



OXFORDSHIRE FA INCLUSION ADVISORY GROUP



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WHAT EQUALITY, DIVERSITY AND INCLUSION MEANS TO THE FA



*FOOTBALL IS A GAME FOR ALL,
WHERE ANYONE CAN CHANGE THE WORLD.*

This is The FA's vision. Football is for everyone, and we're determined to break down barriers which get in the way of progress.

Collectively, football has the power to inspire future generations.

At The FA, equality, diversity, and inclusion means valuing and celebrating our differences. Nurturing the right working environment and culture means everyone thrives and can be themselves.

For the game, it means everyone's welcome, ensuring differences between us do not create barriers to getting into football and staying involved.

Differences can be something tangible like gender, race and ethnicity or less obvious differences like heritage, religion, sexual orientation, unseen disabilities, family or social status and age.

We believe embracing equality, diversity and inclusion makes us stronger, and better equipped to meet the challenges of the modern game. Despite our individual differences, one thing should never be different – the game is **FOR ALL**.

Lead the Change

Be the Change

Inspire the Change

WHY DOES EQUALITY, DIVERSITY, AND INCLUSION MATTER TO THE OXFORDSHIRE FA?



The population of Oxfordshire FA is approximately 586,000

Around 70% of the population are aged between 5 and 59 years old. The largest age group is 30–34-year-olds who account for just over 7% of the population, higher than the national average. 49.4% are male and 50.6% female

The largest ethnic group in the Oxfordshire FA area is 'White', making up approximately 85% of the population. The second largest group is 'Asian, Asian British or Asian Welsh' with approximately 7% of the population.

About 40% of the population covered by the Oxfordshire FA identify as having no religion, 47% identify as Christian, nearly 4% identify as Muslim and followers of Judaism, Sikhism, Buddhism and Hinduism make up less than 2%.

Just under 15% of the population covered by the Oxfordshire FA are disabled under the Equality Act.



OXFORDSHIRE FA FOOTBALL PARTICIPATION



1097 QUALIFIED COACHES*
(7.4% FEMALE)

415 REFEREES
(7% FEMALE)



**CLUBS &
LEAGUES**

**180
CLUBS**

**9
LEAGUES**

**17,576
MALE**

**3,646
FEMALE**

**237
DISABILITY**

**21,459
PLAYERS**



**1329
TEAMS**

**886
YOUTH**

**413
ADULT**

**29
DISABILITY**

Our aim is to be the most wholly-inclusive County FA in the country!

As the governing body of football in Oxfordshire, we recognise that we are at the forefront of promoting equality, diversity, and inclusion. We are committed to eliminating discrimination and encouraging equal opportunities.

We believe football is for all, therefore we must ensure there are no barriers to participation and involvement. We are responsible for setting the standards and values which should be applied throughout football.

Football is for everyone and should be enjoyed by all.

We were delighted to achieve the Foundation Level of the Equality Standard for Sport in May 2023 which has helped us build the foundations to drive equality, diversity, and inclusion as a priority over coming season.

The journey towards achieving the preliminary level of the standard has already started as we look to achieve this by early 2024.



WHAT IS THE INCLUSION ADVISORY GROUP (IAG)?



The IAG;

- Made up of people representing the local community
- Provides guidance and direction to engage with under-represented communities/ diverse groups in football
- Promotes equality, diversity, and inclusion in football
- Raises awareness of football opportunities to under-represented communities/ diverse backgrounds
- Educates with the aim to prevent/eradicate harassment and discrimination in football
- Commits, as part of Oxfordshire FA, to make football inclusive For All

The IAG forms part of the Oxfordshire FA Strategic and Operational Plan and will help us deliver our vision to make Football For All.

ROLE PROFILE, EXPECTATIONS AND EXPRESSION OF INTEREST FORM



ROLE PROFILE

Inclusion Advisory Group Member

(Please note the posts are available on a volunteer basis only)

The Group will report to:

Oxfordshire FA Board

Key Responsibilities:

- To identify key equality issues which impact upon inclusive participation in football.
- To use national and local insight to drive the creation and delivery of Oxfordshire FA Inclusion Action Plan.
- To offer independent advice and guidance on all matters relating to equality.
- To support the Oxfordshire FA to deliver key inclusion targets within the County FA business strategy and operational plans.
- Work collectively to build understanding and social cohesion between different communities, using football as a positive vehicle for change.
- To act as a champion of equality and anti-discrimination across football.
- To support the Oxfordshire FA in achieving further levels within the Equality Standard for Sport framework

We're looking for people with a wide range of skills and abilities, including:

- Ability to develop effective working relationships with colleagues and external partners at all levels.
- Ability to communicate effectively with a wide range of people from different backgrounds.
- Knowledge of Oxfordshire and the diverse communities that exist within the County.
- Ability to make decisions and influence change.
- Experience of working with diverse groups.
- Experience of developing project plans, ideally relating to equality, diversity and inclusion.
- Ability to work as part of a team.
- A clear passion to make football inclusive For All
- Understanding of key equality legislation.
- Understand how The FA and the Oxfordshire FA support grassroots football.

Please note, there is not an expectation for members to have knowledge, skills, or experience of all the above.

If you think you could have something to offer, we would like to hear from you!



IAG MEMBER EXPECTATIONS

- To always abide by the Oxfordshire FA volunteer safeguarding code of conduct which will be outlined upon appointment to the IAG.
- Be flexible and commit to attending up to six IAG meetings per year, with a mix of face-to-face and virtual.
- To put personal beliefs and feelings to one side and respect the views of others.
- Immediately report any safeguarding concerns to the Oxfordshire FA Designated Safeguarding Officer.
- Always demonstrate exemplary behaviour and conduct. This includes refraining from any behaviour that may cause offence to individuals or which may bring the Oxfordshire FA into disrepute.



EXPRESSION OF INTEREST FORM



This form can be completed online by clicking [here](#) or by scanning the QR code. Alternatively, the form below can be posted to:

Michael Thurlow
Football Development Manager
Oxfordshire Football Association
39 Wittas House, Avenue 4, Station Lane,
Witney, Oxfordshire, OX28 4BN

NAME:

ADDRESS:

EMAIL:

MOBILE:

POSTCODE:

WHAT IS YOUR CURRENT ROLE(S) IN FOOTBALL (IF ANY)?

TELL US ABOUT ANY ROLE(S) YOU'VE BEEN INVOLVED IN THAT HELP PROMOTE EQUALITY, DIVERSITY AND INCLUSION.*

WHY ARE YOU INTERESTED IN BEING PART OF THE OXFORDSHIRE FA INCLUSION ADVISORY GROUP (IAG)?



WHAT DO YOU THINK YOU CAN BRING TO THE GROUP?

[Empty text box for response]

IF YOU FEEL COMFORTABLE DOING SO, PLEASE SELECT THE PROTECTED CHARACTERISTICS BELOW THAT MEAN THE MOST TO YOU, (select all that apply)

AGE	PREGNANCY / MATERNITY LEAVE	RELIGION OR BELIEF
GENDER REASSIGNMENT	DISABILITY	SEX
MARRIAGE / CIVIL PARTNERSHIPS	RACE (INCLUDING COLOUR, NATIONALITY ETHNIC OR NATIONAL ORIGIN)	SEXUAL ORIENTATION

IF YOU FEEL COMFORTABLE DOING SO, PLEASE EXPLAIN WHY YOU'VE PICKED THE OPTIONS ABOVE.

[Empty text box for response]

OXFORDSHIRE FA EQUALITY POLICY



OXFORDSHIRE FA EQUALITY POLICY

The Oxfordshire Football Association are committed to promoting equality and diversity in all areas of our work.

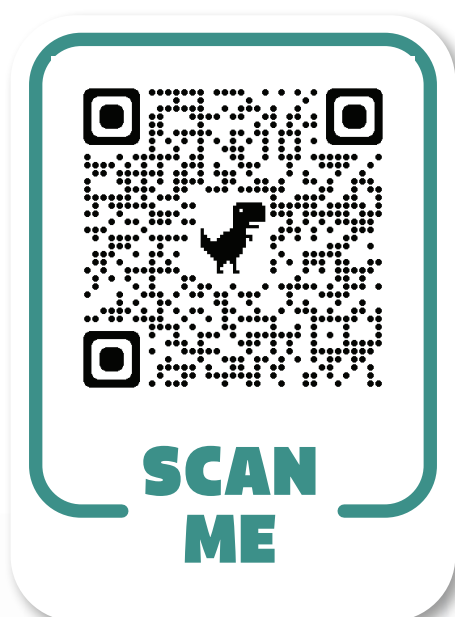
We will not accept any form of discrimination and will ensure all individuals and groups associated with our organisation are treated equally and fairly.

We will endeavour to eradicate discrimination in our county across all nine protected characteristics: Age, Disability, Sex, Religion and Belief, Race, Sexual Orientation, Gender Reassignment, Pregnancy and Maternity and Marriage and Civil Partnership.

This statement is applicable to all employees, volunteers, partner organisations and members of the football family who are involved with our organisation, at all levels.

We are committed to working in partnership with organisations throughout our county to support each other to eliminate discrimination in our game.

You can find further information on our commitment to Equality, Diversity, and Inclusion by scanning the QR code below





To register your interest, please complete the expression of interest form
and send by post to:

Football Development Manager
Oxfordshire Football Association
39 Wittas House,
Avenue 4,
Station Lane,
Witney,
Oxfordshire,
OX28 4BN

Alternatively, the form can be completed electronically and returned via
email to Michael Thurlow on development@oxfordshirefa.com

Please ensure envelope is marked with
Strictly Private & Confidential

www.oxfordshirefa.com

