

**Sheffield & Hallamshire County FA Board Statement:**

1. It is recognised that decision making is improved when a board is able to draw upon and harness a diverse range of opinions. Gender is an important aspect of diversity and therefore Sheffield & Hallamshire County Football Association will, in line with the FA Code of Governance, work towards ensuring that at least 30% of each gender sits on its Board.
2. The Office of National Statistics census data 2021 shows ethnic diversity and population sizes (%) across the Sheffield & Hallamshire County FA region. The County FA Board is committed to ensuring that its makeup reflects this diversity.
3. The Board is also mindful that gender and ethnicity are considered along with additional factors which could include but are not limited to age, disability, LGBTQ+ and socio-economic inclusion.

<b>Intent</b>	<b>Action</b>	<b>Responsibility</b>	<b>Timescale</b>
To increase gender diversity on the S&H CFA Board from the current (Sept 2023) 12.5% female to at least 30% female	Recruit at least two additional female Board members.	Chair	March 2024
To develop a culture of inclusion at the highest level and across the organisation.	To appoint an independent Board member to lead on equality, diversity and inclusion matters.	Chair	December 2023
To increase the ethnic diversity of S&H CFA Board to ensure that the Board is aligned to ONS Census 2021 data and representative of the communities it serves.	To ensure that the Board includes at least one Trustee from Asian or Black heritage.	Chair	December 2023
To align the age profile (average age) of the Board to mirror the average age of the general population who are eligible to join the Board (18+).	To reduce the average age of Board membership from the current 58 to 50	Chair	Ongoing
To align the sexual orientation and gender identity of Board members to ONS data 2021.	To ensure that the Board includes at least one Trustee who is not straight or heterosexual.	Chair	Ongoing
To ensure that the Board makeup is reflective of the population experiencing long term health or disability.	To ensure that the Board includes at least two Trustees who consider themselves to be disabled under the equality act or who have a long term physical or mental health condition.	Chair	Ongoing

*The Board Statement will be kept under review by the Inclusion Advisory Group.*