



**ENGLAND
FOOTBALL**

LINCOLNSHIRE FOOTBALL ASSOCIATION
INCLUSION ADVISORY GROUP
MEMBER RECRUITMENT INFORMATION PACK

'ONE LINCOLNSHIRE COMMUNITY, UNITED AND INSPIRED BY THE POWER OF FOOTBALL'



CONTENTS

What is the Inclusion Advisory Group and what is its role?.....	Page 3
Role Profile	Page 4-5
Expectations of an IAG Member.....	Page 5
How to Apply	Page 5

WHAT IS THE INCLUSION ADVISORY GROUP (IAG) AND WHAT IS ITS ROLE?

The IAG assists Lincolnshire County FA in embedding inclusion into the One Lincolnshire Community operational plan, ensuring that football in Lincolnshire truly is #ForAll. The group helps direct Lincolnshire County FA on ways to promote and address inclusion and diversity in 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.

The role of the Inclusion Advisory Group:

- To check, challenge and support the County FA on the One Lincolnshire Community strategy 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
- Support the County FA to eliminate unlawful discrimination, bullying, harassment and victimisation and any form of abuse directed at any group within society
- Be at the forefront at advancing equality of opportunity amongst all our communities as well as having a focus on protected characteristics

For more information, the full Lincolnshire FA Inclusion Advisory Group Terms of Reference can be found [here](#).



ROLE PROFILE

ROLE SPECIFICATION: INCLUSION ADVISORY GROUP MEMBER

KEY SKILLS AND EXPERIENCE REQUIRED:

ESSENTIAL

- To be able to identify key equality issues and to support the identification and delivery of solutions
- To be able to successfully network with key staff and contacts within the County FA and County of Lincolnshire
- Ability to offer the appropriate knowledge and skills to have a positive and meaningful impact as part of the group

DESIRABLE

- Experience in sports/football industry
- Experience of working with diverse groups and/or have strategic knowledge on how to identify and support these groups
- Knowledge of key legislation aspects of inclusion equality and diversity and to be able to promote these areas as part of the group
- Knowledge of Lincolnshire, its characteristics and local demographics

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 outside of normal work hours. Meetings are likely to be held on a weekday evening
- Ability to work professionally as a representative of Lincolnshire 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
- To have existing contacts within equality groups in the local area or beyond
- Knowledge of how to analyse data to identify trends/patterns
- Knowledge of The FA's Equality, Diversity and Inclusion Plan



To understand and work in accordance with the values and behaviours of Lincolnshire County Football Association:

- Acting with **integrity**, by ensuring we do the right thing and not the easy thing (even when no one is watching) is in the best interest of the game
- Being **progressive** in all that we do, always looking for ways to continuously improve through giving our staff the freedom to innovate will help us best meet the needs of the game
- Being **transparent** in all that we do, will help us build relationships that will stand the test of time as they will be based upon high levels of **trust**
- **Recognising** and rewarding the hard work, **effort**, and achievements of everyone who supports and makes the game possible 'For All', which will help us to ensure that people who make a positive difference feel valued and appreciated
- The **pride** we have for the work we do drives us to care about everyone involved in football in our community as we know this will be key to making our **vision a reality**

EXPECTATIONS OF AN IAG MEMBER

As a member of the Lincolnshire FA IAG, you are expected to:

- To always abide by the codes of conduct outlined upon appointment to the IAG
- Attend at least 75% of IAG meetings (in person or virtually) 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
- Complete actions identified in meetings by the secretary of the group

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

HOW TO APPLY

The Expression of Interest form for the Lincolnshire Football Association Inclusion Advisory Group can be found [**here**](#).

Shortlisted candidates can expect an interview following their application.

Unsuccessful candidates will still be contacted to detail the outcome of their application.

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT JORDAN.MASON@LINCOLNSHIREFA.COM