



Equality, Diversity, and Inclusion Strategy 2021-24

AIM: To encourage a life-long enjoyment of football for all and provide an inclusive, accessible environment in grassroots football where diverse communities are represented and heard at all levels in the game

- Improve understanding of participant demographics to address gaps in provision and increase players, coaches, referees, and volunteers.
- Provide local diverse communities with a platform to influence grassroots football and diversify representation across decision making groups.
- Explore how football can be used to impact and influence wider equality issues in the local community.
- Take a public and proactive approach to combat discrimination in grassroots football.
- Encourage and support football clubs and organisations to create a safe and responsive environment for diverse participants.

We will know this is successful by:

- Improved diversity across players, coaches, referees and volunteers in grassroots football and users at hub site facilities.
- Staff and senior leaders able to demonstrate a clear understanding of equality issues and awareness of how to address them through football.
- Establishing a range of mechanisms through which local diverse communities can provide insight and ideas to enhance football delivery.
- Our partner agencies (clubs and leagues) further developing systems to engage with diverse communities, linked to The FA Diversity Code.
- Diverse communities themselves will tell us if we have been successful through direct feedback, increased use of website, survey responses.



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Pillars for Improvement		Our Commitments
1.	Facilities - <i>Deliver and develop inclusive football facilities that are accessible for all</i>	<ul style="list-style-type: none"> • Explore how Hampshire FA managed facilities can be made more accessible for participants with disabilities, female participants and those from diverse ethnic groups or LGBTQ+ communities. • Work closely with new facility projects to ensure they are developed with due consideration to accessibility for participants with disabilities, female participants and those from diverse ethnic groups or LGBTQ+ communities
2.	Workforce - <i>Develop a workforce representative of the local community</i>	<ul style="list-style-type: none"> • Refine and enhance recruitment processes to diversify paid and volunteer workforce. • Equality, Diversity, and Inclusion responsibility embedded within all work programmes. • Provide regular training to empower our workforce to deliver inclusive football programmes. • Develop and inclusive environment and workplace culture for a diverse workforce.
3.	Leadership - <i>Develop empathetic leadership to serve the local community</i>	<ul style="list-style-type: none"> • Governance code and recruitment - IAG to board, skills based, targeted diverse communities. • Provide regular training to empower our leadership to support inclusive practice. • Recognise need, prioritise inclusive practice and allocate suitable resource
4.	Marketing and Communications - <i>Publicly demonstrate a commitment to equality that inspires confidence in Hampshire FA</i>	<ul style="list-style-type: none"> • Embed E, D and I considerations within marketing planning to engage a broader audience. • Regularly review impact and reach into targeted diverse audiences.



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		<ul style="list-style-type: none"> Develop commercial partnerships with external partners who engage with people with disabilities, women and girls, diverse ethnic groups, or LGBTQ+ communities.
5.	Playing - <i>Engage and develop a diverse player base across all pathways (male, female & Disability)</i>	<ul style="list-style-type: none"> Analyse available data to inform strategy and annual planning/target setting. Provide targeted programmes, support, and resources to engage players with disabilities, female players and those from diverse ethnic groups or LGBTQ+ communities.
6.	Coaching - <i>Engage and develop a diverse coaching workforce</i>	<ul style="list-style-type: none"> Analyse available data to inform strategy and annual planning/target setting. Provide targeted programmes, support, and resources to develop coaches with disabilities, female coaches and those from diverse ethnic groups or LGBTQ+ communities.
7.	Refereeing - <i>Engage and develop a diverse referee workforce</i>	<ul style="list-style-type: none"> Analyse available data to inform strategy and annual planning/target setting. Provide targeted programmes, support, and resources to develop referees with disabilities, female coaches and those from diverse ethnic groups or LGBTQ+ communities.
8.	Inclusion Advisory Group - <i>A group of skilled and experienced individuals empowered to challenge Hampshire FA workforce and Board</i>	<ul style="list-style-type: none"> Reach out to people with disabilities, women and girls, diverse ethnic groups, and LGBTQ+ communities in the county through a network of local reference groups. Assess and improve membership to address gaps in collective knowledge and ensure impactful relationship with staff and board.



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9.	Tackling Discrimination - <i>Work with local communities to combat all forms of discrimination</i>	<ul style="list-style-type: none"> • Take a public and visible stance against all forms of discrimination. • Offer improved reporting processes to build confidence in the system. • Support victims of discrimination to recover and hopefully return to the game.
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Key Milestones Success Criteria		
2021/22	2022/23	2023/24
<ul style="list-style-type: none"> • Restructure the Inclusion Advisory Group • Recruit new EDI Lead Officer • Set-up the first Local Reference Groups • Review Hampshire FA's recruitment processes • Support The FA's EDI Campaigns & Celebrations • Launch the Anti-Discrimination Text-Message Service in all three facility hubs 	<ul style="list-style-type: none"> • Recruitment of new independent IAG chair • Carry out the Culture Review • Submit for reassessment for the Preliminary Level of the Equality Standard for Sport • Analyse & collect EDI data from Hampshire FA workforce and community • Embed EDI targets within KPIs (player pathways, refereeing & coaching) 	<ul style="list-style-type: none"> • Adhere to the Code of Governance • IAG chair to sit on Board of Directors • Establish Local Reference Groups in Southampton, Portsmouth, Basingstoke, Aldershot, Winchester and Bournemouth • Roll out Safer & Inclusive recruitment policy processes • Roll out of EDI Allyship programme



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	<ul style="list-style-type: none"> • Establish a Safer & Inclusive recruitment policy • Launch general EDI training for the workforce • Establish Hants FA's calendar of local and national EDI campaigns to celebrate 	<ul style="list-style-type: none"> • Have the Hampshire FA EDI superheroes in place (Alf Charles, South-Asian, and Disabled) • Carry out yearly EDI data profile reports for Board of Directors & IAG • Deliver a yearly IAG Community Event
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Monitoring

The Inclusion Advisory Group, the Board of Directors and the Operational Plan team are responsible for monitoring and reviewing progress towards this Equality Action Plan.

- Operational Plan Team (Line-Managers, CEO & FA Regional Managers – overseen by Chris Smith) checks and monitors the progress against each seasonal Equality Action Plan
- Progress is reviewed quarterly throughs PDRs, operational plan meetings, and regional FA meetings
- Key Milestones & Success Criteria are monitored at the end of each season by the IAG – Q4 meeting allows for the IAG to update progress against each project in the operational plan, highlight potential gaps, and input KMSC for the following season