

Derbyshire County FA Equality Action Plan – 2022-25

Equality Action Plan						
Area	Project	Timescale for year 1	Staff Responsible	Outcomes		
				Year 1	Year 2	Year 3
Strategic equality objective 1 – Increase participation in targeted groups						
<u>Female</u>						
Create recreational competitive opportunities for females in Derbyshire	Introduce a female small, sided league in Derbyshire working with 6aside league provider	30/06/2023	Football Development Officer - Player pathways	Set up a female small-sided league in Derbyshire working with 6aside league provider	Work is continuing to set up a female small-sided league in Derbyshire working with 6aside league provider	Retain and increase the number of small-sided leagues to a minimum of 3 across the county
Increase the number of recreational opportunities in the county and as a result increase participation in this space	Promote the FA Snickers Just Play Programme and engage with new Just Play providers in Derbyshire. Focus on Female Just Play as a growth area	30/06/2023	Football Development Officer - Player pathways	Continue to promote the Just Play programme and through engagement and support, retain the 3 female just play centres	Work is ongoing promoting the Just Play programme and through engagement and support, retain the existing centres and increase to 4 just play centres	Continue to promote the Just Play programme and through engagement and support, retain the existing centres and increase to a minimum of 5 just play centres
Sustain 5 Squad girls football sessions to support the transition of players post Weetabix Wildcats	Introduction of a 12-14 offer and follow on from their Weetabix Wildcats	30/06/2023	Football Development Officer - Player pathways	Continue to sustain the existing 6 Squad girls football sessions	Retain the existing 11 sessions and increase to 16 squad sessions	Continue to retain the existing 16 sessions and increase to 20 squad sessions

Support the transition of girls post Weetabix Wildcats when they reach 12 years old Identify future providers (Clubs, organisations) who want to offer a girls 12-14 girls football programme in the 2022/23 season and ensure these are strategically positioned e.g., within areas that have a FA GFSP, close to Wildcats and close to grassroots clubs that have girls' teams at u12,u13,u14,u15	Retain and gradual growth	30/06/2023	Football Development Officer - Player pathways	Retain the 36 Weetabix Wildcats centres across Derbyshire	Retain the 41 Weetabix Wildcats centres across Derbyshire and increase to 42 centres	Retain the Weetabix Wildcats centres across Derbyshire and increase as per new KPi
Work closely with the Weetabix Wildcats providers to continue delivering regular sessions and signpost girls to appropriate exit routes if wishing to join a team, or when attaining the age of 12	Keep players in the game and retain them on the player pathways	30/06/2023	Football Development Officer - Player pathways	Continue to work closely with all Weetabix Wildcats providers to enable them to keep players in the game	Continue to work closely with all Weetabix Wildcats providers to enable them to keep players in the game	Continue to work closely with all Weetabix Wildcats providers to enable them to keep players in the game
Support an increase in Women's Adult Recreational Football and utilise the UEFA/FA Women's Development Fund from 2020 to introduce 'mums kickabouts' across the county working closely with grassroots clubs and stakeholders. Clubs to add these to their affiliation so that participation is captured	An increase in opportunities for adult females to play in a fun, sociable relaxing environment. Increased engagement of 'mums' at grassroots clubs which could lead to offering them CPD/development opportunities and in turn result in more female volunteers at the clubs	30/06/2023	Football Development Officer - Player pathways	Continue to raise awareness and offer support across the county to increase the engagement within recreational football	Continue to raise awareness and offer support across the county to increase the engagement within recreational football	Continue to raise awareness and offer support across the county to increase the engagement within recreational football
Work with key stakeholders to further develop Women's walking football opportunities (minimum of 1 new session in the county)	Inclusive football offer and an opportunity for females to play walking football.	30/06/2023	Football Development Officer - Player pathways	Continue to raise awareness and offer support across the county to increase the opportunity for females to play walking football (minimum of 1 new session in the county)	Continue to raise awareness and offer support across the county to increase the opportunity for females to play walking football (retain the current number and increase	Continue to raise awareness and offer support across the county to increase the opportunity for females to play walking football (retain the current number and increase

					by 1 new session in the county)	by 1 new session in the county)
<p>Continue to offer support and collaborative working with the FA Barclays Girls Football School Partnerships in Derbyshire (South Derbyshire, Bolsover, Erewash, Derby City super hub, Derbyshire Dales)</p> <p>Continue joined up delivery, networking, information sharing, calendar of SSP festivals, and inviting stakeholders to the SSP/GFSP girls football festivals throughout the year to enhance relationships and support the transition of girls from school to the community</p>	<p>Support the FA GFSPS in Derbyshire</p> <p>Achieve transition of girls from the education pathway to the community pathway, competition pathway and talent pathway</p>	30/06/2023	Football Development Officer - Player pathways	Host regular coordinated county meetings with the FA GFSP's and YST and provide county updates on Weetabix Wildcats, volunteering opportunities and club opportunities. Continue to be involved in the YST County and regional meetings	Host regular coordinated county meetings with the FA GFSP's and YST and provide county updates on Weetabix Wildcats, volunteering opportunities and club opportunities. Continue to be involved in the YST County and regional meetings	Host regular coordinated county meetings with the FA GFSP's and YST and provide county updates on Weetabix Wildcats, volunteering opportunities and club opportunities. Continue to be involved in the YST County and regional meetings.
<p>Support Derby ETC with the promotion of player recruitment events so that youth female players in the county have access, opportunity, and entry to the talent pathway</p>	<p>Ensure players have the opportunity to develop within the talent pathway</p>	30/06/2023	Football Development Officer - Player pathways	Maintaining the established relationship with Derby ETC and offer support as required	Maintaining the established relationship with Derby ETC and offer support as required	Maintaining the established relationship with Derby ETC and offer support as required
<p>Work with the FA and support the promotion and delivery of Discover my Talent events</p> <p>Ensure that the New Player Referral Process is shared with all grassroots clubs and stakeholders so that all girls have equal access to the talent pathway</p>	<p>Ensure players have the opportunity to develop within the talent pathway</p>	30/06/2023	Football Development Officer - Player pathways	Engage in a Regional Women's and Girls working group to support emerging and top talent and share best practice	Continue to engage with the established Regional Women's and Girls working group to support emerging and top talent and share best practice	Continue to engage with the established Regional Women's and Girls working group to support emerging and top talent and share best practice
<u>Disability</u>						

Develop and create female specific disability football	Increase the female specific opportunities in the County, explore potential with pan or impairment	30/06/2023	Disability Inclusion Officer - DCCT	To continue delivering disability provision within DCCT and establish partnerships with clubs to help them set up disability provision across the county	DCCT in discussions with SEND schools to set up a disability specific wildcats session.	To continue delivering disability provision within DCCT and supporting clubs with new disability teams. In addition, continue to establish partnerships with clubs to help them set up disability provision across the county
Retain the current number of clubs offering disability football provision and continue working in partnership with Derby County Community Trust and Chesterfield FC Community Trust	Maintain the current number of clubs (10) offering disability provision and continue the great partnership and strategic work with both community trusts in the county	30/06/2023	Disability Inclusion Officer - DCCT	Continue to maintain and support DCCT & Chesterfield FC CT	Current clubs offering disability provision (DCCT, Chesterfield FC CT, Riverside, Derby Deaf Futsal, Hilton Harriers, Glossop NEJ, New Mills, Buxton, Football for Charities, Stockbrook Colts)	Continue to maintain and support DCCT & Chesterfield FC CT
Increase the amount of clubs offering disability football and therefore increase the number of disabled people taking part in football for fun, use incentives such as FA disability grant to help drive set up	Target is to have 524 registered disability players. Highlight gaps in provision and priority areas, such as clubs that are 3* and are going to become 2* due to not having provision, areas that have facilities such as playzones/3Gs but no disability provision and areas in the county that you have to travel extensively to the nearest club that offers disability football.	30/06/2023	Football Development Officer - Disability	Continue to maintain and support clubs that offer disability football.	508 disability registered players (awaiting further player information from Ashover who are a new club offering inclusive football).	Continue to maintain and support clubs that offer disability football.
Derbyshire County Inclusive Football Festivals	Pan-disability (Ability Banded Adults) Mental Health Division U16 Division (12-16 Years) Currently governed by DCCT aiming to move	30/06/2023	Disability Inclusion Officer - DCCT	Promote and continue to support DCCT to host Derbyshire	First festival delivered pre-season (30th July) at the Uni of Derby, 7 clubs in attendance, 11 adult teams	Promote and continue to support DCCT to host Derbyshire

	towards the East Midlands Pan Disability Committee Structure			County Inclusive Football Festivals	participated. Smartsheet sent out to all clubs to capture festival/league	County Inclusive Football Festivals
CP Sport Female Football Activity Hub	Increase the female impairment specific opportunities in the County	30/06/2023	Disability Inclusion Officer - DCCT	Promote and continue to support DCCT to increase the female impairment specific opportunities across the County	Promote and continue to support DCCT to increase the female impairment specific opportunities across the County	Promote and continue to support DCCT to increase the female impairment specific opportunities across the County
Delivery of FA Para Talent Hub within Derbyshire	Increased number of players from Derbyshire accessing Para Talent Opportunities	30/06/2023	Disability Inclusion Officer - DCCT	Promote and continue to support DCCT to increase the number of players from Derbyshire accessing Para Talent Opportunities	Para Talent Hub is now with Staffordshire FA with our support and with Vince being one of the coaches, we are ensuring promotion is pushed to all our players in the county.	Promote and continue to support DCCT to increase the number of players from Derbyshire accessing Para Talent Opportunities
<u>Under-Represented</u>						
Work with key stakeholders, such as Derby City Council and the Active Through Football initiative to engage with ethnic communities in the female game	Engage with diverse communities and ensure football is inclusive and for all	30/06/2023	Football Development Officer - Player pathways	Carry out Community engagement to understand the needs of the under-represented groups and thereby 'changing lives through football'	To continue to establish activities within those identified areas to enable the engagement across the female game	To establish exit routes into local grassroots clubs to further increase female participation
Strategic Equality Objective 2 – Increase coaching opportunities in targeted groups						
<u>Female</u>						

Encourage females to complete the FA BT Playmaker online course when they reach 14 years old	Upskill young people	30/06/2023	Football Development Officer - Player pathways	To upskill young people through the re-establishment of the Youth Leadership Programme and the support offered to clubs	To continue to promote the online playmaker course as an entry level for young people, to start their coaching journey	To continue to promote the online playmaker course as an entry level for young people, to start their coaching journey
Retain the existing 36 Weetabix Wildcats providers across Derbyshire	Provide regular updates and create a strong network of providers to retain the existing provision and offer opportunities for girls aged 5-11 in Derbyshire	30/06/2023	Football Development Officer - Player pathways	<p>Retain the 36 Weetabix Wildcats centres across Derbyshire.</p> <p>Apply for a Wildcats Community Champion to deliver CPD events in the north, central and south of the county with the aim of upskilling the existing workforce but also engaging new volunteers to establish a diverse and inclusive workforce i.e., parents, students, females.</p> <p>Continue to promote and signpost Wildcats Providers to national training events and national initiatives</p>	<p>Retain the 41 Weetabix Wildcats centres across Derbyshire and increase to 42 centres.</p> <p>Support the Wildcats Community Champion to deliver CPD events in the north, central and south of the county with the aim of upskilling the existing workforce but also engaging new volunteers to establish a diverse and inclusive workforce.</p> <p>Continue to promote and signpost Wildcats Providers to national training events and national initiatives</p>	<p>Retain the Weetabix Wildcats centres across Derbyshire and increase as per FA KPi.</p> <p>Support the Wildcats Community Champion to deliver CPD events in the north, central and south of the county with the aim of upskilling the existing workforce but also engaging new volunteers to establish a diverse and inclusive workforce.</p> <p>Continue to promote and signpost Wildcats Providers to national training events and national initiatives</p>

<p>Work with further and higher education establishments and support the exit routes of students into a community setting. (see Further and Higher Education section for further detail)</p>	<p>Upskill volunteers and support their coaching journey outside of school</p>	<p>30/06/2023</p>	<p>Football Development Officer - Player pathways</p>	<p>Continue to work with Derby and Chesterfield Colleges' and the University of Derby</p>	<p>Continue to work with Derby and Chesterfield Colleges' and the University of Derby</p>	<p>Continue to work with Derby and Chesterfield Colleges' and the University of Derby</p>
<p>To support and encourage female coaches to join the DCFA Coaches Community</p>	<p>Support female coaches on their coaching journey</p>	<p>30/06/2023</p>	<p>Football Development Officer - Club and Leagues</p>	<p>To continue to promote the DCFA coach's community and deliver specific female on coaching sessions</p>	<p>There are now 50 female coaches in the DCFA female coaches club. We have regular attendance at general events and 8 female coaches attended our inaugural coaches event in February 2024. Ongoing insitu mentoring with a number of individual female coaches. Subsidised ASC licence memberships for a year to support with the plan-do-review process for training and match days</p>	<p>To continue to promote the DCFA coach's community and deliver specific female on coaching sessions</p>
<p>Working in conjunction with Notts FA on the Female Coach Support Group</p>	<p>Encourage other females to participate on coaching roles and develop their skills in a bespoke group</p>	<p>30/06/2023</p>	<p>Football Development Officer - Player pathways & Football Development Officer - Club and Leagues</p>	<p>To continue to work with Notts FA to deliver coaching sessions for the female coach support group</p>	<p>There are now 50 female coaches in the DCFA female coaches club. We have regular attendance at general events and 8 female coaches attended our inaugural coaches event in February 2024. Ongoing insitu</p>	<p>DCFA to have an established DCFA female support group</p>

					mentoring with a number of individual female coaches. Subsidised ASC licence memberships for a year to support with the plan-do-review process for training and match days	
<u>Disability</u>						
FA Education Programme (Disability)	Develop and Deliver a Disability Awareness Coaching Workshop and Hold 2 Twilight Workshops for Grassroots Coaches	30/06/2023	Disability Inclusion Officer - DCCT	DCFA to promote disability coaching courses across Derbyshire and to signpost coaches to The FA Boot room to access the online provision of disability courses.	DCFA to develop and deliver specific disability CPD sessions through the coach's community.	DCFA to continue to support coaches following specific disability CPD sessions through the coach's community.
<u>Under-Represented</u>						
Identify and consult with coaches from under-represented groups to understand their needs	To increase the number of qualified coaches from UR groups and provide them with Coach Development opportunities	30/06/2023	Football Development Officer - Club and Leagues	To identify coaches from under-represented groups and deliver CPD sessions specific to their needs. In addition, to promote FA Education courses to further raise awareness	DCFA have created a coach development inclusion group which now has over 25 coaches from black and Asian backgrounds. The CFA has ran 4 events since June 2023 specifically for coaches from UR backgrounds which has given them opportunities to	To further develop CPD sessions for coaches from under-represented groups and continue to raise awareness by promoting FA Education courses

					network in a safe space. Utilised FA community champion as identifiable role model to further engage coaches from UR communities. Also held insight visits for coaches as part of the group and given licences to support the plan-do-review process.	
In partnership with the FA Regional Coach Development Officer(EDI) organise a Coach Development workshop which focuses on Equality, Diversity, and Inclusion	To raise awareness and to provide more opportunities for coaches from under-represented groups to progress on their coaching journey	30/06/2023	Football Development Officer - Club and Leagues	To develop a specific event around 'Black History Month' at Pride Park in conjunction with The FA	DCFA have created a coach development inclusion group which now has over 25 coaches from black and Asian backgrounds. The CFA has ran 4 events since June 2023 specifically for coaches from UR backgrounds which has given them opportunities to network in a safe space. Utilised FA community champion as identifiable role model to further engage coaches from UR communities. Also held insight visits for coaches as part of the group and given licences to support	To provide further opportunities for coaches from under-represented groups through Coach Development Workshops following the consultation events

					<p>the plan-do-review process.</p> <p>In addition, the CFA ran a specific event for Black History and are running a CPD conference in conjunction with the FA in June 2024.</p>	
<p>To target clubs with coaches from under-represented groups</p>	<p>Develop and sustain a wider support network for coaches from under-represented groups</p>	<p>30/06/2023</p>	<p>Football Development Officer - Club and Leagues</p>	<p>To identify the clubs with coaches from under-represented groups and develop a network with the coaching community.</p>	<p>DCFA have created a coach development inclusion group which now has over 25 coaches from black and Asian backgrounds. The CFA has ran 4 events since June 2023 specifically for coaches from UR backgrounds which has given them opportunities to network in a safe space. Utilised FA community champion as identifiable role model to further engage coaches from UR communities. Also held insight visits for coaches as part of the group and given licences to support the plan-do-review process.</p>	<p>To sustain and further develop the network across the coaching community to provide wider support for coaches from under-represented groups</p>

					<p>In addition, the CFA ran a specific event for Black History and are running a CPD conference in conjunction with the FA in June 2024.</p> <p>Also work ongoing with Gad Khalsa, Shardlow, Punjab United and Blue Tigers to support clubs with coaches from under-represented groups.</p>	
To develop and sustain the coaching circle in partnership with Derby County Community Trust	Develop sustainable and inclusive development programmes to create personalised and connected learning experiences for coaches from under-represented groups	30/06/2023	Football Development Officer - Club and Leagues	To continue to work with The FA and DCCT to further develop sustainable and inclusive programmes specifically for coaches from under-represented groups	Delivered a 3-part series coaching in the female game in partnership with DCCT.	To continue to work with The FA and DCCT to further develop sustainable and inclusive programmes specifically for coaches from under-represented groups
Strategic Equality Objective 3 - Increase refereeing opportunities in targeted groups						
<u>Female</u>						
To encourage female referees to re-register and identify areas where we can support them	To look to increase the number of female referees by tailoring support/training events/referee courses where possible	30/06/2023	Referee Development officer	To continue to encourage re-registration through discounted rates and continue to offer support through understanding the	Discounted Female only referee courses ran to offer targeted support. 84% increase in female officials registered.	To continue to encourage re-registration through discounted rates and continue to offer support through understanding the

				needs of female referees	Female only development sessions ran.	needs of female referees
<u>Disability</u>						
Investigate the requirements of disability football leagues demands for officials	Establish number of leagues and games which require officials and if new officials are required.	30/06/2023	Referee Development officer	To work closely with DCCT and Nottinghamshire FA to ensure there are enough qualified referees for disability football.	To continue to work closely with DCCT, CFCT and Nottinghamshire FA to ensure there are enough qualified referees for disability football.	To work closely with DCCT, CFCT and Nottinghamshire FA to ensure there are enough qualified referees for disability football.
<u>Under-Represented</u>					FA referee bursary utilised to run a specific Ethnic Communities referee course at a discounted rate of £40. 18 new referees from an Ethnic Community background recruited.	
To ensure any equality, diversity and inclusion initiatives ran by The FA & PGMOL are implemented	To support existing referees from under-represented groups and to increase the number of referees from under-represented groups by targeting under-represented area's	30/06/2023	Referee Development officer	To continue to support referees from under-represented groups and to increase the number of referees from under-represented groups by targeting under-represented area's	FA referee bursary utilised to run a specific Ethnic Communities referee course at a discounted rate of £40. 18 new referees from an Ethnic Community background recruited.	To continue to support referees from under-represented groups and to increase the number of referees from under-represented groups by targeting under-represented area's

Strategic Equality Objective 4 - Increase Staff and Board EDI knowledge

<p>DCFA Strategic Inclusion Advisory Group to be maintained to support the work of the county FA</p>	<p>Ensure a minimum of 4 meetings per season. Ongoing recruitment to focus on under-representation on the group</p>	<p>30/06/2023</p>	<p>Equality Director & Safeguarding and Equality Manager</p>	<p>The SIAG has now been established in Derbyshire and quarterly meetings have been set. Ongoing recruitment will continue to boost numbers and members from under-represented groups</p>	<p>The SIAG is well established in Derbyshire and quarterly meetings have been held with the exception of December due to County FA Court commitments. Ongoing recruitment will continue to boost numbers and members from under-represented groups</p>	<p>The SIAG has now been established in Derbyshire and quarterly meetings have been set. Ongoing recruitment will continue to boost numbers and members from under-represented groups</p>
<p>Work with the SIAG to encourage applications from a variety of backgrounds for the role of regional discipline panel member</p>	<p>Meet with the Equality Director to develop a plan to diversify discipline panels so they are reflective of current society.</p>	<p>30/06/2023</p>	<p>Football Operations Officer - Discipline</p>	<p>DCFA have been unable to progress this outcome as we are still less than 1 year into the pilot with The FA.</p>	<p>Unable to measure at this stage</p>	<p>Unable to measure at this stage</p>
<p>Develop a targeted marketing plan to engage with people from diverse backgrounds; identify role models from these communities and use as case studies on social media and the DCFA website</p>	<p>4 case studies produced for DCFA website and social media: Elite, BAME, WF coach and LGBTQ+</p>	<p>30/06/2023</p>	<p>Safeguarding and Equality Manager</p>	<p>DCFA officials are currently developing a targeted plan to engage with individuals from under-represented groups. SIAG members have been tasked to produce case studies</p>	<p>DCFA officials continue to engage with individuals from under-represented groups through CPD events, social media and targeted events such as Football v Homophobia and Diwali.</p>	<p>DCFA officials will further develop the targeted plan to engage with individuals from under-represented groups.</p>

				for the December 2022 meeting	September SIAG meeting held at the National Sikh Heritage Centre Holocaust Museum in Derby to engage with the Sikh Community and provide awareness to SIAG members	
SIAG to create an awareness calendar	To create a calendar for awareness raising days in conjunction with DCCT and DCFA Comms to provide opportunities to build on national initiatives and raise awareness of localised activity	30/06/2023	Safeguarding and Equality Manager in conjunction with media lead	DCFA officials are currently developing a targeted annual plan to raise awareness in conjunction with DCCT and DCFA Comms to provide opportunities to build on national initiatives and raise awareness of localised activity	The FA EDI calendar is reviewed at each SIAG meeting to look at the targets for the next quarter.	DCFA officials will utilise the targeted annual plan to raise awareness in conjunction with DCCT and DCFA Comms to provide opportunities to build on national initiatives and raise awareness of localised activity
SIAG Members to continue to encourage applications from a variety of backgrounds for the Strategic Inclusion Advisory Group	Develop a bank of case studies to utilise across social media	30/06/2023	SIAG	Ongoing recruitment will continue to boost numbers and members from under-represented groups. All SIAG members have been tasked to produce case studies to be uploaded to the website to encourage applications from under-represented groups	Ongoing recruitment will continue to boost numbers and members from under-represented groups	Ongoing recruitment will continue to boost numbers and members from under-represented groups

<p>Increase the knowledge of all staff and board in Equality, Diversity and Inclusion</p>	<p>identify the individual training needs of all staff and board members with regards to EDI and implement a programme of training to address the areas highlighted.</p> <p>(see Learning Development Plan) -</p> <p>https://englishfa.sharepoint.com/:b:/r/sites/DerbyshireFASharedData/Shared%20Documents/Equality/(3.1)%20-%20Equality%20Diversity%20%26%20Inclusion%20Learning%20Development%20Plan%20V2.pdf?csf=1&web=1&e=C8pQDT</p>	<p>30/06/2023</p>	<p>Safeguarding and Equality Manager in conjunction with the SIAG chair</p>	<p>All staff have been tasked to source training courses via their PDR to address their individual training needs. Board requirements to be addressed as identified.</p>	<p>September SIAG meeting held at the National Sikh Heritage Centre Holocaust Museum in Derby to engage with the Sikh Community and provide awareness to SIAG members and a number of staff members</p>	<p>All staff have been tasked to source training courses via their PDR to address their individual training needs. Board requirements to be addressed as identified.</p>
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Strategic Equality Objective 5- Board and Management Targets

<p>*Derbyshire CFA Target is a minimum of 30% of each gender for the Board, and Senior Management Team</p>	<p>30/06/2023</p>	<p>Board of Directors and CEO</p>	<p>22% 25%</p>	<p>22% 50%</p>	
<p>*Derbyshire CFA Target for ethnic diversity is a minimum 10% for the Board & Senior Management Team.</p>	<p>30/06/2024</p>	<p>Board of Directors and CEO</p>	<p>-</p>	<p>8%</p>	
<p>*Derbyshire CFA Target for Disability is a minimum 10% for the Board and Senior Management Team.</p>	<p>30/06/2024</p>	<p>Board of Directors and CEO</p>	<p>-</p>	<p>0%</p>	

***DCFA Strategic Inclusion Advisory Group recommended the above targets to DCFA Board with targets proposed to be delivered in line with the 2024-2028 Strategy.**