



EQUALITY &

DIVERSITY

AUDIT

REPORT 2021

PAWB
EVERYONE



OUR FOOTBALL FAMILY: EQUALITY & DIVERSITY AUDIT REPORT 2021

INTRODUCTION

At the FAW we want to establish a football family that is representative of the communities across Wales and an environment where everyone feels welcome, valued and treated fairly. We want those participating in the game to excel and be the best version of themselves regardless of their gender, ethnicity, national origin, sexual orientation, religion or belief, culture, disability, background or life experiences.

During the past year, we have significantly improved our practices, policies and procedures. We have set ourselves some challenging targets to reach by 2026 for our football family. These targets make our ambitions clear, enable us to measure our progress and hold ourselves to account.

Our objective is for football to be as diverse and inclusive as possible. Our football family data forms part of the equality information that we use to help us meet our duty to eliminate discrimination and harassment, promote equality of opportunities and foster good relations between different groups throughout football in Wales.

Through our equality & diversity monitoring, we continue to demonstrate our commitment to understanding, valuing and incorporating differences, to ensure an environment that is fair, equitable and inclusive for all.

By using a data-driven approach, we are grounding this report in the current reality and setting a benchmark from which to set targets and measure future progress in our sport.

This report has been reported to The FAW senior management team, Board and Council.

We are committed to creating an inclusive environment where people are able to be themselves where their differences are recognised and contributions are valued.

We intend to be open and transparent with the current representation in our football family and the following report highlights the current membership in Wales to enable us to identify areas of under-representation, which will inform our decision making and approach to our programmes and initiatives to aid us in developing a diverse and skilled football family.

Data included in *Our football family report* has been compiled using information from our COMET system in addition to data from an audit survey sent to every member of the FAW which was conducted in August 2021.

PAWNB

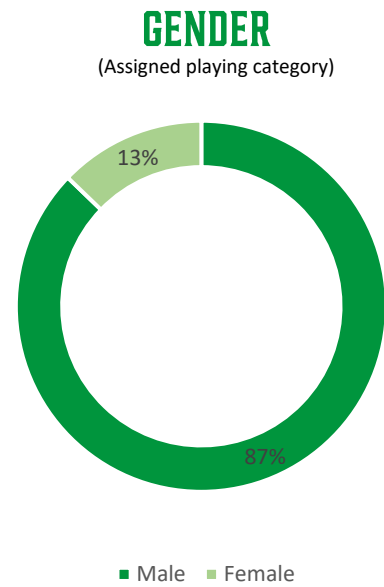
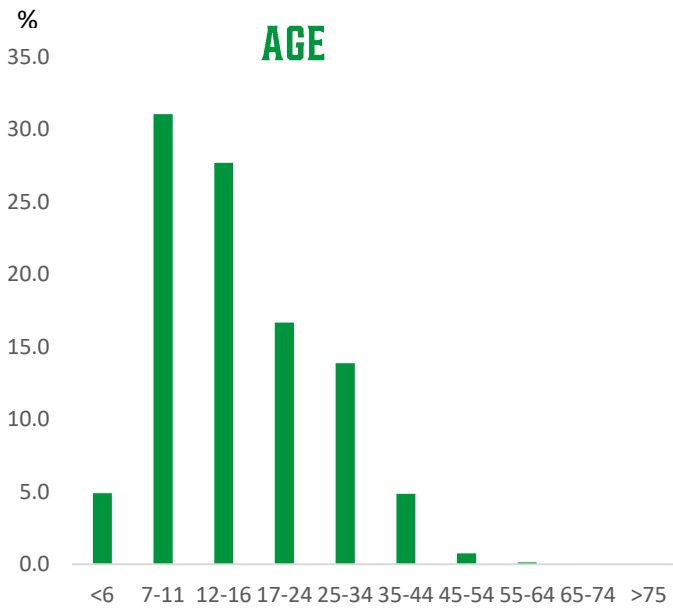


OUR FOOTBALL FAMILY

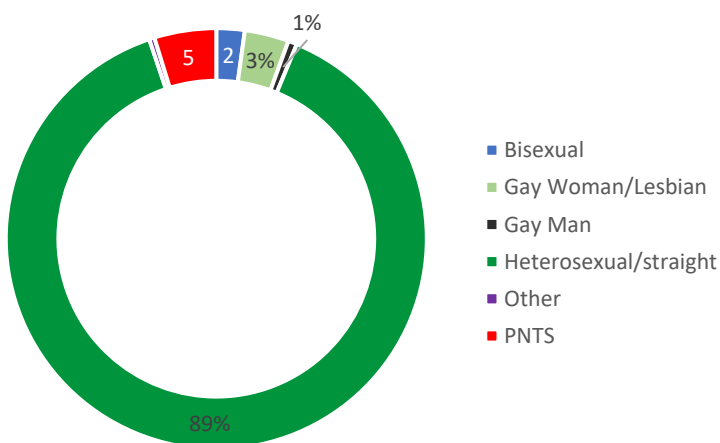
PLAYERS

NUMBER OF REGISTERED PLAYERS

97,471



SEXUAL ORIENTATION*



1% of Players surveyed considered themselves to be trans or as having a trans history*.

DISABILITY*

7%

of players surveyed considered themselves to have a disability.

*Data obtained from FAW E&D external audit survey of 736 players.

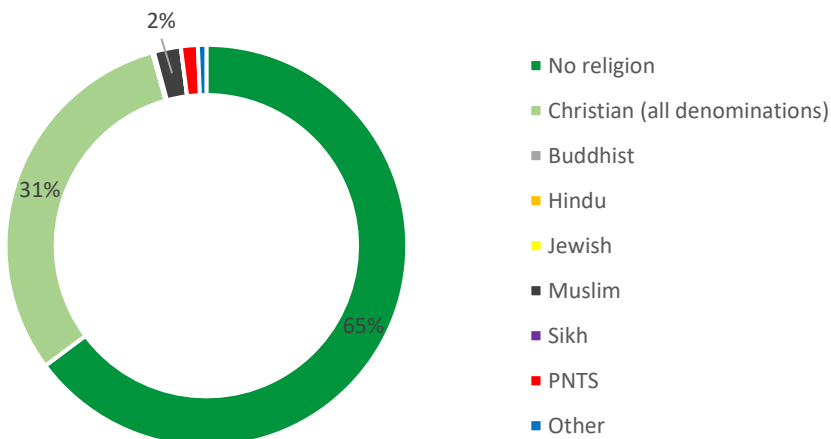
ETHNICITY

ETHNICITY	%**
White - Welsh / English / Scottish / Northern Irish / British	94.6
White - Irish	0.2
White - Gypsy or Irish Traveller	0.0
White - Any other White background	1.0
Mixed / Multiple ethnic groups - White and Black Caribbean	0.4
Mixed / Multiple ethnic groups - White and Black African	0.3
Mixed / Multiple ethnic groups - White and Asian	0.4
Any other Mixed / Multiple ethnic background	0.5
Asian / Asian British - Indian	0.2
Asian / Asian British - Pakistani	0.1
Asian / Asian British - Bangladeshi	0.1
Asian / Asian British - Chinese	0.1
Any other Asian background	0.2
Black / African / Caribbean / Black British - African	0.5
Black / African / Caribbean / Black British - Caribbean	0.1
Any other Black, Black British / African / Caribbean background	0.2
Other ethnic group - Arab	0.1
Any other ethnic group	0.2
Prefer not to say (PNTS)	0.9

**Data obtained from FAW COMET system from 44,430 Players disclosing ethnicity.

3.3% of Players are from Ethnically Diverse Communities.

RELIGION*



*Data obtained from FAW E&D external audit survey of 736 players.

NATIONALITY

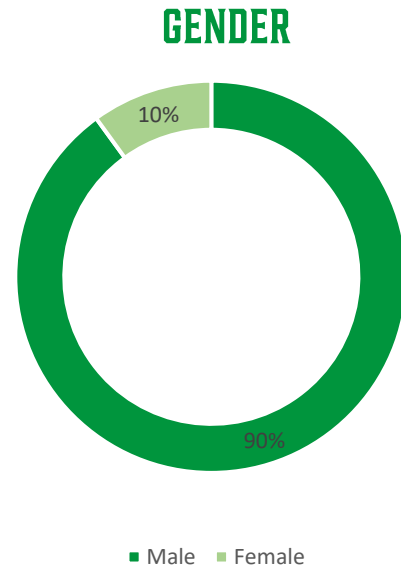
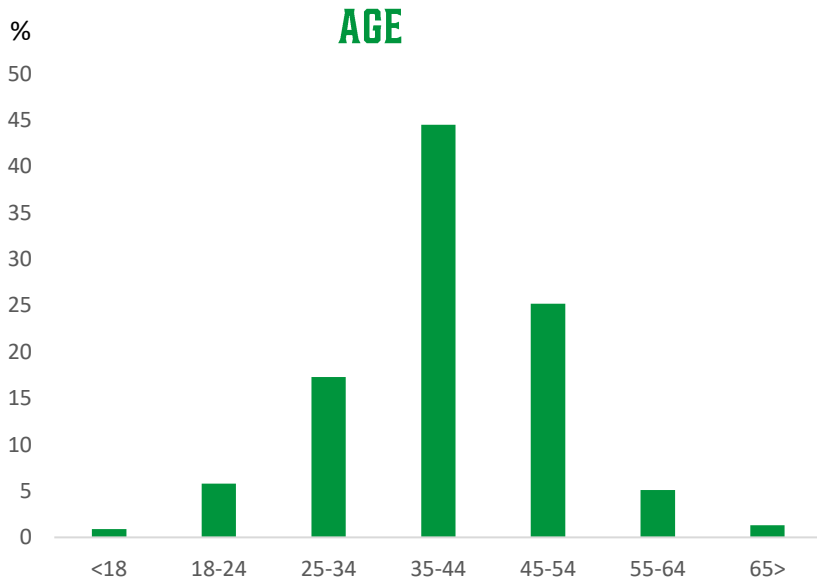
COUNTRY	%
Wales	90.7
England	7.3
Poland	0.3
Scotland	0.2
Republic of Ireland	0.1
Portugal	0.1
Spain	0.1
Nigeria	0.1
Italy	0.1
USA	0.1
Romainia	0.1
France	0.1
Northern Ireland	0.1
South Africa	0.1
Zimbabwe	0.1
Germany	0.1
Netherlands	0.1
Australia	0.1
Slovakia	0.1

141 Nationalities represented in total.

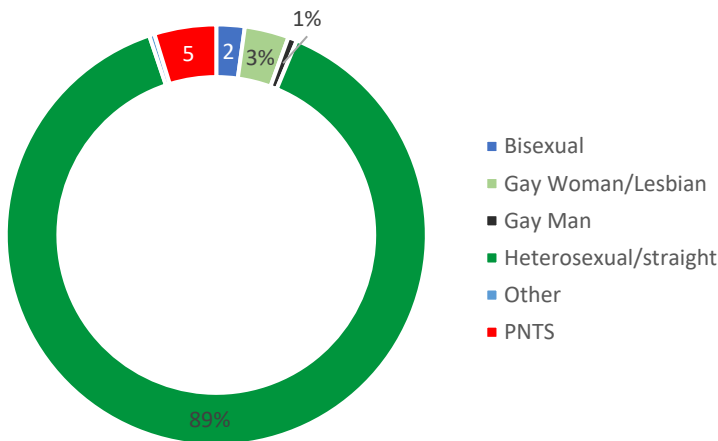
COACHES

NUMBER OF REGISTERED COACHES

12,205



SEXUAL ORIENTATION*



<1% of Coaches surveyed considered themselves to be trans or as having a trans history*.

DISABILITY*

10%

of Coaches surveyed considered themselves to have a disability.

*Data obtained from FAW E&D external audit survey of 645 Coaches.

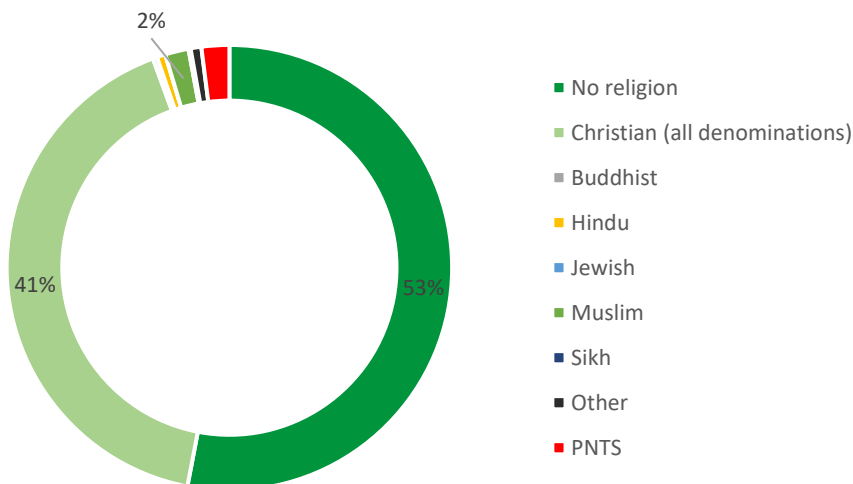
ETHNICITY

ETHNICITY	%**
White - Welsh / English / Scottish / Northern Irish / British	96.9
White - Irish	0.5
White - Gypsy or Irish Traveller	0.0
White - Any other White background	1.0
Mixed / Multiple ethnic groups - White and Black Caribbean	0.1
Mixed / Multiple ethnic groups - White and Black African	0.1
Mixed / Multiple ethnic groups - White and Asian	0.1
Any other Mixed / Multiple ethnic background	0.2
Asian / Asian British - Indian	0.1
Asian / Asian British - Pakistani	0.0
Asian / Asian British - Bangladeshi	0.0
Asian / Asian British - Chinese	0.0
Any other Asian background	0.1
Black / African / Caribbean / Black British - African	0.2
Black / African / Caribbean / Black British - Caribbean	0.1
Any other Black, Black British / African / Caribbean background	0.1
Other ethnic group - Arab	0.0
Any other ethnic group	0.1
Prefer not to say (PNTS)	0.3

**Data obtained from FAW COMET system from 8,141 Coaches disclosing ethnicity.

1.2% of Coaches are from Ethnically Diverse Communities.

RELIGION*



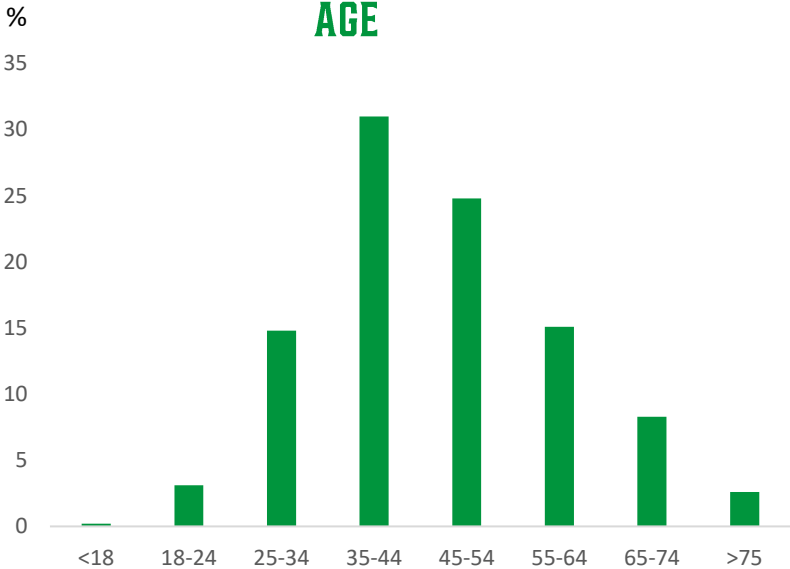
*Data obtained from FAW E&D external audit survey of 645 Coaches.

OFFICIALS

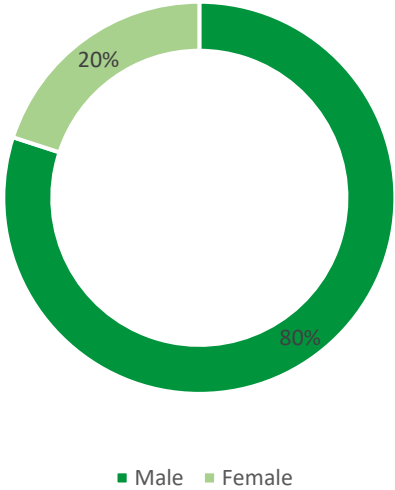
NUMBER OF REGISTERED OFFICIALS

4,872

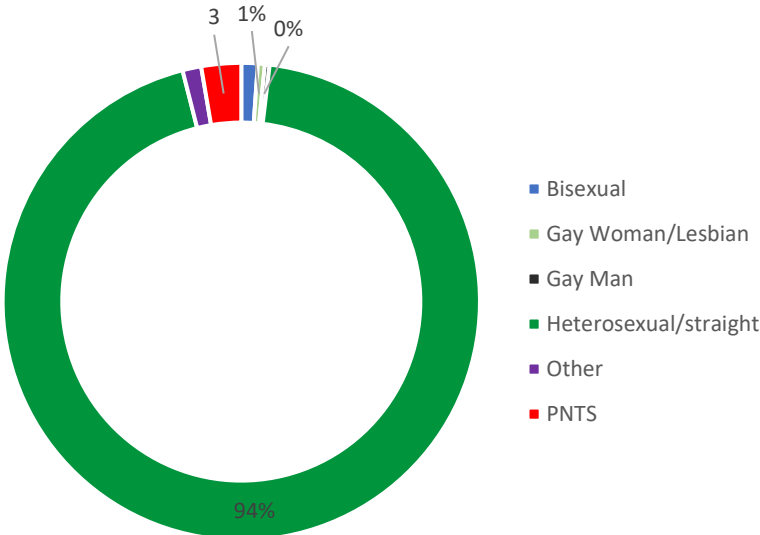
AGE



GENDER



SEXUAL ORIENTATION*



<1% of Officials surveyed considered themselves to be trans or as having a trans history*.

DISABILITY*

15%

of Officials surveyed considered themselves to have a disability.

*Data obtained from FAW E&D external audit survey of 631 Officials.

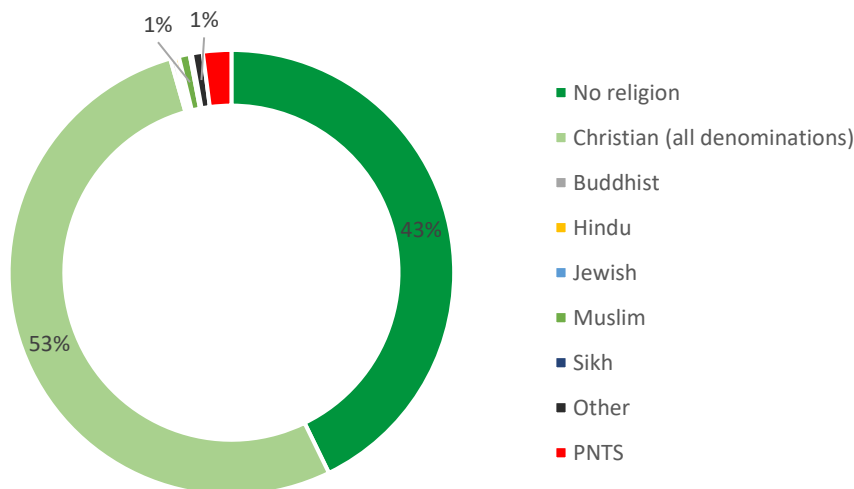
ETHNICITY

ETHNICITY	%**
White - Welsh / English / Scottish / Northern Irish / British	84.5
White - Irish	0.0
White - Gypsy or Irish Traveller	0.0
White - Any other White background	0.5
Mixed / Multiple ethnic groups - White and Black Caribbean	0.1
Mixed / Multiple ethnic groups - White and Black African	0.2
Mixed / Multiple ethnic groups - White and Asian	0.2
Any other Mixed / Multiple ethnic background	0.2
Asian / Asian British - Indian	0.1
Asian / Asian British - Pakistani	0.0
Asian / Asian British - Bangladeshi	0.1
Asian / Asian British - Chinese	0.0
Any other Asian background	0.0
Black / African / Caribbean / Black British - African	0.0
Black / African / Caribbean / Black British - Caribbean	0.1
Any other Black, Black British / African / Caribbean background	0.1
Other ethnic group - Arab	0.0
Any other ethnic group	0.0
Prefer not to say (PNTS)	13.8

**Data obtained from FAW COMET system from 4,076 Officials disclosing ethnicity.

1.1% of Officials are from Ethnically Diverse Communities.

RELIGION

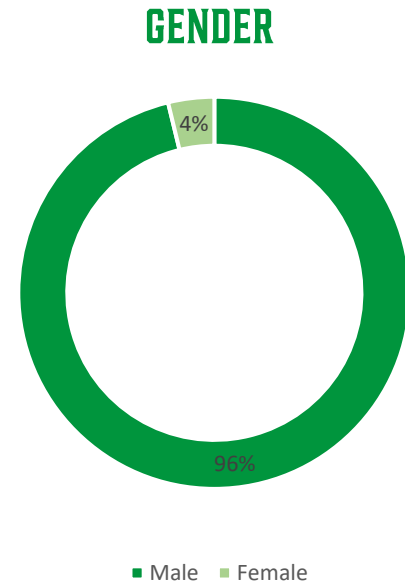
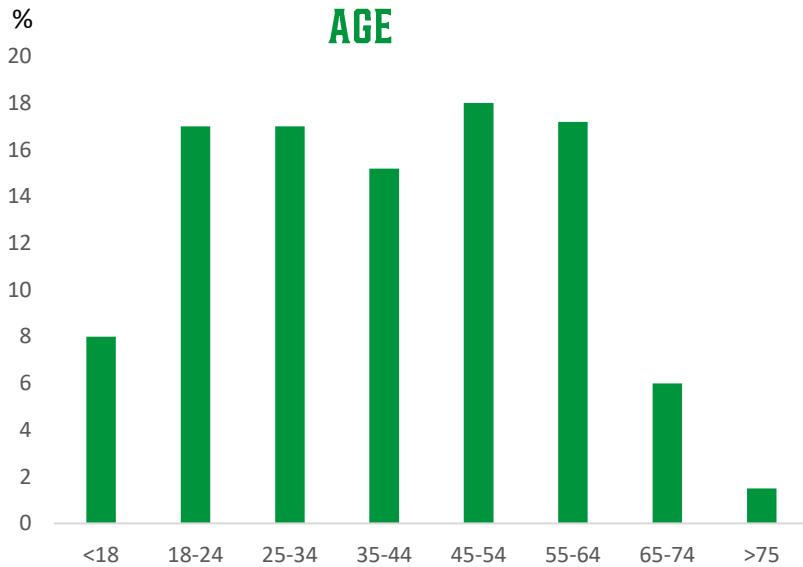


*Data obtained from FAW E&D external audit survey of 631 Officials.

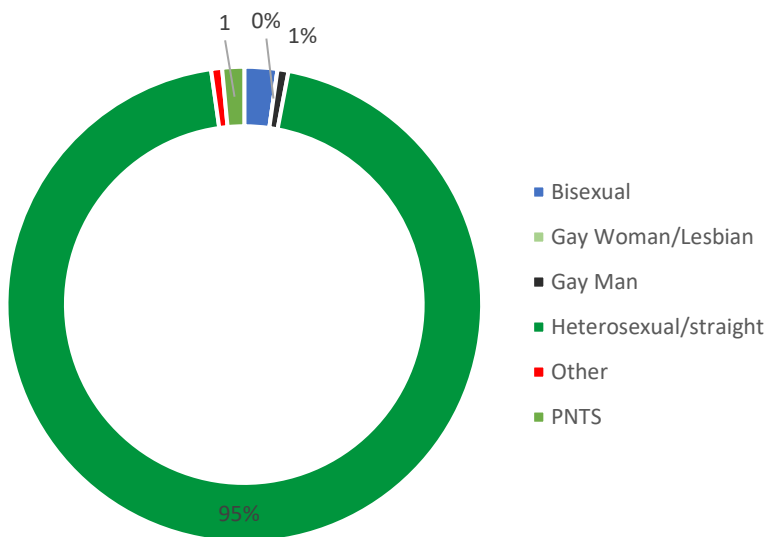
MATCH OFFICIALS

NUMBER OF REGISTERED OFFICIALS

1,067



SEXUAL ORIENTATION*



2% of Match Officials surveyed considered themselves to be trans or as having a trans history*.

DISABILITY*

5%

of Officials surveyed considered themselves to have a disability.

*Data obtained from FAW E&D external audit survey of 134 Officials.

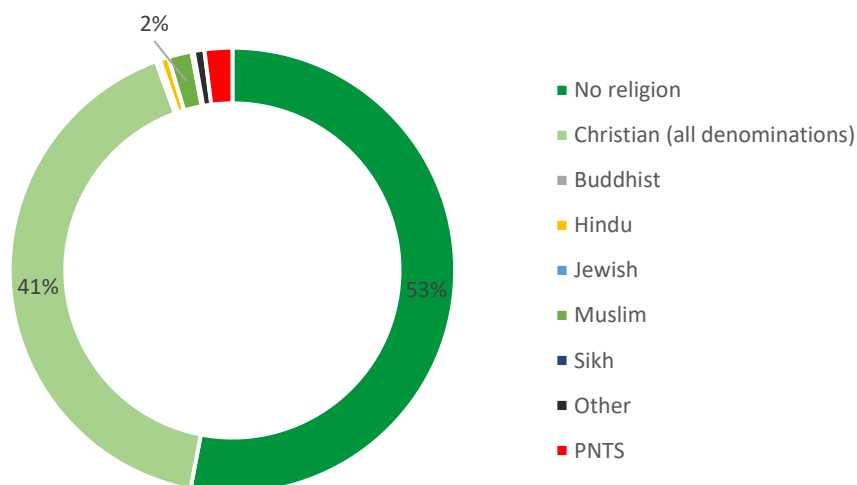
ETHNICITY

ETHNICITY	%**
White - Welsh / English / Scottish / Northern Irish / British	96.6
White - Irish	0.4
White - Gypsy or Irish Traveller	0.0
White - Any other White background	1.1
Mixed / Multiple ethnic groups - White and Black Caribbean	0.0
Mixed / Multiple ethnic groups - White and Black African	0.0
Mixed / Multiple ethnic groups - White and Asian	0.0
Any other Mixed / Multiple ethnic background	0.0
Asian / Asian British - Indian	0.0
Asian / Asian British - Pakistani	0.1
Asian / Asian British - Bangladeshi	0.0
Asian / Asian British - Chinese	0.0
Any other Asian background	0.3
Black / African / Caribbean / Black British - African	0.4
Black / African / Caribbean / Black British - Caribbean	0.0
Any other Black, Black British / African / Caribbean background	0.1
Other ethnic group - Arab	0.1
Any other ethnic group	0.0
Prefer not to say (PNTS)	0.7

**Data obtained from FAW COMET system from 697 Match Officials disclosing ethnicity.

1.1% of Match Officials are from Ethnically Diverse Communities.

RELIGION*



*Data obtained from FAW E&D external audit survey of 134 Officials.

The Football Association of Wales

Hensol, Pontyclun, CF72 8JY

Telephone: 029 2043 5830 Fax: 029 2049 6953

Email: info@faw.co.uk Website: www.faw.cymru

