



A CALENDAR AND GUIDE TO EQUALITY, DIVERSITY AND INCLUSION IN GRASSROOTS FOOTBALL 2023-2024



**ENGLAND
FOOTBALL**

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.

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.

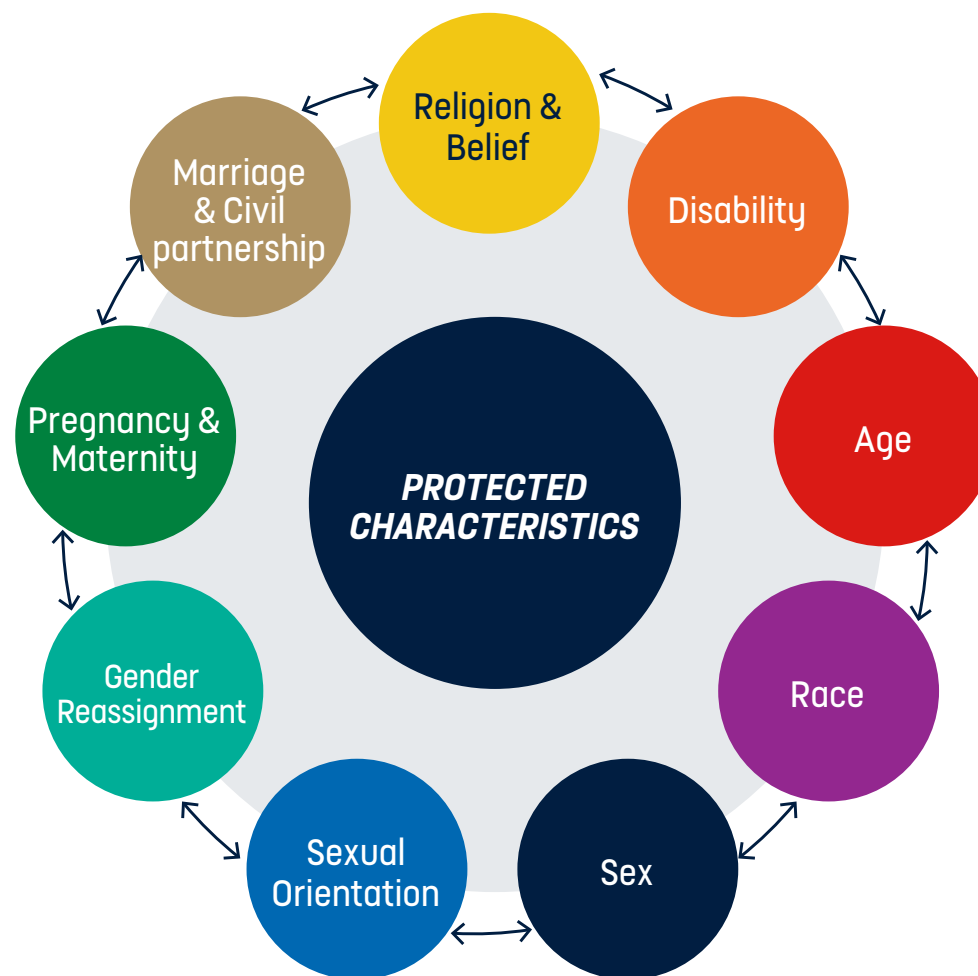
RULE B5 FOOTBALL AND RELIGIOUS OBSERVANCE

(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 2023 – January 2024

	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY
Religion and Belief	30/8: Raksha Bandhan (Hinduism)	25/9: Yom Kippur (Judaism) 30/9 - 8/10: Sukkot / Shmini Atzeret & Simchat Torah (Judaism) 16/9 - 17/9: Rosh Hashana (Judaism)	15/10 - 24/10: Navaratri (Hinduism)	Islamophobia awareness month (Islam) 12/11: Diwali (Sikhism & Hinduism) 27/11: Guru Nanak Jayanti (Sikhism)	8/12 - 15/12: Chanukah (Judaism) 25/12: Christmas Day (Christianity)	17/1: Birthday of Guru Gobind Singh (Sikhism)
Disability		6/9: Colour Blindness Day 18/9 - 24/9: International Week of the Deaf	ADHD awareness month 6/10: World Cerebral Palsy Day 10/10: World Mental Health Day 12/10: World Sight Day		3/12: International Day of Persons with Disabilities	
Age	12: International Youth Day		1/10: International Day of Older Persons	17/11: Children in Need Day		
Race and Ethnicity	18/7 - 17/8: South Asian Heritage Month		Black History Month			
Sexual Orientation				25/11 - 10/12: 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

January – June 2024

	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY
Religion or Belief	14/2 - 28/3: Lent (Christianity)	10/3 - 9/4: Ramadan (Islam) 24/3: Purim (Judaism)	10/4: Eid-al-Fitr (Islam) 13/4: Vaisakhi (Sikhism) 23/4 - 30/4 : Passover (Judaism)	5/5: Orthodox Easter day (Christianity) 23/5: Vesak Day (Buddhism)	16/6 - 20/6: Eid al-Adha (Islam)	6/7: Islamic New Year (Islam)
Disability		1/3: International Wheelchair Day	2/4: World Autism Day	6/5 - 12/5: Deaf Awareness Week 13/5 - 20/5: Mental Health Awareness Week		
Age		15/3: Young Carers Action Day		14/5: National Children Day		
Race or Ethnicity	10/2: Lunar New Year	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 10/3: Mothering Sunday 31/3: International Trans Day of Visibility		17/5: International Day Against Homophobia, Transphobia and Biphobia	16/6: Father's Day	



RACE & ETHNICITY

KEY DATES TO CONSIDER

18 JUL - 17 AUG 2023

South Asian Heritage Month
Celebrating the history and achievements of British South Asians

OCT 2023

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

10 FEB 2024

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

21 MAR 2024

International Day for the Elimination of Racial Discrimination
Observing a theme of eliminating racial discrimination across the world

JUNE 2024

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

FOOTBALL BLACK LIST CELEBRATES BLACK EXCELLENCE IN THE EAST MIDLANDS SUPPORTED BY THE FA

Inspirational talent from across the East Midlands were in attendance at the Football Black List Regional Celebration at the City Ground in Nottingham. Those awarded included a number of community role models, such as experienced referee and trailblazer Patsy Andrews, PFA youth advisor, Brent Freeman and the biggest multicultural club across Leicestershire – Leicester Nirvana.



Accompanying the awards ceremony, the evening enjoyed an intriguing panel discussion featuring prominent people from across the game.

Football Black List co-founder, Leon Mann MBE, said "The evening was a huge success. It brought together the Black community in the game in the East Midlands for a celebration that shone a light on the immense contributions to football from those of African and Caribbean heritage."

The Nottinghamshire, Derbyshire and Leicestershire and Rutland County FA's were well represented at the event. The coming together of these authorities with the Black community made for a truly powerful Football Black List event. Huge thanks to the Football Association and each County FA for their support – which made the event possible

The FA recognises and embraces the racial and ethnic diversity of those who participate in football, right from the senior England teams to grassroots football including volunteers and match officials. We want everyone to feel a part of the football family and within this, we recognise, embrace, and celebrate their diversity!

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER

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



RACE & ETHNICITY – WINDRUSH DAY 2023

OVER 350 GUESTS ATTENDED WEMBLEY STADIUM ON THE 22 JUNE, TO CELEBRATE THE 75TH ANNIVERSARY OF WINDRUSH.

It was on 22 June 1948 that HMT Empire Windrush sailed into Tilbury Docks carrying over 800 passengers from the Caribbean, to help rebuild post-war Britain.

The impact of the generations that followed on football and English sport in general has been seismic with players, coaches and match officials of Caribbean heritage writing their names into the game's history over the decades to create a lasting legacy.

And there was a number of those individuals present, with the likes of Sol Campbell, David James, Hope Powell, Mark Bright, Noel Blake, Kerry Davis and Wes Morgan all attending.

The event was hosted by Anne-Marie Batson, ironically the niece of Brendan Batson OBE who was one of those first Black players to break through in top-flight English football with Arsenal and West Bromwich Albion.

Coming into the event, guests could view a Windrush exhibition curated by the Black Cultural Archives before being treated to a performance from UK-based Caribbean band Kaiso.

Guests were then welcomed by FA CEO Mark Bullingham, before a pre-recorded video from FA Chair Debbie Hewitt MBE preceded the first speaker of the evening in Paul Elliott CBE.

Elliott, who was the first Black player to captain a Premier League club as well as being the FA's first chair of the Inclusion Advisory Board, then paid his own tribute to the Windrush generation.

Anne-Marie then hosted a panel discussion with guests and former England players Luther Blissett, Hope Powell and Jermain Defoe.

They all spoke about their experiences growing up in the UK with Caribbean heritage and their involvement in football from playing as youngsters right through to the professional game and ultimately representing England.



GENDER

KEY DATES TO CONSIDER

26 OCT 2023

Intersex Awareness Day

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

NOV 2023

Movember

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

08 MAR 2024

International Women's Day

Commemorating the cultural, political and socioeconomic achievements of women.

10 MAR 2024

Mothering Sunday

A traditional day to honour mothers.

16 JUNE 2024

Father's Day

A traditional day to honour fathers.

ON INTERNATIONAL WOMEN'S DAY, SURREY FA HELD A Q&A AND NETWORKING EVENT WITH SPECIAL GUEST SPEAKERS.

The event gave attendees the opportunity to network with players, referees, coaches and volunteers from across the female game in Surrey, before two diverse guest panels discussed their eclectic experiences.

Each panel was hosted exceptionally by members of the Surrey FA Youth Forum. The first consisted of Alice Kempster, FA National Development Manager, Carol Bates, Founder of Crawley Old Girls and Sabiha Jamal, Head of Football at Goals4Girls.

They each discussed how they became involved in football, the struggles and lack of opportunities they have faced throughout their individual careers, whilst highlighting the positive steps the women and girls' game has taken in such a short period of time.

Through our FA Women's and Girls' strategy – Inspiring Positive Change, we want to ensure there is access and opportunity for every girl & woman to play, coach, spectate, officiate, manage or administer if they so wish.

Alice Kempster spoke about the National FA Strategy and the future for female football across all levels, taking inspiration from other countries on how we can change the perception and give women and girls the choice of different playing opportunities.

The panel also discussed the importance of giving women a voice within football and offering them a sustainable pathway from playing to coaching, refereeing, or volunteering.



FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- [FA Women's and Girl's Strategy – Inspiring Positive Change](#)
- [Women in Football](#)
- [FA Weetabix Wildcats](#)
- [Movember](#)
- [International Women's Day](#)



GENDER – LET GIRLS PLAY

OVER 285,000 GIRLS TAKE PART IN 'BIGGEST EVER FOOTBALL SESSION'

A record 285,000 girls from schools across England took part in the FA and Barclays' Let Girls Play Biggest Ever Football Session.

On the day the Prime Minister announced that every girl in England is set to be given equal access to football and school sport as part of an all-sports pledge, meeting one of the FA's key strategic objectives, the event was a massive success.

Last year, 90,000 girls took part in the inaugural Biggest Ever Football Session, and after an incredible year for women's football, with England winning UEFA Women's EURO 2022, the momentous occasion and efforts of the team have now delivered a true long-lasting societal change.

From Northumberland to Cornwall, sessions took place all over the country to signify the importance of unlocking equal opportunities for girls to play football in their schools and communities.

A record number of primary and secondary schools came together to deliver the Biggest Ever Football Session and highlight the demand for girls' football, showcasing just how important the announcement by the Government is on new standards for equal access to sports.

Sue Campbell, the FA's director of women's football, said: "The record number of girls taking part in our Let Girls Play Biggest Ever Football Session this year is simply remarkable. We have tripled the number of girls taking part compared to last year, which just shows the increased demand for girls to play football. Barclays investment into the Girls' Football School Partnerships has been integral in supporting our ambition to get more girls playing football.



RELIGION AND BELIEF

KEY DATES TO CONSIDER

CHRISTIANITY

25 DEC 2023

Christmas Day

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

29 MAR 2024

Good Friday

A holiday commemorating the crucifixion of Jesus Christ.

31 MAR 2024

Easter Sunday

A date commemorating the resurrection of Jesus Christ.

1 APR 2024

Easter Monday

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

ISLAM

10 MAR -
09 APR 2024

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.

10 APR 2024

Eid-al-Fitr

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

HINDUISM

12 NOV 2023

Diwali Deepavali & Bandi Chhor Divas

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

SIKHISM

17 JAN 2024

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.

13 APR 2024

Vaisakhi

A spring festival celebrating the founding of the Sikh community.

BUDDHISM

23 MAY 2024

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

25 SEP 2023

Yom Kippur

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

30 SEP -
08 OCT 2023

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.

16-17
SEP 2023

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

WEMBLEY PLAYED HOST TO AN OPEN IFTAR FOR RAMADAN AND VAISAKHI CELEBRATION

To celebrate the religious festivals of Ramadan and Vaisakhi in 2023, we were pleased to welcome over 1600 people to Wembley Stadium in April as part of our Faith and Football series which connected stakeholders across the game to football via their faith.

First up on Saturday 15 April, we hosted an Open Iftar to follow on from last year's successful event at the stadium.

Partnering with Ramadan Tent Project, Iftar is the meal prepared and offered to Muslims observing Ramadan when breaking their fast.

Two days later on Monday 17 April, we celebrated the Sikh festival of Vaisakhi which marks the creation of the Khalsa. This was also observed within the Stadium bowl with Qi Rattan performing religious hymns and the prayer of Chaupai Sahib and Ardaas, delivered by representatives from Sri Guru Singh Sabha Southall Gurdwara.

Wembley's arch was again lit in the orange colour of the Khalsa and guests from across the country revelled in the FA's first Vaisakhi event held at the stadium.



DISABILITY

KEY DATES TO CONSIDER

06 SEP 2023

Colour Blindness Day

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

18-24 SEP 2023

International Week of the Deaf

An annual celebration of the Global Deaf community.

06 OCT 2023

World Cerebral Palsy Day

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

10 OCT 2023

World Mental Health Day

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

12 OCT 2023

World Sight Day

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

03 DEC 2023

International Day of Persons with Disabilities

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

01 MAR 2024

International Wheelchair Day

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

13-20 MAY 2024

Mental Health Awareness Week

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

ESSEX COUNTY FA, MILLY MORGAN - DISABILITY ROADSHOW CPD

There has been a huge demand for disability specific coaching CPD when talking to mainstream clubs who wanted to start a session, the barriers were always coaches. Clubs were struggling to find coaches with a confidence and understanding for disability football.



Working with the coach education department and members from the disability football club community, we developed the Disability Roadshow. A CPD resource specific to disability, offering classroom and practical support to coaches. This included examples of best practice from our clubs who already had great disability offers.

THE IMPACT

We are running this across the season through multiple events, delivering on whatever areas people want. So far, we have offered 'getting into disability football' and 'adapting sessions and coaching ideas'. Upcoming sessions include 'supporting Neuro-Diverse Players with mainstream football' and 'On the Pitch: How to include Neurodiverse Children'

We have seen over 30 people attend these sessions so far which we hope to increase and also started new disability provisions off the back of this initiative.

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- [Level Playing Field](#)
- [Wheelchair FA](#)
- [Activity Alliance](#)
- [Heads Up](#)
- [Referee Mental Health Champions](#)
- [Referee Mental Health Guidance](#)
- [Alzheimer's Society](#)
- [FA Disability Dispensation Policy](#)



DISABILITY – THE FA DISABILITY CUP

The 2023 FA Disability Cup saw some of the best para footballers in the country compete in six finals across two days at St. George's Park, with all matches being shown live on BT Sport and streamed for free on YouTube.

Day one, on Saturday 24 June, involved the Partially Sighted Cup Final, Amputee Cup Final and Blind Cup Final, before Sunday hosted the Cerebral Palsy Cup Final, Powerchair Cup Final and Deaf Cup Final across different spaces at the venue.

FA CEO, Mark Bullingham and Chair, Debbie Hewitt were on hand along with FA staff to meet the teams and give out winners' and runners up trophies and medals after each game.

Sky Sports News were onsite for the whole weekend, covering all of the matches and post-match interviews with players and coaches.

Alongside the action on the pitch, this year's FA Disability Cup welcomed fans into an experience area, allowing them to get involved and try out the different formats on show across the weekend.

Check out the '[in the box](#)' podcast where we talk about the support that is forthcoming for grassroots clubs and the FA Disability Cup.



SEXUAL ORIENTATION

KEY DATES TO CONSIDER

25 NOV - 10 DEC 2023

Rainbow Laces

A celebration of the impact that sports has on LGBTQ+ people, and the impact LGBTQ+ people have on sport.

FEB 2024

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.

17 MAR 2024

International Day Against Homophobia, Transphobia & Biphobia

Aiming to coordinate events that raise awareness of LGBT rights worldwide.

JUN 2024

Pride Month

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

LINCOLNSHIRE FA'S FOOTBALL V HOMOPHOBIA MONTH OF ACTION

In February Lincolnshire FA engaged with Football v Homophobia, including holding two LGBTQ+ Inclusion Workshops (with 30 attendees across the two), collaborated with Lincoln City FC to hold a dedicated FvH game in front of over 9,900 people, and delivered a FvH event – including a mixed gender tournament and a panel Q&A in front of over 80 people, with guest speakers Lou Englefield (Pride Sports), Billy Bingham (Astra Partners – Agent of Jake Daniels) and Graeme Smith (Foxes Pride). Lincolnshire FA also ran a social media campaign, including highlighting the prevalence of discrimination in Lincolnshire and how to report these incidents.

The FA is committed to creating an inclusive game where all LGBTQ+ people are welcome and accepted. Whether it be through Rainbow Laces or celebrating LGBT History month, we aim to increase the visibility of LGBTQ+ people, their history and lived experiences as well as advancing education through our partnership with Stonewall.



FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

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



SEXUAL ORIENTATION – FA MARCH AT LONDON PRIDE 2023

FA MARCH AT LONDON PRIDE 2023

On Saturday 1 July 2023, The FA joined over 30,000 individuals from hundreds of organisations in the Pride March through London. We were delighted that our full allocation of 50 places were taken - with a waiting list - by employees across the organisation, representing most FA divisions and teams.

CHARIS PARKIN – EDUCATION DEVELOPMENT COORDINATOR, FA EDUCATION

Part of Pride is knowing and understanding that unfortunately, not everyone is that fortunate. Pride is about celebrating and remembering the past that got us to where we are today, while also striving for continuous progressive change and raising awareness for LGBTQ+ issues that are still prevalent globally today. It's a party and a protest all in one!

London Pride in 2024 will take place on June 29th.



KEY DATES TO CONSIDER

12 AUG 2023

International Youth Day

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

01 OCT 2023

International Day of Older Persons

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

17 NOV 2023

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.

15 MAR 2024

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 2024

National Children's Day

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

Dates in grey colour are moments from the past

"Football is available to everybody regardless of background and safeguarding is everyone's responsibility"

The FA Safeguarding Team

NEURO WALKING FOOTBALL WITH WORCESTERSHIRE COUNTY FA

This aims to engage Men and Women (50+) in walking football, catering specifically for those diagnosed with a neurological condition such as Parkinson's Disease or those recovering from a stroke, etc. The sessions occur every week on a Wednesday morning for 2 hours, using a blend of physical activity and post-session refreshments used for social interaction. Participant rates have increased from 4 when it was established in January 2022, to 21 participants in January 2023, it is now a community club, with 2 teams, both of whom competed in the Cure Parkinson's Cup at St Georges Park with our 1st team reaching the semi-finals. When sessions first took place, there was a significant need to expand sport and exercise provisions for those with Parkinson's. The Walking FA had started a few initiatives that were targeted towards this specific community, so the WFA and University of Worcester partnered to deliver these sessions.

IMPACT

All players are now in regular attendance every week paying monthly subs to ensure sustainability, the club is looking at becoming accredited as well as partnering with Worcester City Women. The club is also registered as pan-disability (reduced mobility and slowness) and we are in the process of registering and assigning players to the team. Some of the more personal impacts upon our players are expressed in the following quotes.



'With the symptoms, I don't even think about it (Parkinson's) when I am playing, I just have fun'

Mike B

'I think I have always been confident around other people, perhaps its diminishing a little now as Parkinson's is getting a bit more intense on me, but through this I am gaining more friends, who are great'

John T

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- [Age UK](#)
- [Sporting Memories](#)
- [Youth Sport Trust](#)
- [The FA](#)
- [National Young Referee Dev Team](#)



AGE – THE COUNTY FA YOUTH COUNCIL

County FA's across the country are providing opportunities for young people to be part of and drive their work moving forward. This provides invaluable experience and a great chance to develop your network. Contact your local county FA for more information, below is some information about the London FA Youth Council.

The London FA youth council is about providing a voice for young people across the county, whilst providing experiences and personal development opportunities which will benefit their future careers.

The youth council is made up of young people between the ages of 16 and 24, who passionately involve themselves within the grassroots football community, whether that is as a player, coach, referee, volunteer or fan.

Being a member of the youth council also provides opportunities to support the County FA. Examples include helping out at our County Cup finals, running workshops and helping to run the London FA's social media.

ROLE OF THE LONDON FA YOUTH COUNCIL

- Youth Strategy – To support the London FA with their strategy on youth football, and help grow young people's participation in the game;
- Youth Representation – To provide a voice for young people on football in London and influence London FA decision making;
- Youth Volunteers – To lead initiatives that benefit young people in football across London, encourage youth volunteering and to support London FA events/ programmes.
- Youth Development – To support the upskilling of young people to enhance the future football workforce.



TRANS INCLUSION

KEY DATES TO CONSIDER

20 NOV 2023

Transgender Day of Remembrance

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

FEB 2024

LGBT History Month

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

24-31 MAR 2024

Football v Transphobia Week of Action

Highlighting the positive contribution trans people are making to football and showing how everyone involved in the game can be active allies to trans and non-binary people and support their inclusion.

31 MAR 2024

International Trans Day of Visibility

A day to increase the visibility of trans people across all communities.

17 MAY 2024

International Day Against Homophobia, Transphobia & Biphobia

Aiming to coordinate events that raise awareness of LGBT rights worldwide.

IN PRACTICE WITH FOOTBALL v TRANSPHOBIA

The Football v Transphobia campaign and Week Of Action raises awareness of trans discrimination.

For more information including best practice guidance and Football V transphobia factsheets visit: www.footballvhomophobia.com/fvt

At The FA we are passionate about celebrating and supporting the diversity of our national game. Our transgender policy has enabled many positive outcomes for people who wish to enjoy and play football either in their affirmed gender or in a safe and inclusive environment. This important subject is complex and is constantly evolving, and as a result, like many other national governing bodies in sport, we are currently reviewing our transgender policy for English football

The FA Policy on Trans People in Football



FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- [Gendered Intelligence](#)
- [Football v Transphobia](#)
- [Pride Sports](#)



TRANS INCLUSION – TRUK UNITED FC (HISTORY MAKERS)

TRUK United FC were formed in January 2021 with the aim of connecting the community, supporting TRUK Radio Listeners and making football a more inclusive sport. The team play in Charity and Friendly matches as well as entering tournaments and cup competitions around the UK and beyond. TRUK United FC are a fully inclusive team open to everyone however depending on their opponents' certain restrictions may apply. TRUK United FC were formed by Trans Radio UK with the aim of raising funds for TRUK Listens.

TRUK UNITED FC GOALS

- Provide safe, fun and inclusive football.
- Respect our teammates, opponents and officials.
- Raise money for TRUK Listens and other charities.
- Raise awareness of LGBTQ+ issues.

TRUK UNITED FC ACHIEVEMENTS TO DATE

- LGBT Sports Team of the Year 2022
- Football V Homophobia Grassroots team of the year 2022
- Big Issue top 100 Gamechanger 2023
- Over 100 players have played for TRUK
- In 2022 TRUK fielded the first team in the world solely of Transgender Women
- In 2023 TRUK fielded the first team in the world solely of Trans Masculine People
- For more information on TRUK and how you can support or get involved contact: trukunitedfc.com



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**