

## OUR GAME IN MANCHESTER

>PLAY >VOLUNTEER >COACH >REFEREE

Manchester FA



### Equality, Diversity and Inclusion Strategy 2021-2024

The four strands of the strategy are as follows:

- Governance – the business policies, operating procedures and Board
- Participation – the formats of football available to everyone in Greater Manchester
- Participants – the individuals who take part in football
- Education – the training we undertake as staff and board and how we can best support learners in the game

#### GOVERNANCE

- Understand our footballers in Manchester with annual audits
- Review and update Manchester FA policy and procedure, specifically recruitment of staff and board members
- Manchester FA Board to reflect the strategic objectives Inclusion Advisory Board in their operation
  - Provide best practice to Manchester FA clubs & leagues
  - Build an inclusive network around Manchester FA

#### PARTICIPATION

- Raise awareness of non-traditional formats & recreational football
- Support football events designed to introduce underrepresented communities to the sport
- Create a para-football talent hub & support the future of para-football through Talent ID
- Gender equality in football across Greater Manchester with 4138 female players across all formats of the game
  - “What we don’t know?” Go and find out!

#### PARTICIPANTS

- Safeguarding will remain at the highest standard, be compliant with The FA’s safeguarding Operating Standard and extend to all vulnerable people across society
- Communications review to ensure diverse communications are being used effectively
- Host an informal forum for participants around Greater Manchester to share their potential barriers
- Create a role model campaign to showcase the availability of football to everyone across Greater Manchester

#### EDUCATION

- Equality, diversity and inclusion training made available to all staff & board
- Ensure the referee workforce is more reflective of the community in Greater Manchester
  - 30% of coaches will identify as female within female teams
- Equality, diversity and inclusion training available for Manchester FA clubs, leagues & teams