

# OXFORDSHIRE FA

2024-26



DIVERSITY & INCLUSION

ACTION PLAN



# OXFORDSHIRE FA



## DIVERSITY & INCLUSION ACTION PLAN 2024-26

As the governing body of football in Oxfordshire, we recognise that we are at the forefront of promoting equality, diversity, and inclusion. We are committed to eliminating discrimination and encouraging equal opportunities. We believe football is for all, therefore we must ensure there are no barriers to participation and involvement. We are responsible for setting the standards, and values which should be applied throughout football.

Football is for everyone and should be enjoyed by all.

To ensure we are championing Equality, Diversity (ED&I) and Inclusion for football in Oxfordshire, we are proud to have created the organisations first ever Diversity and Inclusion Action Plan with full collaboration across staff, board, Inclusion Advisory Group, and our Youth Leadership Team.

Our Diversity & Inclusion Action Plan is exactly that... a plan, a promise. It is a testament to our commitment to fostering transformative change within the grassroots game across Oxfordshire.

We were delighted to achieve the Foundation Level of the Equality Standard for Sport in May 2023 which has helped us build the foundations to drive equality, diversity, and inclusion as a priority over the coming seasons.

Our Diversity & Inclusion Action Plan will support us to drive this work forward further and ensure Equality, Diversity & Inclusion is fully embedded and is at the heart of everything we do, forming an integral part of our DNA.

This summary document provides you with our overarching commitments leading up to June 2026, which will be the half-way point of our 2024-28 strategy. This will provide an opportunity to review progress and plan our actions up until 2028.



This summary document will provide you with an overview our overarching commitments across the five focus areas.



COUNTY FA GOVERNANCE,  
WORKFORCE AND LEADERSHIP



PARTNERSHIPS



DELIVERY  
#FOR ALL



TRAINING &  
EDUCATION



COMMUNICATIONS





# COUNTY FA GOVERNANCE, WORKFORCE AND LEADERSHIP



## AIM:

To recruit, reward and develop the paid and volunteer workforce to represent the diversity of the Oxfordshire community.

The Diversity & Inclusion Action Plan will be driven by the Inclusion Advisory Group and supported by the Oxfordshire FA Board and Staff. It will be embedded from the top and across all levels of the organisations.

## WE WILL BY 2026:

1. Recruited an OFA EDI Board Champion to support with fully embedding equality, diversity, and inclusion throughout the organisation.
2. Recruited and retained a highly skilled and experienced Inclusion & Advisory Group to help us champion ED&I across all business operations.
3. Ensured ED&I is everyone's responsibility and all staff, board, and Inclusion Advisory Group (IAG) know their roles and how they contribute to making positive change.
4. Have increasingly diversified the OFA Board Membership to be reflective of local demographics with at least 30% female director representation.
5. Embedded ED&I across the organisation and increased the percentage of staff that feel the County FA is heading in the right direction with equality and diversity.
6. Increased the ED&I demographic data we have available to us across our paid and volunteer workforce to help shape future work.





# PARTNERSHIPS



## AIM:

We will utilise our members to build relationships and help to identify the organisations in the local area that better represent the diverse people of our community in Oxfordshire.

To become diverse and inclusive we need to identify and build relationships with new groups. Our Inclusion Advisory Group will be made up of highly skilled, experienced, and influential members from diverse communities within Oxfordshire.

## WE WILL BY 2026:

1. Increased the number of strategic partnerships across areas of ED&I linked to the growth and development of our priority areas.
  - a. Women & Girls
  - b. Disability Pathway
  - c. Diverse Ethnic Communities
  - d. Older People
  - e. Mental Health
2. Launched an Accredited Deliverers Scheme to expand our reach across the county through delivery partners.
3. Been the catalyst in establishing strategic club partnerships to help provide an opportunity for everyone to participate in the county, leading on from pilot partnerships in Banbury & Bicester.
4. Identified and worked with grassroots clubs to establish Equality, Diversity, and Inclusion Hubs throughout the county to help provide opportunities for all.



# DELIVERY #FORALL



## AIM:

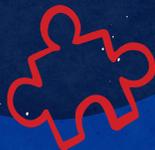
To provide a broad programme of playing, coach and referee opportunities #ForAll to ensure that football participation and it's workforce represents the diversity of the Oxfordshire community.

To achieve this, we will utilise FA data and census population to ascertain equality data and then use this to develop and embed our Diversity & Inclusion Action Plan for Oxfordshire FA.

## WE WILL BY 2026:

### Participation

- 1. Women & Girls**
  - a.** Supported our accredited club network to increase the number of youth clubs that have girls only team provision.
  - b.** Worked with our grassroots club and league network to increase the number of girls playing U7 – U11.
- 2. Disability Pathway**
  - a.** Increased the number of clubs in the county offering disability football to provide a full youth to adult pathway in each area of Oxfordshire.
  - b.** Increased the number of disability players participating in team and recreational provision.
- 3. Refugees**
  - a.** Positively engaged refugees (adults, children, and young people) directly and indirectly through the Refugee Football Project into support services and grassroots football.





## Workforce

### 1. Coaches

- a. Grown and developed our female coach network project and increased the number of females in coaching roles throughout the county.
- b. Increased the number qualified female coaches in grassroots club network.
- c. Grown and developed our Engaging Diverse Ethnic Communities Coaching Project and increased the number of individuals engaged with a focus in Oxford and Banbury.
- d. Supported the growth of qualified coaches from diverse ethnic communities in our grassroots accredited club network.

### 2. Referees

- a. Increased the percentage of female match officials in the county.
- b. Recruited 1x Female Referee Ambassador to support the growth and development of female match officials in the county.
- c. Recruited 1x Diverse Ethnic Communities Referee Ambassador to support the growth and development of match officials from culturally diverse communities in Oxfordshire.

## Facilities

- a. Focused our facility development initiatives on areas where we can have the biggest difference and have the biggest impact in providing equal access for all.
- b. Ensured ED&I and accessibility is at the heart of planning process when setting up a project.





# COMMUNICATIONS



## AIM:

Be visible locally as a champion of equality, diversity and inclusion in football.

To share good news and success both internally and externally helping to raise the profile of diversity and inclusion within football. Ensuring that our communication is relevant and relatable to the diverse communities that we serve will also encourage participation in the game.

## WE WILL BY 2026:

- 1.** Utilised our Inclusion Advisory Group and Youth Leadership Team to complete regular audits on all marketing and communications to ensure all is fit for purpose and we are inclusive for all.
- 2.** Created a new effective OFA Marketing & Communications Plan ensuring ED&I is fully embedded throughout.
- 3.** Increased the engagement with marketing and communications content related to equality, diversity & inclusion with a focus on our priority areas (Women & Girls, Disability, Mental Health, Diverse Ethnic Communities and Older People).
- 4.** Launched 'shine a light' initiative promoting positive news stories celebrating football for all.
- 5.** Introduced 2x localised Oxfordshire FA awards as part of the grassroots awards linked to celebrating ED&I across the county.
- 6.** Launched a campaign to effectively promote and raise awareness of the process of reporting discrimination to the relevant authorities.





# TRAINING & EDUCATION



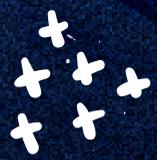
## AIM:

To provide staff, board, IAG, and members the training and development to be able to champion equity, diversity, and inclusion across the county.

## WE WILL BY 2026:

- 1.** All Staff, Board and IAG have completed regular relevant ED&I online/face to face training to ensure they are well equipped to champion ED&I in their roles.
- 2.** Supported the upskilling of our accredited club & league network for their committees to champion ED&I across their members.
- 3.** Launched a new partnership with strategic partners and introduced a mental health resource, website hub and provided training to our club and league network.
- 4.** Provided our accredited club network with the knowledge and guidance to grow Women and girls (W&G) and Disability football through delivery of Equal Game and Disability Club Training Workshops.





[Support@Oxfordshirefa.com](mailto:Support@Oxfordshirefa.com)  
[www.oxfordshirefa.com/inclusion](http://www.oxfordshirefa.com/inclusion)