



Inspiring Positive Change Through Football



ENGLAND  
FOOTBALL

ISLE OF MAN FA

# DIVERSITY INCLUSION ACTION PLAN







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# ISLE OF MAN FA: OVERVIEW

The Isle of Man FA was founded in 1890 and continues to be the recognised provider and governing body for grassroots football on the Island. As an organisation we are responsible for the governance and continued development of the grassroots game on the Isle of Man.

'With an Island population of 84,000 we are very proud to serve more than 5,000 players, 27 clubs and over 350 teams each year.

The Isle of Man Football Association is governed by a Board of Directors and is fully compliant with the Companies Act and all relevant Manx Law. All directors are trained and inducted in terms of legal duties and responsibilities. The structure of the IOMFA equates to 8 appointed board members, 27 member club council delegates, 4 life members plus IOMFA Junior League and IOMFA Representative Society representatives. The IOMFA has the following 7 committees: Island Representative, Finance, Events, Rules Revision, Competition Management, Disciplinary and Referees society. We have both full and part time staff managing the day to day operations of the Association.



**5,000**  
players



**27**  
clubs



**350**  
teams  
each year

# IOM DEMOGRAPHIC



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POPULATION **84,069** 

**45%**  
are over 50

**94.7%**  
are white

**10,083**  
registered  
mental or  
physical  
disability

**54%**  
are Christian,  
**43.8%**  
stated  
no-religion

Average age  
**44.5**  
**YEARS**

**49%**  
male v  
**51%**  
female



Isle of Man  
Government

*Reillogh Eilan Vannin*

2021 Isle of Man  
Census Report





# CURRENT 2025 POSITION



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27

CLUBS



4218

MALE PLAYERS

2028 TARGET – 4,614



827

FEMALE PLAYERS

2028 TARGET – 1,237



27

DISABILITY PLAYERS

2028 TARGET – 44



318

MALE

60

FEMALE



ACCREDITED

PART OF ENGLAND FOOTBALL

100%

2028 TARGET X1 3 STAR  
COMMUNITY CLUB



VOLUNTEERS &  
COACHES

323

REGISTERED VOLUNTEERS

2028 TARGET – 367

428

REGISTERED COACHES

2028 TARGET – 484



43

REFEREES

REGISTERED REFEREES

2028 TARGET – 50

378

Teams

# OUR STRATEGY TO ADVANCE EQUALITY, DIVERSITY AND INCLUSION



Football For All is a clear statement from The English FA (The FA) about how diversity and inclusion underpins everything that they do. This expectation flows down through the County FA's and into the c.100,000 grassroots teams across the nation. As the governing body for the largest sport on the Isle of Man, we recognise the responsibility and privilege we have to develop, govern and regulate the local game. We therefore publicly commit to promoting, embedding and advancing equality, diversity and inclusion throughout Manx football.

Our equality, diversity and inclusion strategy is a fundamental part of our overarching Business Strategy 2024 – 2029. It is designed to weave through all our governance and operational plans year-on-year to accelerate progress towards our strategic targets.

## We are focusing our efforts on:

1. Incremental increase in the overall sense of feeling welcomed, respected and included in IOM Football, with emphasis on race and cultural differences, as measured by the Annual Business Strategy Survey.
2. Increasing participation of women and girls in every aspect of the sport including players, coaches, referees and spectators, to support reaching targets set out in Business Strategy and measured by data held on Power BI.
3. Increasing number of disability players to support reaching targets set out in Business Strategy and measured by data held on Power BI.

# OUR DIVERSITY AND INCLUSION ACTION PLAN (DIAP)



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Alongside all other County FA's, we have committed to publish our DIAP and use it to check and balance the work we to progress towards our strategic ambitions.

## THIS DIAP WILL:

Set out the targets and current status of diversity of thought and experience at leadership level

Set out the targets and current status in our three areas of focus:

- Incremental increase in everyone feeling welcomed, respected and included
- Increasing participation of women and girls in every aspect of the sport
- Increasing number of disability players

Identify the actions needed to achieve, support and maintain those targets

Be available on our website, with an annual update provided on progress

Have been review and agreed by The FA and our local Board of Directors

# DIVERSITY OF THOUGHT AND EXPERIENCE LEADERSHIP LEVEL



*It is more important than ever that we have diverse talent shaping thinking across our organisations; on our Boards, Councils and Executive Teams. Diverse Teams bring wider thinking regarding how we do things, how we can relate more effectively to our participants and our communities and ultimately improve our performance.*



Sue Hough, Chair - National Game Board.

## The Board of Directors

The Board of Directors are responsible for the long-term success of the Football Association and hold significant legal obligations to ensure it remains solvent and operates within local laws and regulations. They must oversee appropriate controls and risk management practices, at the same time warranting compliance with the expectations and requirements of its parent and primary funding source, The FA. The Board includes a member with specific remit to oversee equality, diversity and inclusion, who is the Chair of the Inclusion Advisory Group (IAG).

Visible Diversity Target	January 2025
<b>Gender Balance 30: 30 : 40</b> A minimum of 30% males and 30% females on the Board at any given time, with the remaining 40% being flexible to the skill and experience needs of the Board.	62% male 38% female
<b>Ethnicity Balance to Match Local Population</b> 95% identify as white 5% as an ethnic group other than white	75% White 25% A group other than white

Experience and Skill Diversity Target	January 2025
<b>A Board of Directors that provide the following as a collective group:</b> <ol style="list-style-type: none"><li>1. Extensive experience of local football</li><li>2. Extensive commercial experience from a variety of different organisations</li><li>3. Specialist experience in the fields of:<ul style="list-style-type: none"><li>• Legal / Company governance</li><li>• Human Resources</li><li>• Finance</li><li>• Health and Wellbeing</li><li>• Equality Diversity and Inclusion</li><li>• Safeguarding</li></ul></li></ol>	On track



# FOCUS AREA 1



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**Incremental increase in the overall sense of feeling welcomed, respected and included in IOM Football, as measured by the Annual Business Strategy Survey.**

The first Annual Business Survey was conducted in April 2024. It is our plan to repeat the survey every two years.

Measure	Actual 2024	Target 2026
I feel I am a welcomed part of the football community. Strongly agree or agree	71%	80%
I enjoy football in an environment that is free of discrimination and offensive behaviour. Strongly agree or agree.	66%	75%

# PROMOTE POSITIVE BEHAVIOUR

**Behind the scenes we will continue to:**

- Publicly celebrate International Women's Day in March, PRIDE in June, International Men's Day in November and International Day of Persons with Disabilities in December.
- Publicly support celebrations of cultural importance e.g. Ramadan, Diwali in addition to Easter and Christmas.
- Ensure gender, race and disability balanced imagery is use in all our marketing and communications.
- Train and support our Board and Staff on the importance and value of championing equality, diversity and inclusion.

# IT'S EVERYONE'S GAME.






# FOCUS AREA 2



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Increasing participation of women and girls in every aspect of the sport.

Measure	June 2024 Actual	June 2025 Target	June 2028 Target
Players 	836	905	1237
Coaches 	31	35	45
Referees 	1	4	10

**CREATE AND EMBED PLAYING OPPORTUNITIES IN SCHOOLS BOTH IN PE & EXTRA-CURRICULAR**

**DRIVE MORE PLAYING OPPORTUNITIES AT CLUBS AND WITHIN COMMUNITIES**

**ENSURE FOOTBALL IS A SAFE AND INCLUSIVE ENVIROMENT FOR WOMAN AND GIRLS TO PLAY GAME**

## Behind the scenes we have...

- Re-built Job Descriptions for the 3 x development roles to explicitly state responsibilities for increasing female representation:
  - Football Development Manager
  - Women and Girls Development Officer
  - Referee Development Officer
- Recruited a Women and Girls Development Officer
- Conducted a survey of the football community which provided invaluable data of the issues that matter to women and used it to inform our Strategic plans 2024 – 2028.

**52% OF WOMEN BELIEVE THERE ARE BARRIERS TO WOMEN AND GIRLS PARTICIPATING IN FOOTBALL, COMPARED TO 16% OF MEN.**

**88% OF WOMEN FEEL TOILET AND CHANGING FACILITIES AT FOOTBALL PITCHES ARE A PROBLEM**







# 3. INCREASING NUMBER OF DISABILITY PLAYERS



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Measure	June 2024 Actual	June 2025 Target	2028 Target
Registered number of disability players	27	31	44

## SUPPORT THE DISABILITY GAME TO GROW AND THRIVE

### Behind the scenes we have...

- Secured funding from The FA Disability Inclusion fund to pay for skilled resource and the hosting of disability playing sessions.
- Renewed the contract for our Disability Football Ambassador
- Provided funding support for the Isle of Man Special Olympic team to travel.



# DIAP



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