



Equality, Diversity and Inclusion Strategy 2021-24

AIM: To encourage a life-long enjoyment of football for all and provide an inclusive, accessible environment in grassroots football where diverse communities are represented and heard at all levels in the game

- Improve understanding of participant demographics to address gaps in provision and increase players, coaches, referees and volunteers
- Provide local diverse communities with a platform to influence grassroots football and diversify representation across decision making groups
- Explore how football can be used to impact and influence wider equality issues in the local community
- Take a public and proactive approach to combat discrimination in grassroots football
- Encourage and support football clubs and organisations to create a safe and responsive environment for diverse participants

We will know this is successful by:

- Improved diversity across players, coaches, referees and volunteers in grassroots football and users at hub site facilities
- Staff and senior leaders able to demonstrate a clear understanding of equality issues and awareness of how to address them through football
- Establishing a range of mechanisms through which local diverse communities can provide insight and ideas to enhance football delivery
- Our partner agencies (clubs and leagues) further developing systems to engage with diverse communities, linked to The FA Diversity Code
- Diverse communities themselves will tell us if we have been successful through direct feedback, increased use of website, survey responses

Pillars for Improvement		Our Commitments
1.	Facilities - <i>Deliver and develop inclusive football facilities that are accessible for all</i>	<ul style="list-style-type: none"> • Explore how Hampshire FA managed facilities can be made more accessible for participants with disabilities, female participants and those from diverse ethnic groups or LGBTQ+ communities • Work closely with new facility projects to ensure they are developed with due consideration to accessibility for participants with disabilities, female participants and those from diverse ethnic groups or LGBTQ+ communities
2.	Workforce - <i>Develop a workforce representative of the local community</i>	<ul style="list-style-type: none"> • Refine and enhance recruitment processes to diversify paid and volunteer workforce • Equality, Diversity and Inclusion responsibility embedded within all work programmes • Provide regular training to empower our workforce to deliver inclusive football programmes • Develop an inclusive environment and workplace culture for a diverse workforce
3.	Leadership - <i>Develop empathetic leadership to serve the local community</i>	<ul style="list-style-type: none"> • Governance code and recruitment - IAG to board, skills based, targeted diverse communities • Provide regular training to empower our leadership to support inclusive practice • Recognise need, prioritise inclusive practice and allocate suitable resource
4.	Marketing and Communications - <i>Publicly demonstrate a commitment to equality that inspires confidence in Hampshire FA</i>	<ul style="list-style-type: none"> • Embed E, D and I considerations within marketing planning to engage a broader audience • Regularly review impact and reach into targeted diverse audiences • Develop commercial partnerships with external partners who engage with people with disabilities, women and girls, diverse ethnic groups or LGBTQ+ communities
5.	Playing - <i>Engage and develop a diverse player base across all pathways (male, female & Disability)</i>	<ul style="list-style-type: none"> • Analyse available data to inform strategy and annual planning/target setting • Provide targeted programmes, support and resources to engage players with disabilities, female players and those from diverse ethnic groups or LGBTQ+ communities
6.	Coaching - <i>Engage and develop a diverse coaching workforce</i>	<ul style="list-style-type: none"> • Analyse available data to inform strategy and annual planning/target setting • Provide targeted programmes, support and resources to develop coaches with disabilities, female coaches and those from diverse ethnic groups or LGBTQ+ communities
7.	Refereeing - <i>Engage and develop a diverse referee workforce</i>	<ul style="list-style-type: none"> • Analyse available data to inform strategy and annual planning/target setting • Provide targeted programmes, support and resources to develop referees with disabilities, female coaches and those from diverse ethnic groups or LGBTQ+ communities
8.	Inclusion Advisory Group - <i>A group of skilled and experienced individuals empowered to challenge Hampshire FA workforce and Board</i>	<ul style="list-style-type: none"> • Reach out to people with disabilities, women and girls, diverse ethnic groups and LGBTQ+ communities in the county through a network of local reference groups • Assess and improve membership to address gaps in collective knowledge and ensure impactful relationship with staff and board
9.	Tackling Discrimination - <i>Work with local communities to combat all forms of discrimination</i>	<ul style="list-style-type: none"> • Take a public and visible stance against all forms of discrimination • Offer improved reporting processes to build confidence in the system • Support victims of discrimination to recover and hopefully return to the game

Key Milestones Success Criteria		
2021/22	2022/23	2023/24
<ul style="list-style-type: none"> • Restructure the Inclusion Advisory Group • Recruit new EDI Lead Officer • Set-up the first Local Reference Groups • Review Hampshire FA's recruitment processes • Support The FA's EDI Campaigns & Celebrations • Launch the Anti-Discrimination Text-Message Service in all three facility hubs 	<ul style="list-style-type: none"> • Recruitment of new independent IAG chair • Carry out the Culture Review • Submit for reassessment for the Preliminary Level of the Equality Standard for Sport • Analyse & collect EDI data from Hampshire FA workforce and community • Embed EDI targets within KPIs (player pathways, refereeing & coaching) • Establish a Safer & Inclusive recruitment policy • Launch general EDI training for the workforce • Establish Hants FA's calendar of local and national EDI campaigns to celebrate 	<ul style="list-style-type: none"> • Adhere to the Code of Governance • IAG chair to sit on Board of Directors • Establish Local Reference Groups in Southampton, Portsmouth, Basingstoke, Aldershot, Winchester and Bournemouth • Roll out Safer & Inclusive recruitment policy processes • Roll out of EDI Allyship programme • Have the Hampshire FA EDI superheroes in place (Alf Charles, South-Asian, and Disabled) • Carry out yearly EDI data profile reports for Board of Directors & IAG • Deliver a yearly IAG Community Event

Monitoring
<p>The Inclusion Advisory Group, the Board of Directors and the Operational Plan team are responsible for monitoring and reviewing progress towards this Equality Action Plan.</p> <ul style="list-style-type: none"> • Operational Plan Team (Line-Managers, CEO & FA Regional Managers – overseen by Chris Smith) checks and monitors the progress against each seasonal Equality Action Plan • Progress is reviewed quarterly throughs PDRs, operational plan meetings, and regional FA meetings • Key Milestones & Success Criteria are monitored at the end of each season by the IAG – Q4 meeting allows for the IAG to update progress against each project in the operational plan, highlight potential gaps, and input KMSC for the following season



Equality, Diversity and Inclusion Action Plan 2021-22

Facilities				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Carry out a full review of facility delivery and consider how Hampshire FA can be more inclusive in this area.	IAG & Pete Hussey			Hampshire FA's "How to be a more inclusive CFA" document created with suggested improvements
Support phased rollout of discrimination text service across Stoneham Lane, Football Complex, Winklebury Football Complex and Front Lawn Community Hub.	Pete Hussey, Dec Hellyer & Sam Charles			Service now live across all HFA sites. Community Engagement & Inclusion Officer to research effectiveness.
Work with Kick it Out to provide site staff with appropriate training to offer fast response service for victims of discrimination (linked to text service).	Chris Smith & Khalid Idris			Kick it Out approached for training.

Workforce				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Source funding for a dedicated full-time officer to lead on EDI delivery and carry out inclusive recruitment process	Chris Smith	£6,000 (PI&F)	20.12.2021	Reduced funding from FA so sourced additional funding from HFACT and delayed planned start date to January. Recruitment process completed in December with new Community Engagement & Inclusion Officer starting in January. This project is no complete from a 2021/22 Ops Plan and P&I Project perspective but will continue to develop with Alie's input being prevalent across the 2022/23 Ops Plan

Work with the Wessex League (Step 5 & 6 in men's pyramid) to pilot initial roll out of the FA Football Leadership Code - NLS, Women's Pyramid & Grassroots	Chris Smith			Held initial meetings with league but code wasn't available at the time. Prioritising roll-out of Text service before looking at diversity code.
Carry out review of existing recruitment practice to develop new safer and inclusive recruitment policy. Standardise recruitment and embed best practice to diversify application pool and, in turn, HFA paid workforce.	Chris Smith			Inclusive review completed with practices piloted for CE&I Role. Worked with Safeguarding team to standardise safer recruitment and on boarding processes across all staff (inc. sessional and volunteers). Draft safer and inclusive recruitment policy being developed.
Develop a long-term training plan for staff and board to increase EDI awareness and effectiveness - specifically include anti-racism, LGBTQ+ awareness and disability awareness.	Chris Smith			Engaged Kick it Out, Pride Sports and Toucan Diversity re training provision

Leadership				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
The FA's Code of Governance for County FA	James Pearson & Neil Cassar		June 2022	Paused due to re-think over independent definition
Incorporate IAG members into succession planning for Board of Directors and incorporate IAG Chair within BoD and/or Football Management Board	James Pearson & Neil Cassar		June 2022	EGM delayed to 16th March - new structure to be signed off then
Review Standing Committee structures ahead of 2022/23 season - consider how to open membership up to more diverse audience	James Pearson & Neil Cassar		June 2022	EGM delayed to 16th March - new structure to be signed off then
Complete renewal of Equality Standard for Sport Preliminary Level status	Chris Smith & Alie Chartier		June 2022	New CE&I Officer to lead internal data collection. EDI Scoreboards now not likely to be available until June which will cause a delay, considering alternatives.
Produce business wide Equality, Diversity and Inclusion Strategy to run alongside business strategy for 2021-24	Chris Smith & Alie Chartier		April 2022	Draft template created, to be signed off by IAG in March before final EAP produced. Year one actions already being delivered through Ops Plan. Advised that EDI scoreboard will now not be available until June 2022 which will impact on EAP Draft EDI strategy ready for finalising in June/July - informing ops planning for 2022/23
Sign up to Business in the Community Race at Work Charter	Neil Cassar & Chris Smith		December 2021	Next Meeting in February

Carry out an internal business culture review. Embed equality, diversity and inclusion within new business vision, mission and values.	Neil Cassar & Chris Smith	£1,000 (HFA)	December 2022	Culture review underway with first steering group meeting in Jan. Initial staff survey reviewed and shared with staff. Second survey being developed, and agreement reached with Spot the Gap to deliver workshops in Jul/Aug
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Marketing & Communications				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Develop specific sections of HampshireFA.com to promote FA discrimination reporting process and new local text service at hub sites (see Discrimination section)	Oliver White		31.06.2022	Working with staff on an ongoing basis to ensure their specific areas are up to date. New areas include Anti-discrimination page, (...). We will be looking to re-organise all Hampshire FA website content via one landing website page in order to bring all the various websites together. Plans will start early 2022 where we look to implement this towards the end of 2022.
Embed EDI considerations into marketing strategies for whole business, mini brands and events to increase effectiveness of campaigns reaching diverse audiences through appropriate research, data and analytics.	Emma Allen		31.06.2022	New marketing strategies have been created for the E-newsletter, Academy 2022/23 promotion and Anti-Discrimination content
Use and develop bi-annual analytics report to measure and evaluate performance to create high level engagement across the relevant social media platforms for the different demographics.	Emma Allen & Oliver White		31.06.2022	Same as above.
Incorporate EDI champion awards into annual grassroots awards to recognise best practice and celebrate community impactors.	Emma Allen & Chris Smith		31.06.2022	Ongoing with the event to be held 25th June. 4 EDI Champions identified so far.

Playing				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Conduct a player survey/ consultation for flag ship PlayOn League at Stoneham Lane Football Complex to understand diversity of players base and whether they play other formats of football	Pedro Viveiros		April 2022	Diversity Audit has begun initial stages and will be delivered after Christmas.
Conduct a state of play survey into the diversity of 35+ and WF players with a view to understand the demographic of the groups which are playing and with a view to offer opportunities to diversify where possible for 2022-23 season and beyond.	Pedro Viveiros		June 2022	To be delivered in Q4. No further action due to PV leaving

Setup a male inclusive Just Play session in the Southampton area working targeting refugees and/or African communities (working with TUVAA)	Pedro Viveiros & Chris Smith	£500 Energise Me	June 2022	Fortnightly Evacuee Session started in Eastleigh and second session due to start in Basingstoke in November. Difficulties with setting this up as a JP centre. Explore the TUVAA link in Q4. No further action due to PV leaving.
Setup a male kickabout session targeting diverse ethnic communities in either Basingstoke, Aldershot or Portsmouth area. Location to be determined through data analysis.	Pedro Viveiros & Alie Chartier	£250	June 2022	Q4 Priority - working in partnership with new EDI Officer. Stand-alone sessions for refugees delivered in Basingstoke and being explored in Southampton for the summer.
The full Women & Girls 2021-22 and the Disability 2021-22 programmes are available upon request. Please contact Chris.Smith@HampshireFA.com for further information.				

Coaching				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Audit HFACC Members to establish Black, Asian and Disabled coaches' baseline to identify areas for growth and allow a more strategic approach to inclusion and support for coaches.	Alice Weaving		August 2021	Sent D&I survey to all HFACC members with 24 responses. Not enough data to provide baseline.
Deliver EDI CPD Series for coaches' association members - 6 x 1hr workshops covering LGBT+, Period Taboo, Discrimination, Religious Celebrations, Disability Awareness & Misogyny	Alie Chartier & Alice Weaving		August 2022	6 event dates in diary for 1 hour workshops on following: LGBT+, Period Taboo, Discrimination, Religious Celebrations, Disability Awareness & Misogyny.
Diversity & Inclusion survey for all grassroots members to help establish focus groups for underrepresented groups: Black & Asian coaches, young coaches and disabled coaches.	Alice Weaving		April 2022	Sent D&I survey to all HFACC members, need to roll out to all GR members
Establish focus group for Black & Asian coaches from AFC Stoneham & Saints Foundation	Alice Weaving		February 2022	Had 4 sign ups to these focus groups & Aaron Rattan keen to support as part of HFACC Mentor role.
Case study video with Aaron Rattan (HFA GR Coach of the Year) to upload to HFACC YouTube channel	Alice Weaving		September 2021	Final edit complete and uploaded to website.

Pilot bespoke BT Playmaker > to Introduction 2 Coaching Football face to face support package with coaches from TUVAA and City Central FC	Alice Weaving		June 2022	5 coaches from TUVAA FC identified. Emailed to complete Playmaker and F2F support to commence season 22/23.
Work with AFC Bournemouth and Eastleigh FC Pan Disability League to develop a player to coach pathways for players withing their programmes.	Alice Weaving & Glenn Brailey		June 2022	Explore in 22/23
Deliver a Female Coach Mentoring Pilot (April-July 2021) linked to WEUROS	Alice Weaving & Flo Lunn		July 2021	Pilot completed and evaluated to form new Communities of Practice
Create Female Coach Development Group & Young Female Coach Development Group linked to WEUROS	Alice Weaving & Flo Lunn	£1800	June 2022	Full CPD offer for WEURO Legacy completed
Gather content for Female Coach Role Models to be added to HFACC Website page & sent to members of the HFACC Female Coaches Community	Alice Weaving		June 2022	Myriam coaches story on HFACC website page and plans for Snickers 11 case studies to be collated.
Support The FA with recruitment of FA Women & Girls Coach Mentor for Hampshire region	Alice Weaving		September 2021	Mentor has been recruited (AH).
Identify, recruit and develop 2 x HFACC Mentors to support the project delivery (including EDI Projects noted above)	Alice Weaving	£1500	June 2022	AR & DP recruited - roll into 22/23.

Refereeing				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Targeted audit diversity of course/workshop/CPD/CORE candidates to understand effectiveness of current programs in engaging diverse participants. To inform wider plans for 2022/23 and beyond.	Andy Moisey		June 2022	BAME are currently attending current courses, however plan is to be delivered in Q3/Q4.

Inclusion Advisory Group				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Begin roll out new Inclusion Advisory Group structure with streamlined central group supported by network of local reference groups	Jim Pearson, Chris Smith & Alie Chartier		June 2022	See update below.
Recruit new Independent Chair for IAG to replace outgoing chair	Jim Pearson, Chris Smith & Alie Chartier		June 2022	IAG approved plan for Chair recruitment - intention to commence process by end of Q3 and incorporate networking event for prospective candidates, IAG members, LRG members and wider focus group

				members of next season - application deadline 23rd May.
Establish initial Local Reference Groups in Southampton, Portsmouth, Aldershot and Basingstoke	Chris Smith & Alie Chartier		June 2022	Officer has been in post since January and established communication networks in Portsmouth and Basingstoke whilst expanding on those established as part of the pilot in Southampton. Currently the new LRCs have been formed by attending existing groups to build networks and this may lead to a HFA grassroots football group being created in line with the Southampton group or it may be that communication is more effective channelled through existing groups.
Develop partnership with The United Voices of African Associations (TUVA) to support organisation with their goals and develop a variety of projects noted in this plan.	Jim Pearson & Chris Smith		June 2022	Session fully up and running, TUVA happy to work independently at the moment. Due to visit at end of Feb.

Reporting Discrimination				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Produce an anti-racism animation to launch in Black History Month and promote reporting to younger audiences.	Chris Smith & Emma Allen	£300	August 2022	Produced and finalised. Graphics created to support. Launched on 27th October in line with Back History Month event and used to publicly launch text service.
Pilot discrimination reporting text service at Hampshire FA Hub sites with a view to rolling out wider if successful.	Chris Smith	£2200	January 2022	Service now live across all HFA sites. Community Engagement & Inclusion Officer to research effectiveness.

Equality, Diversity and Inclusion Action Plan 2022-23

Facilities				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Support EOI for Playzone development through the Active Through Football Consortium	Alie Chartier Sacha Nicholas & Charlotte Langley-Brown		31.01.2023	Consortium is meeting regularly, AC to sit on Community Engagement sub-group & SN to sit on Facility Application sub-group. Focused narrowed to Bevois Ward (Newtown Nicholstown) & Bitterne Ward (Thornhill/Hightown/Townhill) New lead organisation for Playzone: Southampton City Council
Activate priority Local Football Facility Plans (LFFP) projects for women and girls' football	Hannah Humphreys, Jordan Bradshaw, Sacha Nicholas & Charlotte Langley-Brown		30.05.2023	Met new officer in October and discussed potential projects for female provisions. Media projects being organised at present with facilities team and Solent University students.
Improve Inclusivity of Hub Sites by designating All Gender toilets at each site and signpost accordingly	Pete Hussey		30.06.2023	No current progress - being picked up in Q3 & 4.
Work with First-Sport, Stoneham Lane's booking & QR code system provider, to give options other than "female" or "male" when facility users register.	Pete Hussey		30.06.2023	Initial discussions with First-Sport have taken place.
Make sanitary products available at each site for staff and visitors by partnering with Hey Girls.	Pete Hussey, Issy Pearson & Alie Chartier		30.06.2023	Partnership launched Products available for staff members, Academy students & facility users at 3 hub sites.
Promote steps already in place for disabled visitors attending hub sites	Pete Hussey		30.06.2023	No current progress - being picked up in Q3 & 4.
Install proofing boards at Front Lawn to improve quality of sound in meeting rooms/cafe	Pete Hussey		30.06.2023	No current progress - being picked up in Q3 & 4.

Workforce				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Carry staff, board & committee equality audits combined with FA Data to inform the Equality Standard for Sport and work towards diversifying the workforce	Alie Chartier & Chris Smith		30.09.2022	Audit survey completed by all in September
Carry staff & board training needs analysis, create general training plan for all staff & board members and EDI allyship plan for selected staff & board members	Alie Chartier		30.12.2022	New training program launched in September 2022: <ul style="list-style-type: none"> Phase 1 = general online training for all staff Phase 2 = academy coaches to attend diversity workshops for coaches Phase 3 = EDI training for IAG & BoD members Phase 4 = launch of Allyship training
Recruit University interns to support existing workforce and offer work experience opportunities to students (social mobility drive)	Hannah Humphreys & Kel Crook	£ 1,500	30.09.2022	Two interns starting in September 2022 - 1 marcomms & 1 EDI.

Leadership				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Promote the Football Leadership Diversity Code through social media and website by ensuring that all EFA clubs understand and adopt the FLDC	Max Humphreys & Alie Chartier		30.06.2023	+300 Hampshire clubs have signed the Leadership Diversity Code. Need to increase awareness and encourage more clubs to sign it.
Share FLDC case studies and webinars with HFA's clubs and league networks to encourage others to adopt the FLDC	Max Humphreys & Alie Chartier		30.06.2023	Priority for Q3/4.
Work towards the re-assessment of the Equality Standard for Sport Preliminary Level award	Alie Chartier & Chris Smith		31.03.2023	Ongoing - aiming for the March 2023 deadline.
Safer & inclusive recruitment policy and Inclusive Recruitment best practice checklist	Chris Smith, Melanie Gill & Neil Cassar		30.06.2023	New policy was approved by the BoD and we're meeting to discuss the new processes

Produce a public facing EDI strategy and create an internal steering group to monitor the delivery and plan tactics for 2023-24	Alie Chartier & Chris Smith		30.06.2023	On hold currently - the EDI public facing strategy will be derived from the Equality Standard application.
Adhere to the Race at Work Charter and continue representing Hampshire FA at the steering group led by Maria Miller	Alie Chartier, Neil Cassar & Chris Smith		30.06.2023	Have become more involved with the BAME group and with Maria Miller's office. Looking at signing the Race at Work Charter in April (post Equality Standard application) - meeting all criterions except ethical & gender pay gap analysis.

Marketing & Communications				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Continue to develop the Overarching All-Ability Brand with the aim of increasing future player growth.	Glenn Brailey & Denis Brozowski		30.06.2023	Meeting planned with new Marcomms Officer.
Strategic promotion of Disability Football	Glenn Brailey & Denis Brozowski		30.06.2023	Meeting planned with new Marcomms Officer.
Pilot Weeks of Awareness on Para Talent Opportunities/Disability Recreational Opportunities	Glenn Brailey & Denis Brozowski		30.06.2023	Meeting planned with new Marcomms Officer.
Partner with Hey Girls to provide reusable sanitary products to HFA's Academy Female Players with the aim of decreasing the potential impact of period poverty on education	Alie Chartier, Chris Smith & Issy Pearson		30.06.2023	Press release announcing partnership to be published soon. 4 podcast episodes featuring Hey Girls & Hampshire FA are being recorded. Girls from HFA Academy given opportunity to order reusable period products as part of their football kit (2 out of 8 girls were interested). Delivered Period Equality workshop to the female academy students in September to introduce the partnership.
Implement ethical strategy for HFA's partners & affiliated businesses by launching the Ethical Charter for Partners	Alie Chartier & Issy Pearson		30.06.2023	Charter reviewed by the IAG, approved by the Board of Directors. A few partners have reviewed and approved the document. This has gone back to EDI Lead AC for review and next steps.

				Charter to be launched in June 2023 when new partnership contracts are signed.
Identify & research EDI partners to support HFA with training needs, consultancy work & community work	Alie Chartier & Issy Pearson		30.06.2023	Ongoing – key partners for the EDI Allyship programme have been identified, Hampshire FA now sitting on the Hampshire Prevent Board & new partnership launched with Hey Girls.
Increase proportion of BAME, LGBTQ+ & Women owned businesses and partners that HFA engages with	Alie Chartier & Issy Pearson		30.06.2023	Ongoing – creating a database of local BAME, LGBTQ+ & Women owned shops, but having difficulties finding data outside of Portsmouth & Southampton.
Launch mascot and associated branding as a mechanism for direct engagement with young people – steering group to consider safeguarding and EDI aspects of the mascot	Denis Brozowski, Melanie Gill & Alie Chartier		30.06.2023	On hold - new lead/direction needs to be agreed. Mascot feedback is currently being gathered from clubs and teams via a survey and booked 3 key dates at Hampshire FA sites for face-to-face feedback.
Include EDI Champion award at the Hampshire FA Grassroots Awards to promote best practice and highlight support in this area	Issy Pearson & Denis Brozowski		30.06.2023	Online registration form to obtain a diverse pool of nominees, AC to select the 4 winners. Nominations regularly pushed via social channels and email marketing.
Launch EDI newsletter and work on growing its subscription list	Alie Chartier		30.06.2023	2 EDI newsletters published since September 2022 – 33 subscribers.

Playing				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Encourage diverse male and female to play football by regularly taking part in events organised by local communities and by increasing HFA's presence at EDI celebrations (religious celebrations, Pride, Black History Month, Women's History Month etc.)	Alie Chartier	£ 500 (HFACT)	30.06.2023	Ongoing – attending regular events to celebrate diverse communities: <ul style="list-style-type: none"> • Eastleigh Mela Festival • Black History Month Big Chat hosted at Winklebury • Eastleigh Community Soup Kitchen • Rainbow Laces campaign • Football v Homophobia campaign • Ramadan Celebration

Engage refugee groups through the delivery of sustainable sessions in Basingstoke, Southampton & Portsmouth by collaborating with Local Authorities and external actors	Kel Crook, Hannah Humphreys, Max Humphreys & Alie Chartier	£ 750	30.06.2023	Three refugee sessions currently being supported: <ul style="list-style-type: none"> Equality FC monthly tournament at Stoneham Lane with 3 to 4 refugee teams taking part Basingstoke Care for Calais refugee team monthly session at Winklebury Winchester SWVG refugee team provided equipment & boots by Hampshire FA
Continue collaboration between HFA, Saints Foundation & Sure Start to deliver sustainable sessions offering childcare provision, exercise and advice around healthy lifestyle to S014 parents and their children under 5	Alie Chartier & Hannah Humphreys		30.06.2023	Hannah and I have paused Hampshire FA's involvement because it doesn't fit our remit and isn't sustainable in terms of workload. Potential for Jordan to take over once she settles in her role.
Support existing TUVAA Just Play session in Southampton and work towards setting up a formal TUVAA FC club and affiliated teams	Kel Crook	£ 500 (Energise Me)	30.06.2023	TUVAA are now affiliated under the name "Kematic United FC", with an U11 & U8 team. They'll join a League next season and will continue to play friendlies until then. Costs of affiliation were covered by Hampshire FA's CRS group.
Deliver against the Legacy Project Plan and associated KPIs to achieve Year 2 Legacy M&E KPIs	Hannah Humphreys & Jordan Bradshaw	£ 12,000	30.06.2023	Assessment currently being made of how the WEURO Legacy Team works in the new season. New steering group to meet in March and April 2023.
The full Women & Girls 2022-23 and the Disability 2022-23 programmes are available upon request. Please contact Chris.Smith@HampshireFA.com for further information.				

Coaching				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Develop sustainable and inclusive development programs to create personalised and connected learning experiences for Black and Asian Coaches (through D&I Coaches Focus Group)	Jake Ashton		30.06.2023	Aaron Rattan retracted involvement D&I group taken back seat in Q1 due to other priorities.
Work with Eastleigh FC to create and maintain the Pan Disability League and the Disabled Coaches Pathway	Jake Ashton & Glenn Brailey		30.06.2023	Online coaching modules have been promoted to EFCCT Pan League clubs.

				Disability CPD series in development, with HFA Introduction to Disability Football CPD booked for 14th December.
Continue deployment of WEURO Coach Engagement Officers (36 hours of support)	Hannah Humphreys & Jake Ashton	£ 1,800 (WEURO)	30.06.2023	FCEO's have been addressed and plans to incorporate them in future events have been made. FCEO's will continue to interact with individuals via SPOND and recruit where possible.
Sustain Female Coach Development Group & Young Female Coach Development Group by delivering 12 engagement opportunities	Hannah Humphreys & Jake Ashton	£ 1,800 (WEURO)	30.06.2023	FCEO's interacting with participant pool for both groups. Links to other programmes have stalled due to issues with YPN, and delay with FCEO's input in strategy
Retain 200 coaches via new online HFACC platform (SPOND) and utilise HFACC Mentors & FA Workforce to drive engagement.	Jake Ashton		30.06.2023	Individuals from HFACC community spreadsheet conversion to SPOND In progress
Work with key partners to offer a variety of online coach development that can then be used as educational resources, e.g., Diversity Workshops for Coaches Series	Alie Chartier & Jake Ashton	£ 1,500 (Innovation and performance fund)	30.06.2023	Diversity Workshops Season 2 launched in December 2022 - running until May 2023 with 6 online & 6 face to face workshops. Themes include anti-racism, LGBTQ+ communities, women's health, young people, mental health & religious awareness.
Recruit more diverse coaches by regularly taking part in events organised by local communities and by increasing HFA's presence at EDI celebrations (religious celebrations, Pride, Black History Month, Women's History Month etc.)	Alie Chartier & Chris Smith	£ 500 (HFACT)	30.06.2023	Ongoing - Coach Engagement Officers haven't been able to attend the events, but I've shared links to the coaching pathway.

Refereeing				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Look at new ways of recruiting Female Officials by promoting opportunities on social media and by collaboration with Paul Wyatt (regional lead to support female recruitment)	Andy Mosey, Hannah Humphreys & Denis Brozowski		30.06.2023	Continue with the work from previous season in increasing female participation on refereeing.
Improve the numbers of Female Officials applying for promotion on the Female Pathway	Andy Mosey & George Redford		30.06.2023	No update currently.

Audit the diversity of course/workshop/CPD/CORE candidates to understand effectiveness of current programs in engaging diverse participants.	Andy Mosey & George Redford		30.06.2023	EDI dashboard received in early 2023 – meeting in February to analyse the data.
Understand the benefits of a diverse referee workforce & work towards improving the numbers of BAME referees in the County	Andy Mosey Alie Chartier & George Redford		30.06.2023	AC & AM to meet & discuss the EDI data and see which targeted projects can be put in place for next season (based on the audit's results).
Promote the opportunity to referee pan-disability football to all registered referees. Utilise SPOND (Referee online network) to promote refereeing disability football.	Andy Mosey, Alie Chartier & Glenn Brailey		30.06.2023	Promoted to our contingent of Hampshire FA's WFL referees.

Inclusion Advisory Group				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Continue the roll out of new IAG structure with streamlined central IAG having direct links to and representation on the Board of Directors	Alie Chartier, Chris Smith & Neil Cassar		30.06.2023	New chair in place & Directors feeding back to the Board the progress made. IAG Chair attended a BoD meeting.
Complete recruitment process of new IAG Chair	Alie Chartier, Chris Smith & Neil Cassar		22.09.2023	Completed – new IAG chair is in place, has met all IAG members and has shared her first meeting.
Deliver Inclusion Networking event to improve the perception of Hampshire FA's EDI work	Alie Chartier		22.09.2023	IAG networking event in September was successful (40 people attended, 60 registered). New event to be planned for May 2023.
Grow current Local Reference Groups in Portsmouth, Southampton & Basingstoke	Alie Chartier		30.06.2023	Ongoing development of existing LRGs: <ul style="list-style-type: none"> • IAG chair now attending Portsmouth LRG and feeding back to Hampshire FA. • AC growing membership of Southampton LRG (15-20 attendees at last meeting) • Using the BAME meeting in Basingstoke as our LRG – group gives us good insight & networking opportunities.
Research & Develop further Local Reference Groups in Bournemouth, Aldershot & Winchester	Alie Chartier		30.06.2023	Developing Bournemouth LRG in partnership with AFC Bournemouth (attending meeting in early 2023). EDI intern researching potential groups/local actors for Aldershot & Winchester.

Utilise local reference groups (eg. Positive Change Southampton) to explore opportunities to engage with the young people from diverse ethnic communities, disabled people and LGBTQ+ communities.	Alie Chartier		30.06.2023	Southampton LRG meeting focused on ensuring affordability of football sessions so that children and young people can continue to play/attend training despite the cost-of-living crisis (meeting on 22.11.2022).
Ensure that the IAG is compliant with County FA's Code of Governance	Neil Cassar		30.06.2023	Meeting held with the FA in late 2022 about the Code of Governance.
Increase the collaboration between the IAG and HFA's focus groups and identify future IAG, board & committee members	Alie Chartier & Chris Smith		30.06.2023	IAG members have started attending Focus Group meetings – IAG chair to decide how to split the group for the rest of the season at our next meeting in March.
Engage the IAG & Local Reference Groups in the EDI celebrations within HFA	Alie Chartier & Chris Smith		30.06.2023	IAG, Local reference group members and staff members were invited to support with community events – CSR day off given for staff members who volunteer.

Reporting Discrimination				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Continue discrimination reporting text service services at hub-sites by increasing awareness of the reporting system.	Alie Chartier Sam Charles Pete Hussey Chris Smith & Declan Hellyer	£ 2,200	30.06.2023	Educational document for facility users on how to use the reporting system now added to all facility bookings.
Deliver training of Hampshire FA & Basingstoke Town FC Academies on the importance of reporting abuse & understanding what discriminatory abuse looks like	Alie Chartier & Chris Smith	£500 (HFACT)	30.06.2023	Priority for Q3/4.
Survey hub users' awareness of reporting service and audit their attitudes towards reporting discriminatory abuse	Alie Chartier		30.06.2023	Service not being used so difficult to assess if the awareness around the service is increasing.
Increased transparency around discipline, punishment & type of discriminatory abuse to reassure victims	Alie Chartier & Debbie Sowton		3.06.2023	Continuing to raise awareness on discrimination & reporting system through social media awareness (a section of the EDI Newsletter focuses on understanding discrimination).

Equality, Diversity and Inclusion Action Plan 2023-24

Facilities				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
Football Foundation Playzone – lead organisation Southampton City Council, support the Expression of Interest for the Playzone and the Community Engagement/Planning stages.	Alie Chartier Sacha Nicholas & Charlotte Langley-Brown		30.06.2024	
Activate priority Local Football Facility Plans (LFFP) projects for women and girls' football	Hannah Humphreys, Jordan Bradshaw, Sacha Nicholas & Charlotte Langley-Brown		30.05.2024	
Deliver a support workshop for all existing facilities to promote and provide support on equal access for girls	Charlotte Langley-Brown & Hannah Humphreys		30.05.2024	
Review permit allowance and usage of disabled parking spots	Alie Chartier		30.06.2024	
Support Facilities Operations Manager with EDI improvements: - Work with Parklife to include a 'other' or 'prefer not to say' option on the QR code registration system - Raise awareness of the Physical Emergency Evacuation Procedure (PEEP) - Install proofing boards at Front Lawn - Source appropriate signage for gender-neutral & disabled toilets	Pete Hussey Alie Chartier		30.06.2024	
Work with Facility Operations manager to provide Personal Safety & Lone Worker training for facility staff and lone workers (e.g., Suzy Lamplugh Trust)	Pete Hussey Alie Chartier		30.06.2024	
Research need for a Disability Mystery shopper to assess the accessibility and compliance of hub sites	Alie Chartier		30.06.2024	
Assess relevance of a pop-up prayer, breastfeeding, or sensory break room	Alie Chartier		30.06.2024	
Work towards making Hub Sites Deaf Aware: - Continue working with Simon Houghton and the #WeSupportDeafAwareness campaign	Alie Chartier		30.06.2024	

Playing				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress
<p>Continue delivery of Royals Youth League (FA Youth Retention Hub).</p> <p>Engage with participants to shape delivery, ensure project remains youth led, in line with current Youth Engagement Strategy.</p> <p>Consider review of local demographics and creating targeted sessions for underrepresented groups.</p>	Kel Crook	£350 (FAYRH-US)	30.06.2024	
<p>Hope Tournament Project – plan and deliver a spring and summer roadshow utilising the power of football to bring people of different faith together off the back of the Hope Tournament.</p> <p>7v7 football tournaments - £30 entry per team - mix gender & u18s</p>	Kel Crook Alie Chartier		30.06.2024	
<p>Retain Basingstoke walking football league – build on current Winklebury pilot provision and develop it to an established format.</p> <p>Utilise EDI intern to target underrepresented groups in the north of the county and engage with walking football.</p>	Kel Crook		30.06.2024	
<p>Deliver 2 x Stepping Over the Sidelines workshops targeted specifically in areas where gaps in provision have been identified.</p> <p>Utilise Alan Lau to engage Asian women in Southampton to ensure workforce are representative of the delivery in local communities</p>	Hannah Humphreys	£2,600 (Wildcats)	30.06.2024	
<p>Retain the number of females aged 16+ from deprived wards within Southampton playing recreational football.</p> <ul style="list-style-type: none"> - Mayfield Session (Woolston) - Southampton Aztecs (Redbridge) 	Jordan Bradshaw	£500 (SERF)	30.06.2024	
<p>Retain the number of females aged 16+ from religious groups/ organisations in Southampton playing recreational football:</p> <ul style="list-style-type: none"> - Medina Mosque Session 	Jordan Bradshaw	£500 (SERF)	30.06.2024	

Increase the recreational offer for Refugee women within Southampton by working with CLEAR and Saints Foundation.	Jordan Bradshaw	£1000 (SERF)	30.06.2024	
Increase the number of females aged 16+ with a disability in Southampton playing recreational football. Utilise Saints Foundation as a delivery partner and utilise local coaching company who are already delivering on our male/mixed disability sessions.	Jordan Bradshaw	£1000 (SERF)	30.06.2024	
Grow women specific walking football sessions for historically under-represented women. Plans to develop 4 targeted sessions with local partners in Basingstoke, Eastleigh, Southampton, and Farnborough.	Jordan Bradshaw Alie Chartier	£5000 (Nike)	30.06.2024	
Equality FC – engage people with mental health issues, YMCAs, refugees, people suffering from homelessness, and other communities facing life difficulties. Monthly 5 a side tournament at Stoneham Lane, followed by a warm meal promoting social cohesion.	Max Humphreys Glenn Brailey Alie Chartier	£7,400 (National Lottery Community Fund)	31.03.2024	
The full Women & Girls 2023-24 and the Disability 2023-24 programmes are available upon request. Please contact Chris.Smith@HampshireFA.com for further information.				

Coaching				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress

Refereeing				
Delivery Tactics/Tasks	Responsibility	Resources	Timescale	Progress

