



***NORTH RIDING COUNTY FA***  
***EDI DIRECTOR***  
***APPLICATION PACK***



**ENGLAND  
FOOTBALL**

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## **ABOUT NORTH RIDING FA**

North Riding FA was founded in 1881. We are the local governing body for football and are responsible for the governance and development of football across Teesside and North Yorkshire working in the Local Authority areas of Stockton-on-Tees, Middlesbrough, Redcar & Cleveland, and North Yorkshire.

**NRCFA PURPOSE** - Enhance football by developing and inclusive game that inspires people and communities.

**NRCFA VISION** - The vision of North Riding FA is to make football a game for everyone.

**NRCFA VALUES** - Excellence, Pride, Inclusion, Respect, Positivity

## **VOLUNTEERING AS A CHAIR OF THE INCLUSION ADVISORY GROUP**

The North Riding FA Inclusion Advisory Group is responsible for agreeing and overseeing the strategic priorities of the business in relation to equality, diversity and Inclusion.

The Main Board consists of nine Directors who are appointed following an open recruitment process, with the exception of the company Chief Executive who sits In an Ex-Officio capacity. Board Meetings are usually held at the County FA Headquarters in Stokesley and via Microsoft Teams, generally taking place at six-week Intervals throughout the year.

For more Information on our Board and staff members please visit [www.northridingfa.com](http://www.northridingfa.com)  
Board Members are paid travel expenses in accordance with the Association's Expenses Policy.



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## **THE ROLE**

North Riding County FA is inviting applications for the position of EDI Director. The successful applicant will be appointed as a Director of the Association.

We are looking for individuals with a professional background that demonstrates skills and experience in championing Equality, Diversity and Inclusion, who also have a passion for widening access to grassroots football across Teesside and North Yorkshire.

This is a volunteer role in which you will be expected to attend Board meetings approximately six times per year, as well as supporting the staff team. You will also collaborate with fellow Directors and other stakeholders in the wider strategic development of the organisation.

## **WHAT CAN WE OFFER?**

- An exciting opportunity to be part of a forward-thinking, progressive business.
- To work with key stakeholders within grassroots football and the professional game.
- Access, and commitment to, personal development and training opportunities.

## **SAFEGUARDING**

NRCFA is committed to safeguarding children, young people and adults at risk. The successful candidate may be required to undertake a Disclosure and Barring Service (DBS) check through the FA DBS process.



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## **ROLE PROFILE**

**ROLE TITLE:** Equality, Diversion & Inclusion (EDI) Director

**REPORTS TO:** Chair of the Board of Directors

**ROLE TYPE:** Board Director (Voluntary/Non-Executive)

## **ROLE PURPOSE**

The EDI Director will lead the strategic development and delivery of Equality, Diversity and Inclusion across North Riding CFA, ensuring alignment with The FA's "A Game for All" framework.

The role is central to creating a county football environment that is:

- Accessible to all
- Representative of local communities
- Inclusive and welcoming
- Free from discrimination

The EDI Director will drive systemic change across grassroots football, embedding inclusion into governance, participation, and culture.

## **KEY RESPONSIBILITIES**

### **1. Access – Increasing Opportunities for All**

- Ensure football opportunities are accessible to underrepresented groups, including:
  - Women and girls
  - Disabled players
  - Ethnically diverse communities
  - LGBTQ+ individuals
  - Lower socio-economic groups
- Oversee strategies to remove participation barriers (e.g., cost, facilities, awareness, geography).
- Champion inclusive programme delivery across clubs, leagues, and partners.
- Support development initiatives that widen the football pathway.

### **2. Representation – Reflecting the Community**

- Promote greater diversity within:
  - CFA Board and governance structures
  - Workforce and volunteer base
  - Coaching and officiating pathways
- Ensure inclusive recruitment, succession planning, and talent identification.
- Advocate for diverse voices to be heard and included in decision-making.
- Monitor diversity data and set measurable representation targets.



### 3. Environment – Creating Safe & Inclusive Spaces

- Lead the development of a positive, inclusive football culture across the county.
- Ensure clubs and leagues are equipped to create welcoming environments for all participants.
- Promote education and awareness programmes on inclusion, bias, and allyship.
- Work closely with safeguarding to ensure safe environments for children and vulnerable adults.
- Support adoption of inclusive policies, codes of conduct, and best practice guidance.

### 4. Tackling Discrimination

- Lead the CFA’s response to discrimination, ensuring:
  - Clear reporting mechanisms
  - Consistent disciplinary processes
  - Strong victim support
- Work with leagues and clubs to address poor behaviour and incidents.
- Provide Board-level oversight of risk relating to discrimination cases.
- Ensure learning and prevention measures are embedded following incidents.

## GOVERNANCE & COMPLIANCE

- Ensure compliance with:
  - FA EDI standards and reporting requirements
  - The Equality Act 2010
  - Safeguarding policies and procedures
- Provide assurance to the Board on EDI risks, progress, and performance.
- Embed EDI into all CFA strategic and operational plans.

## STAKEHOLDER ENGAGEMENT

- Build strong partnerships with:
  - Local clubs and leagues
  - Community and grassroots organisations
  - Local authorities and charities
  - The FA inclusion teams
- Represent North Riding CFA at regional and national inclusion forums.
- Act as a visible champion for inclusion across the county.

## MONITORY, INSIGHT & IMPACT

- Oversee the collection and analysis of diversity and participation data.
- Measure progress against “A Game for All” outcomes and local KPIs.
- Provide regular Board reports on impact, risks, and opportunities.
- Use insight to inform continuous improvement and targeted interventions.



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## **KEY SKILLS & EXPERIENCE**

### **Essential**

- Strong understanding of EDI principles and inclusive practice.
- Experience delivering or influencing EDI strategy at a strategic level.
- Ability to align local delivery with national frameworks (e.g., FA strategies).
- Strong leadership and stakeholder engagement capability.
- Commitment to fairness, inclusion, and ethical governance.

### **Desirable**

- Experience in sport, football, or community development.
- Knowledge of grassroots football structures.
- Experience working with underrepresented communities.
- Understanding of governance and regulatory frameworks.

## **PERSONAL ATTRIBUTES**

- Passionate advocate for “A Game for All”
- Courageous and willing to challenge discrimination
- Collaborative and influential leader
- Strategic thinker with a community focus
- Empathetic and culturally aware

## **COMMITMENT STATEMENT**

North Riding CFA is committed to delivering The FA’s vision of “A Game for All”, ensuring football is open, inclusive, and reflective of the communities it serves. The EDI Director will play a critical leadership role in making this vision a reality.



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**Enhanced DBS check required - No**

**Clean, full driving licence - Yes**

**The job holder will be expected to understand and work in accordance with the values and behaviours described below:**

**Excellence** - Provide and promote the highest standards

**Pride** - Love the game, have a sense of purpose, and be proud of what we do

**Inclusion** - Provide opportunities FOR ALL

**Respect** - Listen and show empathy

**Positivity** - Adopt a positive approach at all times

## **HOW TO APPLY**

Complete the application form below:

<https://app.smartsheet.com/b/form/f846dd35b02e4b47bdc8b9d41fbbfb8d>

Applications must be submitted by no later than: **Wednesday 8<sup>th</sup> July 2026**

The application form cannot be saved so we recommend completing in a word document prior and transferring to the application from ahead of submission.

We would be grateful if candidate could also complete and return the Equality and Diversity Monitoring form below. Please note that completing this form is entirely voluntary.

<https://app.smartsheet.com/b/form/31319c1a3c12461286222fc0121ea916>

## **SELECTION PROCESS**

Shortlisted applicants will be contacted no later than: **Friday 10<sup>th</sup> July 2026**

Interviews will be held during the week commencing: **Monday 20<sup>th</sup> July 2026**

**If you have any queries regarding the role, please contact:**

**Steven Wade (CEO)**

**Email: [Steven.Wade@northridingfa.com](mailto:Steven.Wade@northridingfa.com)**

**Phone: (01642) 717777**



***ENHANCE FOOTBALL***  
***BY DEVELOPING AN INCLUSIVE***  
***GAME THAT INSPIRES PEOPLE***  
***AND COMMUNITIES***