**IAG Meeting Minutes**

Monday 23rd November, 2020, 7:30 pm via Conference Call Dial-In, Meeting ended at 8:35 pm

**Present/On the call :** Riz Rehman(Chair), Sally Lockyer (SFA CEO), John Wallis (Sec.), Mac Alonge, Cigdem Turkan, Soye Briggs, Josie Jones, Kate Budd, Graham Keable ,Emma O’Connor, James Chadwick, Borja Ibanez Valls, Emma Barnes.

**Apologies:** Kate Budd, Victor Olisa, Andrew Dickinson (on leave)

1. Welcome & Apologise **(Riz)**
	1. Riz opened the meeting.
	2. Apologises as listed above.
	3. Riz and James welcomed **Borja Ibanez-Valls** to the group. Borja, currently based in Spain is a Marketing and Communications Intern working for Surrey FA. He has extensive prior football experience including work with Seville.
2. **Minutes of previous meetings.** The minutes from the meeting on October 19th 2020 were agreed
3. **Surrey FA – Business Update -** Sally highlighted several recent developments in particular a new pilot initiative with ‘Women in Football’, led by their CEO Jane Purdon. Surrey FA will benefit by extensive support to promote Women and Girls football. This will include access to Leadership Courses, skills, CBT and various other options.

See: [www.womeninfootball.co.uk](http://www.womeninfootball.co.uk) for information about their organisation.

Surrey FA are developing specific pathways for all areas of football development, coaches, referees, volunteers etc. These will assist the county to respond to FA defined and negotiated key performance indicators (KPIs) that have been re-defined/targeted following the significant changes in 2020, such as the future centralised coach training initiative.

Following recent Government announcements grassroots football is permitted to return from Decemeber 2nd provided it is carried out in an approved organised manner. All precautions that were in place prior to the November English lockdown must still be maintained.

Sally also notified the group that Mike Gilham, Head of Participation and Development is leaving Surrey FA on December 10th. He is moving to St Mary’s University, Twickenham.

1. **Women and Girls Football** (Emma Barnes – Football Development Manager (Women & Girls Lead)

Emma provided an overview on behalf of the wider Education & Workforce team as well as specific Women & Girls Development items. In brief there are several new initiatives including work with Woking Tigers to promote Asian football, a ‘Kick Start’ project to aid 16-24 year olds specifically affected by COVID-19, continued expansion of Wild Cat sites, an inaugural coaches ‘Breakfast Club’ webinar.

Emma is working with Chloe Longdon on a ‘Participation Pathway’ for Women and Girls football and is open to IAG assistance. Two other projects were also mentioned including a previous ‘Women’s Innovation’ scheme linked to a successful prison involvement activity and a new proposed link to a Women’s refuge in Surrey Heath.

A brief general discussion took place to question how Surrey FA can get closer to grassroots clubs. Graham indicated that more face to face contact would be a real help. Josie added that the IAG would benefit from having exposure to the existing areas of activity/projects so that we could then offer of skills and expertise more effectively.

**ACTION**: Sally requested that Emma provide a matrix of key areas that Surrey FA are addressing with KPIs so that the IAG can be better utilised.

1. **Comms** – James Chadwick

James provided a comprehensive highlight of the recent Marketing and communications deliveries. These included items on Black History Month, a ‘Women in Football round table discussion, campaigns with ‘Rainbow Laces’ / Stonewall, Football v Homophobia in February 2021, links with Fulham Foundation for a Downs Syndrome project. This list is not exhaustive. Everything is visible on the Surrey FA website. Do check.

For series two of the podcast ‘Stoppage Time ‘ follow the link here : <https://open.spotify.com/show/1dmGUJleHXOGGpa23uRANV>

Follow this link : <https://www.surreyfa.com/about/rules-and-regulations/inclusion/inclusion-advisory-group> to find our photos and bio’s on the Surrey website and other IAG content.

Riz noted a need to ensure that due consideration is given to the language and phrases used when discussing Equality, Diversity and Inclusion (EDI) matters. Recent examples such as the comments by former FA Chairman Greg Clarke and the use of the abbreviation BAME highlight this issue.

Emma informed the group that the Disability League is planning to start in January 2021. Since the departure of Tamsyn, Disability Football at Surrey is being monitored by Mike Gillham, Sally and Dominic Belcher. Dominic is currently chasing Disability groups/teams for their affiliations which are normally received late in the process. There currently appears to be a drop off in affiliations.

1. Future dates for IAG meetings :- (**11th Jan, 8th Feb, 8th March, 12th April, 10th May, 2021**

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| **ACTION** | **WHO** | **BY WHEN** | **STATUS** |
| Engage/invite/co-ordinate IAG Members to contribute to the 2019 County operational review process  | **Sally , Riz, John** | Awaiting invite? | **??** |
| Emma to provide a matrix of key areas that Surrey FA are addressing with KPIs so that the IAG can be better utilised | **Emma Barnes** | **asap** | **WIP** |