**Huntingdonshire FA**

**TERMS OF REFERENCE FOR:**

**THE BOARD – INCLUSION ADVISORY GROUP (IAG)**

‘Inclusion’ – The act of including. This should be applied to every race, creed, religion, gender, sexual orientation and social background.

The IAG is charged to engage a diverse range of football community representatives who understand the challenges faced by existing and potential participants and with that collective knowledge check and challenge the County FA to ensure proactive pursuit of inclusivity.  The Group should consider the nine protected characteristics defined within the Equality Act 2010 and explore ways to diversify the Huntingdonshire football community through the delivery of the Equality Action Plan.

The nine protected characteristics are: Age, Disability, Gender re-assignment, Marriage & Civil partnership, Pregnancy & maternity, Race, Religion & belief, Sex, Sexual orientation.

* Instil confidence and transparency in reporting discrimination and to generate confidence in the reporting and subsequent handling of discrimination cases and be transparent with the outcomes
* Increase and promote knowledge, awareness and understanding of equality, diversity and inclusion – and what constitutes discriminatory behaviour within football, providing information, guidance and training
* The Group has been formed to promote and address inclusion and diversity within football
* The Group will discuss issues and formulate solutions; share ideas and good practice
* Inform and educate staff and volunteers; develop strategies and policies with regard to;

inclusion and diversity; engage and network to increase participation within all communities

in order to positively influence the Huntingdonshire FAs Business Plan

* Advance equality of opportunity amongst all our football communities
* Foster good relationships with and between all our football communities
* Eliminate unlawful discrimination, harassment and victimisation
* Increase diversity in football’s talent pool
* Bring a diverse perspective to the Huntingdonshire FA
* Identify any equality issues, support the identification and delivery of solutions
* Assess and advise on equality impacts arising out of county plans
* Identify key issues and trends that will promote the growth of the game through inclusion and diversity interventions
* Ensure that each decision made has considered Safeguarding as part of its process and is encouraging and listening to young people about being involved in the National Game, across all areas of the game
* Produce minutes of meetings held
* These terms of reference can be altered at any time by the Board of Directors
* Act as ambassadors for Huntingdonshire FA in our football communities and beyond

Up to six meetings a season. WebEx may be used.

All constitutional matters are covered in the Articles, Membership Rules and Standing Orders of the Company/Association. Also, members may be required to undertake certain training as the role requires.

All members are reminded that some discussions and subsequent outcomes are confidential, and these should not be made public or disseminated without the permission of the Association Chairman and Company CEO. (As per the signed Code of conduct and confidentiality agreement).