



Norfolk FA Diversity Statement

Board Composition

Census Data

The 2021 census data available (March 2024) from the Office of National Statistics reflects for Norfolk:

- A population of 916,120
- with a gender split of 51% female and 49% male, and
- being predominantly white (94.7%), with ethnic groups accounting for 48,969 (5.3%) of the population.

Additionally, the census reported that 17.8% of the population of England and Wales identify as having a disability. Within the districts of Norfolk, this ranges from 16.7% to 22%.

Statement of intent

The Board recognises that decision making is improved when the Board can draw upon and harness a diverse range of opinions. The Board is committed to ensuring that its makeup is reflective of the communities of Norfolk.

The Board is also mindful that, in addition to gender, ethnicity and disability, there are other protected characteristics, including sexual orientation, age and religion or belief.

Even when the Board composition is not reflective of the population of Norfolk, the Board is committed to listening to the voices of our communities and actively engaging for the benefit of football.

The targets below acknowledge the desire and commitment of the Board to improve and / or sustain the diversity and inclusion of its membership.

Intent	Target	Timescale
GENDER	To undertake all appropriate actions to ensure a minimum of 30% gender diversity of Board Members	July 2026
	For the gender split to be no more than 50% of any gender	July 2028
ETHNICITY	A minimum of 10% of Directors identifying as coming from a non-white ethnic group	July 2028
DISABILITY	A minimum of 20% of Directors identifying as having a disability / long term physical or mental health condition	July 2028