



Equality, Diversity and Inclusion Action Plan

Guernsey FA 2023



ENGLAND
FOOTBALL

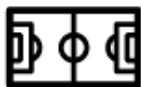


GUERNSEY FOOTBALL // STRONGER TOGETHER

A UNIFIED, WELCOMING AND ACCESSIBLE GAME FOR ALL
THE 2021-24 STRATEGY FOR GRASSROOTS FOOTBALL IN GUERNSEY

Introduction

- ▶ The Guernsey FA vision for the current Business Strategy for 2021-2024 is “Guernsey Football – Stronger Together. A unified, welcoming and accessible game for ALL”
- ▶ This strategy highlights the commitment of the Association to promoting and embedding Equality, Inclusion and Diversity (EDI) throughout all areas of its work.
- ▶ To ensure our efforts are focused appropriately, significant data has been captured through a variety of sources to provide the latest diversity picture across our sport. This included:
 - ▶ Power BI Data
 - ▶ Responses via Google Form from;
 - ▶ Players
 - ▶ Coaches
 - ▶ Referees
 - ▶ County FA Staff
 - ▶ County FA Board Members



GOAL // FACILITIES FIT FOR FOOTBALL

Enhance facilities within the island to support increased participation and new formats of play



GOAL // FEMALE FOOTBALL

Support and deliver sustainable equal participation opportunities for girls to play and enjoy the game across school and club environments



GOAL // MALE FOOTBALL

Support growth and retention plans to grow structured football in traditional and new formats in the island



GOAL // ENVIRONMENT FOR FOOTBALL

Foster a football environment that is inclusive, respectful, enjoyable for participants and safe for all in the community



GOAL // FOOTBALL WORKFORCE

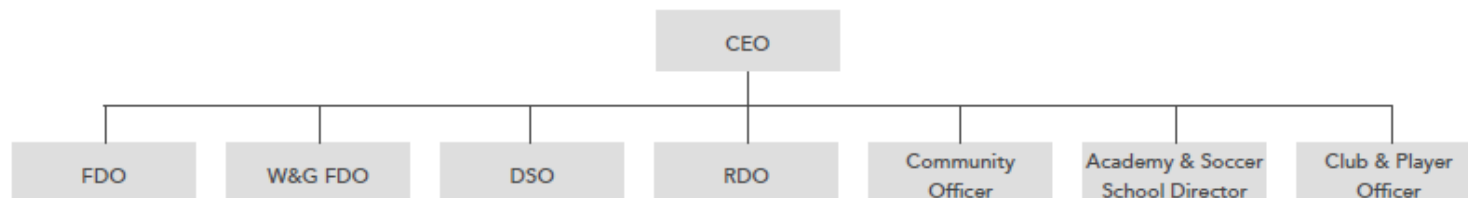
Provision and promotion of quality learning and development experiences for volunteers across the game



GOAL // BUSINESS EXCELLENCE

A culture of good governance and employee wellbeing embedded to support improved business standards and high quality service to the game

WORKFORCE



VALUES

COLLABORATION

Working as a team to benefit the community through effective partnerships

LEADERSHIP

Guide, direct and support all stakeholders

ENGAGED

Accessible and receptive to feedback and insight

PROFESSIONALISM

High standards of professional pride and customer service in all areas of delivery

INNOVATIVE

Progressive and forward thinking to deliver new opportunities

INCLUSIVE

Ensuring football is fully accessible to all areas of the football and wider community

Ensure football is fully accessible to all areas of the football and wider community

1

1. Support and deliver football in SEN Schools to provide opportunities for children with disabilities to participate in football

2

2. Support and deliver sustainable equal participation opportunities for girls to play and enjoy the game across school and club environments

3

3. Provide affordable opportunities for all to access football to ensure cost is not a barrier to participation especially for low socio-economic families

4

4. Ensure football is inclusive to ethnic minority groups and encourage coaches from ethnic minority backgrounds to apply for fully funded spaces on coaching courses

5

5. Foster a football environment that is inclusive, respectful, enjoyable for participants and safe for all in the community through communication on social media

1

Support and deliver football in SEN Schools to provide opportunities for children with disabilities to participate in football

One in five people have a disability in Guernsey (Disability Alliance)

| Objective | Action | Target Completion Date | Progress | RAG rating |
|---|---|------------------------|---|------------|
| Ensure football is delivered to all children in schools | Deliver PE in SEN Primary schools and Secondary Schools | Ongoing | GFA staff have been delivering football based PE in all three SEN schools across the island during 2022.23. To be continued in 2023.24 season delivered by JK | |

Support and deliver sustainable equal participation opportunities for girls to play and enjoy the game across school and club environments

5% of Coaches are Female
16% of players are Female
(GFA EDI Audit Report)

| Objective | Action | Target Completion Date | Progress | RAG rating |
|--|---|------------------------|--|------------|
| <u>Wildcats and SQUAD</u> Continue to offer 7 Wildcat Centres and 1 Squad Centre Progress to 2 Squad Centres | Develop a second opportunity for a Squad session at a different venue, research facilities. | May 2024 | Current success with existing centres but difficulty with facilities to increase offer. JP to continue delivery | |
| <u>Workforce</u> Increase the number of volunteers in female football | Utilise Stepping over the Sidelines workshop to encourage parents to become coaches within female football to allow opportunities to grow | May 2024 | Regional Coach Development team visiting in March 2024 to support delivery of workshop JP to organise visit | |
| <u>PE</u> Work with the Sports Commission and Education based partners to influence girls PE curriculum in secondary education | Communicate with the schools and education department to ensure that football is on offer to females in PE at secondary school. | Ongoing | One local secondary school offers football specific PE delivered by GFA staff, other secondary school deliver themselves with support of lunch clubs delivered by GFA JP to collaborate with Education | |
| <u>Club Football</u> One club to offer a competition pathway including team provision at Under 8 (or Wildcats / Fun / Recreational), 10, 12, 14, 15 or Under 9, 11, 13, 15, 18. | Approach clubs to encourage more volunteers to complete coaching courses to ensure that workforce can deliver the pathway within the club | 2024.25 season | JP to engage with Sylvans | |

3

Provide affordable opportunities for all to access football to ensure cost is not a barrier to participation especially for low socio-economic families

51.7% of players attended state-run/state-funded secondary school

| Objective | Action | Target Completion Date | Progress | RAG rating |
|--|--|------------------------|--|------------|
| Offer a non competitive affordable session for teenagers | Youth Council Friday Night Football for 11-16 year olds | Ongoing | The GFA Youth Council delivered weekly sessions for £3 an hour from March – July 2023 JP to work with GFA Youth Council to recreate offer in winter | |
| Ensure that GFA activities are accessible to low income families | Partner with the Guernsey Sports Commission to utilise their Sports Voucher Scheme | Ongoing | The GSC can provide support to Low Income families to ensure that they have access to sport RA and JP to work with GSC to enable players to have access to the GFA Academy | |

4

Ensure football is inclusive to ethnic minority groups and encourage coaches from ethnic minority backgrounds to apply for fully funded spaces on coaching courses

97.12% White
British
(PowerBI data)

| Objective | Action | Target Completion Date | Progress | RAG rating |
|---|-----------------------------|------------------------|--|------------|
| Encourage ethnic minority groups to become volunteers in football | Promote fully funded spaces | Ongoing | Utilise the next application window to promote the offer JK and JP to promote fully funded spaces to all volunteer coaches | |

5

Foster a football environment that is inclusive, respectful, enjoyable for participants and safe for all in the community including communication on social media

| Objective | Action | Target Completion Date | Progress | RAG rating |
|---|--|------------------------|--|------------|
| Develop a facility run by the Guernsey FA | Apply for funding through The Football Foundation | May 2025 | Funding has been granted and work is due to start in summer 2023 GR | |
| Ensure that behaviour on and around the pitch is respectful to all | Specsavers Respect Campaign | Annually | Each season the GFA inspect the Respect Scores from FullTime and award the Club with the best Respect Score GR, JK and JP | |
| Provide a voice to young people to influence how grassroots football is delivered locally | GFA Youth Council to engage with young people | Ongoing | A survey was completed in 22.23 season. Youth Council to continue to listen and release survey annually JP and GFA Youth Council | |
| Ensure all staff undertake adequate EDI training | Training need assessment completed (see next page) | 2023 | All staff included in the recruitment process should have received training on equality in recruitment. EDI Lead officer has completed modules on FA Training Ground. JP to ensure training opportunities are advertised to staff and recorded in Learning Development Plan and covered in PDR's | |

GFA Staff EDI Learning Development Plan

| Name of Staff | Course to be Completed | Target Completion Date | Actual Completion Date |
|----------------|--|------------------------------|------------------------|
| Joelle Priaulx | Training Ground Module 'Equality in the Workplace' | July 2023 | 02.03.2022 |
| | Training Ground Module 'Unconscious Bias' | July 2023 | 24.05.2023 |
| | Training Ground Module 'Managing Recruitment' | July 2023 | 02.06.2023 |
| | LGBTQ+ Training delivered by Guernsey Charity 'Liberate' | 9 th October 2023 | |
| Gary Roberts | Training Ground Module 'Managing Recruitment' | December 2023 | |
| | Training Ground Module 'Equality in the Workplace' | December 2023 | |
| Jordan Kelly | Training Ground Module 'Equality in the Workplace' | December 2023 | |
| Ross Allen | Training Ground Module 'Equality in the Workplace' | December 2023 | 01.08.2023 |
| Sara Mallet | Training Ground Module 'Equality in the Workplace' | December 2023 | |

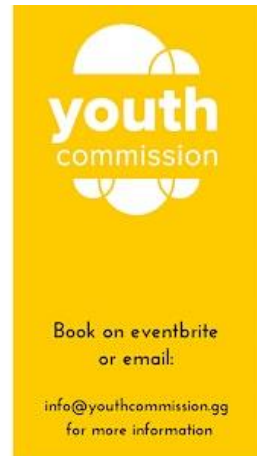
Training available via Guernsey services

- ▶ <https://consortium.gg/training/foundation-course/>
- ▶ <https://signpost.gg/article/178674/Training>
- ▶ <https://www.eventbrite.co.uk/e/lgbtq-training-tickets-519572213477?fbclid=IwAR21N-uJdL5oyAgmJcZG90VSvktNnWxBOawqnGw00y0n5FydMFy0ASzim5w>

LGBTQ+
TRAINING

IN PARTNERSHIP WITH LIBERATE, JOIN US FOR THIS FREE TRAINING TO GAIN A GREATER UNDERSTANDING OF SUPPORTING YOUNG PEOPLE WITH REGARD TO THEIR SEXUALITY OR GENDER IDENTITY

LIBERATE



Equality Diversity and Inclusion Action Plan



Joelle Priaux

To

Bcc Gary Roberts; Ross Allen; Jordan Kelly



Mon 31/07/2023 12:50

Dear Staff

Please see attached The Guernsey FA Equality Diversity and Inclusion Action Plan which has been developed in line with our strategic objectives for the following season and beyond.

Please note that there is a Learning and Development Plan included within this document and you are expected to complete the necessary training with regards to Equality within the Workplace on the Training Ground. There is also upcoming training with Libertate on 9th October 2023 for anyone who wishes to attend LGBTQ+ Awareness training please let me know and I will get you registered.

If you have any questions regarding the plan please get in touch and we will raise it at our next team meeting.

Kind regards,

Joelle Priaux

Football Development Officer for Women and Girls