

INCLUSION

Strategy 2024-28



**MIDDLESEX
FOOTBALL**



OUR PURPOSE AND VALUES

We want to ignite positive change through the power of football. The purpose of everything we do is to unite communities, tackle inequalities, and promote health across our county. We are committed, connected, creative, and collaborative.

We nurture the grassroots game, fostering a love for the sport that extends far beyond the pitch. By building strong relationships with our community, we will understand your needs and will develop solutions together, to ensure everyone has the chance to participate.

With unwavering dedication and a spirit of innovation, we are building a Middlesex where football flourishes, inspiring a brighter future for all.

IGNITE POSITIVE CHANGE THROUGH FOOTBALL

OUR STRATEGY

Our strategic plan over the next four years builds upon the strong foundation established during the previous three. We're committed to making Middlesex FA not just equitable, inclusive, and diverse, but a champion for these values.

By fostering an inclusive culture within our organisation, we'll ensure the support we provide empowers every member of our community to thrive. Recognising the unique needs and talents of all participants will unlock Middlesex's full football potential.

Over the next four years, we will ensure the people making decisions for our community reflect the vibrant tapestry of Middlesex. This will directly support our goal of making football accessible and enjoyable for everyone in our county.

EMPOWERING OUR COMMUNITY



OUR PURPOSE

INSPIRING POSITIVE CHANGE THROUGH FOOTBALL

by uniting communities, tackling inequalities and improving the health of the Middlesex Football community

STRATEGIC PRIORITIES



**Foster an inclusive culture
in Middlesex FA**



**Improve representation
across board, council,
and committees**



**Address barriers to
participation**

STRATEGIC DRIVERS



**Embed equality, diversity,
and inclusion across the
organisation**



**Connect with the grassroots
football community**

TO ACHIEVE OUR PRIORTIES

WE WILL



Foster an inclusive culture in Middlesex FA

Create a mentoring scheme between youth council, board members, and staff.

Identify an industry standard of measuring inclusion and make sure we are acting to continuously improve our standards.



Improve representation across board, council, and committees

Conduct a review of our current recruitment process and make them more inclusive.

Create a pathway for youth council members into new roles.

Promote roles within the county FA and evidence what new members would gain from the experience.



Address barriers to participation

Conduct a research process to identify what the barriers are and why.

Deliver 5 targeted campaigns each season to address participation barriers.

Consult with participants from age groups who had missed out on playing at a younger age.

TO ENABLE OUR DRIVERS

WE WILL



Embed equality, diversity, and inclusion across the organisation

Ensure equality, diversity, and inclusion is a priority during all board and committee meetings.

All staff, board, and council committed to undertaking at least 2 equality, diversity, and inclusion training sessions each season.



Connect with the grassroots football community

Create a co-community working group for equality, diversity, and inclusion.

Host drop-in consultation sessions to review current progress and to set up new projects.

Greater promotion of equality, diversity, and inclusion projects and campaigns to support individuals, clubs, leagues, and the wider football community.

WHAT WILL OUR SUCCESS LOOK LIKE



639 disabled players

**A more inclusive
workplace**



**More clubs adopting
the Football Leadership
Diversity Code**

**More clubs and leagues
becoming Kick it
Out equality chartered**



**A reduction in
discrimination cases**

**Positive diverse leaders
and community groups
championed**



**An active equality,
diversity, and inclusion
community working
group**

**A more representative
volunteer community**



**30% board members
from diverse communities**

**5% board members
under 25**

**Code of governance
compliant**



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