








RNFA IAG Action Plan



Action	Assigned To	Status	Start Date	Target Date	End Date
1 DIAG chair post to be advertised	steve.johnson@navyfa.com	In Progress	20/01/25	20/01/25	01/03/25
2 D&I training provided to the Trustee Board	jessica.hewes100@mod.gov.uk	Complete	20/01/25	31/01/25	31/01/25
3 D&I training provided to players and officials	andrew.plenty820@mod.gov.uk	In Progress	20/01/25	25/03/25	25/03/25
4 Renew current level of equality standard and drive towards achieving the next level	andrew.plenty820@mod.gov.uk	In Progress	20/01/25	Jan 25 Jul 25, next level	Jan 25 Jul 25, next level
5 Increase female participation and awareness of RNFA via grassroots events at Navy fit Sultan/CWD & Yeovilton	William Pointon	In Progress	20/01/25	Jul 25 – Yeov Sultan CWD BRNC Navy fit19 Feb	Jul 25 – Yeov Sultan CWD BRNC Navy fit19 Feb
6 Create Female pathway poster	William Pointon	In Progress	20/01/25	25/02/25	25/02/25
7 Increase the visibility and opportunities for officials	William Pointon	In Progress	20/01/25	Target is 80 officials by 2028, currently at 61 (2025) Assess progress by end of 2025	Target is 80 officials by 2028, currently at 61 (2025) Assess progress by end of 2025

Resources	Comments	Measure of Success (RAG)	RAG
RNFA website	Advert agreed by DIAG	R no change A 1+ responses received to advert G 2+ candidates interviewed, 1 accepted and new chair appointed	
Navy D&I team	D&I brief delivered by PO Hewes (RN D&I Team) At start of Trustee meeting 31/1/25	R no change A - G brief delivered	
Navy D&I team	Bespoke D&I training delivered at inter services	R no change A - G brief delivered	
RNFA support	Met Foundation level. Submitted for Preliminary, with verifier Jan 25. Answered some questions from the assessor awaiting final outcome	Jan 2025 R no change A Actions for prelim required G meet Prelim standard End of 2025 R no change A Meet prelim standard G Submission for Intermediate standard	
	Good RN stats, but can push this fwd	Yeovilton R no change A 1-5 teams G 6 teams Other establishments, each event R no change A 1-9 G 10+ players	
Visual poster to show clear pathway	Good RN stats, but can push this fwd	R no change A poster displayed on social media G displayed on social media covering all regions and achieves 50+ likes	
Approach recent players or those at end of careers who want to maintain in football Subsidised fee option Development plan for RNFA refs	Align with RN stats for EDI Eg other ethnicities/sex Implied task: Gather info on who RNFA refs/officials are in terms of EDI stats – power BI Note this captures only those who put RNFA as primary FA (may be registered elsewhere)	By end of 2025 R no change A 1-4 G 5 +	

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8	LGBT representation	William Pointon	In Progress	20/01/25	No gay male or transgender personnel in RNFA stats	No gay male or transgender personnel in RNFA stats
9	Facilitate walking football opportunities for over 40s age group, starting through regular events in Portsmouth area	William Pointon	In Progress	20/01/25	25/06/25	25/06/25
10	Social Media output to be coherent with KPIs and D&I calendar	William Pointon	In Progress	20/01/25	25/10/25	25/10/25
11	The RNFA will align its Board diversity target with that of the Royal Navy, aiming for 10% of its board members to be from underrepresented groups by 2030.	steve.johnson@navyfa.com	In Progress	12/03/25	31/12/25	31/12/29
12	The RNFA Board will adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its Board	gavin.howe@1cor.com	Achieved	01/01/25		
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