



# Diversity Inclusion Action Plan

Guernsey FA  
Version 1  
2024

## GUERNSEY FOOTBALL // **TIME TO INSPIRE**

THE 2024-28 STRATEGY FOR GRASSROOTS FOOTBALL IN GUERNSEY

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# Introduction

- ▶ The purpose of the Guernsey FA, as the custodians of the game in the Bailiwick, is to inspire lifelong journeys and positive change through football – by fostering accessibility, uniting the community, and enhancing the football experience for ALL.
- ▶ This action plan reflects our ongoing commitment to ensuring our sport truly represents the unified, welcoming, and accessible game for ALL. This is the vision of the Guernsey FA, and one that underpins all that we do, and the way in which we work.
- ▶ Football should be a constant source of positivity across the island and, with Victoria Park, Guernsey's new 'Home of Football', set to open in early 2025, the Guernsey FA recognises that the Time to Inspire a game for ALL is now.

# CURRENT PICTURE

## Guernsey Football Population 3,011

Appendix iv

- 51.09% no religion
- 39.13% Christian
- 95.11% Heterosexual
- 95.11% White

The Guernsey Football League	
11	Divisions
8	Clubs
98	Teams
1,546	Players (816 age U18, 394 age 18-30, 396 age 30-50, 21 age 50+)

Players		Coaches		Referees	
87.84% Male	12.16% Female	94.12% Male	5.88% Female	100% Male	0% Female

Staff		Board	
62.5% Male	37.5% Female	87.5% Male	12.5% Female

## Guernsey Population 64,091 50.52% female

- In the year ending 31st March 2023 those born in countries not in Europe (i.e. the "rest of the world" category) made up the largest proportion of immigrants (30.2%). Of this 30.2%, those born in the Philippines made up the largest proportion (19.0%). Those born in South Africa made up the second largest proportion (13.1%), followed by Kenya (9.2%) and Zimbabwe (9.1%). (Appendix i)
- 18% of young people in Guernsey identify as LGBTQ+ (Appendix ii)
- 84% Christian 14% Agnostic (Appendix iii)

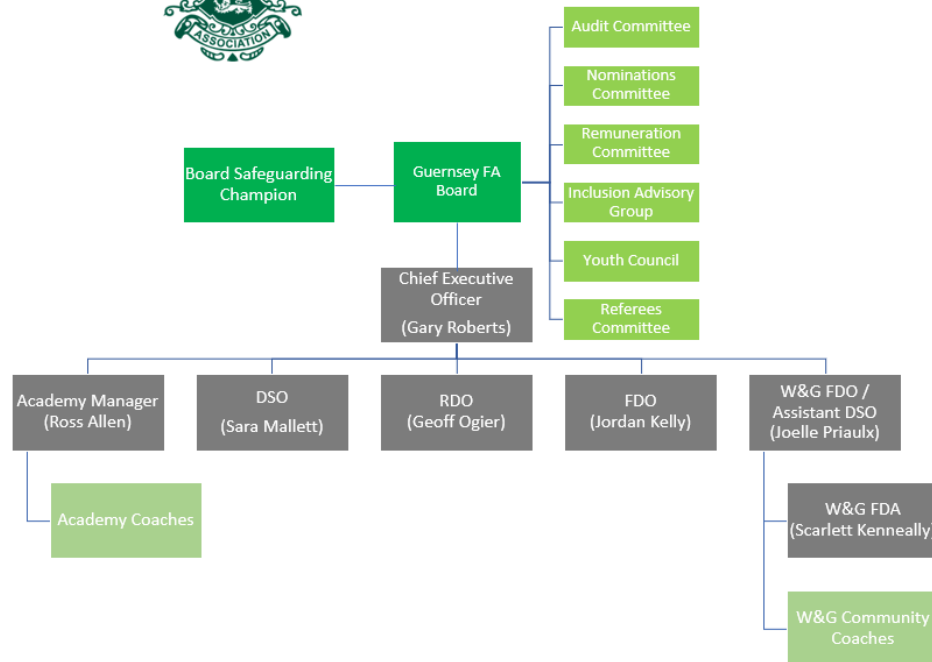


Data collated during 2023 as part of the Preliminary Level Equality Standard for Sport. Full report [here](#)





## Guernsey FA Organisation Structure



The Guernsey FA Inclusion Advisory Group has been re-established in 2024.

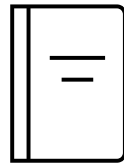
Its purpose is to ensure that local football is accessible for all. By utilising the specialties of members, the GFA will be able to create the right environment and opportunities to those who may not have had access to football before.

*The Guernsey FA Board retains an ongoing commitment to ensure that our sport truly represents a unified, welcoming, and accessible game for ALL. This is the vision of the Guernsey FA, and one that underpins all that we do, and the way in which we work.*

*The collective responsibility of the Board, and Guernsey FA staff, is to ensure that people from all backgrounds can participate to the full extent of their own ambitions and abilities, regardless of their age, sex, gender re-assignment, disability, marital and civil partnership status, pregnancy and maternity, religion or belief, race or sexual orientation.*

*We are, therefore, working to ensure everyone has a fair and equal opportunity to be part of the game. There is a recognition and acceptance that we are at the forefront of promoting equality, diversity and inclusion across football in Guernsey, and we are committed to eliminating discrimination and encouraging equal opportunities for all, with no barriers to participation and involvement. The Guernsey FA 'Diversity and Inclusion Action Plan' will be driven by the Inclusion Advisory Group, supported by the Board of Directors, and endorsed across the organisation.*

# GOVERNANCE



Promote and support the implementation of good governance

1

1. Review and collate policies for equality ensuring they are up to date with legislation

2

2. Demonstrate a strong and public commitment to promoting, embedding and advancing diversity and inclusion

3

3. **Marketing**  
Ensure that marketing procedures aim to positively represent diversity and inclusion within the community

4

4. **Research**  
Understand the current internal and external profile of the Guernsey FA



In partnership with  
**NSPCC**



1

# Review and collate policies for equality ensuring they are up to date with legislation

Objective	Action	Target Completion Date	Progress	RAG rating
Ensure recruitment is completed inclusively	Review Recruitment policies and procedures	December 2024	Safer Recruitment Policy was reviewed by local law firm in April 2023 to ensure it was compliant with local law, as this differs to UK legislation	
To comply with all applicable laws and regulations	Review GFA policies with support from the IAG	GFA board to review policies each season		
Show commitment to equality legislation with guidance from the IAG	Become accredited as a Mindful Employer, Stonewall Diversity Champion and Disability Confident Employer	2024.25 season		
Ensure that the GFA is prioritising equality	Review the DIAP on an annual basis	GFA board to review each season	The first edition of the DIAP must be approved by the GFA Board and the FA	



## 2

# Demonstrate a strong and public commitment to promoting, embedding and advancing diversity and inclusion

Objective	Action	Target Completion Date	Progress	RAG rating
Have a diverse board	Recruit a diverse range of individuals to become members of the board	2025.2026 season		
Be open with the local community about our commitment to Diversity and Inclusion	Publish the GFA DIAP on the County FA website	July 2024		
Promote diversity within the football community	Celebrate coaches from historically underrepresented groups on social media and website	To be published on a regular basis		
Support LGBTQ+ community	Take part in the Rainbow Laces campaign.	Every season	The GFA distributed rainbow laces to the GFA Aztech Academy and the GFA Girls Academy in 2023	
	Display Football v Homophobia posters in the changing rooms and circulate to clubs to display at grounds (Appendix v)	All year round		





Ensure that marketing procedures aim to positively represent diversity and inclusion within the community

Objective	Action	Target Completion Date	Progress	RAG rating
Ensure Social Media is promoting all areas of the diverse community within Guernsey Football	Promote Wildcats	Ongoing on a regular basis and in line with FA messages		
	Promote Squad			
	Promote Female Just Play			
	Promote Fully Funded Spaces for I2CF			
	Promote Refereeing			
	Celebrate Coaches			
	Ensure website is up to date and contains relevant information and images		Once agreed by the FA the GFA DIAP will be published on the website	



## Understand the current internal and external profile of the Guernsey FA

Objective	Action	Target Completion Date	Progress	RAG rating
Understand the internal profile of the GFA workforce	Undertake regular staff and volunteer audits	Revisit in 2024.25 season	The GFA has recently completed a staff and board audit as part of the Preliminary Level of the Equality Standard for Sport	
Understand the external profile of the GFA	Utilise PowerBI to understand players and coaches profile	Revisit in 2024.25 season	2022.23 data has been collated and report produced as part of the Preliminary Level of the Equality Standard for Sport	

# WORKFORCE

Ensure the people within the Guernsey FA correctly represent the local demographic

1

1. The members of the workforce and board represents and reflects the diversity of the local community

2

2. Ensure staff and board are adequately trained in equality

3

3. To have a permanent IAG which is lead by the board on matters relating to Equality, Inclusion and Diversity

4

4. To have an independent chair of the IAG



1

# The members of the workforce and board represents and reflects the diversity of the local community

Objective	Action	Target Completion Date	Progress	RAG rating
Work towards achieving at least 30% of each gender on its Board	The Board to recruit more female members	By the end of 2024.25 season	The board currently has 12% female representation. The GFA Workforce is currently made up of 40% female	
The Board shall contain members from the Inclusion Advisory Group	Once the IAG is functioning a member of the group will be requested to join the GFA Board	December 2024		
The Board shall contain members from historically underrepresented groups (Including BAME and Disability)	The Board to recruit for new members	By the end of 2025.26 season		
All areas of the game to represent the diversity of the community	Increase the number of BAME Referees Increase the number of female referees	2024-2028		



## 2

## Ensure staff and board are adequately trained in equality

Objective	Action	Target Completion Date	Progress	RAG rating
Staff to follow the EDI Learning and Development Plan <i>(See Appendix vi)</i>	Each member of staff to take responsibility to complete relevant training	See Appendix vi	Members of staff to be encouraged to undertake more specific training with regard to EDI	
	Book face to face training	See Appendix vi	Members of staff to be encouraged to undertake more specific training with regard to EDI	
	Signpost staff and board to online training	See Appendix vi	Members of staff to be encouraged to undertake more specific training with regards to EDI	

3

## To have a permanent IAG which is lead by the board on matters relating to Equality, Inclusion and Diversity

Objective	Action	Target Completion Date	Progress	RAG rating
To create an IAG	Recruit volunteers to sit on the IAG	July 2024	The first IAG meeting took place in May 2024 with 5 members attending with 3 apologies	
Address matters relating to Equality, Inclusion and Diversity	To have regular meetings with the IAG	Meeting four times a year (as a minimum)	The first IAG meeting took place in May 2024 with 5 members attending with 3 apologies	
Discuss the future opportunities that could be created for disability groups outside of education	Utilise specialties within the IAG to understand demand		Ongoing discussions and will be picked up in the next IAG meeting	
Discuss the future opportunities that could be created for specific faith groups	Utilise specialties within the IAG to understand demand			

## To have an independent chair of the IAG

Objective	Action	Target Completion Date	Progress	RAG rating
To recruit an Independent Chair following official recruitment protocol	Publicly Advertise for the role of Chair of the committee	July 2024	The first IAG meeting took place in May 2024 and an independent chair has been appointed.	

# PARTICIPATION



## Ensure football is fully accessible to all areas of the football and wider community

1

1. Support and deliver football in SEN Schools to provide opportunities for children with disabilities to participate in football

2

2. Support and deliver sustainable equal participation opportunities for girls to play and enjoy the game across school and club environments

3

3. Provide affordable opportunities for all to access football to ensure cost is not a barrier to participation especially for low socio-economic families

4

4. Ensure football is inclusive to ethnic minority groups and encourage coaches from ethnic minority backgrounds to apply for fully funded spaces on coaching courses

5

5. Foster a football environment that is inclusive, respectful, enjoyable for participants and safe for all in the community through communication on social media





# Support and deliver football in SEN Schools to provide opportunities for children with disabilities to participate in football

Objective	Action	Target Completion Date	Progress	RAG rating
Ensure football is delivered to all children in schools	Deliver PE in SEN Primary schools and Secondary Schools	Ongoing	GFA staff have been delivering football based PE in all three SEN schools across the island during 2023.24. J2I funding will support this delivery	
Coaches to hold disability specific coach education	FA Bootroom Disability Courses (Appendix vi). Regional Coach Developers to deliver specific sessions during visits. Local Charity Wigwam have offered to provide CPD relating to Autism and ADHD. IAG to coordinate delivery in clubs		Journey to Inclusion fund application has been submitted 10 <sup>th</sup> June 2024 to aid with developing coaches	

## Support and deliver sustainable equal participation opportunities for girls to play and enjoy the game across school and club environments

Objective	Action	Target Completion Date	Progress	RAG rating
<u>Wildcats and SQUAD</u> Continue to offer 7 Wildcat Centres and 1 Squad Centre Progress to 2 Squad Centres	Develop a second opportunity for a Squad session at a different venue, research facilities.	May 2024	Current success with existing centres but difficulty with facilities to increase offer. <b>JP to continue delivery</b>	
<u>Workforce</u> Increase the number of volunteers in female football	Utilise Stepping over the Sidelines workshop to encourage parents to become coaches within female football to allow opportunities to grow	May 2024	Regional Coach Development team visiting in March 2024 to support delivery of workshop <b>JP to organise visit</b>	
<u>PE</u> Work with the Sports Commission and Education based partners to influence girls PE curriculum in secondary education	Communicate with the schools and education department to ensure that football is on offer to females in PE at secondary school.	Ongoing	One local secondary school offers football specific PE delivered by GFA staff, other secondary school deliver themselves with support of lunch clubs delivered by GFA <b>JP to collaborate with Education</b>	
<u>Club Football</u> One club to offer a competition pathway including team provision at Under 8 (or Wildcats / Fun / Recreational), 10, 12, 14, 15 or Under 9, 11, 13, 15, 18.	Approach clubs to encourage more volunteers to complete coaching courses to ensure that workforce can deliver the pathway within the club	2024.25 season	<b>JP to engage with Sylvans</b>	

## Provide affordable opportunities for all to access football to ensure cost is not a barrier to participation especially for low socio-economic families

Objective	Action	Target Completion Date	Progress	RAG rating
Offer a non competitive affordable session for teenagers	Youth Council Friday Night Football for 11-16 year olds	Ongoing	The GFA Youth Council delivered weekly sessions for £3 an hour from March – July 2023 <b>JP to work with GFA Youth Council to recreate offer. Funding has been achieved to cover cost of facility hire</b>	
Ensure that GFA activities are accessible to low income families	Partner with the Guernsey Sports Commission to utilise their Sports Voucher Scheme via the IAG	Ongoing	The GSC can provide support to Low Income families to ensure that they have access to sport <b>RA and JP to work with GSC to enable players to have access to the GFA Academy</b>	

Ensure football is inclusive to ethnic minority groups and encourage coaches from ethnic minority backgrounds to apply for fully funded spaces on coaching courses

Objective	Action	Target Completion Date	Progress	RAG rating
Encourage ethnic minority groups to become volunteers in football	Promote fully funded spaces	Ongoing	Utilise the next application window to promote the offer <b>JP to promote fully funded spaces to all volunteer coaches</b>	



Foster a football environment that is inclusive, respectful, enjoyable for participants and safe for all in the community including communication on social media

Objective	Action	Target Completion Date	Progress	RAG rating
Develop a facility run by the Guernsey FA	Apply for funding through The Football Foundation	May 2025	Funding has been granted and work is due to start in summer 2023 <b>GR</b>	
Ensure that behaviour on and around the pitch is respectful to all	Specsavers Respect Campaign	Annually	Each season the GFA inspect the Respect Scores from FullTime and award the Club with the best Respect Score <b>GR and JP</b>	
Provide a voice to young people to influence how grassroots football is delivered locally	GFA Youth Council to engage with young people	Ongoing	A survey was completed in 22.23 season. Youth Council to continue to listen and release survey annually <b>JP and GFA Youth Council</b>	
Ensure all staff undertake adequate EDI training	Training needs assessment completed (see Appendix vii)	Ongoing	All staff included in the recruitment process should have received training on equality in recruitment. EDI Lead officer has completed modules on FA Training Ground. <b>JP to ensure training opportunities are advertised to staff and recorded in Learning Development Plan and covered in PDR's</b>	

# TARGETS



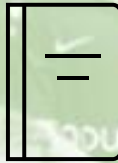
30% gender representation on the GFA Board



Accessible facilities



Equal access for Women and Girls



Ensure policies are reviewed on a regular basis



Research annually to provide insight

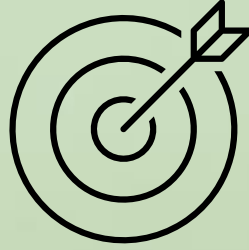


Celebrate the local community



Ensure website and social media is relevant and up to date

# TARGETS



37.5% of the GFA workforce are female but the Board representation of females only equates to 12.5% (see appendix viii)



6.67% of the Guernsey Football community declare themselves as having a physical or mental health related illness but in 2023.24 there were no registered disability participants (see appendix ix)

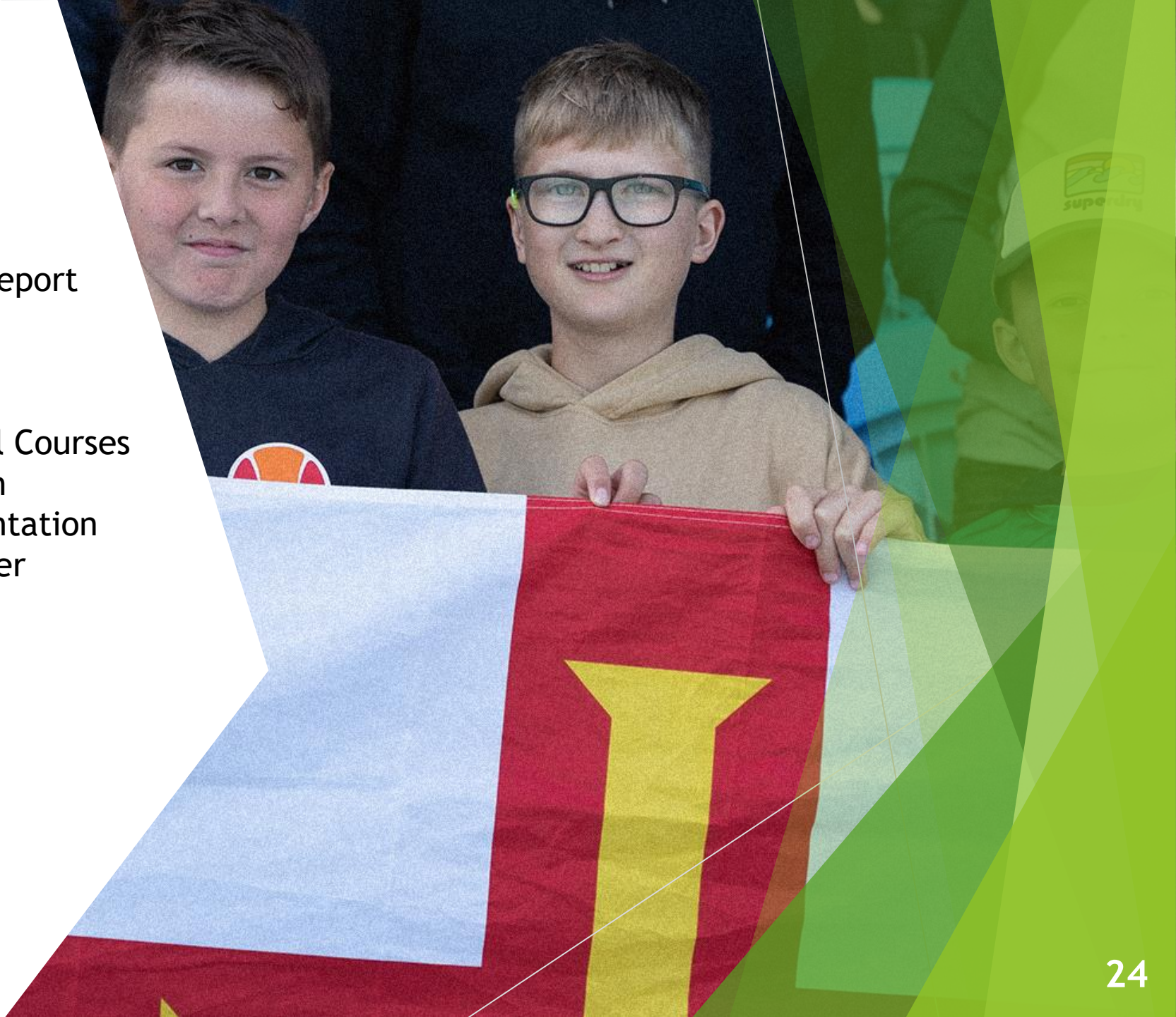


Females are underrepresented in the Guernsey Football Community. In 2023.24 Guernsey had 2,414 registered male participants compared to 429 female participants (see appendix ix)



# Appendices

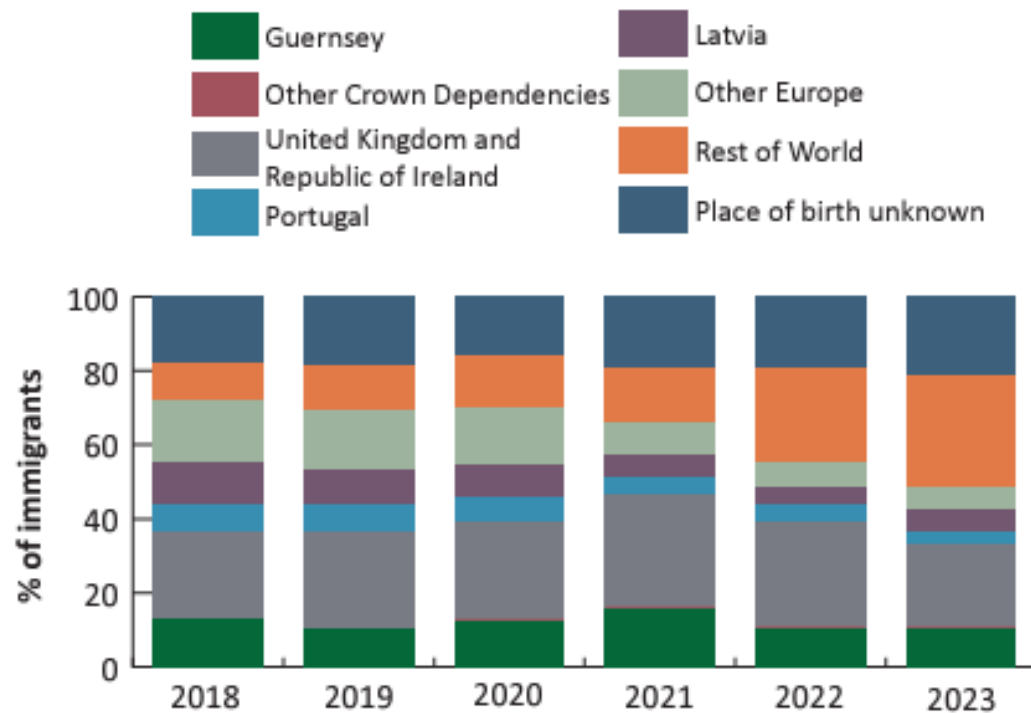
- i) Immigration data
- ii) Liberate Guernsey annual report
- iii) Virtual Bunch religion data
- iv) PowerBI EDI Data
- v) Football v Homophobia
- vi) Coaching Disability Football Courses
- vii) GFA Staff Development Plan
- viii) Workforce Gender Representation
- ix) Participation data by gender







**Figure 2.3.5: Immigration by country of birth  
(during the years ending 31st March)**



Click me!

## Guernsey Annual Electronic Census Report

Population at 31st March 2023  
Employment and Earnings at 30th September 2023  
Unemployment at 30th December 2023

Issue date 30th January 2024

# INFORM

We have pooled our collective knowledge and experience to help inform and assist people about the issues that affect the LGBTQ+ community. We always aim to do this in an informative, fun and accessible way.

- ♦ LGBTQ+ information and inclusion sessions were delivered to organisations including the Health Improvement Commission, States Agriculture and Infrastructure Department, Guernsey Community Foundation, GROW, GVS, MIND, Edible, Safer, the Autism Outreach team, GSPCA, Prison Diversity and Inclusion group, Islands Insurance, St John, Probation and Guernsey Employment Trust.
- ♦ Liberate delivered workshops to the Youth Commission, Action for Children, Suisseville, the Family Proceeding and Advisory Service, youth workers, sports clubs and charities that interact with young people as well as teachers at the Grammar, Les Vois and Les Beaucamps schools. These aim to give people the tools to feel comfortable in nurturing the future of our LGBTQ+ young people. The Guernsey Children and Young People survey 2019 showed that 18% of young people in Guernsey identify as LGBTQ+.
- ♦ LGBTQ+ inclusive training was delivered to multiple staff in departments at the Princess Elizabeth Hospital to help ensure that LGBTQ+ are treated with dignity and respect when visiting the hospital.
- ♦ As a school support agency (and in partnership with the Youth Commission) lessons and assemblies on LGBTQ+ terminology, inclusion and anti bullying were delivered in an age appropriate manner to students at Elizabeth College, Grammar school, Les Beaucamps High School, Ladies College, St Sampsons High School, Les Vois School, Le Mare De Carteret High School and the College of Further Education.



Click me!





Click me! ↗

A 2010 breakdown shows that **84% identified as Christians** in the Channel Islands and **14% as Agnostics**.



**VIRTUAL BUNCH**

*Everything you need to know about the Channel Islands*

# EDI DASHBOARD

## Equality Matrix

Role Group	Population	Equality Standard %	Target Survey Completed	Survey Completed	Survey %	Total Remaining
Player	1,584	10	158	107	67.55	-51
Coach	310	50	155	80	51.61	-75
Club Official	119	50	60	41	68.91	-19
Referee	39	50	20	26	133.33	7
Total	2,052					

## Gender

Gender	Count	%
Male	169	91.85
Female	11	5.98
Prefer not to say	< 10	NA
Total	184	100.00

## Sex Assigned at the Birth

IsGenderSame	Count	%
Yes	181	98.37
Prefer not to say	< 10	NA
Not Specified	< 10	NA
No	< 10	NA
Total	184	100.00

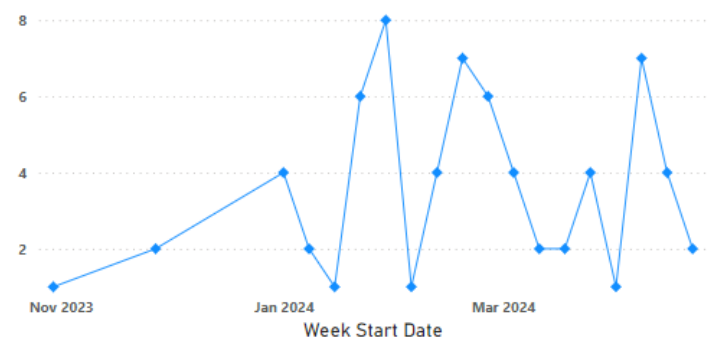
## Ethnicity

EDIAAnswer	Count	%
Asian/Asian Bri...	< 10	NA
Black or Black ...	< 10	NA
Mixed	< 10	NA
Not Specified	< 10	NA
Other	< 10	NA
Prefer not to say	< 10	NA
Total	184	100.00

## Sexuality

Sexuality	Count	%
Another descri...	< 10	NA
Bisexual	< 10	NA
Gay or Lesbian	< 10	NA
Heterosexual/...	175	95.11
Not Specified	< 10	NA
Prefer not to s...	< 10	NA
Total	184	100.00

## Total Questionnaire Completed (LAST 6 MONTHS)



## Religion

Religion	Count	%
Any other r...	< 10	NA
Buddhism	< 10	NA
Christianity	72	39.13
Hinduism	< 10	NA
Islam	< 10	NA
Judaism	< 10	NA
No religion	94	51.09
Not Specified	< 10	NA
Prefer not t...	11	5.98
Sikhism	< 10	NA
Total	184	100.00

## Health Conditions

Heath Condition	Count
Breathing or stamina	< 10
Chronic health condition (for exam...	< 10
Mobility (for example walking sho...	< 10

## FILTERS

SELECT FOOTBALL ROLE

- ☒ All
- ☐ Players
- ☐ Referees
- ☐ Coaches
- ☐ Club Officials

FILTER BY QUALIFICATION? ☐ Yes



02/05/2024  
Last Refresh Date







**COURSES**

# Coaching Disability Football

Our disability coaching courses focus on considerations for running disability-friendly forms of the game.



# GFA Staff EDI Learning Development Plan

Name of Staff	Course to be Completed	Target Completion Date	Actual Completion Date
Joelle Priaulx	Training Ground Module 'Equality in the Workplace'	July 2023	02.03.2022
	Training Ground Module 'Unconscious Bias'	July 2023	24.05.2023
	Training Ground Module 'Managing Recruitment'	July 2023	02.06.2023
	LGBTQ+ Training delivered by Guernsey Charity 'Liberate'	9 <sup>th</sup> October 2023	09.10.2023
	Youth Mental Health First Aider Course delivered by Guernsey Mind	March 2024	16.02.2024
Gary Roberts	Training Ground Module 'Managing Recruitment'	December 2024	
	Training Ground Module 'Equality in the Workplace'	December 2024	
Ross Allen	Training Ground Module 'Equality in the Workplace'	December 2023	01.08.2023
Sara Mallet	Training Ground Module 'Equality in the Workplace'	December 2024	
Scarlett Kenneally	Youth Mental Health First Aider Course delivered by Guernsey Mind	March 2024	16.02.2024

# Workforce Gender Representation

Members of paid and volunteer staff and board at the Guernsey FA completed the EDI questionnaire and it found that 62.5% of staff and board are male (see Figure 1 below) which is higher than the local average, whereby research published by Simon Kemp in 2022<sup>(1)</sup> established that 49.7% of the Guernsey population are male.

This data was collated at the beginning of the 2023.24 season as part of work completed to achieve the Preliminary Level of The Equality Standard for Sport.

Are you:  
16 responses

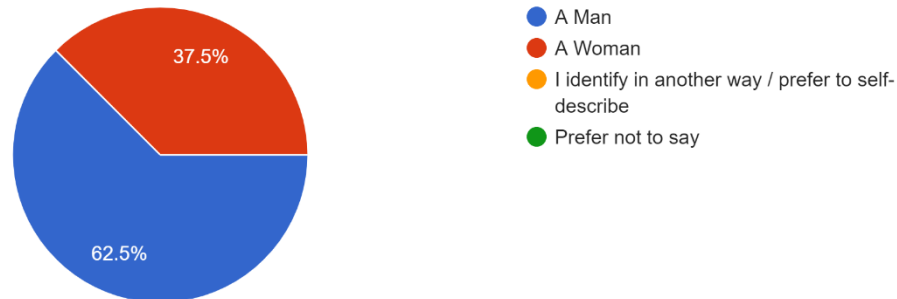


Figure 1: Gender of the Guernsey FA Workforce

<sup>(1)</sup> <https://rb.gy/0rq13>



# PLAYER PATHWAY DASHBOARD

01 May 2024

Last refresh date

**FILTERS**

	PR YES (PLAYERS)	PR YES (PROXY)	PR NO (PROXY)	NOT ELIGIBLE FOR PR (PROXY)	PARTICIPATION FROM EVENTS	TOTAL	TARGET	VS TARGET
MALE PATHWAY	1,548	49	158	659	(Blank)	2,414	2,398	16 0.7%
FEMALE PATHWAY	44	2	5	102	277	429	295	134 45.5%
DISABILITY PATHWAY	0	0	0	0	(Blank)	0	(Blank)	0 0.0%
TOTAL	1,592	50	163	761	284	2,850	2,693	

