



# Hertfordshire FA

## Diversity and Inclusion Action Plan

Updated January 2025

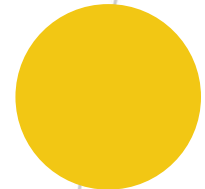
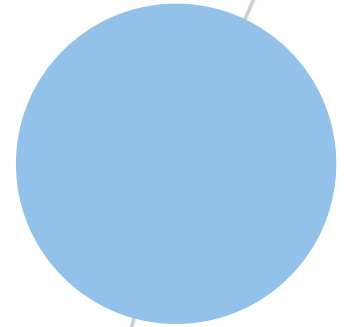
# About Us

*The governing body of football in Hertfordshire*

*Our purpose is to inspire positive change by creating an environment where people of all backgrounds and abilities can participate in football in a safe, supportive and inclusive setting.*

*We are committed to engaging and growing our network of players, coaches, officials and volunteers by offering the framework and support necessary.*

*Whether it be walking football, sessional football or pan-disability football, Hertfordshire FA are dedicated to offering a wider range of football formats and opportunities.*



# Leadership and Commitment

*Changes we've introduced at Board and Council level*

## What Actions Have We Taken?

- Appointed a board member dedicated to lead on Equality, Diversity and Inclusion (EDI).
- Foundation of an Inclusion Advisory Group (IAG) to have strategic oversight and responsibility for the Diversity and Inclusion Action Plan (DIAP).
- Regular reviews of EDI targets take place during strategy meetings and the IAG.
- Considerations around EDI are now embedded within all staff and volunteer members work programmes.
- EDI findings and analysis now support and inform business decisions taken by Hertfordshire FA.
- The DIAP is presented and considered by our board twice per season



# Data Insight and Delivery

*How analysis drives our decision making*

## What Actions Have We Taken?

- Utilised census data (2021), Power BI and FA insights to understand the external demographics of Hertfordshire.
- We have worked to understand the internal profile of Hertfordshire FA through an annual equality monitoring form and through the diversity form put to applicants.
- Findings from diversity surveys are reviewed and discussed at Board and IAG meetings. This then informs EDI elements of the Hertfordshire FA Strategy and Operational Plan.

Learn more about the work we do and our plans to support and develop grassroots football over the next 4 years:

**[Hertfordshire FA Strategy 2024-28](#)**





# Embedding EDI

*Building the right culture at Hertfordshire FA*

## What Actions Have We Taken?

- All of our policies and procedures are now Equality Impact Assessed; a process designed to ensure that an organisation does not unlawfully discriminate against any protected characteristic.
- All directors and staff are offered extensive EDI training, which will increase knowledge, understanding and confidence amongst Board, Council and staff members within their role.
- EDI learning and development is embedded in corporate processes.
- We encourage and support our clubs and leagues, participants, partners, and service providers to adopt similar EDI strategies.



# Statistics

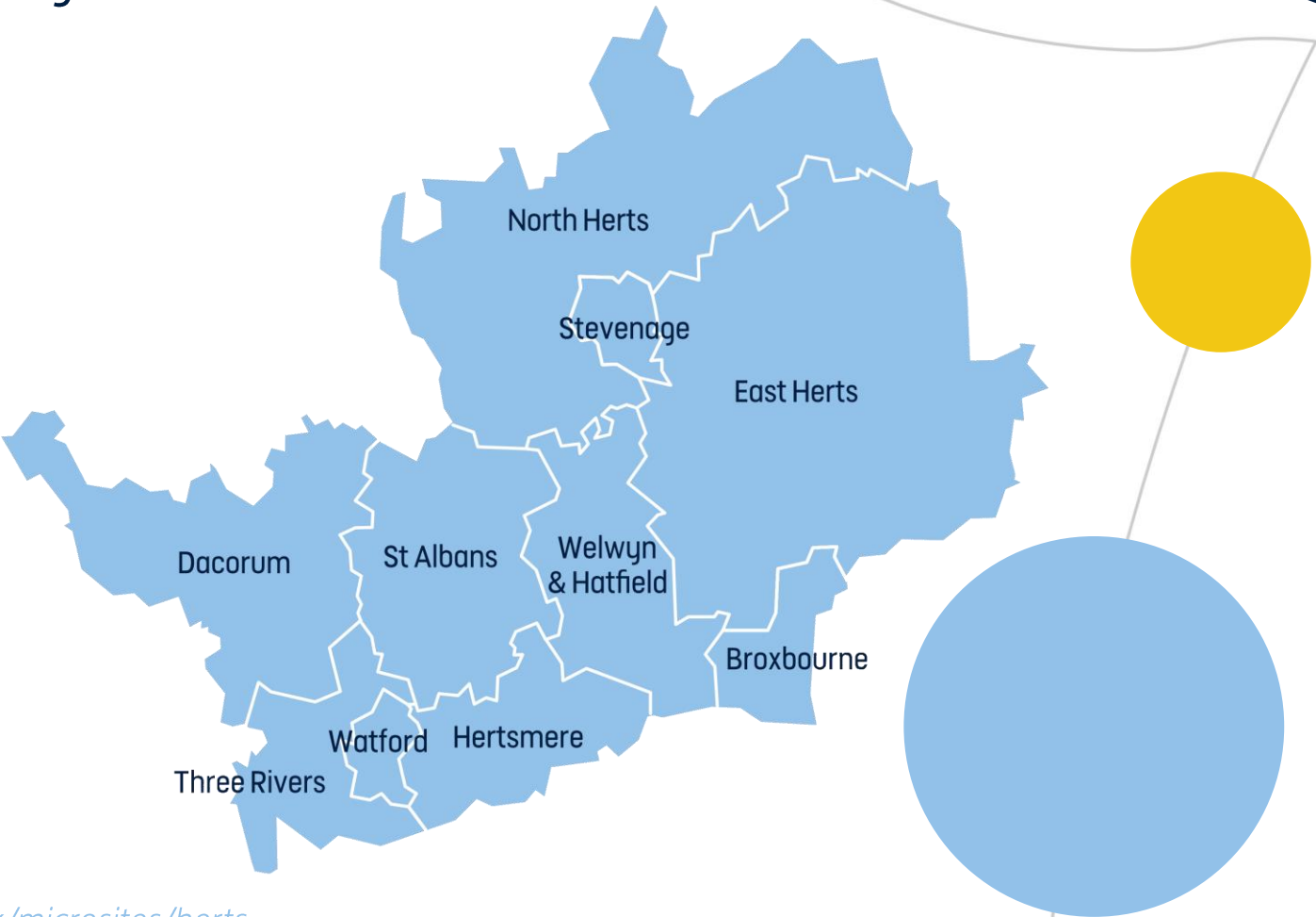


# Hertfordshire Breakdown

*Demographic statistics within the county*

## Demographics

Category	Figure
Population	1,215,400
Ethnic Diversity	18%
Gender	51% Female 49% Male
Age	20+ 75.6%
Disability	14.4%
LGBTQ	2.2%
Unemployed	2.6%



Source: Census 2021: <https://www.hertfordshire.gov.uk/microsites/herts-insight/topics/population.aspx>



# Hertfordshire FA

	Staff	Board	Hertfordshire Wide
Gender	<ul style="list-style-type: none"><li>• 50% Male</li><li>• 50% Female</li></ul>	<ul style="list-style-type: none"><li>• 78% Male</li><li>• 22% Female</li></ul>	<ul style="list-style-type: none"><li>• 49% Male</li><li>• 51% Female</li></ul>
Disability	<ul style="list-style-type: none"><li>• 18.75%</li></ul>	<ul style="list-style-type: none"><li>• 11%</li></ul>	<ul style="list-style-type: none"><li>• 14.4%</li></ul>
Ethnic Diversity	<ul style="list-style-type: none"><li>• 0%</li></ul>	<ul style="list-style-type: none"><li>• 0%</li></ul>	<ul style="list-style-type: none"><li>• 18.2%</li></ul>

## Grassroots Football in Hertfordshire

	Players	Coaches	Referees
Gender	<ul style="list-style-type: none"><li>• 91% Male</li><li>• 8% Female</li></ul>	<ul style="list-style-type: none"><li>• 91% Male</li><li>• 7% Female</li></ul>	<ul style="list-style-type: none"><li>• 93% Male</li><li>• 5% Female</li></ul>
Disability	<ul style="list-style-type: none"><li>• 1.3%</li></ul>	<ul style="list-style-type: none"><li>• 3.5%</li></ul>	<ul style="list-style-type: none"><li>• 0%</li></ul>
Ethnic Diversity	<ul style="list-style-type: none"><li>• 20%</li></ul>	<ul style="list-style-type: none"><li>• 12%</li></ul>	<ul style="list-style-type: none"><li>• 8%</li></ul>

Source: Census 2021: <https://www.hertfordshire.gov.uk/microsites/herts-insight/topics/population.aspx>



# Action Plan

# Objective 1

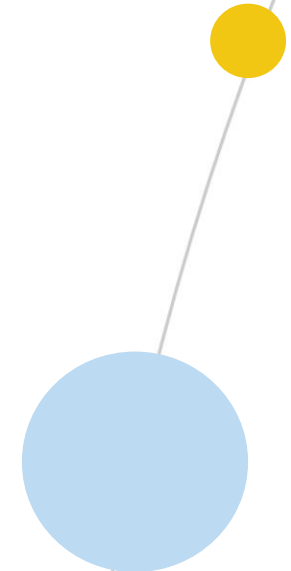
*Widen footballs participation on talent pools*

Focus	Outcomes	Action	Progress
Implement disability football element of the HFA Operations Plan	Participation target of 665 players	<ul style="list-style-type: none"> <li>• Deliver Disability Training for Clubs workshop</li> <li>• Identify and allocate 50 hours of disability ambassador support to clubs</li> <li>• Work with clubs to increase disability football provisions for 665 players linked with disability leagues in the County</li> </ul>	<ul style="list-style-type: none"> <li>• Delivered Disability Training for Club workshop – Hertfordshire FA/Cambridge United football stadium</li> <li>• Promoted access to disability ambassador through our Football Development Newsletter</li> </ul>
Women & Girls Football	Deliver upon our strategy to increase participation from 7,188 to 9,020	<ul style="list-style-type: none"> <li>• Increase Wildcats and Squad programme provision</li> <li>• Host Equal Game Workshops</li> <li>• Promote #LetGirlsPlay campaign</li> </ul>	Current Programme Provision: <ul style="list-style-type: none"> <li>• Wildcat: 36</li> <li>• Squad: 12</li> <li>• Plans to host an Equal Game Workshop in April</li> </ul>

# Objective 1

*Widen footballs participation on talent pools*

Focus	Outcomes	Action	Progress
Homophobia & LGBT Inclusion	Accurate data relating to participation levels	<ul style="list-style-type: none"> <li>Promote relevant FA messaging and maintain plan to raise awareness through one event per season</li> <li>Gather accurate data across the county to identify future opportunities</li> <li>Raise awareness of Rainbow Laces campaign</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing FA messaging reinforced at a local level</li> </ul>
Asians in Football	Increase participation opportunities to above 2.5%, Refereeing above 1%, Coaches above 2.9% and Club Officials above 2.1%	<ul style="list-style-type: none"> <li>Connect with Asians in football including Khalsa Football Academy and the Frank Soo foundation</li> </ul>	Current Participation Levels: <ul style="list-style-type: none"> <li>Referees 3.65%</li> <li>Coaches 3%</li> <li>Club Officials 2.6%</li> </ul>



# Objective 2

## Workforce Development

Focus	Outcomes	Action	Progress
Increase number of coaches from Diverse backgrounds	<p>10% of coaches being Female</p> <p>Align the coaching workforce to represent Hertfordshire population</p>	<ul style="list-style-type: none"> <li>Targeted coach education events: International Women's day, #SheCanCoach, Black History Month</li> </ul>	<p>2023-24 Demographic Data:</p> <ul style="list-style-type: none"> <li>7% Female</li> <li>88% White</li> <li>2.9% Asian</li> <li>2.6% Black</li> <li>3.3% Mixed</li> <li>94% Heterosexual</li> </ul>
Increase number of Referees from Diverse backgrounds	<p>Increase number of Females above 5%</p> <p>Align the referee workforce to represent Hertfordshire population data</p>	<ul style="list-style-type: none"> <li>Deliver 2 courses in communities that have struggled to access Referee Education courses</li> <li>Provide access to bursaries for those from historically underrepresented groups</li> </ul>	<p>2021-22 Season:</p> <ul style="list-style-type: none"> <li>44 registered Female referees</li> </ul> <p>2023-24 Season:</p> <ul style="list-style-type: none"> <li>108 registered Female referees</li> </ul>

# Objective 2

## Workforce Development

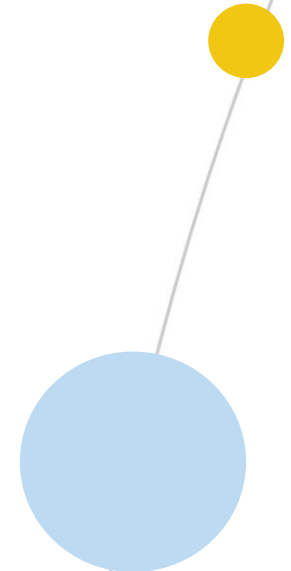
Focus	Outcomes	Action	Progress
Raise awareness and Share knowledge of EDI events with Clubs, leagues and volunteers in Hertfordshire	<p>Raise awareness of EDI events by delivering training and workshops covering the following topics:</p> <ul style="list-style-type: none"><li>• Black History Month</li><li>• Antisemitism</li><li>• Rainbow Laces</li><li>• International Women's Day</li><li>• Neurodiversity</li><li>• Disability</li><li>• Lunar New Year</li></ul>	<ul style="list-style-type: none"><li>• Deliver 4 EDI workshops</li></ul>	<ul style="list-style-type: none"><li>• Delivered a disability training for clubs' workshop at The County Ground</li></ul>



# Objective 3

## Governance

Focus	Outcomes	Action	Progress
Achieve greater diversity on our board and wider leadership team	Minimum of 30% of each gender, Minimum of 15% with a disability, Minimum of 18% from historically underrepresented groups	<ul style="list-style-type: none"> <li>Annual review of Board and Leadership membership</li> <li>Use HFA recruitment process to work towards meeting board member diversity targets</li> <li>Use of safer and inclusive recruitment policy. E.g. Blind recruitment</li> </ul>	<ul style="list-style-type: none"> <li>Completion of our Annual Board Survey</li> <li>Safer and inclusive recruitment policy used for recruitment of independent chair and non-executive directors</li> </ul>
Equality training for all staff, Board + IAG members	Equality training for all staff, Board, and IAG members	<ul style="list-style-type: none"> <li>Book one session minimum throughout each season</li> </ul>	<ul style="list-style-type: none"> <li>Completion of a staff Antisemitism workshop</li> </ul>



# Objective 3

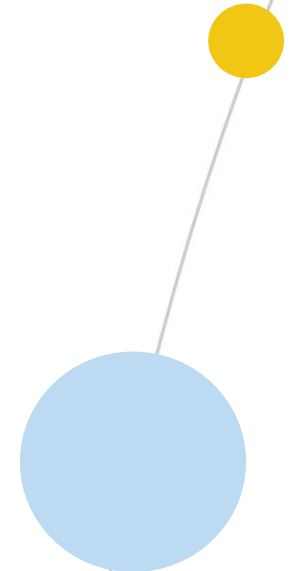
## Governance

Focus	Outcomes	Action	Progress
Listen to the voice of young people	Establish a functioning Youth Council	<ul style="list-style-type: none"><li>• Support Youth Council to meet minimum of 4 times a season</li><li>• Youth Council to contribute to Hertfordshire FA strategy, Board and Council</li><li>• Utilise a buddy system with Hertfordshire FA staff as a mentor</li></ul>	<ul style="list-style-type: none"><li>• 14 Members currently sit on the Youth Council</li></ul>

# Objective 4

## Marketing and Communications

Focus	Outcomes	Action	Progress
Ensure a range of marketing resources are available and utilised to engage with diverse communities and promote EDI initiatives	Utilise The FA Diversity & Inclusion Calendar to work alongside our IAG to select celebrations, events, and holidays Hertfordshire FA would like to raise awareness for	<ul style="list-style-type: none"> <li>Use social media platforms to raise awareness of 4 EDI events per season</li> </ul>	<ul style="list-style-type: none"> <li>Review content each quarter</li> </ul>
Ensure Herts FA delivers high standards	Meet the requirement of the County FA EDI framework	<ul style="list-style-type: none"> <li>Review framework criteria upon release</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>



# The Past 12-Months

*Key EDI milestones achieved by Hertfordshire FA*

## What have we done

- Achievement of the Preliminary Level of the Equality Standard for Sport assessment, a framework that assists sports organisations to widen access for under-represented individuals, groups and communities, and to reduce inequalities in sport and physical activity.
- We hosted an in-person workshop in support of England Football's 'Disability Training for Clubs' initiative.
- We have supported and engaged with the wider community by attending events such as the Watford Lunar New Year celebration and the Khalsa Football exhibition.
- As part of embedding EDI in our staff culture, we have undertaken a workshop on understanding, identifying and dealing with antisemitism.



# Contact Us

Please get in touch if you  
have further questions

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