

Lincolnshire FA Inclusion Advisory Group

Lincolnshire FA Office, 6pm-8pm, 11/05/2022

1. Apologies from Zaheer and Steven.

2. JM chaired the meeting and each member of the group introduced themselves with a brief resume of individual interests, experience, and football related qualifications.

Present were Jordan Mason, Nick Hanson (CEO of LFA), Emma, Shan, Charlotte, Naomi, Jennie, Angela, & Marc. Full profiles can be viewed on the website once live.

JM then organised an 'icebreaker' with a discussion of acceptable and unacceptable words and phrases used in disability football.

3. JM then introduced the group to the Lincolnshire FA and outlined the main mission statement and objectives and looked at the strategy in all areas of football for 2021 to 2026. This included an outline of various work areas of the Association, and how these are driving inclusion.

4. JM then discussed the purpose of the IAG and looked at possible objectives and mission statement for the group. Members discussed their ideas of what the IAG should aim to achieve.

Emma discussed the representation of Lincolnshire FA, including an audit of the website.

Charlotte raised her experiences as a coach and discussed how education and role models might improve perceptions and stereotypes in football.

Marc stated it is important to ensure what is discussed on the IAG transfers to a grassroots club environment.

The general consensus of the group suggested a purpose focusing on insight and education. Emma proposed the development of a toolkit to support clubs and members in being more inclusive, including tools such as a self-audit. NH suggested this is a tangible outcome that could be achieved relatively quickly, and proposed collaboration with Wes at JUST Lincolnshire.

5. Election of officers was put off as JM will contact each member to discuss officer roles on a 1-1 basis.

6. JM then outlined the Equality Standard for Sport framework and the outcomes we will strive to achieve.

The group agreed that the IAG will support throughout the process, including on the development of an Equality Action Plan and through assessing current practices and policies.

7. NH then outlined safeguarding induction required for all involved in the LFA to meet standards required, outlining how the IAG has a safeguarding responsibility as an extension of the Lincolnshire Football Association.

8. AOB -JM then asked for thoughts on the meeting and what had been expected and has been achieved so far. Also expectations for future meetings and progress.

9. The date and time of next meeting was arranged which is on **Wednesday, the 13th of July from 6 to 8 pm at the LFA offices or virtually if required.**

Actions:

- Jordan to contact the group on a 1-to-1 basis to discuss any amendments to the Terms of References and capacity for officer positions.
- Group to send website profile to Jordan if not yet submitted
- Group to complete diversity survey if not yet complete
- Jordan to add group to Microsoft Teams to allow for remote engagement
- Jordan to share Safeguarding Induction Handbook