

# **INCLUSION ADVISORY GROUP (IAG)**



**Information Pack  
2018/2019**

# **JFA INCLUSION ADVISORY GROUP (IAG)**

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# **JFA INCLUSION ADVISORY GROUP (IAG)**

## **What is the Inclusion Advisory Group (IAG) and what is its role?**

The IAG will assist the Jersey FA in embedding inclusion into the Jersey FA 'Football For All' Strategy 2018-21 Operational Plan, ensuring that football in Jersey is for all.

The group will help direct Jersey FA on ways to promote and address inclusion and diversity in Jersey Football, ultimately assisting with reaching people who feel it is difficult to access football or feel excluded. This could be linked to any of the protected characteristics under the Equality Act 2010.

# **JFA INCLUSION ADVISORY GROUP (IAG)**

## **Terms of Reference**

The role of the Inclusion Advisory Group:

- To check, challenge and support the Jersey FA with regards to inclusion, equality and diversity.
- Build good relationships with, and between, all our communities to ensure that all football participants are represented equally.
- Eliminate unlawful discrimination, bullying, harassment and victimization and any form of abuse directed at any group within society.
- Be at the forefront of advancing equality of opportunity amongst all of our communities as well as having a focus on protected characteristics.

# **JFA INCLUSION ADVISORY GROUP (IAG)**

## **Ways of Working**

- Members will work collaboratively, working closely with external partners.
- The group will meet a minimum of every 3-4 months.
- Notes/minutes following meetings will be posted on Jersey FA website when agreed by the group.
- An appointed member of the group will report into the Jersey FA Board.

# **JFA INCLUSION ADVISORY GROUP (IAG)**

## **Role Profile**

**Role Specification:** Inclusion Advisory Group Member

**The Group will report to:** Jersey FA Board

### **Key Skills and Experience required:**

#### Essential

- To be able to identify key equality issues and to support the identification and delivery of solution.
- Experience of working with diverse groups and/or have strategic knowledge of how to identify and support these groups.
- To be able to successfully network with key staff and contacts within the Jersey FA and the Island of Jersey.
- Ability to offer the appropriate knowledge and skills to have a positive and meaningful impact as part of the group.
- Knowledge of Jersey, its characteristics and local demographics.

#### Desirable

- Experience in sports/football industry
- Knowledge of key legislation aspects of inclusion, equality and diversity and to be able to promote these areas as part of group.

### **Person Specification**

#### Essential

- Interest and passion for inclusion in football and the wider community
- Ability to communicate effectively and confidently
- Ability to work as part of a team
- Ability to meet and work outside normal office hours
- Ability to work professionally as a representative of Jersey FA

#### Desirable

- To have existing contacts within the sports/football industry
- To have existing contacts within the local business community and/or local community groups and/or existing equality groups in the local area
- Knowledge of how to analyse data to identify trends/patterns
- Knowledge of the FA's Equality, Diversity and Inclusion Plan

# **JFA INCLUSION ADVISORY GROUP (IAG)**

## **Expectations of an IAG Member**

- To always abide by the codes of conduct outlined upon appointment to the IAG.
- Attendance of at least 75% of IAG meetings unless there is a valid reason.
- Use diversity sensitive language.
- Be non-judgemental.
- Offer independent advice and guidance on all matters of equality and specifically in one or more of the protected characteristics.
- Act as a champion of anti-discrimination across football.
- Continued communication with the Chair between meetings with the ability to provide updates to the group on the progress made between meetings.

Please note the posts are available on a volunteer basis only. Any expenses incurred will be reimbursed.

# **JFA INCLUSION ADVISORY GROUP (IAG)**

## **Overview of the Jersey FA 'Football for All' Strategy**

### **Our Mission:**

Inspiring a lifelong journey in football for all.

### **Our Values:**

Pride, Integrity, Excellence, Collaboration.

### **Our Ambition:**

To continue to provide a structure and support that facilitates the growth and development of the game to meet the needs of our stakeholders.

### **What will success look like?**

- The safeguarding of children will be fully integrated within and across all football activities.
- Football will be recognised as Jersey's number one participation sport.
- There will be increased investment of time & money into the game to provide football development.
- Player participation levels, across the whole game, will have increased.
- There will be sufficient number of qualified Referees to meet demands.
- There will be an established programme of games for players to represent Jersey at all levels.
- The Jersey FA will be acknowledged as an efficient, well run governing body that adds value.

### **How will we achieve our ambition?**

Key strategic pillars:

- High quality introduction for children to football;
- Develop Clubs and Leagues to meet modern players needs;
- Embrace all formats; Engage all participants,
- Recruit, develop and support the workforce;
- Develop sustainable facilities.

Male Pathway

- Sustain the current number of affiliated 11v11, 9v9, 7v7 and 6v6 teams.
- Develop the recreational offer to increase regular male participation.
- Raise standards in affiliated Clubs and the League (including Charter Standard retention) to provide a competition structure 'fit for purpose' for the grassroots game.



# **JFA INCLUSION ADVISORY GROUP (IAG)**

## **Overview of the Jersey FA 'Football for All' Strategy – cont.**

- Grow the programme of in-curricular coaching, after school clubs and holiday courses for 5-11 year old male players.
- Sustain and enhance the talent pathway for male players to 'Play for Jersey'.

### Female Pathway

- Sustain the current number of affiliated 11v11, 9v9 and 7v7 teams.
- Develop the recreational offer to increase regular female participation.
- Raise standards in affiliated Clubs and the League (including Charter Standard retention) to provide a competition structure 'fit for purpose' for the grassroots game.
- Grow the programme of in-curricular coaching, Wildcats Centres and holiday courses for 5-11 year old female players.
- Sustain and enhance the talent pathway for female players to 'Play for Jersey'.

### Disability Pathway

- Sustain the current provision for players with a disability.
- Develop the recreational offer to increase regular participation.

### Recruit, Develop and Support the Football Workforce

- Provide a coach education and development programme for Male, Female, BAME and Disabled coaches.
- Work with affiliated Clubs to encourage all Youth teams (u18s and below) to have an FA qualified coach.
- Effectively use the affiliate FA Tutor Workforce (to include coaching, refereeing, medical and safeguarding).
- Develop a strategy which will sustain and increase the number of volunteers required for the needs of the game.
- Recruit, retain and reward the Referee workforce (male, female and BAME) to ensure a qualified official at every game.

### Develop Sustainable Football Facilities

- Review and produce a Jersey FA Facilities Plan for 2019-22.
- Work with the States of Jersey and affiliated Clubs to maximise the use of the playing stock.
- Work in partnership with the States of Jersey to increase the number of AGP pitches on the Island.

### Running the Game

- Embed Safeguarding Operating Standards across all areas of the game.

# **JFA INCLUSION ADVISORY GROUP (IAG)**

## **Overview of the Jersey FA 'Football for All' Strategy – cont.**

- Ensure all disciplinary procedures and processes are consistently applied across the Jersey FA.
- Using WGS to register all players playing affiliated football on an annual basis.
- Embed IAG and Youth Volunteering Programme into our structure and operations.
- Develop collaborative relationships with the Primary and Secondary schools football network.

### The Business

- Sustain a 'fit for purpose' Corporate Governance Leadership Model that oversees our strategy.
- Establish a robust performance management framework for all full-time members of staff.
- Improve the effectiveness of our Marketing and Communications.
- Develop an effective Customer Excellence Strategy.
- Provide efficient Financial Management processes to develop the business.

# JFA INCLUSION ADVISORY GROUP (IAG)

## Expression of Interest Form

Full Name: .....

Address: .....

.....

..... Postcode: .....

Email: .....

Mobile: .....

What is your current role(s) in football (if any)

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What role(s) are you or have you been involved that will help to promote inclusion, diversity and equality?

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Why are you interested in being part of the Jersey FA IAG?

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Would you be interested in applying for the role of the Chair of the IAG?

Yes          No          (please circle as appropriate)

Please complete the Expression of Interest Form and send by post to:  
Strictly Private & Confidential, Brian Oliver, Jersey FA Football Development  
Manager, Springfield Stadium, Janvrin Road, St. Helier, Jersey JE2 4LF