

**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

* ***A summary of all KPI’s and targets for this plan can be found on page 13***
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 visited Rozel Rovers, GS Unt and Jersey Wanderers to deliver girls only sessions. | 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 have been releasedEuro 22 girls festivals x 3 delivered with  | Green |
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|  |  | Provide a recreational programme of football for girls not in affiliated clubs | Ongoing | New Squad Girls sessions introduced July 2022Wildcats Centres delivered at Janvrin and Rouge Bouillon Schools and Springfield Stadium – currently 50 girls attendGirls only courses delivered throughout school holidays | Green |
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|  |  | Use England Football Accreditation resources to encourage clubs to establish girls sessions | March 2024 | EFA meetings due to be held Nov 2022 | Red |
|  |  |  |  |  |  |
| **Support the female game through the development of new coaches** |  | Provide a programme of free Coach Education and CPD for female coaches | Mar 2024 | JFA currently provide £120 bursaries for each L1 course completedFree Coach Education course advertised through social media August 2022Mark Leigh (FA Coach Educator) delivered in-service to female coaches June 20222 | Amber |
|  |  | Ensure new and existing female coaches receive appropriate support to achieve their potential | Ongoing | Agreements in place with Highlands College to support female coaches in Education1:1 support given to female coaches who support the community programme | Amber |
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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 | Mar 2024 | Amy Tierney video has been used to promote referees course Aug 20224 female participants on referees course March 2022 | Amber |
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|  |  | Ensure newly qualified female referees receive bespoke mentoring  | March 2024 |  | Red |
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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 legislationAchieve FA Code of Governance gender diversity targets for JFA Board | OngoingOngoing | JFA Equality Policy in place and has been inserted into all recruitment packs.Currently 25% of JFA Directors are female with targets set at 33% | Amber |
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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 in season 2021-22 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 | Jan 2023 |   | 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 | Early discussions taking place with FA Education to deliver a course on-island | Red |
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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 | Oct 2022 |  | 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 | Dec 2022 | Initial support given to Mark Ray to start new sessions | Amber |
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|  |  | In partnership with JTC Jersey Wanderers, sustain current provision of coaching and playing for players with mobility issues (Frame Football) | Dec 2023 |  | Red |
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|  |  | Provide free ‘Coaching Disabled Footballers’ course to anyone who is working with (or is interesting in working with) disabled players | Dec 2022 |  | Red |
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|  |  | Provide free football for people identified with a mental health issue | Ongoing | Weekly sessions of walking football delivered in partnership with Mind Jersey | 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 | Amber |
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|  |  | Effectively promote hardship policy for any families who has a child selected for the Centre of Excellence | Oct 2022 | Whilst hardship fund is in place, policy required to ensure criteria is clear | Amber |

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 | Rainbow Laces podcast released with positive feedbackPress coverage of walking football league | Amber |
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|  |  | Establish and annual Inclusion Award for a club or team who fosters a supportive and inclusive environment | June 2023 |  | Red |
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|  |  | Develop commercial pitchdeck based on the diversity in the local game and promote to local companies | Oct 2022 |  | Red |

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 | Latest job advert to ensure appropriate visuals are in place | Red |
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|  |  | Ensure all recruitment packs are translatable into other languages, particularly Portuguese | Oct 2022 |  | Red |
|  |  | Explore the option of a fully translatable website with The FA | Dec 2022 |  | 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 |  | Red |
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|  |  | JFA IAG to meet quarterly to review issues within the game | Ongoing | New IAG Chair due to be appointed | Amber |
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|  |  | All staff and Board to undertake EDI training | Dec 2022 | All Board and Staff had training in 2022 with new directors required to take training within 3 months of appointment | 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 | Amber |

**OUR TARGETS**

1. Improving the gender balance in football

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| Primary Measure | Baseline | 2022/23 Target | 2023/24 Target |
| Registered female players in Jersey | 300 | 325 | 375 |
| Percentage of registered female coaches in Jersey | 11% | 14% | 17% |
| Registered female referees in Jersey | 1 | 3 | 5 |
| Percentage of female JFA Directors | 25% | 33% | 33+% |

1. Ensuring football is inclusive to ethnic minorities

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| Primary Measure | Baseline | 2022/23 Target | 2023/24 Target |
| Newly qualified coaches from ethnic minorities | 0 | 3 | 8 |
| 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 Target | 2023/24 Target |
| Number of sessions for 8-14 year olds  | 20 | 32 | 32 |
| Number of registered disabled players in Jersey | 23 | 24 | 32 |

1. Ensuring cost is not a barrier in football

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