



Diversity Inclusion Action Plan

Version: May 2024



Data and Insight

Aims: Capture data from our members to ensure we have a deep understanding of the footballing community's needs and can fully support all members' participation in football

Objectives:

1) Understand the Lancashire Footballing Community Demographic compared to the Lancashire and National Demographic to better understand the inequalities in football

Headline Actions:

- Regular Data Comparison
- Marketing & Communications to promote data collection
- Use of data to understand inequalities and target interventions that promote equality



Board Diversity Targets

Aims: Adopt a staggered approach to Board diversity targets that enables steady progress towards achieving full representation on the Board, that is reflective of our diverse community

Objectives:

1) A Lancashire FA Board of Directors that reflects the diverse local community

Headline Actions:

Adopt targets for the 2024-2032 season of:

- *a minimum of 30% of each gender, a minimum of 10% from ethnic minority backgrounds and a minimum of 10% with a disability*

Assess the census data for 2031, and then adopt targets for the 2032-2036 season that provide full representation. The current 2021 census data indicates that the following targets would be adopted:

- *a minimum of 49% of each gender, a minimum of 13% from ethnic minority backgrounds and a minimum of 20% with a disability*



Workforce and Leadership

Aims: Recruit, reward and develop the paid and volunteer workforce to represent the diversity of our Lancashire community

Objectives:

- 1) Recruitment processes ensure applications are representative of the community
- 2) Equip our workforce to promote equality
- 3) Ensure the EDI FAB is represented on the Board

Headline Actions:

- Ensure those with recruitment responsibilities and input are aware and trained regarding fair recruitment processes
- Fair and transparent recruitment and selection processes
- EDI Football Advisory Board (FAB) in place and reports to the Board



Partnerships

Aims: Work effectively with external partners with expertise in equality to ensure football is available for ALL

Objectives:

- 1) Review the EDI FAB membership as required
- 2) Utilise the expertise on the EDI FAB to inform planning and decision making
- 3) Develop and sustain local and national partnerships to support equality

Headline Actions:

- Ensure EDI FAB membership is appropriate and review the recruitment process for all FABs
- Ensure a clear understanding of FAB members' knowledge, expertise and skill set
- Work with national partners to promote inclusion campaigns
- Develop a local network of inclusion partners



Participation

Aims: Provide a broad programme of playing opportunities for all to ensure participation is representative of diverse community

Objectives:

- 1) Collate data from a variety of sources and analyse for validity
- 2) Utilise data to identify priority communities and develop a bespoke football offer to encourage participation

Headline Actions:

- Work with leagues to ensure they are representative of the community they serve
- Use innovation and pathways funding to establish a Female provision with new England accredited clubs
- Promote and encourage clubs to sign up to Football Leadership Diversity Code; Kick it Out Equality Charter, Nujum Sports, Muslim Charter Standard



Coach and Referee Development

Aims: Deliver accessible coach and referee development programme to ensure a more representative workforce

Objectives:

- 1) Track coach and referee data
- 2) Utilise data to target priority communities

Headline Actions:

- Develop the existing disability workforce through a mentoring programme
- Promote refereeing opportunities in PAN Disability Football
- Utilise data and insights to develop targeted programmes for under-represented communities
- Utilise Lancashire FA Legacy Funding to support ethnically diverse referees and coaches (e.g. Project 55)



Marketing and Communications

Aims: Provide visibility and locally champion EDI in football, encouraging participants to share demographics to enable our understanding of diversity and inclusion in our locality

Objectives:

- 1) Promote good news stories
- 2) Achieve and maintain the Equality Standard, communicating the contents widely internally and externally
- 3) Understand the local football demographic
- 4) Monitor all comms and ensure consistent inclusive content across all media

Headline Actions:

- Foster close partnerships with charities and campaign groups, across all areas of EDI, to stay up to date with the latest trends, terminology and areas of focus
- Promote this Diversity Inclusion Action Plan to ensure staff understand how it relates to their roles



Facilities and Investment

Aims: Provide support for equal access to facilities, to ensure equal access to all stakeholders across Lancashire

Objectives:

- 1) Robust and critical analysis of all major capital project outcomes for inclusivity
- 2) Equal access to facilities for Women and Girls

Headline Actions:

- Support facility development plans and aspirations to sustain and enhance equality for the local community
- Ensure PAN disability sports groups are engaged within facilities



Reporting Discipline

Aims: Ensure our Lancashire football community understand how to report discrimination and have confidence in Lancashire FA processes

Objectives:

1) Ensure that robust and transparent reporting procedures are in place and communicated to the community

Headline Actions:

- Ensure processes for complaints around match officials, clubs, leagues, participants and Lancashire FA itself are robust and efficient
- Explore implementation of a Restorative Justice Pilot Project with the Discipline Department & EDI FAB

