

Equality Monitoring Report – Norfolk County Football Association

As part of the process of attaining the Preliminary Level of the Equality Standard we have undertaken an equality audit of our Norfolk Football Community.

As a result of collecting this data we will be able to identify current areas of under-representation or potential inequalities. Being aware of this information allows Norfolk County FA to work to address these areas of inequality, should they exist.

Methodology

In September 2019, an anonymous survey was circulated to registered Players over the age of 18, Club Secretaries, registered Referees, Norfolk FA's coaching data base, as well as promotion of the survey via our social media channels. The survey was also made available to complete using tablets across the three Football Development Centres in Norfolk. The survey requested data regarding age, disability, sexual orientation, sex, gender identity, ethnicity and religion or belief. The survey was open for 3 weeks. We also requested that participants identified what role(s) they have within the game.

With the data collected we aim to complete the following:

- Compare the Norfolk Football demographic to the local demographic data
- Compare the Norfolk Football demographic to the national demographic data
- Consider how representative our NCFCA staff, council and board profile audit is of the "Norfolk Football" demographic
- Plan positive action to encourage more involvement by different communities within Norfolk Football, specifically in areas where the audit has identified underrepresentation.

Headline Findings

We received a total of 1,237 responses. We received responses from 7.9% of players, 34% of coaches, 54% referees. These numbers are based on having just over 300 registered referees, 7000 adult players and 1500 coaches.

- The findings demonstrated that the demographic of Norfolk Football was split 81% male and 19% female
- The highest percentage of respondents were aged from 18-24 years (21%) followed by 25-29 years olds (16%). The general trend in age was that the participation rates decreased with age
- 6% of respondents considered themselves to as being a disabled person
- Of those that considered themselves disabled, 37% had a learning difficulty, 17% had a hearing impairment and 19% had a physical impairment

- 95% of respondents considered themselves as heterosexual/straight, followed by 2% as bisexual, followed by 1.5% as a gay woman/lesbian followed by 0.3% as a gay man
- 99% of respondents recorded that they were not transgender
- 64% of respondents considered themselves as having no religion which was followed by 31% of individuals identifying as being of a Christian faith
- 96% of respondents were White British. The other 4% was split across 20 other ethnicities which all accumulated to less than 1% each.

Comparisons to National and Local Demographics

When comparing the data collected from the Norfolk Football community the following is noted in relation to national demographics:

- 19% of respondents are female in comparison to an average of 51% for Norfolk (and England)
- 6% of respondents consider themselves as disabled compared to 8% in England and Wales
- 96% of the Norfolk football community are White British in comparison to 92% in Norfolk and 80.5% in England and Wales
- 31% of respondents considered themselves as having a Christian faith in comparison 61% in Norfolk and 59% in England and Wales. Under representation was also demonstrated in all other religions with over representation in those that stated that they had no religion
- 2% of respondents identified as bi-sexual and 1.8% identified as gay or lesbian compared to 0.7% identifying as bisexual and 1.3% identifying as gay or lesbian nationally
- 0.7% of respondents identified as transgender compared to an estimated 0.8% of the UK
- As a general trend the Norfolk Football community is under-represented in the older age groups and over represented in the younger ages (as demonstrated in figure 2)

Comparisons to Norfolk FA Staff, Board and Council

- The under representation of females seen in the Norfolk FA Staff, Board and Council is mirrored in the Norfolk Football Community
- Overall the spread of ages in the Norfolk Football community is less diverse than that within the Norfolk FA staff, board and council, as demonstrated in Figure 2. The Norfolk FA and Norfolk Football community mirror an over representation in the 18-24, 30-34, 35-39 age groups compared to the Norfolk population as a whole. However, there was also some notable differences between age groups when comparing Norfolk FA and the Norfolk football community including the largest differences between age groups coming between the 25-29, 40-44, 55-59 and 60-64. The 25-29 and 40-44 age groups displayed a higher percentage representation in the

Norfolk football community of 10% and 7% respectively. Contrary to this, the 55-59 and 60-64 age group displayed a higher percentage representation in the Norfolk FA community of 14% and 10% respectively

- Both Norfolk FA and the Norfolk football community demonstrated that 6% of their demographic had a disability which was only a slight under representation compared to the Norfolk community. Of those that identified they had a disability, physical impairments and hearing impairments were two of the most prevalent recorded in both communities. In contrast, the Norfolk Football communities largest recorded disability, learning difficulties, was not represented within the Norfolk FA community
- The most well represented faith in both the Norfolk FA and Norfolk football community was the Christian belief. Having said this, the Norfolk FA community recorded 17% more individuals of this belief in comparison to Norfolk football.

Further analysis and additional comments

- Although the percentage of White British participants is higher than the average in Norfolk the disparity is smaller than that compared to national demographics. This identifies that Norfolk as a County is less diverse when it comes to ethnicity. However, this is still an area of underrepresentation within our Norfolk football community even when comparing to Norfolk rather than nationally
- Although the age demographic shows under representation in the older age groups, it should be noted that in general, playing participation in sport declines with age so this may be an expected outcome if we were focusing on only player's data. Other factors such as access to the survey may have influenced the skew of data towards the younger age groups. Despite external factors influencing the data collection, under representation in the older age groups should be identified as a target for development
- The under representation demonstrated between the percentage of females to males involved in the Norfolk Football community was broken down further into football roles, as seen in figure 7. This demonstrates that the roles that identified the most significant disparity between the sexes was referees and coaches, with both having less than 10% of their overall total made up of females. The smallest disparity between male and female participation was in the player role, with 36% being female. Overall, the difference in male and female participation across all football roles was notable and should be an area for development
- The government equalities office estimates that 0.8% of the population in the UK are transgender, however there is no robust data to confirm this statement. Therefore, there is difficulty in confidently identifying whether our Norfolk Football Community is representative of England or Norfolk. However, with 0.6% of the Norfolk Football community identifying as transgender, based on the data we have access to it can be

loosely assumed that the Norfolk Football community is representative of the population, in relation to transgender people

- Further analysis of sexuality highlighted that although Norfolk football is over represented by LGB individuals, when this is broken down into males and females, we are under-represented in the proportion of males that identify as gay men. Nationally around 1.7% of males identify as gay compared to 0.3% within the Norfolk football community. Having said this, this breakdown also demonstrated that 1.2% of the male Norfolk football community identify as bi-sexual compared to 0.6% nationally. When looking at female LGB data, both gay women or lesbians (8%) and bi-sexual women (6.4%) are over represented within the Norfolk football community when compared to national figures of 0.9% and 0.9% respectively. This data is represented in table 2
- As can be seen in table 3, Norfolk Football is under-represented in all religions listed. The largest under-representation is noted within the Christian faith, although this is probably due to the over-representation of individuals identifying as having no religion.

Summary

In summary, there are several key areas of under-representation identified within this report on the diversity of the Norfolk football community. The most notable areas are as follows:

- Under-representation of females within all roles but specifically refereeing and coaching
- Under-representation of individuals aged 55+
- Under-representation of all religions and beliefs, specifically Christianity
- Under-representation of non-white British individuals
- Under-representation of gay men
- Under-representation of individuals with a disability

Data is taken from the 2011 Census or the Office for National Statistics (ONS) unless stated otherwise.

Figure 1 – Percentage of Norfolk Football participants by age group

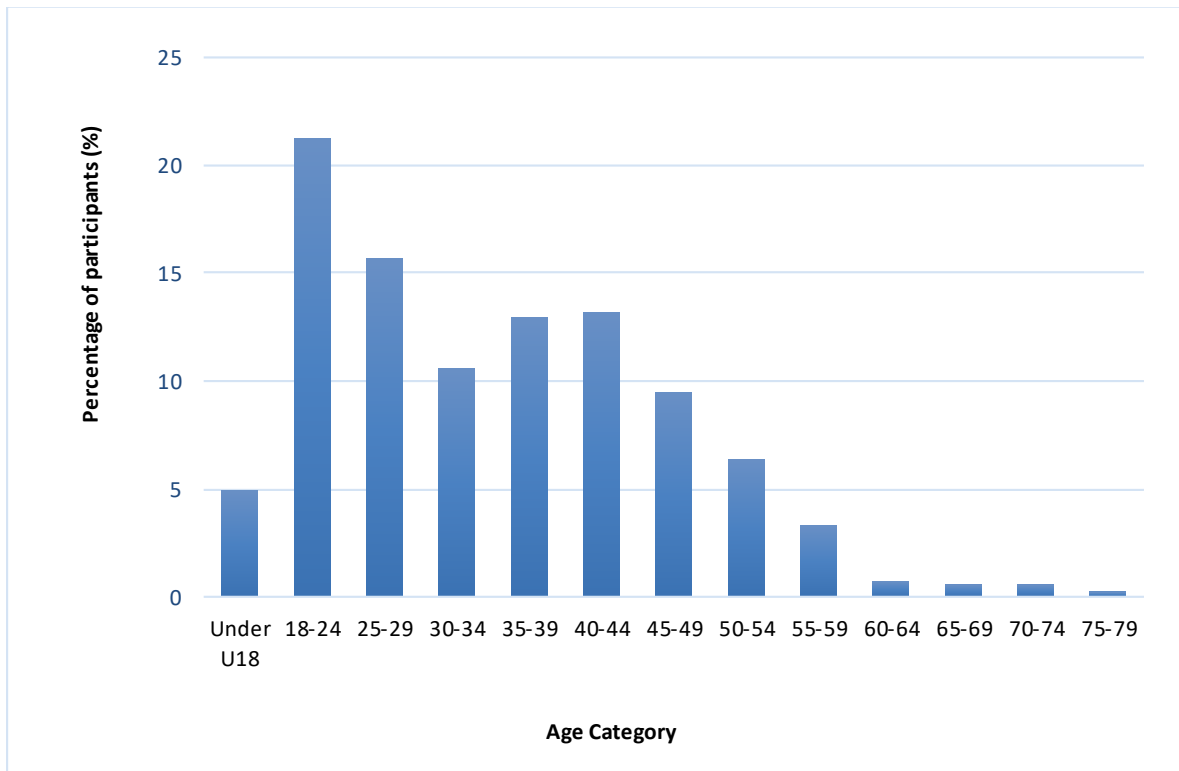


Figure 2 – Age Comparison between Norfolk County FA Staff, Council & Board, against the Norfolk Community against the Norfolk Football Community by Age Group

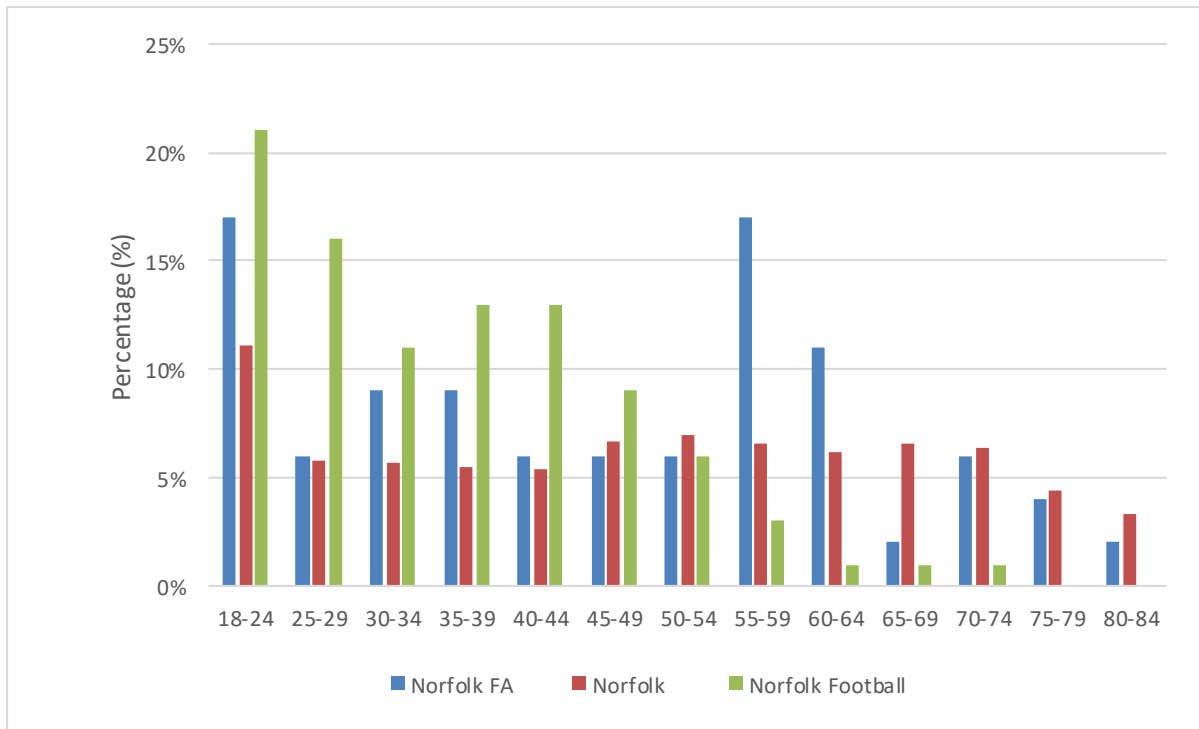


Figure 3 – Percentage of Norfolk Football participants based on sex

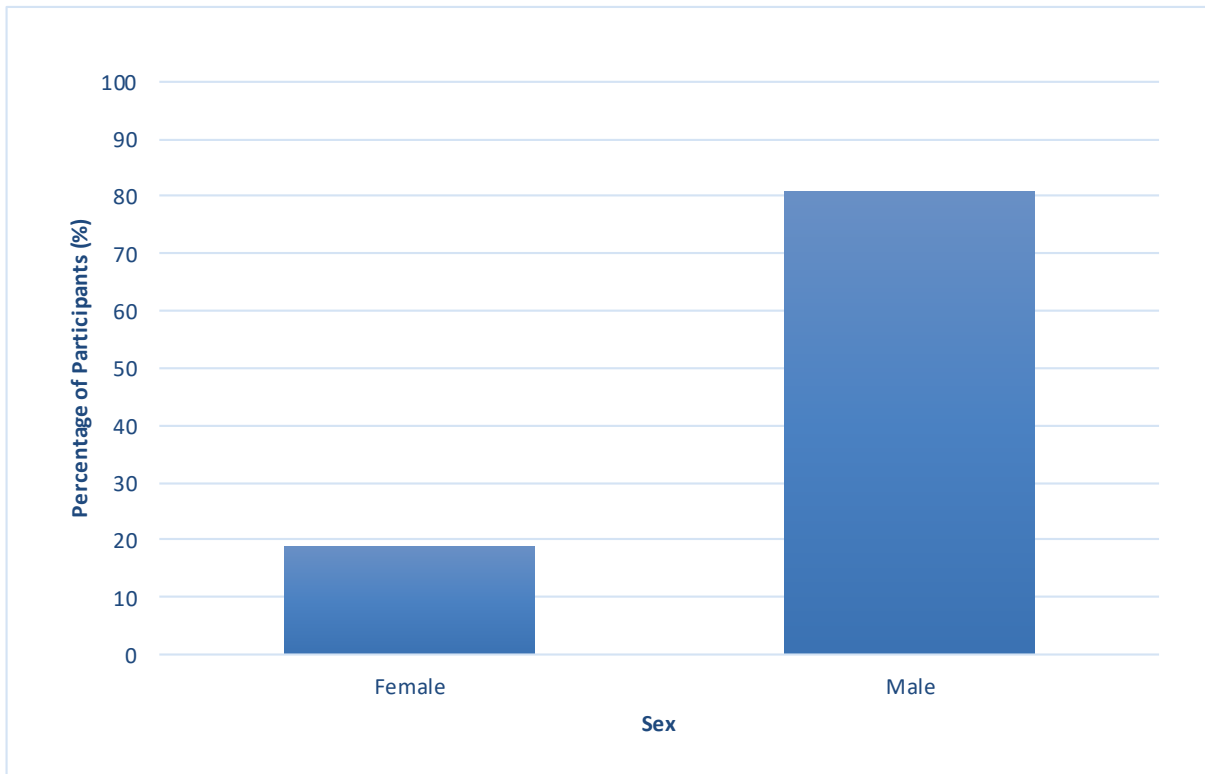


Figure 4 – Percentage of participants in Norfolk Football based on disability

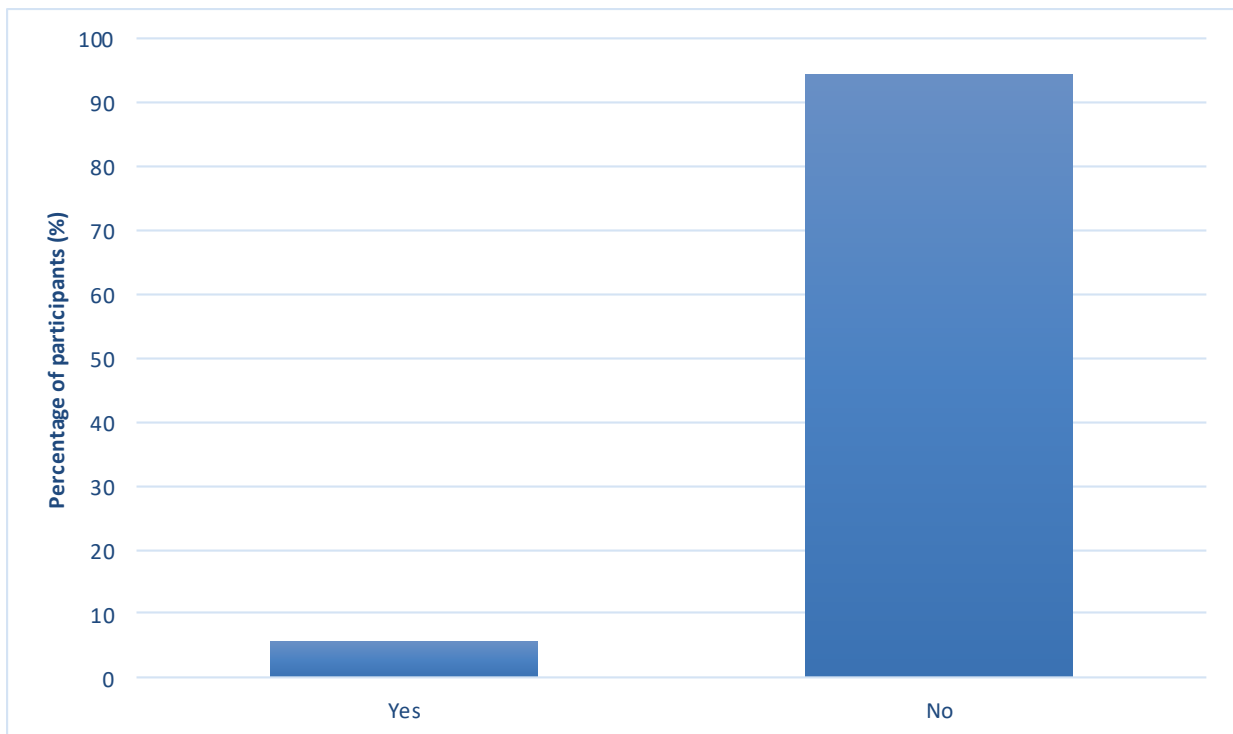


Figure 5 – Percentage of participants in Norfolk Football based on sexuality

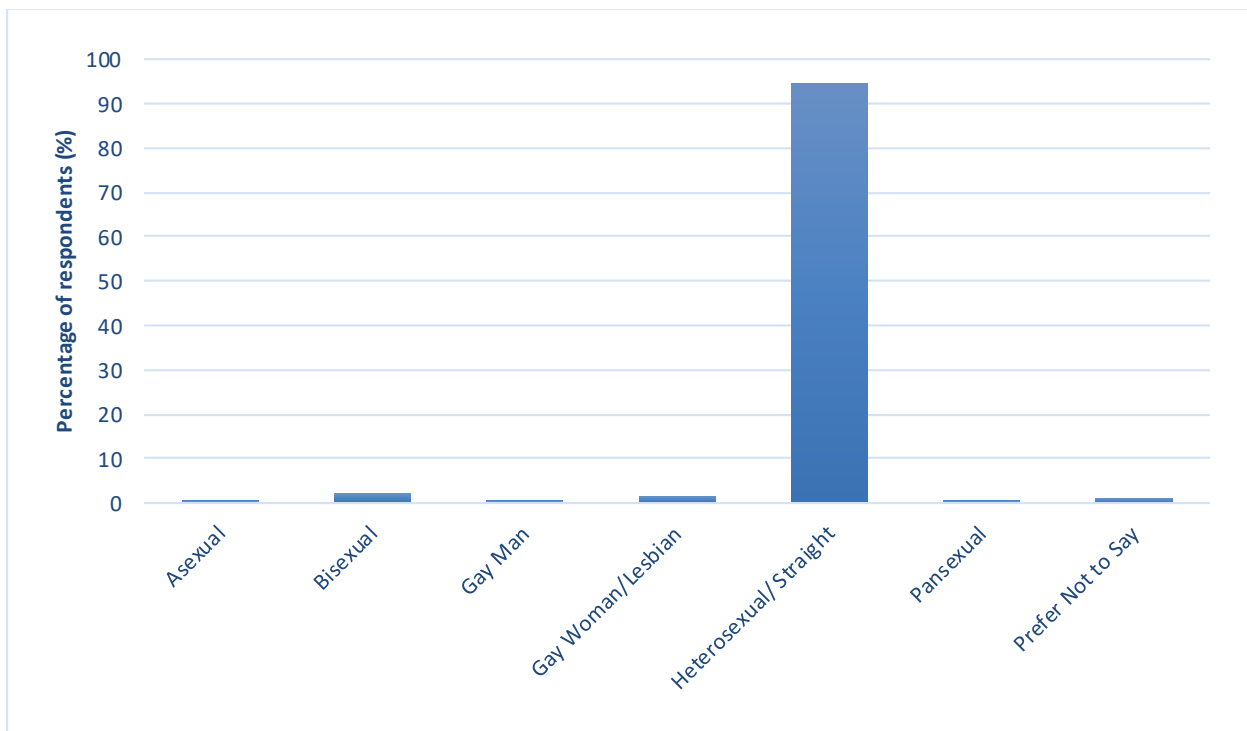


Figure 6 – Percentage of participants in Norfolk Football based on their gender identity

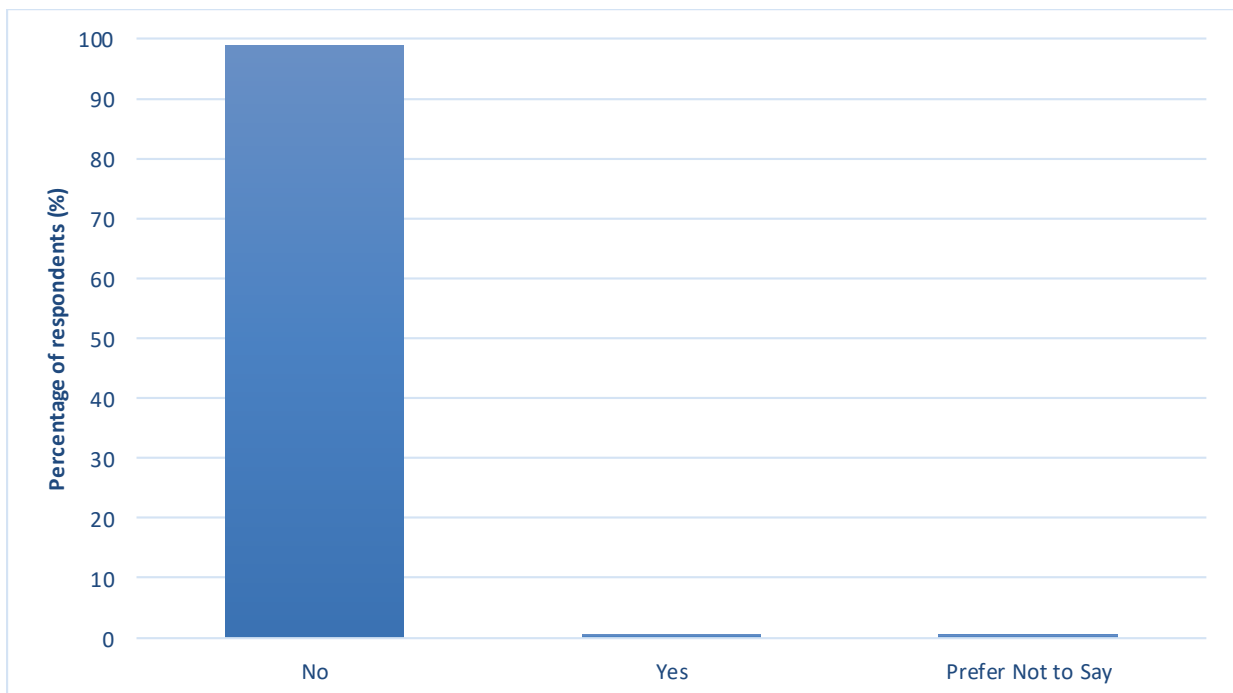


Figure 7 – Male and female percentages based on their football role

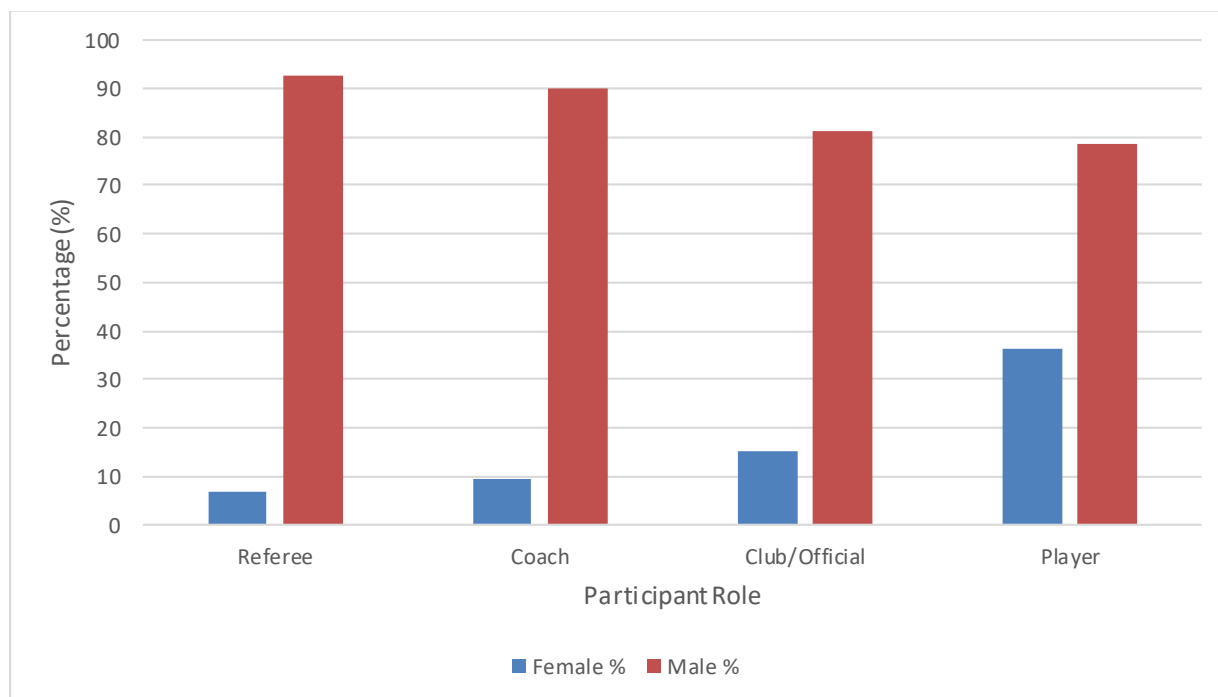


Table 1 – Ethnicity of Norfolk Football participants

Ethnicity	Percentage (%)
Asian British	0.1
Black African	0.3
Black British	0.2
Black Caribbean	0.2
Caucasian	0.1
European	0.1
Indian	0.1
Other White	0.1
Polish	0.1
Prefer not to say	0.7
White	0.1
White Canadian	0.1
White & Asian	0.2
White & Black African	0.3
White & Black Caribbean	0.3
White & Indian	0.1
White American	0.1
White British	95.6
White Eastern Europe	0.2
White European	0.2
White Irish	0.5
White Italian	0.1
White Portuguese	0.1

Table 2 – Split of sexuality based on sex by percentage

Sexuality	Male (%)	Female (%)
Gay	0.3	8
Bisexual	1.2	6.4
Heterosexual	97.4	83
Did not disclose	0.8	2.1
Other	0.2	0.5

Table 3 – Comparison of Religion or Belief of Norfolk football participants to local and national data

Religion or Belief	Norfolk Football (%)	Norfolk (%)	England (%)
Buddhist	0.08	0.3	0.5
Christian	31	61	59.4
Hindu	0	0.3	1.5
Jewish	0.2	0.1	0.5
Muslim	0.2	0.6	5
Sikh	0	0.1	0.8
Other Religion	1.2	0.5	0.4
No Religion	64	29.6	24.7
Prefer not to say	3.3	N/R	N/R