



## Surrey FA IAG Meeting Minutes – Draft v0.02

Monday 17th January 2022, 7:30pm – 8.35pm

via Teams Conference Call

**Present via Teams call (10)** : Riz Rehman(Chair), Graham Keable, Andrew Dickinson, Soye Briggs (IAG Vice-Chair and SFA Vice-Chair), Cigdem Turkan, Mac Alonge, John Wallis (Sec.), Eve Roberts, Josie Jones, Danny Fenner (Guest).

**Apologies (4)**: Kate Budd, Victor Olisa, Emma O’Connor, Sally Lockyer (CEO).

### 1- **Welcome and Introductions (Eve)**

- a. Brief introductions.
- b. Danny Fenner (Surrey Coach for EDI) joined the call to observe Surrey IAG.

### 2- **Approve last meetings minutes** (below) – Approved.

### 3- **Actions from previous minutes** – All actions completed. (John)

### 4- **Executive/SFA Update** (Andrew)

#### (a) General Update (Andrew)

As per news release on 16<sup>th</sup> Jan 2022 the following new Surrey FA Board of Trustees have been announced - SFA Chair – **Alex Warner** and into the new role of Senior Independent Director - **Yvonne Rees**. Biogs are on the SFA website. (both contributed to the SFA AGM conducted via Teams on 24<sup>th</sup> January 2022.

In addition, SFA has appointed a new Referee Development Officer – Craig Hicks. Craig previously worked at SFA as Coach Education Officer and is an EFL level 1 referee.

Congratulations to Cigdem for being accepted on the 2022 Sport Industry NextGen Leaders Programme.

The new 10 Year Strategic Plan is going through its final stages of socialisation with SFA stakeholders and will be formally launched shortly.

### 5- **Comms Update (Eve on behalf of Josh)**



Emily France has joined SFA as Marketing Assistant with a specific focus on digital and social media.

#### **6- Data Collection (Eve and Andrew)**

This item concerns the requirement to collect data for the Intermediate Equality Award. The intention is to use the FA's Whole Game System (WGS) data for five of the protected characteristics that need to be tracked. A discussion took place regarding the capture of U18s data and Josie asked "we able to obtain the data in a different cycle?". It is understood that there is a need to undertake the data capture between March and May.

#### **7- Equality Action Plan & Equality standard re-application next steps(Eve and Andrew)**

Eve has updated the Action Plan and this will be shared with the IAG. The IAG specific areas will be colour-coded and the hope is that an IAG member with expertise in the specific area will take ownership of that component.

Riz commented that "There needs to be an education piece to explain why the data is important and how it can be used to influence change." Josie agreed that a marketing approach should be adopted. Graham emphasised that club interaction is critical and that they will typically be better engaged if they know "What is in it for us ". Eve undertook to investigate if some incentives could be found to encourage more clubs to participate (and ensure the marcoms messaging is appropriately focused)

#### **8- Disability Confident Leader and Employer Status (Eve)**

Eve has obtained accreditation for the county as a Disability Confident Leader organisation and is now seeking Disability Employer Accreditation. She requires an independent sign-off for her submission and asked for assistance from the IAG membership. Josie offered to provide the required scrutiny and feedback.

#### **9- FvH Campaign (Eve)**

The annual activities for this campaign are scheduled to commence on Thursday. If you have any suggestions for activities or know of ones being planned in Surrey please inform Eve.

#### **10- Proposed Focus group structure ideas and thoughts (Eve).**

Eve outlined her proposal to create a Focus Group from Surrey communities to gather opinions, lived experiences and issues relating to their football involvement or lack of involvement. The aim would be to have the widest reach across all nine protected characteristics and geographically throughout the county.



A discussion took place as to how to draw out contributions and how to establish such a Focus Group. What structure would it take?; frequency of meetings; method of dialogue; strategic objectives etc. Further definition will be developed and IAG members are encouraged to be involved as they deem able, especially to aid contributions from areas where they have particular knowledge and expertise.

### 11- Website Updates.

General commentary of various items of Website content and an encouragement to celebrate the County's on-going achievements in the area of EDI – including Disability participation.

Attention was drawn to several “Good news stories” – incl. FA Level 1 Bursaries, new Wild Cat centres.

If there any changes required to IAG biographies please direct them to Emily France.

### 12- AOB

Danny Fenner introduced himself to the IAG. He is the Surrey Coach Development Officer and will be working with Helen Ogle to provide coaching support.

### 13- Proposed date for the next meeting.

Eve undertook to send out an electronic poll to identify a date, location and format for the next meeting. This will ideally be in approx. two months ie mid- March.

<b>ACTION</b>	<b>WHO</b>	<b>UPDATE PROGRESSES / TARGET DATE/WHEN</b>	<b>STATUS</b>
All IAG members to Review draft 10 Year Strategy Document and provide feedback to Sally.	<b>All</b>	<b>Complete</b>	<b>Complete</b>
Updated Equality Action Plan to be distributed to IAG members.	<b>Eve</b>	<b>Tbc</b>	<b>Ongoing</b>

These minutes are published on the Surrey FA website :

<https://www.surreyfa.com/about/rules-and-regulations/inclusion/inclusion-advisory-group>