

NORTHAMPTONSHIRE FOOTBALL ASSOCIATION LIMITED

Minutes of the NFA Inclusion Advisory Group (IAG) held on Wednesday Monday 23rd January 2017 at 5.30pm at the NFA Offices, 9 Duncan Close, Northampton

Present: R Cotter (Chairman); L Behnke, G Biddulph; Dr M Crofts, R Knight, S Miah, L Scott, A Wildgust, J Wilkinson

1 Chairman's Opening remarks

Mr Cotter welcomed members to the meeting and thanked members for accommodating the late change of venue for the meeting.

2 To receive Apologies

Apologies were received from J Lusted, R Wade

3 To receive the Minutes of the previous Meeting

The Minutes of the meeting held on 23rd January 2017, previously circulated, were received and were signed by the Chairman as a true and accurate record.

Mr Biddulph confirmed that Ruksana Wade would be joining the Group but offered her apologies for this meeting due to a clash of meetings.

4 To receive an Update on NFA Inclusion Activities from the Business Manager

The Code of Conduct was further reviewed, it was agreed that Dr M Crofts and G Biddulph would meet to agree the final draft which would be receive a final sign off at the next meeting

Mr Biddulph updated the Group on progress towards the Foundation Level of the Equality Standard and the further work required to meet the requirements relating to historical work that had already taken place towards the award. It was expected that application would have been completed by the date of the next meeting.

5 Review of the Terms of Reference and Group membership

The Terms of Reference were agreed, the final draft to be circulated with the minutes and to receive Board approval.

Mr Biddulph confirmed that the role of the Group had been re-advertised with only one enquiry. The position of Chair had also been advertised, again without any uptake to date. Further discussion took place on the need to fill these vacancies and it was agreed that the advertisement would be recirculated to members of the IAG for onwards circulation to their own group of possible interested parties.

Ms Wildgust agreed to research contacts with Race equality, Disability organisations, Volunteer Bureau and contact points in Asian, Black, Non British White and East European including Ukrainian and Polish communities.

Mr Biddulph would seek representation from referees and Coaches

Mr Biddulph confirmed that the FA draft Role Specification was in the process of being rewritten.

6 Election of Chairman and Vice Chairman

The election of Chairman and Vice Chairman was further deferred until the next meeting of the IAG.

Mr Cotter confirmed that there remained a desire for the IAG Chairman to be co-opted on to the main Council of the NFA. Mr Cotter outlined proposals with regards to a change to the Council structure to improve inclusion and diversity which also included the opportunity for co-option where required.

Mr Miah indicated that he had details of an interested party; he would forward details to Mr Biddulph.

7 Future work of the IAG

The NFA Business Plan had been circulated members and Mr Biddulph confirmed that the quarterly review would take place at the March Board Meeting. The IAG would be consulted on the 2017 – 2018 draft Operational Plan. Discussion took place with regards to the seven year trend in numbers participating.

Ms Wildgust was to be requested to produce an Equality Report based on the latest BAME numbers.

Dr Croft and Mr Scott confirmed that they would be attending the IAG Networking day at Manchester on 13th March 2017 and would feedback to the next meeting on outcomes.

Mr Biddulph reported on his work with 3rd year University undergraduates with regards to gender inclusion activities within the NFA as a local sports organisation.,

It was agreed that the IAG should review the induction process for both staff and members of Council in due course, Mr Biddulph updated the Group on present improved induction activity taking place with new members of NFA Council.

Mr Biddulph further reported on a positive initial meeting with the Northamptonshire English Schools FA and would feedback further at the next meeting. Mr Cotter advised on the work taking place with Primary Skills involving the FA and the senior leagues.

A discussion took place with regards to the State of Play Report and further activity which would take place as part of 2017 – 2018 Operational Plan. Ms Wildgust advised on the female only coaches course to take place at Titchmarsh shortly.

Dr Croft expressed thanks to those members of IAG that had supported her PhD student on equality issues in football.

Mr Miah confirmed details of the UKBFC event, an annual national Bangladeshi Final to take place at Northampton Town FC on 1st May with tournament in advance at Kingsthorpe Recreation Ground on 23rd April 2017; Mr Scott was asked to assist in the requirement of 16 referees for the pre-tournament as well as the Final. Mr Miah to distribute his poster for onwards support through the NFA website.

8 Dates of Next Meeting

The next meeting was confirmed as 19th April 2017 at 5.30pm.

9 Close of Meeting

Mr Cotter thanked all members for their contribution to the meeting and expressed thanks to those members of the IAG that had attended who continued to support the work of the NFA and the IAG and closed the meeting at 7.15pm.

Signed

Date

As agreed and as a true and accurate record