



# Commitment to Environmental Social Governance

## Leicestershire & Rutland County Football Association Ltd

Driven by our aim to Inspire Positive Change through football across Leicester, Leicestershire and Rutland by uniting communities, tackling inequalities and improving the health of the population, and our core values of Progressive, Respectful, Collaborative and Inclusive, we are committed to long term sustainability and strive to have a positive impact on our local environment.

In order to be recognised as a responsible organisation, the Board of Leicestershire & Rutland County Football Association commits to undertaking a set of environmental, social and governance related actions that which will positively impact our communities.

### Environmental:

- We endeavour to comply with all relevant regulatory requirements.
- We consider environmental factors in our decision making.
- We monitor and aim to reduce the level of energy used.
- We will take energy consumption and efficiency into account when purchasing relevant products.
- We have implemented an agile working practice to reduce staff travel, this includes the use of video conferencing.
- We reuse or recycle where possible.
- We will increase employee awareness of environmental issues and solutions through our staff CPD programme.
- We are committed to supporting and using local businesses.
- We will encourage and support our clubs to apply for energy efficiency grant funding via the Football Foundation.

### Social:

- Our mission is to provide our communities with the platform to engage, unite and thrive through a safe and inclusive football environment. We know the impact that football can have on our communities, and we are fully committed to inclusivity and equality. We have developed a Diversity and Inclusion Action plan through our Inclusion Advisory Group, which outlines our plans on how we engage with underrepresented groups across our communities.
- We currently provide opportunities for underrepresented groups through women and girls provision, walking football activities, The Leicester Junior and Youth Disability League and

The Leicestershire Adult Inclusive League (both league for people with disabilities) and Dementia activities.

- The Association is committed to supporting the wellbeing of staff, through specific programmes (The Greater Game) and through the work of the staff Health and Wellbeing group.
- The HR Director, CEO and Health and Wellbeing Group will undertake the further development of our People Plan.
- The Association regularly reviews employee salaries and wider benefits to ensure salaries remain competitive.
- The Association continues to commit to salaries being above the National Living Wage.

#### **Governance:**

It is recognised that decision making is improved when a Board is able to draw upon and harness a diverse range of opinions. The Board is committed to ensuring that it is reflective of the population of our county.

- The Board, as per Articles of Association, will consists of not less than one third of its membership coming from independent members.
- Directors will continue to undertake an external skills audit.
- The Chair of the Youth Council will be appointed a Director.
- The Association has achieved the FA Code of Governance for County FA's and the preliminary level of the equality standard for sport.
- The Chair of our Inclusion Advisory group has been appointed as the Inclusion Director.
- The Board have appointed a HR Director to support the health and wellbeing of staff and wider volunteers within the game.
- The Articles of Association have been reviewed and updated to support the changes in Governance.
- The terms of reference of our Football Council have been reviewed and updated to ensure greater representation.
- The Directors have agreed the following four-year ambitions in relation to increasing diversity and representation.
  - To undertake all appropriate actions to ensure a minimum of 30% gender diversity of Board Members.
  - 25% of Directors to be from a culturally diverse background.
  - 16% of Directors identifying as having a disability/Long Term Physical or Mental Health Condition

#### **Policy Owner:**

Every member of our team is encouraged to think about the principles of environmental social governance (ESG) when making decisions within their area of work. **However, the overall responsibility for ESG is with the CEO and Board.** Our approach to ESG will be discussed and agreed annually at Board and regularly via the Staff Health and Wellbeing Group.

**Policy Review Date: July 2026**

**Date last reviewed: July 2024**