**Meeting of Northamptonshire Inclusion Advisory Group**

**25th November 2020, 6.00pm on Zoom**

**Present:** Surath Miah, Christian Smith, Sophie Mullett, Cameron Marshall, Jim Lusted, Luke Scott, Tony Major, Abdul Kadir, Kate Davidson, Ruksana Hafesji-Wade, Yousuf Miah

**Apologises:** Roger Knight

**1) Welcome and Chairman’s Opening Remarks:**

 **(Refresh the Group of matters prior to COVID)**

The chairman welcomed everyone to the meeting and welcomed Sophie Mullett and Christian Smith to the group.

S Miah informed the committee that Roger has unfortunately had to step down from the IAG group due to personal reasons. Raff asked if anyone wished to send any messages of thanks, to pass on to him.

**2) To Receive the Minutes of the Meeting**

Minutes were accepted as a true account and agreed for accuracy.

JL questioned if the NFA were still looking to appoint a main Board Director for Inclusion or whether this had been put back due to the situations we’re facing. CS suggested that this subject was on the Boards agenda, TM confirmed this.

**3) NFA update (Restructure & Strategy)**

CS stated that since March 2019 the team have been working remotely as we have been following government advice.

Football stopped in April meaning NFA staff were put onto furlough with the exception of Sarah Bentley and Maria Murphy. As a repercussion of this, a complete restructure took place in the business where Ian Tinto, Nick Abraham and Candice Hart unfortunately left the team.

CS updated the committee of all staff members new roles and the changes that had occurred. He stated that although we are now challenged by less income, football stopping and a smaller team, we’re still very much at a good point in time with some good aims with inclusion being one of the priorities.

The NFA’s prime focus is for the 2021/22 season so that when this season starts, we’re in a good place. CS highlighted what a shame it was that Ian Tinto was no longer part of the IAG but he hoped that he could continue the good work done so far and that there would be more visible communications in regard to the IAG.

**5) Events Update (Calendar for 2021)**

CS highlighted that NFA are now partners with University of Northampton and that he would like the IAG to be a part of this. He suggested that JL met with CS and the staff at the University to see what we could achieve together.

JL stated how well last year’s IAG event had gone and that they’d like to continue this with a similar type of annual event. He agreed that it would be good to get involved with more of the County FA’s events.

CS added that it would be good to create a ‘brand’ and improve this area to build understanding and knowledge of the work of the IAG. JL informed the group that Yousuf had done a lot of work on branding last year and it would be good to pick this up with him.

Yousuf said that he would go back to the ideas that were created and that he hoped to create something that the group can have ownership of and share with people to improve overall communications. He stated that we need to create something that compliments what’s going on at the NFA and in football and something that will add value to the work being done.

CS also informed the committee that a monthly / fortnightly newsletter was now being distributed via email to all clubs in the county and if anyone had anything that they would like to add into this, please inform himself or S Mullett. Ruksana added that it would be great if we could add in what has already been achieved to raise the profile of the IAG. CS said he would go through with LS and S Mullett to ensure this was done.

In addition to this, it was discussed that the IAG page on the website would be updated and each person should send a bio and a photo across to S Mullett to be able to add this. Once this is updated, this can be kept up to date and show information from meetings and of work being done.

**6) Any Other Business**JL said that it was disappointing that they weren’t made aware of the restructure before but suggested that NFA staff may need more support than before as they are now stretched and need to rely on all resources that they do have.

JL also highlighted that the new Code of Governance is a huge piece of work that he believed the IAG should be part of when creating football ‘for all’.

CS said that Sarah and the Board are leading from the front with this and are looking to make a significant impact regardless of the code. He said that there is a passion and commitment from the board to make things happen and improve.

JL stated that everyone doesn’t have access to football so therefore it’s easier said than done and a huge change will need to be made across the County FA. However, he acknowledged that he’s supportive of the standards and feels that they’re a step in the right direction.

KD suggested that it might be time to reflect on the focuses and objectives of the group in the new ‘COVID world’ as it would be a good move right now. She also emphasised that her interests are mostly within Women & Girls football and that she’d like to get more involved with opportunities in grassroots and the women’s offer. CS invited her to become part of NFA Women’s and Girls Football Strategy Group.

RHW suggested that a card and collection get put together for Rodger. People agreed that this would be a nice idea. She also suggested that a WhatsApp group get put together for the group for ease and to improve communication across the group. Raff to arrange.

CS said that he has two people who wish to join the group for several reasons. Raff showed CS the application pack that’s put together so that those individuals can complete this.

S Miah also congratulated T Major on becoming the chairman of NFA.

**7) Date of Next meeting**

Tuesday 15th December 2020 – 6.00pm on Microsoft Teams

Christian to send the invite

**8) Close of meeting** 19:20