



A CALENDAR AND GUIDE TO EQUALITY, DIVERSITY AND INCLUSION IN GRASSROOTS FOOTBALL 2024-2025



INTRODUCTION

Across football, people from a range of backgrounds, cultures and communities take part in football in different ways. This could be playing, coaching, refereeing and volunteering to name a few. The diversity of these people is one of the best things about the beautiful game.

The FA, England Football and the County FA network are working to address under-representation in football and to ensure it is inclusive through the delivery of:

- [FA Strategy 2020-2024 Time For Change](#)
- [FA Grassroots Strategy Survive. Revive. Thrive](#)
- [FA Equality, diversity and inclusion strategy A Game For All](#)
- [FA Women's and Girl's strategy Inspiring Positive Change](#)
- [The FA's Code of Governance for County FA](#)
- [Football Leadership and Diversity Code \(Grassroots\)](#)

We hope this calendar and guide can help you with your understanding of equality, diversity and inclusion.

The FA will also be launching a number of new strategies and supporting documents across the 2024-25 season.

HOW TO USE THIS GUIDE AND CALENDAR?

The FA's calendar and guide to equality, diversity and inclusion (EDI) in grassroots football should be used to view the many ways in which football can bring people from all backgrounds, cultures and communities together. This is by no means a definitive list of all key celebrations, but it is a general guide to some of the EDI moments for awareness across the grassroots landscape. If you are involved in running the game, whether through a club, league or facility, we always recommend speaking directly to the people who may observe any one of the dates contained in this document to understand their personal preferences and perspectives and to continue to enhance knowledge sharing.



PROTECTED CHARACTERISTICS & FA RULES

EQUALITY ACT 2010

The Equality Act 2010 legally protects people from discrimination in the workplace and wider society. There are nine protected characteristics (see image right). The basic framework protects people from direct and indirect discrimination, harassment and victimisation regardless of whether the victim holds multiple characteristics or is perceived to have or is associated with someone who has a protected characteristic.

FA RULE E 3.2

An aggravated breach of FA Rule E3 is when a participant is charged with insulting, abusive or improper behaviour, or brings the game into disrepute, while also including a reference, whether express or implied, to any or more of the following: ethnic origin, colour, race, nationality, religion or belief, gender reassignment, sexual orientation or disability.

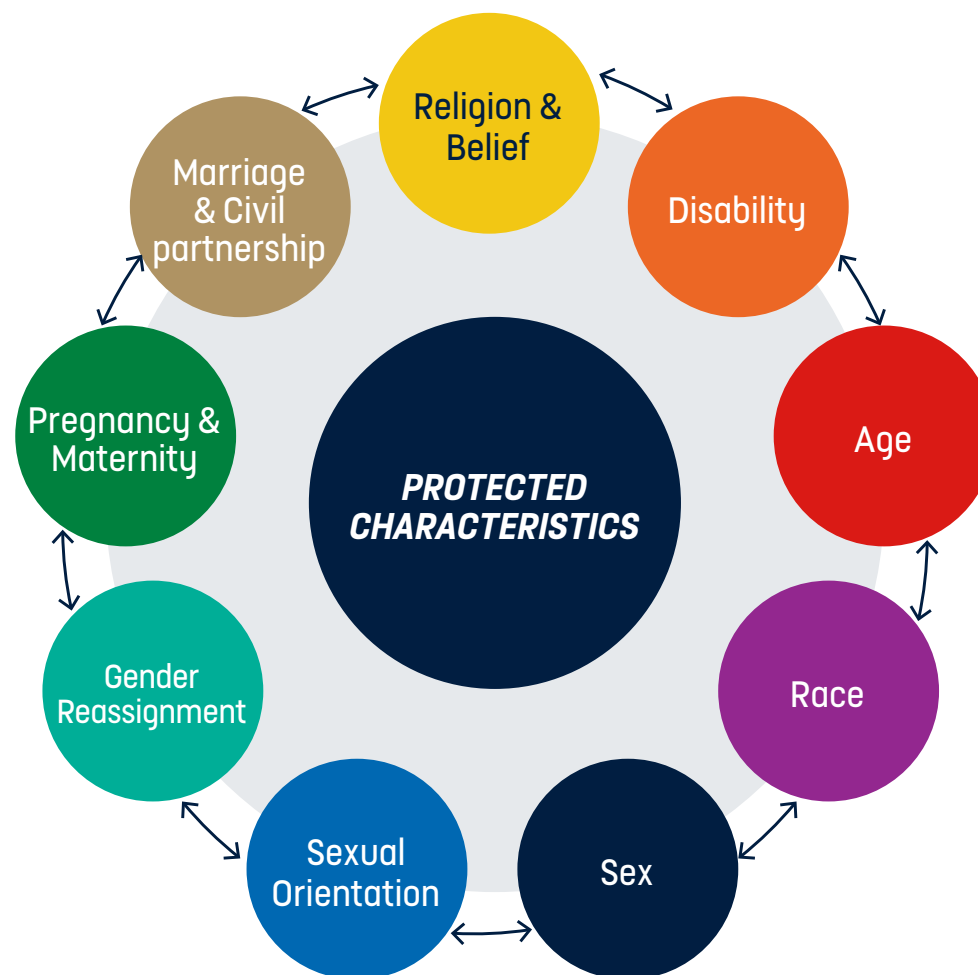
RULE B5 FOOTBALL AND RELIGIOUS OBSERVANCE

(a) A Participant cannot be compelled to play football on bona fide occasions where religious observance precludes such activity, save where the Participant:

- (i) has consented to do so on such occasions;
- or
- (ii) is registered as a player under written contract, which shall be taken as consent to play on such occasions unless otherwise provided for in the contract.

(b) Annually, when planning programmes, Competitions shall define and notify agreed dates of such occasions.

**E3(2) does not cover Pregnancy & Maternity/ Marriage & Civil partnership.*



EDI CALENDAR

August 2024 – January 2025

	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY
Religion and Belief	19/8: Raksha Bandhan (Hinduism)		3/10 - 4/10: Rosh Hashana (Judaism) 3/10 - 12/10: Navaratri (Hinduism) 12/10: Yom Kippur (Judaism) 17/10 – 25/10: Sukkot / Shemini Atzeret & Simchat Torah (Judaism)	Islamophobia awareness month (Islam) 1/11: Diwali (Sikhism & Hinduism) 15/11: Guru Nanak Jayanti (Sikhism)	26/12 - 2/1: Chanukah (Judaism) 25/12: Christmas Day (Christianity)	6/1: Birthday of Guru Gobind Singh (Sikhism)
Disability		6/9: Colour Blindness Day 23/9 - 29/9: International Week of the Deaf 23/9: International Day of Sign Languages	ADHD awareness month Dyslexia awareness month 6/10: World Cerebral Palsy Day 10/10: World Mental Health Day 10/10: World Sight Day		3/12: International Day of Persons with Disabilities	
Age	12/8: International Youth Day		1/10: International Day of Older Persons	15/11: Children in Need Day		
Race and Ethnicity	18/7 - 17/8: South Asian Heritage Month	East & South East Asian Heritage Month	Black History Month			29/1: Lunar New Year
Sexual Orientation				TBC: Rainbow Laces Campaign		
Sex, Gender Identity and Gender Reassignment			26/10: Intersex Awareness Day	November 20/11: Transgender day of Remembrance		

Some dates are provisional, based on the lunar calendar and/or sighting of the moon. The FA recognise that in the case of most of the faiths concerned there are various ways of spelling the same word. This is because of the range of languages (and alphabets) of the original terms. Some dates may also vary and the date of local celebrations may differ.

In this calendar we have only highlighted the six largest faiths in England by population and recognise there will be other faiths not mentioned. All Jewish Festivals start the night before the dates highlighted in this calendar.



EDI CALENDAR

February – July 2025

	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY
Religion or Belief	28/2 - 30/3: Ramadan (Islam)	5/3 – 19/4: Lent (Christianity) 14/3: Purim (Judaism) 14/3: Holi (Hinduism) 30/3-31/3: Eid Al-Fitr (Islam)	13/4 - 20/4 : Passover (Judaism) 14/4: Vaisakhi (Sikhism) 20/4: Orthodox Easter day (Christianity)	12/5: Vesak Day (Buddhism)	6/6 - 10/6: Eid al-Adha (Islam) 26/6 - 27/6: Islamic New Year (Islam)	
Disability		1/3: International Wheelchair Day	2/4: World Autism Day	5/5 - 11/5: Deaf Awareness Week 12/5 - 18/5: Mental Health Awareness Week		
Age		16/3: Young Carers Action Day		14/5: National Children's Day UK		27/7: World Day For Grandparent's and the Elderly
Race or Ethnicity		21/3: International Day for the Elimination of Racial Discrimination	Football Welcomes Refugees Month (Amnesty International UK)	21/5: World Day for Cultural Diversity	Gypsy, Roma & Traveller History Month 22/6: Windrush Day	
Sexual Orientation	Football v Homophobia Month of Action LGBT+ History Month				Pride Month	
Sex, Gender Identity and Gender Reassignment		8/3: International Women's Day 30/3: Mothering Sunday 31/3: International Trans Day of Visibility		17/5: International Day Against Homophobia, Transphobia and Biphobia	15/6: Father's Day	



RACE & ETHNICITY

KEY DATES TO CONSIDER

18 JUL - 17 AUG 2024

South Asian Heritage Month

Celebrating the history and achievements of British South Asians

OCT 2024

Black History Month

Celebrating Black history and the impact of Black heritage and culture on the UK

29 JAN 2025

Lunar New Year

A festival that celebrates the beginning of a new year on the traditional lunisolar Chinese calendar

21 MAR 2025

International Day for the Elimination of Racial Discrimination

Observing a theme of eliminating racial discrimination across the world

JUNE 2025

Gypsy, Roma & Traveller History Month

Through celebration education and awareness, Gypsy, Roma and Traveller History month helps to tackle prejudice, challenge myths and amplify the voices from the Gypsy, Roma and Traveller community

HAMPSHIRE COUNTY FA - LUNAR NEW YEAR MATCH

Hampshire FA invited two sets of players from the Chinese Community in the Southampton area to Stoneham Lane to participate in a Lunar New Year Event. Referee, Jason Lee, who is also of Chinese heritage was invited to officiate the fixture. The event was a great opportunity to celebrate Lunar new year with the local community and explore how the county FA can support the teams moving forward. The group has subsequently entered a Flexi league with Hampshire FA and some players from the teams have also taken their first steps into coaching and refereeing.



The event was facilitated by FA Community of Practice Ambassador (COP) and Community Champion Alan Lau who has extensive ties with the East and Southeast Asian (ESEA) Communities due to his work with the **Frank Soo** Foundation. The COP Ambassadors, community champions and key individual's from our communities can play a vital role in supporting the FA and county FA's in connecting people to the game.

In this case, it was Kenny Fong, who has been organising football sessions since 2022 for the recent Hong Kong

immigrants in the Southampton and Portsmouth area. He has gone on to receive the Hampshire FA Equality, Diversity and Inclusion Heroes Award 2024.

Frank Soo was the first person of Chinese heritage to play in the Football League, first person of colour to play for England and first Asian manager in Europe. 'The Frank Soo Foundation' was founded after the release of "The Wanderer: The Story of Frank Soo" by Susan Gardiner which aims to tell Frank's story and work with other ESEA organisations to help build community cohesion and support East or Southeast Asians engage with the game.

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER

- [Kick It Out](#)
- [Show Racism the Red Card](#)
- [South Asian Heritage Month](#)
- [Black History Month](#)
- [Football Unites Racism Divides](#)
- [The Frank Soo Foundation](#)
- [United Nations](#)
- [A Year 3 Update on our Asian Inclusion Strategy](#)



RACE & ETHNICITY – BLACK HISTORY MONTH

THE KENT FA HELD ITS FIRST EVER CELEBRATING DIVERSITY IN FOOTBALL CONFERENCE IN ASSOCIATION WITH BLACK HISTORY MONTH FOR COACHES AND THE FOOTBALL WORKFORCE ACROSS KENT.

The event aimed to promote a more inclusive and diverse footballing community across the County through empowering and inspiring the present and next generation of coaches, workforce, volunteers, players and officials.

The event, hosted by professional sports presenter and broadcaster Kweku Afari was made up of two exceptional panels, the first being one that discussed Back History Month and the current landscape of diversity in football with George Elokobi (Maidstone United FC Manager) and Craig Fagan (Maidstone United FC Assistant Manager). This coincided with their clubs best ever FA cup run which eventually saw the national league south side reach the fifth round of the FA cup.

The second panel comprised of Anwar Uddin MBE (Diversity & Inclusion Manager at The FA) and Troy Townsend (Head of Player Engagement at Kick It Out) who discussed both the challenges and opportunities in the game and how we can work together to truly make football for all and improve representation across the game.

The event concluded with a closing speech from Kent FA Chief Executive Darryl Haden, who said, "Hosting events like these are incredibly important in our journey to make the game free from discrimination. We must ensure that we continue to develop and provide opportunities for more diversity among our players, our referees, our coaches, and our club administrators as well as ensuring that we provide dedicated support to all of these stakeholders. We recognise that we have more to do within the Equality, Diversity, and Inclusion space – we are not perfect by any means, but it is important to take stock of what we have achieved, reflect and learn from those achievements to ensure that we keep driving our work in equality and diversity forward."



GENDER

KEY DATES TO CONSIDER

26 OCT 2024

Intersex Awareness Day

A day to highlight the human rights issues faced by intersex people.

NOV 2024

November

Raising awareness of men's mental health and wellbeing issues.

08 MAR 2025

International Women's Day

Commemorating the cultural, political and socioeconomic achievements of women.

30 MAR 2025

Mothering Sunday

A traditional day to honour mothers.

15 JUNE 2025

Father's Day

A traditional day to honour fathers.

FA & MUSLIM SPORTS FOUNDATION AND MUSLIMAH SPORTS ASSOCIATION COLLABORATE

St George's Park Futsal arena was the centre stage for a bespoke Muslim Female Coach Development Day in February. Over 100 females applied to attend the workshops, with 84 attending, focusing on how to coach, what to coach and let us coach. A day delivered with the coach developers in the FA Grassroots Coach Delivery Team alongside mentors, community champions and powerful female role models from the community. A sterling example of collaboration between FA colleagues, FA programmes, positive action, and national stakeholders. This was the first time Muslim Sports Foundation and Muslimah Sports Association collaborated in this space. So many of these women have gone back into their communities inspired by the day to do more leading and encouraging others to engage with the game.

Rachel Pavlou - FA Women's Development Manager-EDI, History & Heritage

"We were so proud to have worked in partnership with both Muslim Sports Foundation and Muslimah Sports Association to deliver this amazing opportunity. What is so special is the number of women that have gone on to do further football qualifications and/or join local female football coaching networks. They were truly inspired by each other, the role models who attended and our FA female staff."



GENDER – STILL WE ROAR

THE FA WELCOMED OVER 300 GUESTS TO WEMBLEY STADIUM FOR THE PRODUCTION OF 'STILL WE ROAR'.

The 40-minute theatre show told the inspirational story of three pioneering Black female players in the game, Kerry Davis, England women's first Black player; Hope Powell, England's first female and Black manager; and Mary Phillip, England women's first Black captain. Their paths have crossed many times, most notably at the Women's World Cup in Sweden in 1995, where the play is set.

The show was written by Naomi Denny and directed by Rasheka Christie-Carter, and it was followed by a live Q&A with Kerry, Hope and Mary who brought the play to life and shared insights into their illustrious careers. Keah Forino-Joseph The FA equality, diversity and inclusion officer and the driving force behind the event said: "With all the excitement of the World Cup over the summer and the Lionesses winning the EUROs in 2022, we felt it was important to learn some of the history of the women's game and to tell the stories of our pioneers who paved the way for the successes we see today."



KERRY DAVIS

82 England international appearances
Debut - 1982

HOPE POWELL CBE

66 England international appearances
Debut - 1983

MARY PHILLIP

65 international appearances
Debut - 1995



RELIGION AND BELIEF

KEY DATES TO CONSIDER

CHRISTIANITY

25 DEC 2024

Christmas Day

Held on the 25th of December commemorating the birth of Jesus Christ.

18 APR 2025

Good Friday

A holiday commemorating the crucifixion of Jesus Christ.

20 APR 2025

Easter Sunday

A date commemorating the resurrection of Jesus Christ.

21 APR 2025

Easter Monday

A religious observance of an angel meeting the women who arrived at Jesus's tomb.

ISLAM

28 FEB -
30 MAR 2025

Ramadan

Muslims around the world fast during daylight hours as well as praying, giving to charity and strengthening family ties.

Please see Ramadan guidance document.

31 MAR 2025

Eid-al-Fitr

Marking the end of a month of fasting and a time of celebration.

HINDUISM

1 NOV 2024

Diwali Deepavali & Bandi Chhor Divas

A celebration and festival including fireworks and lamps symbolically marking triumph of light over dark.

SIKHISM

6 JAN 2025

Birthday of Guru Gobind Singh

Marking the birth of the tenth Sikh leader to honour and remember a great warrior, poet, philosopher and spiritual master.

14 APR 2025

Vaisakhi

A spring festival celebrating the founding of the Sikh community.

BUDDHISM

12 MAY 2025

Vesak Day

Commemorates the birth, enlightenment and death of Siddhartha Gautama, who is commonly known as Buddha.

Find out more about a Buddhist festival celebrating the Buddha and doing the impossible

JUDAISM

12 OCT 2024

Yom Kippur

Meaning the Day of Atonement. It is celebrated ten days after Rosh Hashanah.

17 - 25
OCT 2024

Sukkot/Shmini Atzeret & Simchat Torah

Sukkot a Hebrew word meaning Booths or Huts refers to the Jewish festival of giving thanks to the fall of harvest.

3 - 4
OCT 2024

Rosh Hashana

The Jewish new year festival.

Jewish festivals start at nightfall the day prior.

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

Muslim Chaplains of sport

Maccabi GB

Hindu Forum of Europe

City Sikhs

The Carob Tree Project

Community Security Trust

Faith Forums 4 London

Ramadan Tent Project

Sports Chaplaincy

The Church of England

Nujum Sports

Football's ability to bring together people of all faiths, religions or beliefs is unrelenting. By ensuring all religions are covered by FA Rule B5, we aim to offer equal opportunities for all religions.

To find out more about FA Rule visit www.TheFA.com



RELIGION AND BELIEF – WEMBLEY STADIUM

OVER 200 GUESTS VISIT WEMBLEY TO CELEBRATE CHANUKAH

Wembley Stadium hosted a celebration of Chanukah in December, featuring an evening of talks, food and song to mark the big contribution of the Jewish community across football.

Hosted by Nicole Holliday, guests were welcomed by Chief Rabbi Ephraim Mirvis and FA Chair Debbie Hewitt for an event which offered the community an opportunity to come together against the backdrop of world events that have deeply affected the Jewish diaspora.

"It was such a privilege to welcome over 200 guests, to our first ever Chanukah celebration at Wembley Stadium and particularly to be joined by the Chief Rabbi Ephraim Mirvis, who lit the Menorah and shared his own funny but very powerful football stories as a young boy growing up and playing football," said Debbie Hewitt.

THE JEWISH COMMUNITY AND BRITISH FOOTBALL

Jewish people have a long connection to football in Britain, there are a number of Jewish footballers who have played in the professional game in the past few decades. Some recent noteworthy players have included: **Joe Jacobson** (former captain of Wycombe Wanderers) South African born **Dean Furman** (Played for Oldham Athletic, Doncaster Rovers, Carlisle United), **Joe Johnson** (Currently playing for Luton Town) and **Scott Kashket** (currently playing for Sutton United). **Alex Scott** (Arsenal, 140 appearances for England women and works as a commentator and pundit) has also spoken proudly of her Jewish Heritage.

Going slightly further back, Jewish players such as **David Pleat** (185 football league appearances, with managerial spells at Luton Town and Tottenham Hotspurs) and **Barry Silkmen** (340 appearances for clubs such as Crystal Palace and Leyton Orient) have had significant impact on British football.

Jewish people have a big presence in the grassroots game, due to restrictions such as Shabbat (not being able to play on a Saturday) and the regularity of festivals, Jewish people often choose to participate in Sunday football leagues, competing against each other on a weekly basis.

The above was an extract from a guide to the Jewish community in Britain, created in partnership between Maccabi GB and The FA. To view the document in its entirety please use the following link:

[Tackling Antisemitism in Sport | Maccabi GB](#)

To enquire about an Antisemitism in Football workshop, contact antisemitismsport@maccabigb.org



DISABILITY

KEY DATES TO CONSIDER

06 SEP 2024

Colour Blindness Day

Raising awareness that colour blindness affects 1 in 12 males and 1 in 200 females.

23 - 29
SEP 2024

International Week of the Deaf

An annual celebration of the Global Deaf community.

OCT 2024

Dyslexia Awareness month

Dyslexia Awareness month takes place globally and aims to amplify the message and raise awareness world-wide.

06 OCT 2024

World Cerebral Palsy Day

A day for people to celebrate and support those living with Cerebral Palsy.

10 OCT 2024

World Mental Health Day

A day to raise awareness of mental health issues and mobilise efforts in support of mental health.

10 OCT 2024

World Sight Day

Raise awareness to focus attention on the global issue of eye health.

03 DEC 2024

International Day of Persons with Disabilities

The day is about promoting the rights and well-being of persons with disabilities.

01 MAR 2025

International Wheelchair Day

Wheelchair users celebrate the positive impact a wheelchair has on their lives.

12 - 18
MAY 2025

Mental Health Awareness Week

A week to focus on achieve good mental health across the UK.

COMETS

A safe place for Disabled Children aged 5-11 to kick start their football journey.

Comets is a recreational, pan-disability football programme for disabled boys and girls aged between 5 and 11. Pan-disability is the largest format of disability football, which sees players with a broad range of impairments and health conditions play together.

Comets offers a new, flexible and inclusive way of playing, one that's all about playfulness, friendships and having fun. More than anything, Comets is football that breaks the old rules and replaces them with a brand new one: **JUST BE YOU.**

Comets is currently running at a range of locations across England, but more sessions are being added all the time.

To find out more visit <https://www.englandfootball.com/play/Disability-Football/Comets>

DISABILITY TRAINING & TOOLKIT FOR CLUBS: JOURNEY TO INCLUSION

Is your club ready to open its doors and welcome more disabled people? Perhaps you already have a disability offer in place and are looking to expand? Or maybe you're yet to offer disability football and are worried about how to do so? The good news is, we have everything you need! From promoting your offer and welcoming new players on their very first visit, to embedding disability in your club culture, both on and off the pitch.

It's time for change. Simply use our online toolkit or book onto one of our face-to-face workshops to join us in providing more football opportunities for disabled people.

To find out more visit <https://www.englandfootball.com/play/Disability-Football/Training>

To see Comets and disability Training for Clubs: Journey to Inclusion in action, watch this video <https://www.uefa.com/news-media/video/028c-1abac0f76363-47775b41bdae-1000--uefa-grassroots-awards-2024-best-disability-initiative/>



DISABILITY – MIDDLESEX FA DISABILITY COACH OF THE YEAR

COMMUNITY OF PRACTICE AMBASSADOR, MARY TRYPHONA

Hi I'm Mary a 51 year old UEFA C coach specialising in pan disability and a proud FA community of practice Ambassador.

My coaching journey began in October 2020 when I could not find a local girls' team for my daughter, however club Omonia Youth FC encouraged me to get my badges and start a team with them, so I did! The first two years I assisted our newly formed pan disability team and as the team grew so did my confidence and appetite for the game and by 2022 I took charge of the team.

Coaching Pan Disability children over last 2 seasons has been one of the most enjoyable periods of my life, I literally can't wait for each session and game we play. These children have a passion for the game which I am privileged to facilitate. They want to be there, want to learn and listen which as a coach is all you can ask for. When working with the group patience is key, I use flash cards and repeat activities 2 or 3 times and keep things simple as they will develop their skills and learn better this way. Seeing them achieve a skill, working as a pair and at times as a team makes everything worthwhile, the biggest buzz however is witnessing the growth in their confidence and all the fun they have. I have increased the participation level to 19 children with players from the ages of 8-18, with a mixture of boys and girls and we now play in a monthly friendly non-competitive league.

My local County FA Middlesex have been amazing with support, guidance, and they often provide us with opportunities to play and develop as a team and as a coach. I am often asked, how do you do it? My answer is always because I really do love it, they make me smile, laugh and at times cry. It can be challenging having players with various pan disabilities from ADD, ADHD, Autism, Dyspraxia in one sports hall but with the right planning, organisation and help anything is possible. My motivation is knowing these children all want to do one thing and that is to have fun playing football.

My advice to anyone working in pan disability is MAKE FOOTBALL FUN and that can be done in so many creative ways. The game needs coaches and volunteers who will have a massive impact on so many. In the Middlesex FA Region, there are only 547 registered participants in Pan disability football, lets grow that number and the number of volunteers and together we can make football for all.

Mary won the Disability coach of the year at the Middlesex FA grassroots awards 2023/24.



SEXUAL ORIENTATION & TRANS INCLUSION

KEY DATES TO CONSIDER

20 NOV 2024

Transgender day of remembrance
Remembering and honouring the lives trans and gender-diverse people reported murdered in the last 12 months.

FEB 2025

Football v Homophobia Month of Action
The month of action calls on football to tackle homophobia, biphobia and transphobia in the game.

LGBT+ History Month

A month long observation of LGBT history, increasing visibility and raising awareness of matters affecting the LGBT community.

31 MAR 2025

International Trans day of Visibility
A day to increase the visibility of trans people across all communities

17 MAY 2025

International Day Against Homophobia, Transphobia & Biphobia
Aiming to coordinate events that raise awareness of LGBT rights worldwide.

JUN 2025

Pride Month
Pride month is celebrated each year in the month of June to honour the 1969 Stonewall uprising in Manhattan.

FA MARCH AT BOTH LONDON PRIDE AND MANCHESTER PRIDE IN 2024

June is Pride Month, and each year it offers a time to celebrate LGBTQ+ communities as well as a moment to reflect on past struggles and the ongoing efforts required to achieve true equality in all walks of life.

The FA Pride Network Committee comes together all year round to make sure that the work they are doing to stamp out inequality, homophobia, bias and abuse within the game resonates throughout The FA and beyond. The network will be hosting regular coffee & catch up's at both Wembley and St. Georges Park along with four online all together sessions with external speakers and panels, to encourage discussion, debate and hear from the wider world in the LGBTQIA+ space, both connected to football and beyond.

The FA pride network together with FA colleagues have marched at London Pride for the last few years and done so again this June ahead of Manchester Pride in August which is a really important part of the network's ambition to make sure football truly is For All.

Reach out to the FA Pride network.



FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- [Football v Homophobia](#)
- [Stonewall](#)
- [GFSN](#)
- [Pride Sports](#)



SEXUAL ORIENTATION & TRANS INCLUSION

Football v Homophobia is now in its 15th year, tackling all forms of anti-LGBTIQ+ discrimination, delivering inclusive education and helping to build communities across the game. The campaign, run by Pride Sports UK, is needed more than ever - reports made to Kick It Out about discrimination in grassroots football relating to sexual orientation rose 58% in 2022/3.

FvH holds its annual Month of Action in February, which is also LGBT+ History Month, inviting leagues, clubs and fans to take a stand against hate and share the 'Football for Everyone' message. In 2023, a special discussion evening was held at the Houses of Parliament focusing on fan experiences and the escalation of online hate.

Outstanding achievements in LGBTIQ+ inclusion are celebrated each year at the FvH Awards, a major event in late February that recognises the hard work of County FAs and grassroots clubs, alongside other categories.

There is also a dedicated Week of Action in late March for Football v Transphobia, while in a major UK city each summer, FvH stages "Football Pride" which features a packed programme of queer football culture alongside valuable networking opportunities.



KEY DATES TO CONSIDER

12 AUG 2024

International Youth Day

A day to raise awareness of the need to ensure the engagement and participation of young people.

01 OCT 2024

International Day of Older Persons

This year the World Health Organisation has themed the day around Ageism through the ages.

15 NOV 2024

Children in Need Day

A day to raise money for young people experiencing disadvantage through poverty, disability, illness, distress, abuse, neglect, and behavioural or psychological difficulties.

16 MAR 2025

Young Carers Action Day

Organised by Carers Trust, it aims to raise awareness of young carers and the incredible contribution they make to their families and local communities.

14 MAY 2025

National Children's Day

The day is all about the importance of a healthy childhood.

ENGLAND PUT SPOTLIGHT ON DEMENTIA SYMPTOMS

As part of The Football Association and Alzheimer's Society's Support the Supporters campaign, for the sell-out international fixture against Belgium at Wembley the England squad returned to the pitch after half time with names missing from their shirts. Drawing attention to how people with dementia lose precious memories, even the names of their favourite football players.

With memory loss the most associated symptom of dementia, the dedicated International aimed to help every fan support their loved ones just as much as their team by increasing awareness of dementia symptoms and encouraging fans to seek diagnosis by downloading Alzheimer's Society's symptoms checklist.

Although dementia is the UK's biggest killer, too many people still think dementia is just a sign of normal ageing, unsure of the symptoms, and too afraid to visit their GP.

A diagnosis can allow families more time to plan for the future and unlock the door to treatment, care and support, so fans can continue to enjoy the beautiful game.



"We are always proud to have the fantastic support of the fans at games like today, but we hope today's game will encourage those watching to support their loved ones just as much as they support the England team."

Former England Manager,
Gareth Southgate OBE



AGE – YOUTH LEADERSHIP AND VOLUNTEERING

As the largest stakeholders in the grassroots game, we know young people between the ages of 14-24 are already leading in local football communities. Whether you aspire for a career in football, want to develop new skills, or want to help others to enjoy the game, find out how to get involved.

FA YOUTH COUNCIL

The FA National Youth Council has existed since January 2012. The team is made up of 15 youth leaders in various roles within football to ensure that all young people have meaningful and inclusive opportunities to develop themselves and positively influence the football community.

The FA National Youth Council believe that young people are not just the leaders of tomorrow; they possess the energy, skills and ideas to change football and the wider community for the better today. No decision about young people should be made without young people. The FANYC has representation on The FA Council and various sub-committees including Youth Participation, Football Development and The FA Inclusion Advisory Board.

COUNTY FA YOUTH COUNCILS

A County FA Youth Council is a team of young people, typically between the ages of 16 and 25, who are the voice of the youth for their respective counties. This is where the County FA involve young people in a meaningful way, allowing them to provide equal weight and value to their ideas and suggestions.

Please contact your County FA to find out about your local Youth Council and explore other great initiatives including the FA leadership academy and The FA regional youth Network.

<https://community.thefa.com/youth-leadership-volunteering/w> - Youth Leadership and Volunteering Hub

<https://www.Englandfootball.com/participate/volunteer> - England Football Volunteering



OPPORTUNITY - COACHING

'Stepping over the Sidelines' is a free local workshop, designed to build confidence amongst historically underrepresented groups to take the first step into coaching. It offers female and ethnically diverse audiences; including parents, guardians, helpers, assistants and young leaders, the opportunity to have a first look at how they could get involved in coaching football and addresses some of the pre-conceived ideas of what it means to be a football coach. The workshop, which is delivered in a friendly and relaxed environment, also gives a flavour of the next steps and opportunities for anyone who might like to consider getting involved, including the entry level EE Playmaker and Introduction to Coaching Football courses.

Previous insight has highlighted a barrier for females to getting involved in coaching football is their lack of football knowledge, no experience of playing the game or their perception that football is a man's game, so men make the best coaches. The perception of what coaching is at a grassroots level is very different to the reality, so Stepping over the Sidelines aims to break down some of those barriers and highlight to females and other underrepresented audiences that they already have many transferable skills and attributes required to be a brilliant coach.

Delivered online or face to face, the workshop aims to break down some of the barriers such as, "I have no playing or coaching experience" or "I don't know the rules" and looks at skills and attributes that individuals may already hold which can be transferable to coaching football. The workshop also aims to inspire underrepresented audiences by highlighting other positive role models who are influencing change within the game.

Stepping over the Sidelines workshops are primarily delivered by local County FA's and are the perfect opportunity for clubs to engage their parents and players to increase the diversity of their volunteer base.



OPPORTUNITY – REFEREEING

THE FA REFLECTIVE AND REPRESENTATIVE CAMPAIGN AIMS TO DIVERSIFYING THE REFEREEING PATHWAY

The FA is delivering targeted courses as part of ongoing efforts to diversify the refereeing pathway and to ensure the network of match officials at all levels of the game becomes better representative of the diversity we see on the pitch.

The Reflective and Representative campaign aims to recruit 1,000 people from Black, Asian and Mixed Heritage backgrounds over the next three years and forms part of The FA's wider refereeing strategy, **To Grow, Guide and Govern.**

In collaboration with the County FA network across the country, the 23/24 season seen targeted courses under the campaign delivered across a number of CFA's.

The referee course combines theory and practical training to support those who are taking their first steps into officiating. The course is designed to equip new referees with the key skills and knowledge needed to referee grassroots football matches safely and is aimed at people aged 14 and over who wish to referee mini football, 9v9 and 11v11 football.

The FA launched To Grow, Guide and Govern in July 2023, which makes a significant commitment to diversify the refereeing pathway over the next three years through the delivery of a greater number of courses, bursary schemes, and enhancing diversity in supporting roles within refereeing.

Since the launch of the strategy, 510 people have accessed a referee course via the bursary scheme, while multiple County FAs have hosted 'Get into Refereeing' events for over 250 people from historically underrepresented communities, showcasing the benefits of refereeing, delivering referee taster sessions, and highlighting the important role of parents and guardians for young referees.

If you're interested in accessing a referee course under The Reflective and Representative Campaign, contact your local County FA.



"We recognise that the refereeing workforce is not ethnically diverse, and we know that action is needed to rectify this. This is a strategic commitment for our organisation and it's clear from what we've seen on our courses so far, there is great appetite from people of all backgrounds to take up refereeing."

Raj Randhawa, The FA's Refereeing EDI Delivery Manager



REPORTING DISCRIMINATION

To ensure our national game is inclusive, we all have a responsibility to step up and blow the whistle on discrimination. Here's how:

THE GRASSROOTS GAME, DISABILITY GAME, WOMEN'S PYRAMID AND THE NATIONAL LEAGUE SYSTEM

IF YOU'VE BEEN THE VICTIM OF OR WITNESSED AN INCIDENT OF DISCRIMINATION:

Report it via The FA at Football.ForAll@TheFA.com

Report it to Kick It Out through their [online reporting form](#) or via their reporting app available on both [iOS](#) and [Android](#).

Alternatively, email Kick It Out at report@kickitout.org

For grassroots football - complete the online form you'll find [here](#), which also goes to the County FA. You can also contact the County FA directly.

A full list of County FAs and contact details can be found [here](#).

Please note: If the incident occurs outside 'organised' football (i.e. in competitions not affiliated to the County FA), the County FA can still advise on what your next steps should be).

REPORTING DISCRIMINATION ON SOCIAL MEDIA:

Whether it's in connection with professional or grassroots football, if you see a post on social media you believe is discriminatory, there are three ways to report it. These are:

By contacting the site on which the post exists – see more information below.

By reporting it to Kick It Out through [their online reporting](#) form or via their reporting app available on both [iOS](#) and [Android](#).

Alternatively, email Kick It Out at report@kickitout.org

By contacting the police, either:

- In person
- By calling the local police on 101
- By completing the online reporting form you'll find [here](#)
- By calling 999 if you are in an emergency





**ENGLAND
FOOTBALL**