



ENGLAND
FOOTBALL

LONDON FA RACIAL EQUALITY ACTION PLAN

March 2022 – June 2024





1. CULTURE CHANGE

ACTION	MEASUREMENT	TIMESCALE
A. Increase the diversity of London FA's coaching workforce (specific programme focussed on racially minoritised groups, to follow on from London FA 's successful 100FC project)	<ul style="list-style-type: none"> • Power BI 	Long-term
B. Increase the diversity of London's refereeing workforce (specific programme focussed on racially minoritised groups)	<ul style="list-style-type: none"> • Power BI 	Long-term
C. Identify and target specific geographical areas in London and use football as a tool to increase community cohesion and improve the relationships between different ethnic groups	<ul style="list-style-type: none"> • Sport England Monitoring & Evaluation Framework 	Long-term
D. Achieve the updated Sport England/UK Sport Code of Sports Governance and the FA's Code of Governance for County FAs	<ul style="list-style-type: none"> • FA Code • Equality Standard (Prelim Level) 	Short-term
E. Cascade governance reforms across all of London FA's structures, with a focus on Committees and Working Groups	<ul style="list-style-type: none"> • Annual diversity audit • Committee ToR 	Medium-Term
F. Detailed review of London FA's recruitment processes and policies, to ensure they encourage more applications from racially minoritised groups	<ul style="list-style-type: none"> • Diversity data through application process 	Long-term
G. Review the London FA Behaviour Framework and internal codes of conduct to ensure equality, diversity and inclusion is built into the organisation's values and inclusive behaviour embedded into the organisation	<ul style="list-style-type: none"> • Updated framework • Updated codes of conduct 	Short term

2. TRAINING & DEVELOPMENT

ACTION	MEASUREMENT	TIMESCALE
A. Develop and deliver an annual Referee CPD Programme, with a focus on discrimination (<i>unconscious bias, discrimination awareness, managing on-pitch discrimination, match report writing</i>)	<ul style="list-style-type: none">No. of referees trainedFA Respect measure	Medium-Term
B. A programme of unconscious bias and discrimination awareness training delivered to London FA affiliated clubs and leagues	<ul style="list-style-type: none">No. of clubs accessing the training	Medium-Term
C. Inclusion, diversity and equality embedded as a key feature of London FA's induction and wider processes (alongside safeguarding, to Staff, Board & Council)	<ul style="list-style-type: none">Staff PDRsBoard & Council Training Log	Short-term

3. COMMUNICATIONS

ACTION	MEASUREMENT	TIMESCALE
A. Deliver a 'leagues & clubs' roadshow focussed on promoting London FA's racial equality plan (to inc. content of the plan, discrimination reporting process and sanctions, and related FA initiatives – Football Leadership Diversity Code, Respect the Ref)	<ul style="list-style-type: none">No. of events delivered	Medium-Term
B. Develop and deliver a racial equality discrimination campaign <ul style="list-style-type: none">PR-led approach to managing launch of racial equality action planStamp out racism in grassroots football themeVideo-based case studiesHow to report racism detailsConsequences for those charged with racist behaviour included	<ul style="list-style-type: none">London FA social media dataExternal stakeholder survey	Medium-Term
C. Restructure London FA's website, to place equality, diversity and inclusion as prominently as possible	<ul style="list-style-type: none">No. of hits on E,D & I pages from London FA website	Short-term

4. FOOTBALL DISCIPLINARY

ACTION	MEASUREMENT	TIMESCALE
A. Work with London FA clubs to sign up to the Football Leadership Diversity Code	<ul style="list-style-type: none"> No. of clubs signed up 	Long-term
B. Create and deliver a support package for victims of discrimination	<ul style="list-style-type: none"> Package & partners identified 	Short-term
C. Track all London FA cases through a single channel, to better monitor and respond to emerging discrimination trends, and report headline data back to our clubs and leagues	<ul style="list-style-type: none"> FA Code Equality Standard (Prelim Level) 	Short-term
D. Raise awareness of London FA's discrimination reporting process and sanctions (link to the 'clubs & leagues' roadshow, discrimination campaign and website restructure)	<ul style="list-style-type: none"> No. of hits on E,D & I pages from London FA website 	Medium-Term

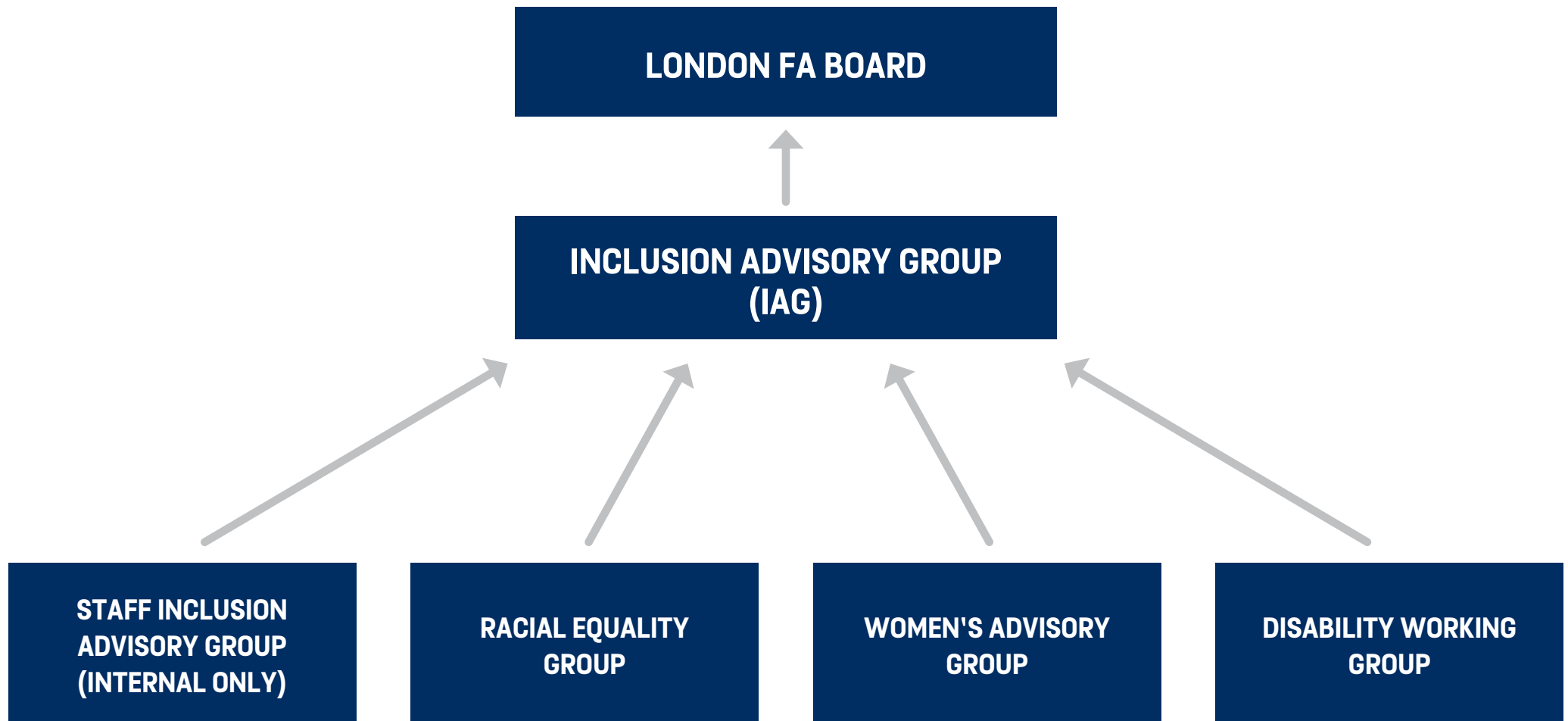
TIMESCALE

Short Term: by the end of the 2021-22 season (30 June 2022)

Medium Term: by the end of the 2022-23 season (30 June 2023)

Long Term: by the end of the 2023-24 season (30 June 2024)

LONDON FA EQUALITY, DIVERSITY & INCLUSION GOVERNANCE STRUCTURE





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