



PAWB

EQUALITY, DIVERSITY & INCLUSION STRATEGY YEAR 1 PROGRESS UPDATE

2021-2026

**PAWB EQUALITY
DIVERSITY & INCLUSION**

PAWB ED&I - OUR VISION

FOOTBALL IS FOR

EVERYONE, EVERYWHERE

IN WALES.

OUR MISSION

**CREATE AN ENVIRONMENT WHERE EVERYONE
HAS AN EQUAL OPPORTUNITY, IS INCLUDED,
AND FEELS THAT THEY BELONG.**



EDUCATION & AWARENESS

Increase the awareness and understanding of equality, diversity and inclusion throughout the football family in Wales.

The foundation of this Strategy is Education. We believe that education is key in progressing equality, increasing representation and inclusion while challenging discriminatory attitudes throughout all levels of the pyramid.





- Launched PAWB Website.
- Launch PAWB Education Programme – 500+ attendees over 20+ workshops/webinars.
- Educational workshops developed for Players, Coaches, Club Officials, Stewards and Match Officials.
- Football for All Module develops for Level 1 Coaches as part of Coach Education. Modules on EDI part of Grassroots Coaches conference for level 1&2 revalidations (over 3,000 coaches).
- Challenging Discrimination in football workshop developed & programme delivered for Non-Discrimination sanctions.
- Challenging Discrimination in Football Workshop developed for Area Association Disciplinary Panel Members (delivered to 3 AA's).
- EDI CPD programme developed for FAW Workforce featuring EDI Training & workshops/equali-tea mornings on range of topics. (all staff/Board have attended EDI workshop).
- Range of educational resources developed i.e Challenging Discrimination in football guide for Clubs/Match officials.
- Awareness Programme developed for Cymru National Teams, Cymru Leagues/Adran Premier League & grassroots Clubs linked to Equality Partners – I.e Show Racism the Red Card/Football V Homophobia.
- Social posts celebrating various religious festivals and international awareness days/weeks.
- Club PAWB Summit – Delivered in June.



EQUALITY & DIVERSITY

To increase the access and opportunities in football for underrepresented groups to ensure a representative, diverse, inclusive, and accessible game.





- Developed Disability Football Plan & Women & Girls Strategy.
- Launched The Rainbow Wall (Cymru National teams LGBTQ+ Supporters Group).
- Launched Amar Cymru (Cymru National teams South Asian Fans Group).
- Developed a Disabled Supporters Association – Cymru DSA.
- Provided opportunities for underrepresented groups to attend National Team matches through block bookings with The Rainbow Wall & Amar Cymru.
- Launched Audio Descriptive Commentary service at Cymru Matches (Men’s) for blind and visually impaired fans.
- Launched sensory room at Cardiff City Stadium during Cymru matches in June.
- Development of leadership mentoring program for women in football (launched April).
- Developed Board mentoring Programme for women (x2 places) working with Chware Teg.
- Launched FAW Referee Diversity Programme (30 bursary places from Ethnically Diversity Communities).
- Identification pathways for players from underrepresented groups – working with Clubs via Asians in football network.



- Obtained funding from UEFA for Refugees in football Project – Football Welcomes Refugees Cymru.
- Refugee Welcoming Clubs – Training ongoing with Clubs (50 Club representatives target achieved).
- Equality Champion role established on “live” on COMET – training being rolled out (over 50 Clubs).
- Celebrate the contributions of diverse “pioneers” of the game in Wales – features on social media.
- Established a guaranteed interview scheme using “Positive Action” during recruitment process.
- Redeveloped recruitment process - standardised & inclusive process.
- Club PAWB Programme developed & training for Club Equality Champions rolled out. Framework in development to be launched in September.
- EDI Framework for Area Associations & Leagues in development with year 1 KPI having been set.
- Equality Standard for Sport – Preliminary level achieved.
- Criteria in Club Licencing & Club Accreditation reviewed – directives made to improve EDI related principles – mandatory Sustainability Role introduced with mandatory EDI Training for role.



REPORT & CHALLENGE

To improve the confidence & process of reporting discriminatory incidents, while proactively challenging discriminatory attitudes & behaviour.





- New email address created for reporting incidents (ReportIt@faw.co.uk)
- Developed online discrimination reporting platform on the FAW website.
- Guidance & process of reporting discrimination included in Challenging Discrimination guide for Clubs & match officials guide.
- Developed “REPORT IT posters & social media assets & promoted via social media.
- Developed anti-discrimination campaign i.e Say No To Racism.
- FAW Regulations changed to include a mandatory educational workshop as part of sanction for senior, Junior Players and Club Officials.
- Online Challenging Discrimination in Football Module in development.
- Discrimination in football case management in place – 30+ reported incidents this season. 15 CDIF mandatory education sessions delivered.



LISTEN & UNDERSTAND

Listen and engage with underrepresented groups and better understand the Welsh football profile by gathering comprehensive equality data.





- Developed a LGBTQ+ Football Network.
- Developed an Asians in Football Network.
- Develop a Disabled Supporters Association Network.
- Developed a Disability Access Officer Network.
- Developed a Refugees in Football Network.
- FAW Youth Council launching in Sep.
- Added an option to collect ethnicity data via the COMET system for all roles in football.
- Conducted an internal equality & diversity audit for the FAW Workforce – report produced.
- Conducted an external equality & diversity audit for the FAW football family – report produced.
- Produced E&D report on FAW recruitment from equality monitoring data.
- Conducted consultations with underrepresented groups through networks and key stakeholders on barriers, challenges & solutions to increasing access and participation across all roles in football and challenging discrimination.
- Developed survey & consultation for disabled fans to establish challenges & barriers for attending Cymru matches.

DIOLCH.

