

FOOTBALL LEADERSHIP DIVERSITY CODE

1. The Code

A. PRINCIPLES

By voluntarily signing up to the code, our organisation agrees with the following principles:

- Our organisation will champion diversity across both ethnicity and gender
- Our coaching staff should reflect the professional playing base of diversity
- Our senior leadership and team operations diversity should match the local population's diversity
- Our recruitment will be based on merit whilst ensuring a diverse pool of candidates
- Our club will have an Equality, Diversity and Inclusion (EDI) plan with targets, reporting annually and supported by data collection

B. PLEDGES

By signing up to the code, we pledge to create an EDI plan which delivers the principles of the code. We state our ambition to meet the following targets, recognising that different clubs are on different parts of their journeys. Where necessary, we can use the 2020/21 season to evaluate our data and create our EDI plan - publishing it ahead of the 2021/22 season. We will apply hiring targets for coaches, leadership positions and the recruitment principles. If in any one year we are unable to achieve any of the targets below, we will explain why as part of our EDI plan and annual reporting.

SENIOR LEADERSHIP & TEAM OPERATION TARGETS

- 15% of our new hires will be Black, Asian or of Mixed-Heritage (or a target set by the club based on local demographics)
- 30% of our new hires will be female

COACHING- MEN'S CLUB TARGETS

- 25% of our new hires will be Black, Asian or of Mixed-Heritage
- 10% of our new senior coaching hires will be Black, Asian or of Mixed-Heritage

COACHING- WOMEN'S CLUB TARGETS

- 50% of our new hires will be female
- 15% of our new hires will be Black, Asian or of Mixed-Heritage

RECRUITMENT

- Shortlists for interview will have at least one male and one female Black, Asian or of Mixed-Heritage candidate (if applicants meeting the job specifications apply)