County FA are on to continue to drive forward ED&I across grassroots football. We acknowledge that the Equality, Diversity, and Inclusion space continues to evolve, and we are entering into a new strategic business planning cycle for the 2024-28 period. With this in mind, we are releasing our 2024 EDI strategy and remain committed to updating this for the 2024-28 period.

In September 2021 Essex FA were delighted to be awarded the Intermediate Status of the Equality Standard: A Framework for Sport. This followed an extensive equality audit survey that was undertaken over a 6 month period to identify a picture of the participation trends and representation across the game in Essex and identify key areas of under representation. This was vital to the development of an Equality Action Plan, which identifies key areas of focus that Essex FA are committed to working towards and achieving.

This process ran parallel to an updated Governance structure that during 2021 saw a refreshed Inclusion Advisory Group recruit new independent members to help provide advice and guidance to the Essex County FA on ED&I matters. The updated Governance structure also saw the introduction of a change in structure to the Essex FA Board of Directors, which ensured that the Chair of the IAG would become an Independent Non-Executive Director (INED) of Essex FA, ensuring that the voice of the IAG is represented at the highest level of decision making at Essex FA, and we were delighted to welcome Hafiza Patel as the Chair of the IAG and an INED of Essex FA.

The role of the IAG is an important independent advisory body for Essex FA, and the Board welcomes and value their insightful contribution to the areas of focus within this strategy, and across all levels of the business, and we are delighted to be working alongside them in the years ahead.

As the nation's number one sport, football has an incredible power to bring people together, eradicate social barriers and be a force for good across communities. We at Essex County FA are committed to creating an inclusive game, free from discrimination.

Football can help lead the pace of change in the world, but we know we can't do it on our own. Working with stakeholders, partners, leagues, clubs, players and leadership, we can collectively inspire the change we all want to see: a game that is inclusive and for all.

Across football, people from a range of backgrounds, cultures and communities take part in football in different ways. This could be playing, coaching, refereeing and volunteering to name a few. The diversity of these different people is one of the best things about the beautiful game.

The FA, England Football and the County FA network are working to address under-representation in football and to ensure it is inclusive through the delivery of:

- FA Strategy 2020-2024 Time For Change
- FA Grassroots Strategy Survive. Revive. Thrive
- FA Equality, diversity and inclusion strategy A Game For All
- FA Women's and Girl's strategy Inspiring Positive Change
- The FA's Code of Governance for County FA
- Football Leadership and Diversity Code (Grassroots)

We hope this guide can help you with understanding our plan for equality, diversity and inclusion.

# Essex County FA: Equality Diversity and Inclusion 2024

## Creating a united grassroots football environment which delivers football opportunity For All



Within both our Moving Forward and EDI 2024 strategies, working closely and collaboratively with our range of stakeholders will be key to achieving our targets. We very much look forward to working with you to do that. We are committed to demonstrating this through our core values:

**UNDERSTAND** = We are supportive, empathetic and knowledgeable, using insight and data to drive decision-making

**NEW INNOVATIONS** = We are proactive and creative to improve existing formats and explore new ways of delivering football

**INTEGRITY** = We are fair, honest, reliable and accountable and commit to “doing what we said we would do,” ensuring equality and diversity to develop football for all and ensure all those who wish to be involved are supported and encouraged

**TEAMWORK** = We work collaboratively and inclusively with each other across all areas of the business and with our partners across the game to optimise all our opportunities

**EXCELLENCE** = We aim to deliver high-quality football services, seeking feedback and constantly reviewing our work, to develop our services based on the needs of our community and individual customers

### **Brendan Walshe, CEO, Essex County FA:**

“As an organisation we are committed to continue to evolve to meet the current and future challenges of the game. Our Values as an organisation, across our staff, Board and Council, are key to helping us meet those challenges, and the development of this EDI Strategy reflects the importance the Essex County FA places on this subject matter and we are excited about the potential to continue to progress”.

### **Hafiza Patel, Chair of IAG and INED of Essex County FA:**

“As Chair of the IAG, and as an INED, it is brilliant to see a County FA commit to a longer term strategy in the area of EDI, and we welcome the progress made to date by Essex County FA. As an IAG we are proud to have played a part in developing this 2024 EDI Strategy and are excited and enthused by the targets and action plan set out. We look forward to supporting further progress moving forward.’



# EDI: Our Journey...



## Equality Standard

The Equality Standard: A Framework for Sport (the Standard) is a framework for sports organisations towards achieving equality. The Equality Standard is an independently assessed framework based on developing both the organisation and the services provided. There are four levels of achievement, Foundation, Preliminary, Intermediate and Advanced.

Essex CFA Foundation Level achieved in 2008 and Preliminary Level achieved in 2015.

Essex CFA achieved Intermediate level in 2021. For this status, we are increasing opportunities for participation by a diverse range of people including representation within leadership, staff, board and volunteer roles. All internal policies pay due regard to diversity.

## Inclusion Advisory Group (IAG)

An IAG is a committee within the County FA with the purpose of supporting and embedding inclusion into our everyday business and county plans. An impactful IAG will guide us towards ensuring policies and practices are inclusive and should be populated by individuals who understand the needs and barriers (real or perceived) faced by those who have traditionally found it difficult to access football.

Essex CFA has an active Inclusion Advisory Group running. You can find more information [HERE](#).



# Essex County FA Equality Action Plan 2024



## Participation Pathways



To provide a clear and seamless pathway for male, female and disability grassroots football to meet the affiliated and recreational demands of the game.

- i. Increase the number of disability players to 941 by 2024, with a particular focus on Youth provision
- ii. Grow our registered female players to 6,952 by 2024 increasing opportunities for players of all ages.
- iii. Ensure ethnically diverse groups have the opportunities to play and stay in football.

## Workforce



To support a diverse volunteer workforce across grassroots football to meet the evolving administrative, technological, and practical demands of the game.

- i. Increase diversity across our Coach Developer and Referee Tutor workforce
- ii. Increase the number of female and ethnically diverse referees and coaches in Essex
- iii. Ensure our Coach & Referee Development Programme engages with under-represented groups

## Clubs & Leagues Network



To develop a sustainable network of affiliated clubs and leagues who have the knowledge and expertise to provide a safe, engaging, and inclusive football environment.

- i. Offer CPD events on equality for players, coaches, referees, and welfare officers
- ii. Provide training around key EDI themes for league and club committee members
- iii. Work with stakeholders to engage with under-represented groups
- iv. Work with our grassroots club network to adopt The FA's new Football Leadership Diversity Code

## Corporate Governance



To develop a sustainable network of quality football facilities across the county which allows participation to continue to sustain and grow.

- i. Ensure ECFA represents the County's demographics
- ii. Increase diversity at Board, Council and Staff levels
- iii. Increase female representation at Board level

## Investigations

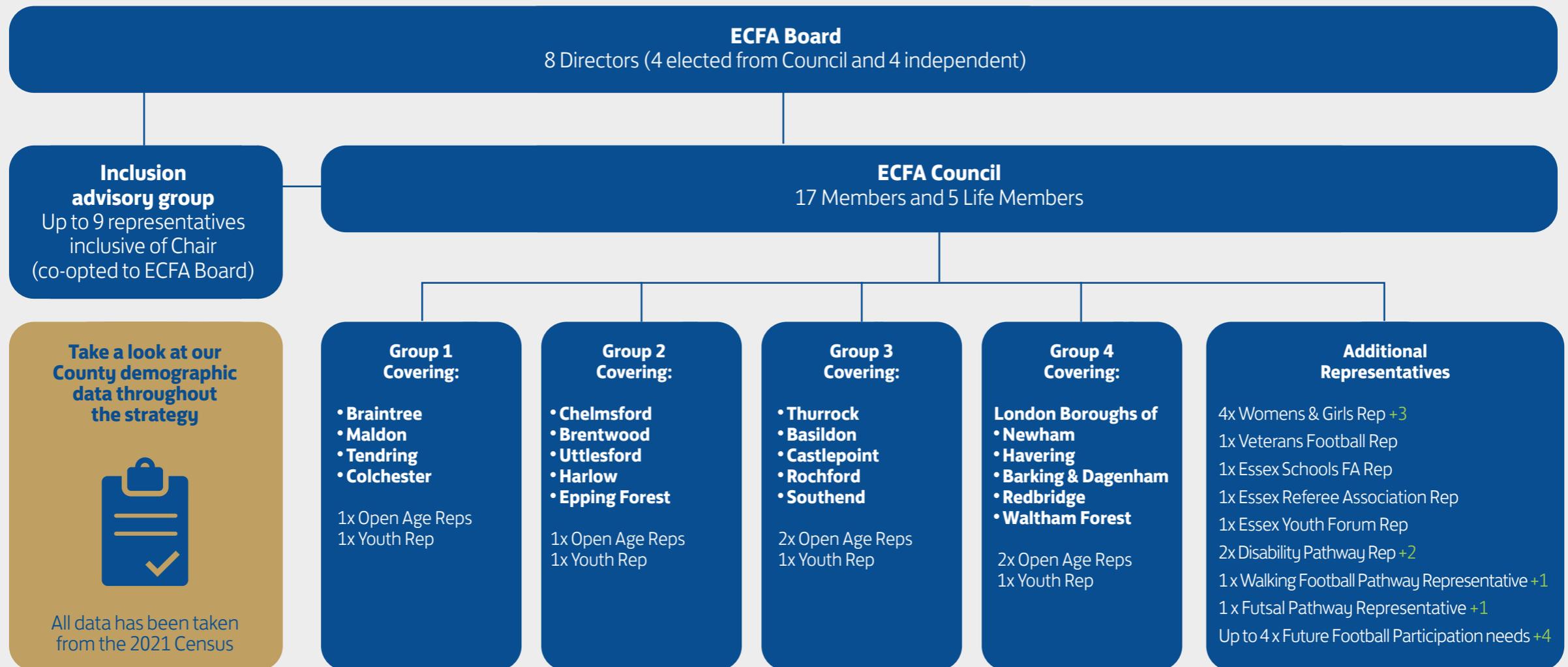


- i. To target 70% of identified cases to have investigation completed within 45 days of starting - 90% within 60 days of starting - and to ensure 100% of identified cases to have investigation completed within 90 days of starting
- ii. To provide guidance and support to clubs, teams, managers, referees and players on how to report discriminatory language and behaviour

# Corporate Governance



- ECFA will be compliant with the FA Code of Governance for CFA's by June 2024
- Progress is being made and Article changes submitted for ECFA AGM in June 2021 will make significant phase 1 step towards compliance
- A member of the Equality Diversity and Inclusion Committee appointed to the Board
- A member of the ECFA Youth Forum now co-opted onto ECFA Council
- Phase 2 will focus on Council structure amendments
- Diversity Target at Board level 20%



\* Dated June 2023

# Football Leadership Diversity Code

**The Football Leadership Diversity Code has been launched with the aim to ensure English football at all levels represents our modern and diverse society. Tailored for the National League System, Women's Pyramid and Grassroots football, the Code focuses on tackling inequality alongside improving representation of diverse groups across senior leadership positions, wider team operations and coaching roles. As of July 2023 493 clubs across Essex have adopted the code.**

The Code looks to increase the equality of opportunity by encouraging the selection of leaders and coaches based on merit from a wider pool of diverse talent.

Clubs will pledge to adhere to five commitments to being Leaders in Football Diversity, ensuring that they promote and deliver the highest standards across their club:

## 1: Club Leadership

- Our club's leadership should reflect the diversity of our local community

## 2: Coaching and Selection

Ensuring diversity within our volunteer coaching workforce

## 3: Culture

Continuing to strive for the most inclusive club culture

## 4: Reporting Discrimination

Encouraging the reporting of discrimination

## 5: Raising Awareness

Raising awareness on the topic of equality, diversity, and inclusion

## Essex FA Equality, Diversity and Inclusion Education Programme

Using an external expert, Chris Gibbons at Inside Inclusion, we hosted Equality, Diversity and Inclusion training sessions for League Committee Members in March 2022. Across two 90-minute sessions, participants were educated across key EDI themes and the nine protected characteristics. This is the first time that EDI training has been offered to stakeholders at league level.



We have further developed the education programme by offering EDI workshops for Club Committees in January 2023 with 20 attendees from 15 clubs. Again, all attendees reported an increase in their understanding of the Equality, Diversity and Inclusion space following the workshops. Attendees reported plans to review policies and practices as well as sharing learnings with their wider football community.

Additionally, we hosted an event on 'Creating an LGBTQ+ inclusive football environment' with participants from across the County in a variety of football roles

All attendees reported an increase in their understanding of Equality, Diversity and Inclusion following workshops. Attendees also agreed that the workshop made them feel more confident in discussing EDI within their league committee and wider football roles.

Future work is planned across 2024 strategy to extend this programme and provide further education opportunities to our League and Club network.

Some feedback from league workshops:

*"I've really enjoyed delivering these EDI sessions to the leagues. The conversations were thoughtful, honest and open and there's a clear appetite to contribute to creating a more diverse and inclusive game across Essex which is open to all".*

– CHRIS GIBBONS, INSIDE INCLUSION

*The workshops were really interesting and thought provoking. Following the workshop as a League Committee we have decided to appoint an EDI Officer' League attendee*

# Protected Characteristics & FA Rules

## EQUALITY ACT 2010

The Equality Act 2010 legally protects people from discrimination in the workplace and wider society. There are nine protected characteristics (see image right).

The basic framework protects people from direct and indirect discrimination, harassment and victimisation regardless of whether the victim holds multiple characteristics or is perceived to have or is associated with someone who has a protected characteristic.

## FA RULE E 3.2

An aggravated breach of FA Rule E3 is when a participant is charged with insulting, abusive or improper behaviour, or brings the game into disrepute, while also including a reference, whether express or implied, to any or more of the following: ethnic origin, colour, race, nationality, religion or belief, gender reassignment, sexual orientation or disability.

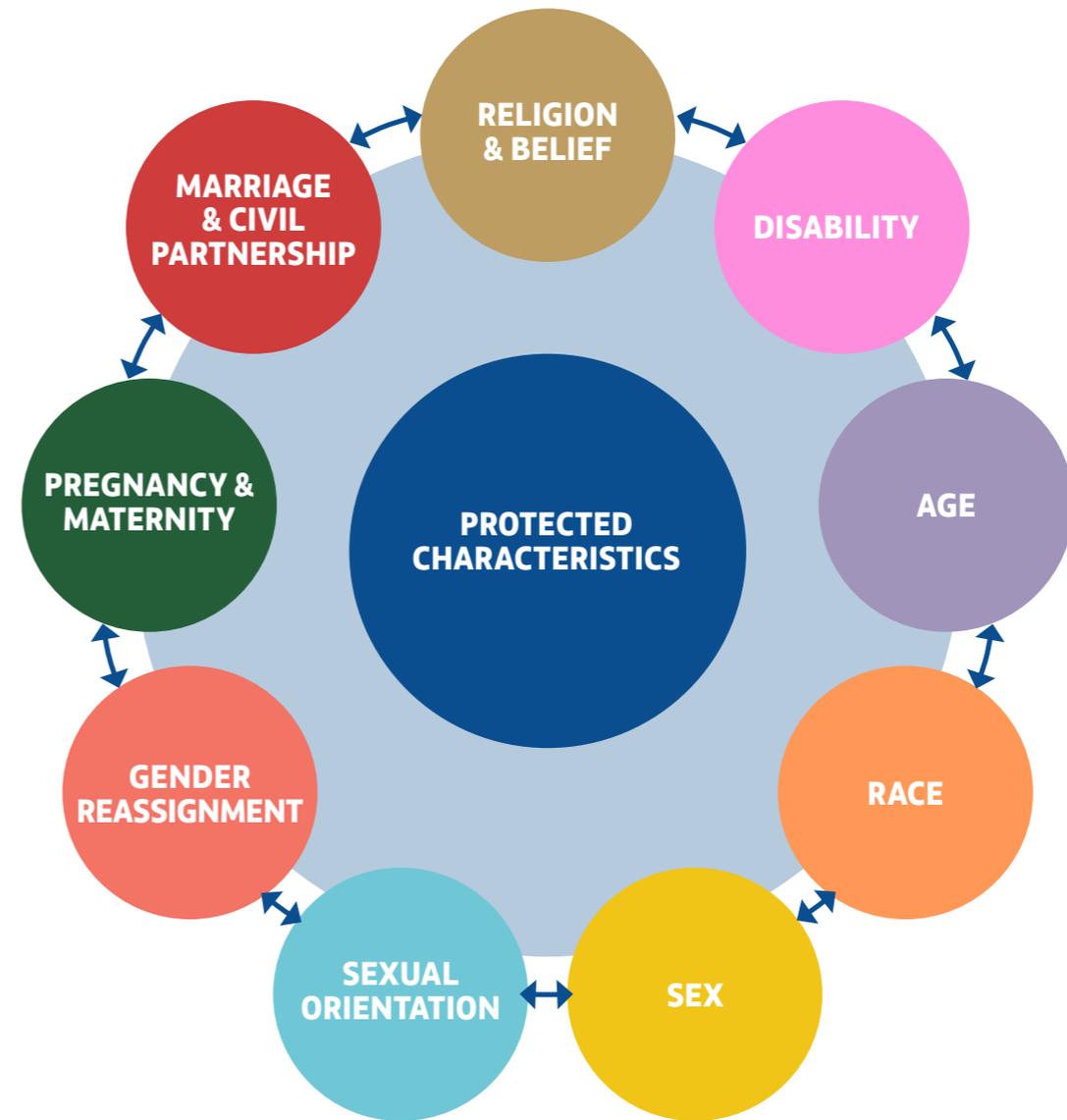
## RULE B5 FOOTBALL AND RELIGIOUS OBSERVANCE

(a) A Participant cannot be compelled to play football on bona fide occasions where religious observance precludes such activity, save where the Participant:

- (i) has consented to do so on such occasions;  
or
- (ii) is registered as a player under written contract, which shall be taken as consent to play on such occasions unless otherwise provided for in the contract.

(b) Annually, when planning programmes, Competitions shall define and notify agreed dates of such occasions.

\*E3(2) does not cover Pregnancy & Maternity/ Marriage & Civil partnership. To find out about The FA's Equality Policy click here .



# Race & Ethnicity

Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.



## KEY DATES:

- **FEBRUARY**
  - Chinese New Year
- **MARCH**
  - International Day for the Elimination of Racial Discrimination
- **MAY**
  - World Day for Cultural Diversity
- **JULY-AUGUST**
  - South Asian Heritage Month
- **OCTOBER**
  - Black History Month

## IN PRACTICE: CHANGING LIVES FC



Changing Lives FC was created to support refugees and migrants in Harlow funded by Active Essex and Police, Fire and Crime Commission.

## IN PRACTICE: BLACK HISTORY MONTH:

Local referee, Adekola Adeyemi spoke with Essex CFA to highlight the amazing work that goes on in our grassroots community. A News story was shared to celebrate Adekola's journey.

<https://www.essexfa.com/news/2022/oct/21/essex-county-fa-celebrate-grassroots-volunteers-for-black-history-month>



Adekola Adeyemi

## STRATEGIC: MOVING FORWARDS

- Increase the number of coaches, referees and volunteers from ethnically diverse communities
- Support the football structures to ensure that players from ethnically diverse communities are able to access the game
- Deliver an event within the Education Programme around Race and Anti-Racism
- To target 70% of identified discrimination cases to have investigation completed within 45 days of starting - 90% within 60 days of starting - and to ensure 100% of identified cases to have investigation completed within 90 days of starting

## FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER

- [Kick It Out](#)
- [Show Racism the Red Card](#)
- [South Asian Heritage Month](#)
- [Black History Month](#)
- [Football Unites Racism Divides](#)
- [United Nations](#)

### Essex CFA Demographics

Asian, Asian British or Asian Welsh	Mixed or Multiple ethnic groups
<b>15.3%</b>	<b>3.4%</b>
Black, Black British, Black Welsh, Caribbean or African	White
<b>7.5%</b>	<b>71.4%</b>

Info from census 2021

# Sex and Gender Reassignment

The protected characteristic of Sex refers to either a man or a woman.

## Essex CFA Demographics

Population  
**3,169,900** people

Female **51.1%**      Male **48.9%**



## KEY DATES:

- **MARCH**
  - International Women's Day
  - Mothering Sunday
- **JUNE**
  - Father's Day
- **OCTOBER**
  - Intersex Awareness Day
- **NOVEMBER**
  - Movember

Shmaila Shad

"I love being a female only coach and it's just been amazing coaching the squad girl sessions! It's so important to have the space to give the girls an outlet and a place they can be themselves and have fun! It's a comfortable space for all of us."  
- Shmaila Shad



## IN PRACTICE: BRENTWOOD COMMUNITY FOOTBALL ALLIANCE



From the 2017-18 season Brentwood Community Football Alliance (BCFA) supported by Essex FA piloted a rule that allowed girls teams to play one-year group down within their league structure. At that point in time the league was catering for 150 teams (Season 2016 – 2017) with 3 girls only teams. Season 2021 - 22 saw the introduction of a change in the standard code of rules for youth (SCORY) due in part to the impact of the pilot. As of last season 163 teams across 22 County FA's had Girls' teams playing down an age group. 71 of those teams were members of the BCFA. The League is now about to start their sixth season offering provision for female players and numbers continue to thrive.

## IN PRACTICE: FEMALE FOOTBALL COMMUNITY

New for the 2022/23 season, the aim of this community is to connect more effectively with girls and women across Essex with an interest in coaching or refereeing.

## STRATEGIC: MOVING FORWARDS

- Support more of our clubs to develop and sustain female playing opportunities
- Increase the number of female coaches actively involved across the county
- Increase the number of female members at Board and Council level
- Coordinate a female coaches network that provides a support mechanism
- Increase the number of female referees actively officiating in the game
- Coordinate with clubs and leagues to ensure they are able to support and include Trans players

## FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER

- [FA Women's and Girl's Strategy – Inspiring Positive Change](#)
- [Women In Football](#)
- [FA Weetabix Wildcats](#)
- [Movember](#)
- [International Women's Day](#)

## SUPPORTING DOCUMENTATION

### FA's Trans Policy:

<https://www.thefa.com/-/media/files/thefaportal/governance-docs/equality/lgbt/summary.ashx>

### Essex CFA Female Football Community:

<https://www.essexfa.com/volunteers/female-community>

# Religion Or Belief

Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief.

## Essex CFA Demographics

No Religion <b>32.7%</b>	Christian <b>44.4%</b>	Hindu <b>2.9%</b>	Muslim <b>11.4%</b>
Jewish <b>0.6%</b>	Sikh <b>1.2%</b>	Buddhist <b>0.4%</b>	



## KEY DATES:

### JANUARY

- Birthday of Guru Gobind Singh (Sikhism)

### APRIL

- Ramadan (Islam)
- Easter Sunday (Christianity)
- Vaisakhi (Sikhism)

### SEPTEMBER

- Yam Kippur (Judaism)

### NOVEMBER

- Diwali Deepavali (Hinduism)

### DECEMBER

- Christmas Day (Christianity)

## IN PRACTICE: FRENFORD & MSA FC COACHING LEVEL ONE



Funding from the FA Performance and Innovation fund has supported some of the fantastic work that has been delivered by Frenford and MSA Women. The Women's 'Flexi League' runs every Wednesday night. The project has grown in popularity season on season. The impact of this programme has been significant with a number of female coaches involved in a fantastic inclusive environment.

## IN PRACTICE: RAMADAN AWARENESS WEBINAR SERIES

In February and March 2023, Essex CFA are working with an external specialist to deliver a webinar series aimed at Leagues, Referees and Clubs & Coaches. These events provide a background to Ramadan as well as tips and guidance to support individuals within football who are participating in periods of Religious Observance.

## STRATEGIC: MOVING FORWARDS

- Educate our football workforce around protocols for stopping play during Ramadan and other faith-based celebrations as required
- Support partners to coordinate and deliver faith-based football provision
- Utilise social media to celebrate important holidays and events within the EDI calendar

## FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER

- [Muslim Chaplains of Sport](#)
- [Maccabi GB](#)
- [Hindu Forum of Europe](#)
- [City Sikhs](#)
- [The Carob Tree Project](#)
- [Community Security Trust](#)
- [Faith Forums 4 London](#)
- [Ramadan Tent Project](#)
- [Sports Chaplaincy](#)
- [The Church of England](#)



# Disability

A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

## Essex CFA Demographics

Disabled under the  
Equality Act  
**15.1%**

Not Disabled under  
the Equality Act  
**84.9%**



## KEY DATES:

### MARCH

- International Wheelchair Day

### MAY

- Mental Health Awareness Week

### SEPTEMBER

- Colour Blindness Day
- International Week of the Deaf

### OCTOBER

- World Cerebral Palsy Day
- World Sight Day
- World Mental Health Day

### DECEMBER

- International Day of Persons with Disabilities

## IN PRACTICE: AUTISTIC FC



Autistic FC is an inclusive club in Brentwood that aims for children to celebrate their strengths and abilities no matter what age, stage or difference.



## IN PRACTICE: ESSEX CFA DISABILITY FOOTBALL ROADSHOW

Attendees from across the county in both mainstream and disability set ups came together for a practical workshop on adapting sessions to include all players within a pan-disability team.

## STRATEGIC: MOVING FORWARDS

- Support our England Accredited Club network to be more inclusive and establish disability provision ensuring localised opportunities for players with a disability
- Promote the Essex Talent Hub an opportunity for players with a disability to
- Retain and increase the number of affiliated disability teams
- Work with partners to support impairment specific provision where demand is
- Support our coaching workforce to understand and recognise the needs of players with a disability
- Support active coaches and referees with a disability
- Recruit Disability Football Ambassadors to support the growth of new provisions across Essex
- Support a pilot project within the England Football Comets Community Programme

## FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER

- [Level Playing Field](#)
- [Wheelchair FA](#)
- [Activity Alliance](#)
- [Heads Up](#)
- [Referee Mental Health Champions](#)
- [Referee Mental Health Guidance](#)
- [Alzheimer's Society](#)
- [FA Disability Dispensation Policy](#)

# Sexual Orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.



## KEY DATES:

### FEBRUARY

- Football v Homophobia Month of Action
- LGBT History Month

### MARCH

- Football v Transphobia Week of Action
- Trans Visibility Day

### MAY

- International Day Against Homophobia, Transphobia & Biphobia

### NOVEMBER

- Rainbow Laces
- Transgender Day of Remembrance

## IN PRACTICE: GREAT BRADFORDS FC



Great Bradfords FC with over 20 teams wanted to ensure its members were fully aware of the purpose of the rainbow laces campaign and the significance of it. They held workshops with their members to educate so there was a better understanding of why they were wearing the laces.

## IN PRACTICE: FOOTBALL VS HOMOPHOBIA MONTH OF ACTION

Local coach, Cameron Scorer spoke with Essex CFA to highlight the amazing work that goes on in our grassroots community. A News story was shared to celebrate Cameron's journey.

<https://www.essexfa.com/news/2023/feb/24/grassroots-volunteers-celebrated-for-homophobia-month-of-action-and-lgbtq-history-month>

## STRATEGIC: MOVING FORWARDS

- Deliver an annual education workshop around homophobia in grassroots football for our club and league network
- Coordinate and promote the rainbow laces campaign

## FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER

- [Football v Homophobia](#)
- [Stonewall](#)
- [GFSN](#)
- [Pride Sports](#)



# Age

A person belonging to a particular age or range of ages.



## KEY DATES:

- **MARCH**
  - Young Carers Action Day
- **MAY**
  - National Children's Day
- **AUGUST**
  - International Youth Day
- **OCTOBER**
  - International Day of Older Persons
- **NOVEMBER**
  - Children in Need Day

## IN PRACTICE: TIGERS JFC FUTURES PROGRAMME



Tigers Juniors FC deliver a successful Leadership Programme named 'Tigers Futures' which provides current players within the club the platform to gain experience in coaching, refereeing and club administration whilst developing a range of life skills at the same time.

## IN PRACTICE: EXTRA TIME WOMEN'S WALKING FOOTBALL

Extra Time Walking Football was initially part of the Just Play Women's Recreational Innovation fund which has flourished due to the passion and desire of Jackie and Simone whose ethos is fun, friendship, and football. Giving women the opportunity to learn, play and laugh in a supportive environment.

## STRATEGIC: MOVING FORWARDS

- Continue to support our clubs and league network to embrace youth engagement through player forums, youth councils and representation of young people on committees
- Provide young people with a voice through the Essex FA Youth Forum we are represented at the Essex FA Council and IAG
- Continue to support the growth of walking football

## FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER

- [Age UK](#)
- [Sporting Memories](#)
- [Youth Sport Trust](#)
- [FAYLA](#)



# Reporting Discrimination



To ensure our national game is inclusive, we all have a responsibility to step up and blow the whistle on discrimination. Here's how:

## THE GRASSROOTS GAME, DISABILITY GAME, WOMEN'S PYRAMID AND THE NATIONAL LEAGUE SYSTEM

### IF YOU'VE BEEN THE VICTIM OF OR WITNESSED AN INCIDENT OF DISCRIMINATION:

You can contact the County FA directly via [discipline@essexfa.com](mailto:discipline@essexfa.com)

Report it via The FA at [Football.ForAll@TheFA.com](mailto:Football.ForAll@TheFA.com)

Report it to Kick It Out through their online reporting form or via their reporting app available on both [iOS](#) and [Android](#).

Alternatively, email Kick It Out at [report@kickitout.org](mailto:report@kickitout.org)

Please note: If the incident occurs outside 'organised' football (i.e. in competitions not affiliated to the County FA), the County FA can still advise on what your next steps should be).

### REPORTING DISCRIMINATION ON SOCIAL MEDIA:

Whether it's in connection with professional or grassroots football, if you see a post on social media you believe is discriminatory, there are three ways to report it. These are:

You can contact the County FA directly via [discipline@essexfa.com](mailto:discipline@essexfa.com)

By contacting the site on which the post exists.

By reporting it to Kick It Out through their online reporting form or via their reporting app available on both [iOS](#) and [Android](#).

Alternatively, email Kick It Out at [report@kickitout.org](mailto:report@kickitout.org)

By contacting the police, either:

- In person
- By calling the local police on 101
- By completing the online reporting form you'll find here
- By calling 999 if you are in an emergency

