

**Equality, Diversity and Inclusion Action Plan**

**2022 to 2024**

**Introduction**

In August 2021, the Jersey FA launched its 3-year strategy ‘Game for Change, Game for Life’. 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:

* 341 responses via public survey for players and coaches
* Use of Whole Game System data for referees
* Board Tracker Smartsheet
* PowerBi Data
* Staff State of Play Survey 2021

This data has allowed us to identify priorities till 2024 and create and EDI Action Plan that will:

* Ensure all aspects relating to the everyday business of the Association is fair, accessible and equitable;
* Work towards eliminating all forms of discrimination, harassment and other conduct prohibited by the Discrimination (Jersey) Law 2013
* Reach out to wider audiences to increase the associations business.

The Equality, Diversity and Inclusion Action Plan is endorsed by the Jersey FA Board, Chief Executive Officer, and the Inclusion Advisory Group.

The plan will be delivered by the professional staff of the association and will be monitored and reviewed by the Inclusion Advisory Group. Overall accountability of this plan is held with the Board of Directors of the Jersey FA.

**Key Goals and Outcomes 2022-24**

**Goal 1 - Improving the gender balance across football**

Outcome - We will strive for equality across our game

**Goal 2 - Ensuring football is inclusive to ethnic minority groups**

Outcome – We will embrace all people irrespective of their race or ethnicity

**Goal 3 - Increasing opportunities in football for those with a disability**

Outcome – There will be a wider offering that caters for additional ages and abilities

**Goal 4 - Ensuring cost is not a barrier in football**

Outcome – Those from lower socio-economic families will not be disadvantaged at any level of the game

**Goal 5 - Promoting the diversity in Jersey football**

Outcome - We will celebrate our diversity and use it to enhance our game

**Goal 6 - Effective engagement and communications that promote Football for All**

Outcome – We have the people and infrastructure to ensure anyone in Jersey can connect with our game

1. **Improving the gender balance across football**

**Headline Statistics**

1. Only 12% of the playing population are (or identify) as female
2. Of the 42 registered referees in 2022, only 1 was female
3. Only 25% of JFA Board Directors are female

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| **Objective** |  | **Action** | **Complete by** | **Progress** | **RAG** |
| **Increase the number of registered girls and women playing in Jersey football** |  | Provide assistance to Clubs to develop girls only mini soccer sections | Ongoing | Community Team have provided annual visits to clubs with girls sections.  New Development Officer now meeting with all clubs and utilizing Equal Game resources. | Amber |
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|  |  | Maximise the popularity of the Womens Euros to signpost girls to clubs | Oct 2022 | Social media campaigns following England success were released  Euro 22 girls festivals x 3 delivered with over 150 girls taking part. | Green |
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|  |  | Provide a recreational programme of football for girls not in affiliated clubs | July 2023 | New Squad Girls sessions introduced July 2022  Wildcats Centres delivered at Janvrin and Rouge Bouillon Schools and Springfield Stadium – currently 50 girls attend  Girls only courses delivered throughout school holidays  New sessions delivered in partnership with Wednesday Night FC for 30+ girls  Womens Only (16+) festival delivered September 2023 | Green |
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|  |  | Use England Football Accreditation resources to encourage clubs to establish girls sessions | Ongoing | 100% clubs now England Football Accredited. Process has allowed insight into club ambitions, commitments and challenges in the female game. | Amber |
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| **Support the female game through the development of new coaches** |  | Provide a programme of free Coach Education and CPD for female coaches | Mar 2023 | JFA currently provide £120 bursaries for each L1 course completed  Free Coach Education course advertised through social media  Mark Leigh (FA Coach Educator) delivered in-service to female coaches June 2022  2 x Stepping over the Sidelines courses delivered for female coaches | Green |
|  |  | Ensure new and existing female coaches receive appropriate support to achieve their potential | June 2023 | Agreements in place with Highlands College to support female coaches in Education  1:1 support given to female coaches who support the community programme  Jonathan Le Fondre appointed Womens and Girls Community Champion in September 2022 with responsibility to support female coaches in Jersey | Green |
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| **Increase the number of female referees in Jersey from 1 to 5** |  | Ensure effective marketing is used in the promotion of referee courses and encourage participation | Ongoing | Amy Tierney video has been used to promote referees course Aug 2022  4 female participants on referees course March 2022 and March 2023.  Currently 4 registered female referees with only 1 actively refereeing. | Amber |
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|  |  | Ensure newly qualified female referees receive bespoke mentoring | March 2023 | All referees have been allocated mentors and have been able to referee in the newly formed u12 and U14 Girls league. | Green |
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| **Ensure the staff and Board of the Jersey FA is representative of gender the balance in Jersey** |  | Systematically review HR Policies to ensure they are up to date with legislation  Achieve FA Code of Governance gender diversity targets for JFA Board | Ongoing  Ongoing | JFA Equality Policy in place and has been inserted into all recruitment packs.  Annual review of policies takes place.  Currently 25% of JFA Directors are female with targets set at 33% | Green  Red |
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1. **Ensuring Jersey football is inclusive to ethnic minority groups**

**Headline Statistics**

1. Of the 21 clubs in Jersey, 5 are primarily made up from the Portuguese community
2. 21% of referees in Jersey in 2022 were from ethnic minorities
3. As of July 2022, there was only 1 employee at the Jersey FA (including Directors) that was from an ethnic minority.

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| **Objective** |  | **Action** | **Complete by** | **Progress** | **RAG** |
| **Ensure clubs from ethnic minorities receive the relevant support to provide football in the Jersey Football Combination** |  | Provide bespoke support to new and existing clubs with ethnic minority players and staff | Ongoing | FSM and CEO have met with all Portuguese clubs each season with bespoke training given on WGS and Full-time provided | Green |
|  |  | Consult with relevant consulates to identify relevant members of other minority groups, in particular Polish and Romanian | March 2024 | To be completed in conjunction with strategy development 2024 | Red |
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| **Increase the number of qualified coaches from ethnic minority groups** |  | Work in partnership with the FA to provide a bespoke Coach Education offering for ethnic minority coaches | Aug 2023 | Pete Augustine (FA Coach Developer and EDI Champion) delivered workshops to Portuguese Clubs in February 2023 | Green |
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| **Ensure the Board and staff of the Jersey FA is reflective of the Jersey demographic** |  | Appoint at least one new Director from the Portuguese community | June 2024 | This objective has proved problematic and will be a priority of the EDI Committee from now on | Red |

1. **Increase the opportunities in football for those with a disability**

**Headline Statistics**

1. There are 23 registered disabled players in Jersey
2. The Jersey Sports Association for the Disabled (JSAD) provide football for 14–25 year olds
3. For JSAD to compete in any fixtures they have to travel off-island

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| **Objective** |  | **Action** | **Complete by** | **Progress** | **RAG** |
| **Increase the number of registered disabled players in Jersey** |  | Work with JSAD to develop football sessions for 8 – 14 year old’s | June 2023 | Funding and support given to Mark Ray to start new sessions. Number of players now 34 compared to 23 | Green |
|  |  | In partnership with JTC Jersey Wanderers, sustain current provision of coaching and playing for players with mobility issues (Frame Football) | Dec 2023 | Project has continued in partnership with the club and JSAD. Aiming to further develop this provision. | Amber |
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|  |  | Provide free ‘Coaching Disabled Footballers’ course to anyone who is working with (or is interesting in working with) disabled players | June 2024 | Course unable to be delivered due to lack of take up. | Red |
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|  |  | Provide free football for people identified with a mental health issue | January 2023 | Weekly sessions of walking football delivered in partnership with Mind Jersey. Number of sessions increased due to Connect Me funding | Green |



1. **Ensuring cost is not a barrier in football**

**Headline Statistics**

1. One in four children live in relative poverty in Jersey
2. On average, club subs in Jersey are approx. £125 per annum per child
3. JFA Holiday Courses cost £125 per week per child

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| **Objective** |  | **Action** | **Complete by** | **Progress** | **RAG** |
| **Ensure JFA activities can be accessed by the lowest income families** |  | JFA to maintain Registered Childcare Status ensure families can access free courses via Income Support | Ongoing | Registered Childcare Provider status achieved Aug 2020 with ongoing auditing by GoJ | Green |
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|  |  | Provide free places on courses through existing charitable network (Brightly Charity) and develop new partnerships | Ongoing | Brightly Charity been in place for two years and provides free spaces x 6 each year | Green |
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|  |  | Effectively promote Inclusion policy for any families who has a child selected for the Centre of Excellence | Oct 2023 | Fund has ensured 2 x players were able to attend off-island trips in 2023 | Green |

1. **Promoting the diversity in Jersey football**

**Headline Statistics**

1. 7% of players informed they were either gay or bisexual
2. 15 different ethnic groups are currently represented in Jersey football
3. The oldest player to complete our survey was 74

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| **Objective** | **Action** | **Complete by** | **Progress** | **RAG** |
| **Ensure football is recognized as the islands most diverse and inclusive sport** | Effectively use podcasts and news releases to promote diversity in football | Ongoing | Significant media coverage across the female game including TV and newspaper  Rainbow Laces Podcast in 2022 received high viewing figures | Green |
|  | Establish and annual Inclusion Award for a club or team who fosters a supportive and inclusive environment | June 2024 | Not complete | Red |
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|  | Develop commercial pitchdeck based on the diversity in the local game and promote to local companies | Oct 2023 | Inclusion pitchdeck developed by Commercial Committee and distributed | Green |

1. **Effective Engagement and Communications that Promote Football for All**

**Headline Statistics**

1. There was 2 cases of discrimination in Jersey football in season 2021-22
2. The Jersey FA website can only be read in English
3. The oldest player to complete our survey was 74

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| Objective |  | Action | Complete by | Progress | RAG |
| **Marketing of services that are reflective of the association’s diversity ambitions** |  | Ensure recruitment campaigns promote women and ethnic minorities in the workplace | Ongoing | All job adverts ensure appropriate visuals and female-friendly messaging are in place | Amber |
|  |  | Ensure all recruitment packs are translatable into other languages, particularly Portuguese | Ongoing | EDI Director role translated and promoted in Portuguese | Amber |
|  |  | Explore the option of a fully translatable website with The FA | Ongoing | This is ongoing with The FA | Red |
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| **Demonstrate the highest level of leadership when dealing with discrimination** |  | Call out unacceptable behaviour and promote the underlining importance of respecting our difference at any opportunity | Ongoing | Stronger sanctions introduced in 2023 for all discrimination-related offences.  Where necessary, the FSM or CEO has taken a zero tolerance with clubs in this area. | Green |
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|  |  | JFA IAG to meet quarterly to review issues within the game | Ongoing | New EDI Director appointed in Jan 2024. Transition in this role over two years has resulted in infrequent meetings. | Amber |
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|  |  | All staff and Board to undertake EDI training | Dec 2023 | All Board and Staff had training in 2022 with new directors having access to FA training at any time. | Amber |
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| **Ensure Young People are represented in the strategic decisions of the association** |  | JFA Youth Council to meet quarterly and to feed back to Board | Ongoing | Youth Council developed in 2020 and meets quarterly | Green |

**OUR PERFORMANCE**

1. Improving the gender balance in football

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| Primary Measure | Baseline | 2022/23 | 2023/24 |
| Registered female players in Jersey | 300 | 325 | 431 |
| Percentage of registered female coaches in Jersey | 11% | 14% | 15% |
| Registered female referees in Jersey | 1 | 3 | 5 |
| Percentage of female JFA Directors | 25% | 25% | 25% |

1. Ensuring football is inclusive to ethnic minorities

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| Primary Measure | Baseline | 2022/23 | 2023/24 |
| Newly qualified coaches from ethnic minorities | 0 | 3 | 4 |
| JFA Directors from ethnic minorities | 0 | 1 | 1 |

1. Increasing the opportunities for those with a disability

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| Primary Measure | Baseline | 2022/23 | 2023/24 |
| Number of sessions for 8-14 year olds | 20 | 32 | 33 |
| Number of registered disabled players in Jersey | 23 | 24 | 34 |

1. Ensuring cost is not a barrier in football

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| Primary Measure | Baseline | 2022/23 | 2023/24 |
| Number of free places given for holiday courses | 6 | 12 | 24 |
| Number of free ‘Come and Play’ festivals | 4 | 8 | 12 |