



Devon County Football Association Equality Action Plan



Friday 24th March 2023



Our Role & Vision

Our Vision

Enhancing Lives Through Football in Devon

Our Role

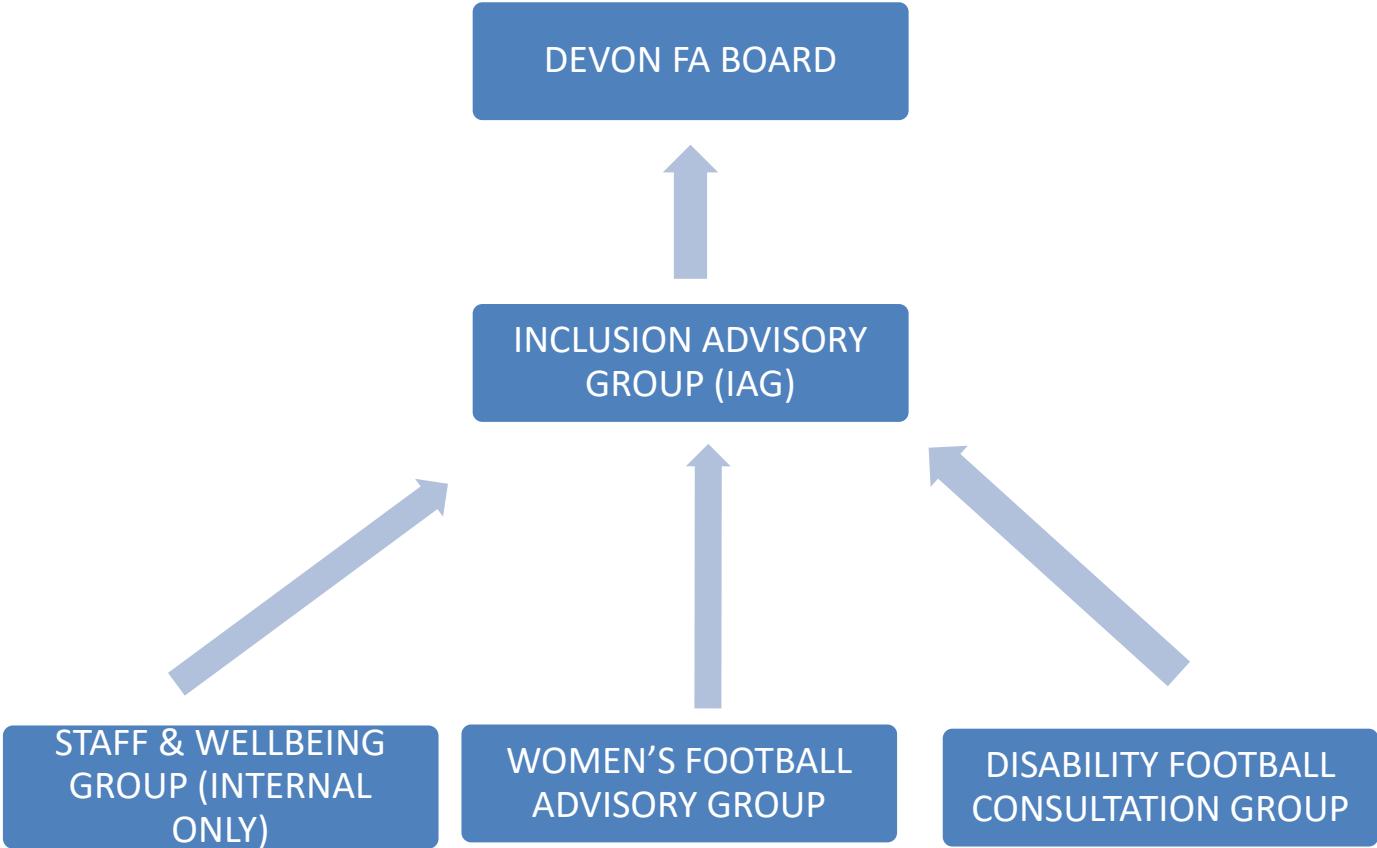
Unite & Serve Devon Football to Provide an Enjoyable & Experience For All



Responsibility

Inclusion is everyone's responsibility, this means we need to inform, involve and engage colleagues, volunteers, referees, coaches, players and supporters in our efforts. In much the same way as we have embedded safeguarding as a key focus of responsibility. To be successful, we will all need to come together for inclusion.

DEVON FA EQUALITY, DIVERSITY & INCLUSION GOVERNANCE STRUCTURE



Devon FA Inclusion Advisory Group

The purpose of Devon FA's Inclusion Advisory Group (IAG) is to generate ideas, support activities and steer Devon FA's Equality Plan including monitoring and evaluating delivery of Devon FA's Equality objectives. The Devon FA IAG membership includes:

Exeter Pride	Plymouth Hope
Exeter United	Devon FA Council Members

Key Focus Areas for the Devon FA IAG & Devon FA include:

Mental Health

Disability

Equal Access



The Equality Action Plan is endorsed by the Chief Executive, The Board, The Council & the Inclusion Advisory Group. The plan will be delivered by the professional staff of the association & will be monitored and reviewed by the Devon County FA Board & Inclusion Advisory Group.



Our Equality Action Plan aims too:

Ensure all aspects relating to the everyday business of the association is fair, accessible & equitable

Work towards eliminating all forms of discrimination, harassment and other conduct prohibited by the Equality Act 2010

Reach out to wider audiences and communities to increase participation

Devon FA Equality Aims (Devon FA Strategy 2021 – 2024)

<p>Participation</p>	<p>Increase participation across all formats of Football including the return of the Devon Ability Counts League & it’s clubs from the pandemic & growth of the Women & Girls Football including 1000 new females in Football.</p>
<p>Performance</p>	<p>Provide equality related learning opportunities designed to upskill voluntary and paid workforces in Football. Achieving the Equality Standard Framework for Sport (Preliminary level) by the end of the 2022/23 season.</p>
<p>Profile</p>	<p>Using social media and website platforms to reach a wider audience, to inform & communicate topics related to inclusion and diversity with support from the Devon FA Inclusion Advisory Group. Also double our social media reach across all formats (to reach 17,500 followers) by 2024</p>
<p>Pitches</p>	<p>Seek opportunities to make our pitches more accessible, welcoming and inclusive for all who use them including 100 improved grass pitches & three new 3G facilities in Devon.</p>

Devon FA Strategy 2021 - 2024

- Devon County FA's Operational Plan has several equality-based objectives
- These objectives are reviewed quarterly by Devon FA's Inclusion Advisory Group & Staff Development Team to ensure that we're working towards our Equality based targets within the 3 year strategy. The group/people responsible for each objective are included in the delivery tactics



Our Targets and Intended Outcomes

Maintain 100% of staff that feel the County FA is heading in the right direction with equality and diversity (in terms of the state of play survey)

30% female representation on the board

100% board & staff members to have completed the FA Equality Survey

10% of the Devon Football Community to have completed the FA Equality Survey

100% of board and staff to have completed Equality related training

100% of all board & staff participants to have completed unconscious bias training



Key Performance Indicators

Key Performance Indicators (as of 12/1/2023)

KPI's	Baseline	Target 2022-23	Current Position
Registered Male Players	27,569	27,569	28,313
Registered Female Players	2,819	3,119	3,661
Registered Disabled Players	781	847	911



Key Performance Indicators

Key Performance Indicators (as of 12/1/2023)			
Referee Education and Development	Baseline	Target 2022-23	Current Position
1 st March Baseline All Referees	407	447	447
1 st March Baseline All L5-L7 Referees	336	376	376
Recruitment Measure Target 2022/23	102	112	73
Conversion Measure Target 2022/23	61	67	11
Retention Measure Target 2022/23	326	358	342
Progression Measure Target 2022/23	30	34	Ongoing

Key Performance Indicators (as of 12/1/2023)			
Coach Education & Development	Baseline	Target 2022-23	Current Position
1 st March Baseline Youth Teams	1,154	1,241	1,241
1 st March Baseline YTWAQC	93.8%	90%	Ongoing
2022/23 CPD target	N/A	466	Ongoing
Quality Grass Pitches	113	150	Ongoing



Key Performance Indicators

Key Performance Indicators

Key Performance Indicators (as of 12/1/2023)

<u>Secondary KPI's</u>	<u>Baseline</u>	<u>Target 2022-23</u>	<u>Current Position</u>
Weetabix Wildcats	36	37	38
Youth Clubs with Female Teams	26%	60%	28%
Female Youth Competition Pathway	Yes	Yes	Yes
Clubs with a female pathway	9	13	54
England Football Accreditation – Adult Clubs	70%	65%	70%
England Football Accreditation – Youth Clubs	95%	90%	95%



Good Practice: The Clean Sheet



Area: Mental Health

Set up in December 2020 by Tyler Eastham as a mental health forum on Facebook, for people struggling with mental health after he lost his friend to suicide. It then expanded with the Clean Sheet working in partnership with the local Football community such as Football clubs helping raise funds via sponsored matchdays, wearing t-shirts promoting the initiative in matches and cup finals. The organisation is a not-for profit organisation with any funds raised going straight back into the community via mental health advertising, banners, flyers and equipment/clothing. This then helps spread the word and let's people know "it's okay not to be okay".

The project has also set up a weekly Football session in Plymouth for people with mental health conditions, to support people through their recovery and support with anxiety, depression and low self-esteem.





For more information, please visit www.devonfa.com