

Focus area 5:

EQUALITY, DIVERSITY & INCLUSION

Our 2024 Goal:

‘To champion equality and diversity throughout Manchester FA, with a focus on improving representation and inclusion within our communications, recruitment programme, volunteer workforce and participants throughout grassroots football, creating a game For All across Greater Manchester’

In June 2021 we will be renewing our preliminary status for the Equality Standard Framework for sport. We will be creating a sustainable platform for further Equality, Diversity & Inclusion (EDI) development over the next three years. Through the framework Manchester FA intend to address the discrepancy between the make-up of the local population and the participants within the grassroots game, create new entryways in to affiliated football for various minority communities and reach a greater audience for EDI based education in football.

We will increase our inclusive network across Greater Manchester, championing equality across the game by creating and maintaining relationships with community leaders, organisations and supporting charities. We will ensure everyone in Greater Manchester has opportunity to access safe, inclusive football regardless of race, ethnicity, disability, gender, gender expression or sexual orientation.

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GREATER
MANCHESTER
FOOTBALL

We will continue to highlight the benefits of football in fighting mental health difficulties and socio-economic issues, as well as ensuring we can tailor a football offer for all by raising awareness of adaptations to traditional formats. This will include training coaches to deal with the neuro-diversities of players or making leagues and clubs aware of the para-football pathway and we will commit fully to promoting and endorsing The FA's Grassroots code when published.

Manchester FA are committed to creating an environment 'For All', led by our Football Development Officer (For All) to oversee our inclusive football offer, liaise with our Inclusion Advisory Board and create a proactive and inclusive environment throughout the business. We will develop our board, our team, and participants across a wide range of EDI topics, reducing the need for reactive learning as part of discipline proceedings. Equality, Diversity, and Inclusion will underpin all areas of our operations.

Strategic Objectives:

- To deliver the actions and objectives of our Equality Action Plan as part of the Equality Standard Framework for Sport.
- Maximise the impact of Manchester FAs Inclusion Advisory Board to drive diversity and inclusion across participation, participants, education, and governance.
- Ensure Manchester FA policy and governance remain relevant within the ever-changing world of sport aligned to the FA Code of Governance standards.
- To provide community events throughout the football calendar, removing barriers to participation for individuals who might not have considered getting involved with traditional formats of football, across our focus areas; gender (& gender identity), race, sexual orientation and disability.
- To provide quarterly education and development opportunities across a broad range of EDI topics for staff, board, OGIM and grassroots participants.

Key Success Measures:

We will achieve the Intermediary Level of Equality Standard Framework for Sport ensuring inclusion is at the heart of Manchester FA governance.

Increase representation in race, gender, disability, and sexual orientation across players, coaches and referees.

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I felt confident in applying for a job at Manchester FA and found the recruitment process a pleasant, professional and fair experience

I never thought I could play football, but now I play every week

I feel included playing grassroots football in Manchester

Football really is 'For All' and everyone at Manchester FA makes that happen