



Easy  
Read

# Our plan to make football fairer

The FA's Equality, Diversity and Inclusion (EDI)  
Strategy 2024 to 2028



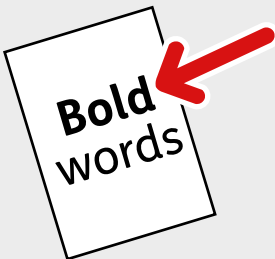
# Easy Read



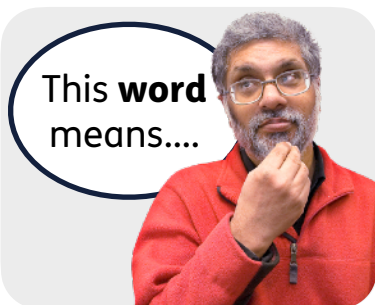
This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



This Easy Read booklet uses easier words and pictures. Some people may still want help to read it.



Some words are in **bold** - this means the writing is thicker and darker. These are important words in the booklet.



Sometimes if a bold word is hard to understand, we will explain what it means.



Blue and underlined words show links to websites and email addresses. You can click on these links on a computer.

# What is in this booklet

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# About this booklet



This is the Football Association's (FA) plan for **Equality, Diversity** and **Inclusion** (EDI) in football.



**Equality** means treating people fairly and making sure they have the same chances in life.



**Diversity** means people are not all the same. For example, people come from different backgrounds, make different choices or are good at different things.



**Inclusion** means everyone can take part, and everyone has a fair chance.





We know that we cannot control everything that happens in football.



But we are very focused on making football as fair as possible.



This plan will tell you how we want to do that.



We have done a lot of good work so far and learned a lot about making football fairer.



We want to do even more to make football fairer for everyone.

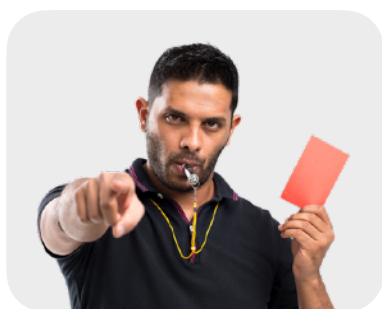
# What we have achieved from 2020 to 2024



We have done a lot of good work on EDI over the past 4 years, including:



- Increasing the number of people from different backgrounds who take part in FA coaching courses.



- Making a plan to hire more referees from different backgrounds.



- Setting up the Football Leadership Diversity Code - this is a report about the different backgrounds of leaders in football.

Over the past 4 years, we have also:



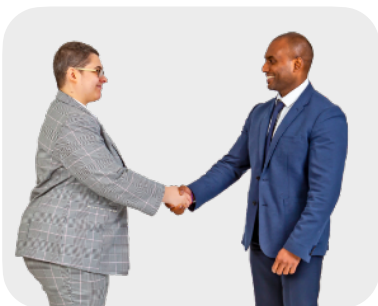
- Worked to help more girls to be able to play football at school.



- Supported **Rainbow Laces** - this helps to include people who are Lesbian, Gay, Bisexual, Trans and others to take part in football.



- Worked for the **Online Safety Act 2023** to be introduced - this is a law to keep people safe online.



- Set up a network of people from different backgrounds to support people to take part in football.



- Increased the number of women who are working at The FA.

Over the past 4 years, we have also:



- Increased the number of people working for the FA who are Black, Asian or another **ethnic minority**.

An **ethnic minority** is a small group of people of the same race in a place where most other people are a different race.



- Increased the number of people who are Black, Asian or other ethnic minority who are playing football.



- Talked to 1000s of fans through our Faith and Football events.



- Increased how much the news talks about women's football.

# What is happening right now



We have seen some good things happening in football, like:

- More people from Black, Asian, Mixed and other ethnic backgrounds playing football.



- More people coaching and refereeing who are women, Black, Asian, Mixed or from other ethnic backgrounds.



But we have also seen some bad things, like:

- Racist abuse in football going up by nearly 50%.



- Abuse against women and girls going up by nearly 50%.



We cannot ignore this, and we all need to work harder to make everyone feel safe and included in football.



We want to help more people to report abuse when it happens.



But we want to stop the things that make people abuse others in the first place.



# What we want to achieve by 2028



There are some important goals that we want to achieve by the end of 2028.

These are:



- Increase the number of players in non-professional football from different backgrounds.



- Increase the number of coaches and referees from different backgrounds at all levels of football.



- Make sure that all parts of the FA are working well with EDI, especially the County FA Network.

Our important goals are also to:



- Tell people about EDI and what they can do to help in all parts of football, in a way that works and people understand.



- Bring together leaders in professional football to work on the big EDI challenges.



- Carry on increasing the number of people from different backgrounds who work for The FA.

# How our EDI plan will work



To make our plan work, we have 3 main parts. These are:



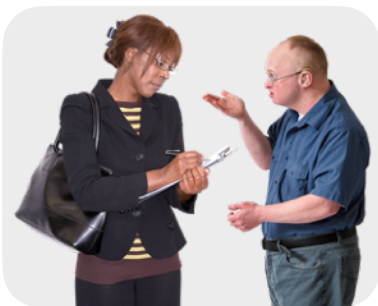
## 1. Boosting representation

This means helping more people from different backgrounds to take part in all parts of football.



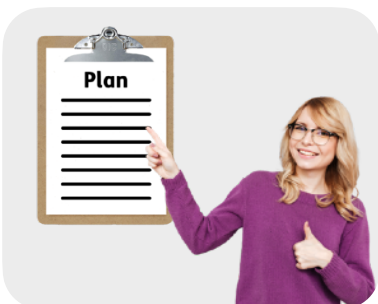
## 2. Driving inclusion

This means making everyone feel welcome to take part in football in any way they can.



## 3. Tackling discrimination

This means making sure that any unfairness is reported and dealt with.



We will tell you more about how we will work on each part of our plan below.

# 1. Boosting representation



To help more people from different backgrounds to take part in all parts of football, we will:



- Make sure that all County FAs have rules about how they will include people from different backgrounds.



- Expect County FAs to work harder on EDI.



- Share good examples of where people from different backgrounds have done well in all parts of football.

We will also:



- Make sure football's leadership has more people from different backgrounds, including the England teams.



- Make it a rule that football clubs must tell The FA about the backgrounds of the people who work for them.



- Increase the number of coaches and referees who are from backgrounds that have not been very involved in football in the past.



- Bring together the people who make decisions from the Premier League, Women's Professional League and English Football League.

## 2. Driving inclusion

To make sure everyone feels welcome to take part in football in any way they can, we will:



- Grow our Faith and Football series - this tells people about different religious dates and events.



- Train people in County FAs and improve our EDI network - this helps people working in EDI to talk to each other and share ideas.



- Run projects to stop unfairness towards women and support women to take part in all parts of football.



- Improve the way we run the Rainbow Laces project.



- Run **Respect** projects in all parts of football - this helps people to feel safe and included in football.



### 3. Tackling discrimination

To make sure that any unfairness is reported and dealt with, we will:



- Set up a fairness target for non-professional football clubs and County FAs.



- Do more on the **Enough is Enough** campaign - this tells people what will happen if they behave unfairly.



- Carry on working with the **Serious Misconduct Action Plan** - this is a clear way to report if something serious has happened to you.



- Work with the Football Supporters' Association to make sure football is fun for everyone.



- Set up a new campaign called **Flag It** to tell people how they can report something bad they see happening.

# How to tell us about unfairness



If you see something unfair, you must tell someone about it.



If you want to tell us about something that happened in professional football, please see this website:  
[www.thefa.com/inclusion-and-anti-discrimination/reporting-discrimination/the-professional-game](http://www.thefa.com/inclusion-and-anti-discrimination/reporting-discrimination/the-professional-game)



If you want to tell us about something that happened at Wembley Stadium or St George's Park, please see this website:  
[www.thefa.com/inclusion-and-anti-discrimination/reporting-discrimination/wembley-stadium-and-st-georges-park](http://www.thefa.com/inclusion-and-anti-discrimination/reporting-discrimination/wembley-stadium-and-st-georges-park)



If you want to tell us about something that happened in football that is not part of professional football, please see this website:  
[www.thefa.com/inclusion-and-anti-discrimination/reporting-discrimination/grassroots-game](http://www.thefa.com/inclusion-and-anti-discrimination/reporting-discrimination/grassroots-game)

# Find out more

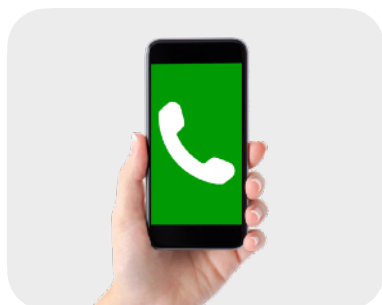


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