



**ENGLAND
FOOTBALL**

Nottinghamshire FA's Equality Action Plan 2024-2028

Nottinghamshire FA Equality, Diversity and Inclusion Action Plan (EDI) 2024-2028

FOREWORD

Nottinghamshire FA will not discriminate or in any way, treat anyone less favourably on grounds of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

Equality Statement

The Nottinghamshire FA endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in football, whether as participants, staff and Board members, volunteers, coaches, office-bearers in clubs or those within the Nottinghamshire FA:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnicity or sexual orientation; and
- can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy football without the threat of intimidation, victimisation, harassment or abuse.

Legal obligations

Nottinghamshire FA is committed to avoid and eliminate discrimination of any kind in football, and will under no circumstances condone discriminatory practices. The organisation takes a zero tolerance approach to harassment. Examples of the relevant legislation and the behaviours are given in the Appendix.

Positive action

The principle of sports equality, diversity and inclusion goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

Nottinghamshire FA will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to football and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

Implementation

The following steps will be taken to publicise this policy and promote sports equality in football:-

- A copy of this document will be published on the CFA website.
- The Nottinghamshire FA Chair will take overall responsibility for ensuring that the policy is observed.
- The Board will take full account of the policy in arriving at all decisions in relation to activities of Nottinghamshire FA.
- Nottinghamshire FA will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in football and will take account of the findings in developing measures to promote and enhance sports equality in football.
- Nottinghamshire FA will provide access to training for all of its Board Members to raise awareness of both collective and individual responsibilities. All Nottinghamshire FA accredited and licensed coaches will be equality and diversity trained.
- It will be a condition of Nottinghamshire FA membership that member clubs:
 - formally adopt this policy, or produce their own policy in terms that are consistent with it; and
 - take steps to ensure that their Committees, staff, members and volunteers behave in accordance with the policy, including where appropriate taking disciplinary action under the CFA's rules; and



- ensure that access to membership is open and inclusive
- support such measures and initiatives that Nottinghamshire FA may institute or take part in to advance the aims of this policy.
- It will be a condition of Nottinghamshire membership that individuals:
 - commit to act in accordance with this policy; and
 - support such measures and initiatives that the Nottinghamshire FA may institute or take part in to advance the aims of this policy.

Responsibility, Monitoring and Evaluation

The Board will be responsible for ensuring the implementation of this policy.

The Board will review all Nottinghamshire FA activities and initiatives against the aims of the policy on an annual basis, and the Chair will report formally on this issue at the AGM.

The Board, or where appropriate a designated person, will review any measures or initiatives that Nottinghamshire FA may institute or take part in to promote and enhance equality, diversity and inclusion in the CFA, and will report their findings formally to the AGM.

The Board will review the policy itself at intervals of no more than three years, (or when necessary due to changes in legislation) and will report with recommendations to the AGM.

Complaints and compliance

regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates this Policy.

Any person who believes that they have been treated in a way that they consider to be in breach of this policy should first complain to that person or their organisation. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against the CFA itself, the person may raise the matter by writing directly to the Chair OR CEO. Contact details are available through the website <https://www.nottinghamshirefa.com/about/board-and-staff>

The Chair will investigate the complaint personally or appoint a Board member to do so. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The outcome of the investigation will be notified to the parties in writing and reported to the. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member the Board may impose sanctions on that person or organisation in line with Constitution. Sanctions may range from a written reminder concerning future conduct up to and including temporary or permanent expulsion from membership. In deciding what sanction is appropriate in a particular case the Board will consider the severity of the matter and take account of any mitigating circumstances.

Where the violation of this Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated **with the county fa is subject to allegations** of unlawful discrimination in a court or tribunal, the Board will co-operate fully with any

investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.



Introduction

To ensure Nottinghamshire FA continues to uphold their commitment towards promoting Equality, Diversity and Inclusion throughout all areas of work undertaken by the association a 3 year Diversity Inclusion Action Plan (DIAP) has been created linking into the Nottinghamshire FA 24-28 business strategy.

To create the DIAP data was captured early 2024 to provide an up-to-date picture of the diversity across the workforce (board and staff), players, referees and coaches involved in the game across Nottinghamshire which has then been compared to against 2021 census data for Nottinghamshire.

Data was captured via the following:

- FA Equality, Diversity and Inclusion (EDI) Dashboard
- 2021 Office of National Statistics Census data
- The County FA Board Tracker
- The County FA Staff Tracker

2024 – 2028 Nottinghamshire FA's EDI Objectives

The data collected has enabled Nottinghamshire FA to identify four areas of underrepresentation and create an action plan with key interventions to address these of the next 4 year strategy cycle.



EDI Objective 1 – Improve Gender Equality

Increase the number of registered girls and women playing across the Nottinghamshire FA's region.

- Continue to grow the offer of a full female pathway within clubs across Nottinghamshire ensuring access to a local competitive opportunity – **Ongoing**
- Grow the number of opportunities for adult women to play in both affiliated and recreational football across Nottinghamshire - **Ongoing**
- Actively improve the transition of girls from youth to women's open age football – **Ongoing**

Increase the number of recreational opportunities for women and girls across Nottinghamshire

- Utilise the England Football Club Accreditation program to grow the number of Wildcats, Squad and female Just Play casual football opportunities - **Ongoing**
- Expand the casual football offer for adult women to include small sided, walking football and fitness sessions across Nottinghamshire. – **Ongoing**
- Enhance the schools offer by working in partnership with Girls Football in Schools Partnership Network – **Ongoing**

Increase the number of female referees within the county

- Deliver female only discounted referee courses - **2024-2025 season**
- Ensure there is a female representation on the Nottinghamshire FA's referee committee - **2024-2025 season**
- Use Nottinghamshire females with the referee pathways as role models and good news stories - **Ongoing**

Increase the number of female coaches, and females attending CPD events

- Continue to work closely with The FAs East Regional Coach Development team to run a female only coaches club for female Nottinghamshire Coaches - **Ongoing**
- Ensure the Nottinghamshire FA Coaches club has an attractive offer to both male and female coaches ensuring a variety of different topics are delivered over the season calendar. - **Ongoing**

Deliver Safe and Inclusive Environments for Women And Girls To Thrive

- Educate the women's and girls volunteer workforce around female health and wellbeing - **Ongoing**
- Create a working group with local stakeholders across the female game in Nottinghamshire - **Ongoing**

EDI Objective 2 - Ensure football is inclusive to ethnic minority groups

Increase the diversity of Nottinghamshire FA's coaching workforce

- Utilise the community expertise on the Nottinghamshire FA's IAG to connect to the Nottinghamshire Football Community - **Ongoing**
- Work with Nottinghamshire's FA IAG to ensure we are delivering a diverse range of CPD events throughout the season - **Ongoing**
- Work in Partnership with the FA to provide a bespoke Coach Education offering for ethnic minority groups - **Ongoing**
- Target CPD opportunities for coaches in high areas of ethnic minorities - **Ongoing**
- Look to create a Nottinghamshire FA Benevolent fund to help towards football costs/ barriers **2024-2025 season**

Increase the diversity of Nottinghamshire FA's playing population

- Work in partnership with IAG and identified community partners to gain valuable research and insight to help address underrepresentation - **2024-2025 season**
- Develop a range of casual football offers to include small sided, fun & fitness, walking football and futsal targeting underrepresented group - **2024-2025 season**
- Work in partnership with community champions to engage and identify specific groups to create a fit for purpose football offer to overcome playing barriers. - **Ongoing**

Increase the number of qualified referees from ethnic minority groups

- Develop and retain a knowledgeable and influential workforce who can champion change within ethnic minority groups - **2024-2025 season**
- Utilise the community expertise on the IAG to connect to the Nottinghamshire Football Community - **Ongoing**
- Identify suitable role models within the county to support new Black, Asian and minority ethnic referees, as well as acting as ambassadors within the county and referee working group - **2024-2025 season**
- In partnership with The FA run at least 2 yearly EDI referee courses over a season ensuring half of attendees complete 5 games and convert - **Ongoing**

EDI Objective 3 – Create a workforce that’s reflective of Nottinghamshire

Utilise national and local EDI data

- Work in partnership with active partnerships to obtain up to date data of national and local statistics ensuring our football offer is fit for purpose and tackling barriers - **Ongoing**
- Ensure all staff complete the yearly state of play survey - **Ongoing**
- Regularly review the FA EDI dashboard - **Ongoing**

Listen to the voice of the child

- Continue to build the Nottinghamshire FA Youth Council - **2024-2025 season**
- Utilise participation festivals to collate relevant information from the voice of our stakeholders to ensure we maintain standards and consistently create a positive environment for everyone to play in - **Ongoing**
- Youth Council lead to attend Board meetings and represent the voice of young people - **2024-2025 season**

Review Nottinghamshire FA’s recruitment process and policies

- Identify skills gaps in the workforce and deliver targeted recruitment where appropriate. - **Ongoing**
- Consult with The IAG Chair when a position is available actioning any role adjustments which may be required to encourage/ assist with EDI objectives - **Ongoing**
- Ensure recruitment packs in Nottinghamshire Equality policy - **Ongoing**
- Deliver recruitment campaigns which has the ability to reach all communities across Nottinghamshire- **Ongoing**

Ensure Nottinghamshire uphold their commitment to Equality, Diversity and Inclusion

- Achieve the equality standard and the FA’s code of governance for county FA’s - **2024-2025 season**
- Ensure all relevant policies and DIAP are public facing and published on Nottinghamshire FA’s website - **2024-2025 season**
- Ensure the IAG chair reports EDI and IAG progress at board level - **Ongoing**
- Ensure the Nottinghamshire FA IAG has the opportunity to influence change and meet on a quarterly basis – **Ongoing**

EDI Objective 4 - Educate the Nottinghamshire Football Community

Educate leagues, clubs, referees, players and spectators around EDI

- Deliver EDI roadshows to the Nottingham Football community – **Ongoing**
- Work with clubs and leagues across Nottinghamshire to explore options for addressing parents poor behaviour, including through education - **2024-2025**
- Introduce a ‘stepped sanction system’ to address discrimination with clubs through education and tougher sanctions - **2024-2025**

Empower leagues, clubs, referees, players and spectators to report

- Continue the partnership with Sporting Integrity Matters to track all discipline cases to help monitor and respond to emerging discrimination trends, creating headline reports and trends to report back to clubs and leagues - **Ongoing**
- Continue to offer Kick it Out support to anybody who faced racial discrimination within the game - **Ongoing**
- Create a Nottinghamshire FA Respect campaign to amplify best practice and address discriminated issues within the grassroots game across Nottinghamshire - **2024-2025**
- Raise awareness of Nottinghamshire FA’s reporting process and sanctions - **Ongoing**

Utilise communications channels to showcase good practice

- Utilise local and major football as catalyst to attract interest from underrepresented groups - **Ongoing**
- Ensure Nottinghamshire FA’s website is at up to date as possible ensuring further information to any Equality, Diversity and Inclusion topics are easy to access - **Ongoing**
- Ensure published photos, poster, documents are reflective of the Nottinghamshire population - **Ongoing**
- Utilise social media platforms to shout about EDI success and participation from underrepresented groups within the playing, coaching and referee opportunities available – **Ongoing**



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NOTTINGHAMSHIRE FA

STRUCTURE OF BOARD & COMMITTEES / SUB GROUPS

BOARD

SAFEGUARDING

Tracey Newcomb

COMMERCIAL

Mike Storey

RISK

Richard Somerville

STRATEGY, MARKETING & COMMUNICATIONS

Matt Appleby

PEOPLE & WELLBEING

Jo Brewin

STRATEGY, TRANSFORMATION & INCLUSION

Sally Lowther

FINANCE

Shaun Finn

COMMITTEES / SUB GROUPS

INCLUSION
ADVISORY GROUP

AUDIT
COMMITTEE

NOMINATIONS
COMMITTEE

GOVERNANCE &
RISK COMMITTEE

STRATEGY
COMMITTEE

RENUMERATION
COMMITTEE

YOUTH
COUNCIL



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