

DIVERSITY & INCLUSION ACTION PLAN: 2023/24 Summary



ENGLAND
FOOTBALL





Middlesex FA are proud to make a public commitment to the football community around the importance of equality, diversity and inclusion in the game of football through our action plan. The plan sets out the actions and targets up to June 2024 and has the full support and oversight from the Board of Directors at Middlesex FA and monitored via our Inclusion Advisory Board which also has representation from both the Board of Directors and the Middlesex FA Youth Council.

Our work needs to start with our internal structures, ensuring we have the means necessary to serve the varied communities across our County. This includes looking at our recruitment practices, our internal knowledge, our awareness for barriers within the sport and the budget for extra resource all with the intention of making our workforce more representative.

As a board, we have set indicative targets for the representation across our staff workforce and across our board by June 2024.



BOARD

Female **30%**

30% from Diverse Communities

U25 (Board Observer) **5%**



STAFF

Female **36%**

7% from Diverse Communities

U25 **34%**

SO WHY IS WORKING WITH DIVERSE COMMUNITIES SO IMPORTANT TO MIDDLESEX FA

From a business perspective better diversity within the organisation gives us more creative and innovative approaches to problems as diversity brings a varied approach to the same problems through lived experiences, different perspectives, and beliefs. It will assist us to make better decisions and more adaptable through a variety of experiences.

More representation will help us to serve our diverse communities better by having a better understanding of the challenges diverse populations may have leading to improved access to the game. Working with diverse communities is not just good for business, it is also the right thing to do as no-one should have to choose between participation and who they are and what they believe in.

We are a sport that is FOR ALL. Our challenge is to provide more opportunities and awareness for diverse communities, creating an environment for anyone to get involved in our sport through positive experiences, the positive use of role models and through awareness & education across our club & volunteer network.

At the same time, we have the opportunity and responsibility to change conversations, raise awareness, stand up and champion those things we believe in, and challenge things that are not good for our sport.

This is not an easy piece of work and there are no immediate answers or solutions to the utopia of a game for everyone without any barriers to participation. Middlesex see the value of changing attitudes and implementing our plans as we ultimately aim to connect more people with the game.





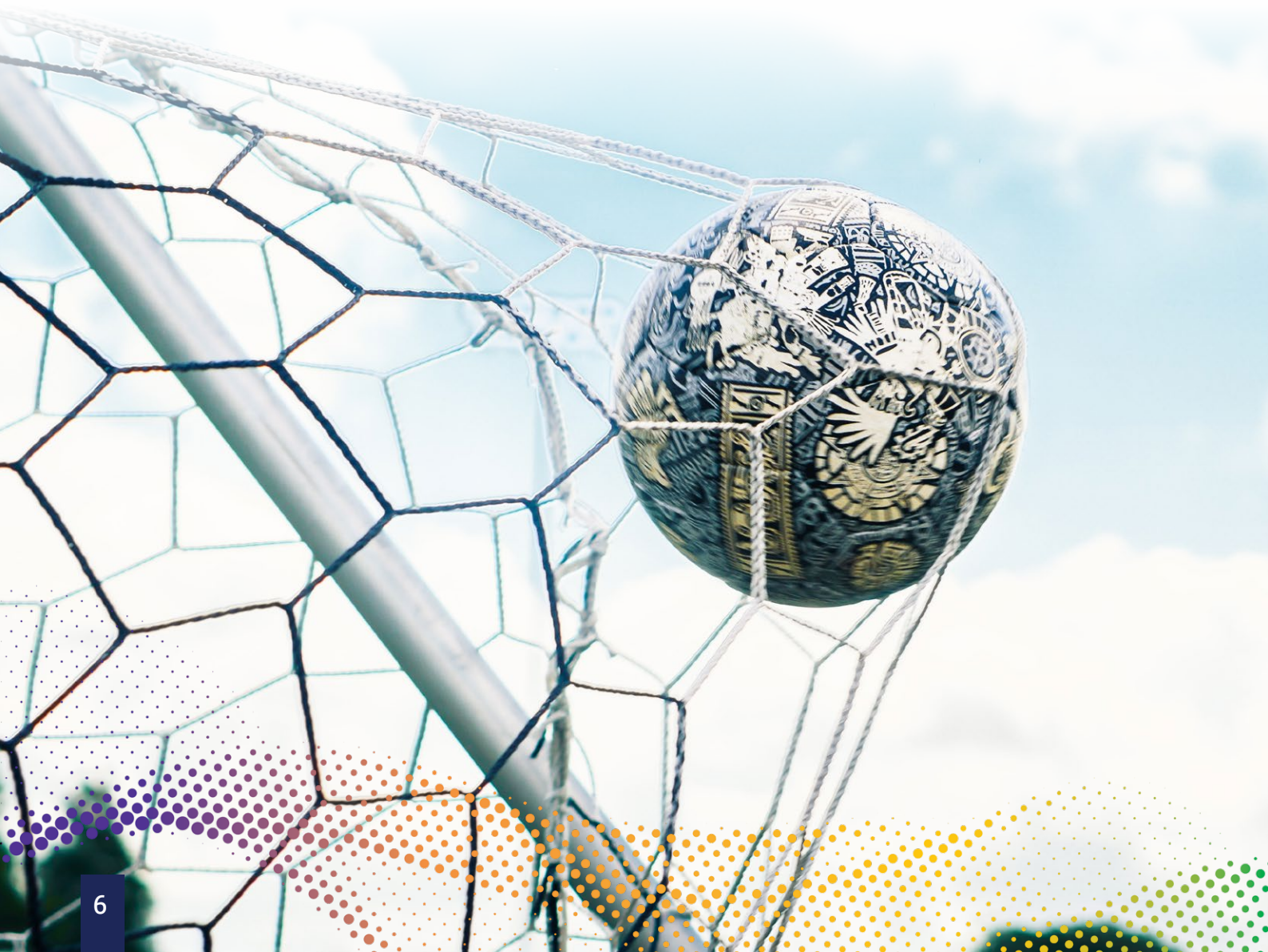
Pillars for improvement (Participation & Development)	Our commitments/Ambitions/Priorities
<p>Player Pathways</p>	<ul style="list-style-type: none"> ● Geographically target high diversity areas for new initiatives to ensure all historically underrepresented groups have the opportunity to participate in football and ensure all clubs and leagues are working in a way that is inclusive for all. ● Increase diversity within male affiliated and recreational players. ● Increase participation and sustainability of female players from all backgrounds within the affiliated and recreational game. ● Increase disability affiliated and regular recorded recreational players.
<p>Coach Education & Development</p>	<ul style="list-style-type: none"> ● Increase coaching opportunities for all historically underrepresented groups with a focus on female, disability & coaches from ethnic minority groups.
<p>Referee Education & Development</p>	<ul style="list-style-type: none"> ● Increase opportunities for female, disability & other historically underrepresented groups to become, develop and continue refereeing.
<p>Facilities</p>	<ul style="list-style-type: none"> ● Project Activation ● Application Development ● Grass Pitch Programme ● Equal Access for Girls ● Playing Pitch Strategy ● Post Award Project Support



Pillars for Improvement (Football Services)	Our commitments/Ambitions/Priorities
Compliance	<ul style="list-style-type: none"> • Safeguarding for Children and Adults at Risk embedded throughout the game.
Investigations & Reporting	<ul style="list-style-type: none"> • Ensure that discrimination reporting mechanisms are promoted across the county. • Work with the FA to implement and offer support to clubs following discrimination reports and charges.
Respect	<ul style="list-style-type: none"> • Ensure that current topics in discipline are promoted throughout the county. • Deliver a Respect Workshop to all affiliated leagues annually.
Off the Pitch	<ul style="list-style-type: none"> • Ensure Safeguarding Education and Policies are promoted across the county. • Create the Voice of the Child working group to ensure best practice is utilized.



Pillars for improvement (Corporate Governance)	Our commitments/Ambitions/Priorities
Structure	<ul style="list-style-type: none"> • Develop a Dynamic Corporate Governance.
Stakeholders	<ul style="list-style-type: none"> • Committed to supporting all stakeholders & Volunteers across the game.
Workforce	<ul style="list-style-type: none"> • Create and develop a diverse, high-performing, and inclusive workforce.
Policies	<ul style="list-style-type: none"> • Review and collate policies for Equality Standard Portfolio.



Pillars for improvement (Commercial & Operations)	Our commitments/Ambitions/Priorities
Customer Excellence	<ul style="list-style-type: none"> • Provide inclusive customer service that is appropriate for all users.
Rectory Park	<ul style="list-style-type: none"> • Ensure Rectory Park is accessible for all users.
Modernise & Innovate	<ul style="list-style-type: none"> • Collaborate with ED&I stakeholders to enhance our relationship with.
Engage	<ul style="list-style-type: none"> • React publicly against forms of discrimination in football. • Offer an improved reporting process – improve confidence to report incidents. • Support victims of discrimination



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TO SUBMIT FEEDBACK
PLEASE SCAN HERE

