WILTSHIRE & SWINDON
INCLUSION
ADVISORY GROUP

in partnership with
Swindon Town FC
Community Foundation



WILTSHIRE FA
EST. 1884

The FA
FOR ALL

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WHAT EQUALITY, DIVERSITY AND INCLUSION MEANS TO THE FA

UNITE THE GAME, INSPIRE THE NATION

This is The FA's vision. Football is for everyone and we're determined to break down barriers which get in the way of progress.

Collectively, football has the power to inspire future generations.

...

At The FA, equality, diversity and inclusion means valuing and celebrating our differences. Nurturing the right working environment and culture means everyone thrives and can be themselves.

For the game, it means everyone's welcome, ensuring differences between us do not create barriers to getting into football and staying involved.

Differences can be something tangible like gender, race and ethnicity or less obvious differences like heritage, religion, sexual orientation, unseen disabilities, family or social status and age.

We believe embracing equality, diversity and inclusion makes us stronger, and better equipped to meet the challenges of the modern game. Despite our individual differences, one thing should never be different – the game is FOR ALL.

WHY DOES EQUALITY, DIVERSITY AND INCLUSION MATTER TO FOOTBALL IN WILTSHIRE & SWINDON?



The population of Wiltshire is 680,137 with 209,156 living in Swindon.

In Swindon 25% of people are aged 0-19 and 44% are aged 20-50. 50% of the population is female.

Swindon is one of the most ethnically diverse towns in South West England with 15.4% of people BAME.

FOOTBALL PARTICIPATION IN WILTSHIRE



811
COACHES



616
REFEREES



CLUBS AND LEAGUES

248
CLUBS

11
LEAGUES



28,618
PLAYERS

17,021
MALE

1,396
FEMALE

180
DISABILITY



1086
TEAMS

1005
MALE

63
FEMALE

18
DISABILITY

FOR WILTSHIRE

As the governing body of football in Wiltshire, 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.

...

In May 2019 we were recognised as an organisation that is working towards being inclusive and providing equal opportunities across football after being awarded the **Equality Standard for Sport**, Foundation Level.

This was a significant achievement for Wiltshire FA which has given us the foundations to drive equality, diversity and inclusion. We are excited to be in a positive position to move forward to the next stage of the Equality Standard, hoping to achieve the Preliminary Level within the next 12 months.

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WHAT IS THE INCLUSION ADVISORY GROUP (IAG)?

The IAG;

- Recruits members from under-represented communities/diverse backgrounds
- Provides guidance and direction to engage with under-represented communities/ diverse groups in football
- Promotes equality, diversity and inclusion in football
- Raises awareness of football opportunities to under-represented communities/ diverse backgrounds
- Educates with the aim to prevent/reduce harassment and discrimination in football
- Commits, as part of Wiltshire FA, to make football inclusive For All

The IAG forms part of the Wiltshire FA Strategic and Operational Plan and will help us deliver our vision ‘To unite the community and provide football for all’



ROLE PROFILE, EXPECTATIONS AND EXPRESSION OF INTEREST FORM

SEASON 2020/21

ROLE SPECIFICATION

Inclusion Advisory Group Member
(Please note the posts are available on a volunteer basis only)

The Group will report to:

Wiltshire FA Board

Key Responsibilities:

- To identify key equality issues which impact upon inclusive participation in football.
- To use national and local insight to drive the creation and delivery of the County Inclusion Action Plan.
- To offer independent advice and guidance on all matters relating to equality.
- To support The County FA to deliver key inclusion targets within the County FA business strategy and operational plans.
- Work collectively to build understanding and social cohesion between different communities, using football as a positive vehicle for change.
- To act as a champion of equality and anti-discrimination across football.
- To support the Wiltshire FA to achieve the Equality Standard for Sport Preliminary Level by December 2020.

Skills & Abilities:

Essential

- Ability to develop effective working relationships with colleagues and external partners at all levels.
- Ability to communicate effectively with a wide range of people from different backgrounds.
- Knowledge of Wiltshire & Swindon and the diverse communities that exist within the County.
- Ability to make decisions and influence change.
- Experience of working with diverse groups.
- Experience of developing project plans, ideally relating to equality, diversity and inclusion.
- Ability to work as part of a team.
- A clear passion to make football inclusive For All.

Desirable

- Understanding of key equality legislation.
- Understand how The FA and Wiltshire FA support grassroots football.

IAG MEMBER EXPECTATIONS

- To always abide by the Wiltshire FA volunteer safeguarding code of conduct which will be outlined upon appointment to the IAG.
- Attend four face to face meetings per year, with ad-hoc virtual meetings scheduled when required.
- To put personal beliefs and feelings to one side and respect the views of others.
- Immediately report any safeguarding concerns to the Wiltshire FA Designated Safeguarding Officer.
- Always demonstrate exemplary behaviour and conduct. This includes refraining from any behaviour that may cause offence to individuals or which may bring Wiltshire FA into disrepute.

EXPRESSION OF INTEREST FORM

NAME **ADDRESS**

EMAIL

MOBILE **POSTCODE**

WHAT IS YOUR CURRENT ROLE IN FOOTBALL (IF ANY)?

WHAT ROLE(S) ARE YOU OR HAVE YOU BEEN INVOLVED IN THAT WILL HELP TO PROMOTE EQUALITY, DIVERSITY AND INCLUSION?

WHY ARE YOU INTERESTED IN BEING PART OF THE WILTSHIRE & SWINDON IAG?

WHAT DO YOU THINK YOU CAN BRING TO THE GROUP?

WOULD YOU BE INTERESTED IN APPLYING FOR THE ROLE OF THE CHAIR OF THE IAG? YES NO



WILTSHIRE FA EQUALITY POLICY

SEASON 2020/21

WILTSHIRE FA EQUALITY POLICY

The Association is responsible for setting the standards and values to apply throughout football within Wiltshire. Football is for everyone; it belongs to, and should be enjoyed by, anyone who wants to participate in it.

The aim of this Policy is to ensure that everyone is treated fairly and with respect and that The Association is equally accessible to all.

All participants should abide and adhere to this Policy and to the requirements of the Equality Act 2010.

The Association's commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership, race, nationality, ethnic origin, colour, religion or belief, ability or disability, pregnancy and maternity and to encourage equal opportunities.

This Policy is fully supported by the Board of The Association who are responsible for the implementation of this Policy.

The Association will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

The Association will not tolerate harassment, including sexual harassment, bullying, abuse or victimisation of a participant, which for the purposes of this Policy and the actions and sanction applicable is regarded as discrimination, whether physical or verbal. The Association will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

The Association commits itself to the immediate investigation of any allegation, when it is brought to their attention, of discrimination and where such is found to be the case, the Association will require that the practice stops and impose sanctions as appropriate.

The Association is committed to inclusion, anti-discrimination, raising awareness and educating, investigating concerns and applying relevant and proportionate sanctions, campaigning, achieving independently verified equality standards, widening diversity and representation and promoting diverse role models. These are key to promoting inclusion and eradicating discrimination within football.

To apply please complete the expression of interest form and send by post to:

Oliver Selfe
Chief Executive Officer
Wiltshire FA
Green Lane Playing Fields
Green Lane
Devizes
SN10 5EP

Please ensure envelope is marked with
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wiltshirefa.com