

EQUALITY ADVISORY GROUP

PAWB
EVERYONE



EQUALITY ADVISORY GROUP MEMBERS

OVERVIEW

The Equality Advisory Group is an independent group responsible for promoting equality and diversity within Welsh football and meets at least quarterly.

The Equality Advisory Group support the Board and Executive Staff of the Football Association of Wales (FAW) and FAW Trust to think, make decisions, and take actions that encourage a culture of football for everyone, everywhere in Wales.

The Football Association of Wales Equality Advisory Group meet regularly to monitor progress and oversee the implementation of the PAWB Equality, Diversity and Inclusion Strategy 2021-26 and its Action Plan.

The FAW Equality Advisory Group are tasked with holding the FAW & FAW Trust to account for the targets set out in the PAWB Equality, Diversity & Inclusion Action Plan 2021-26.

MEMBER BIOS:



SEAN WHARTON (CHAIR)

Sean was the first Black player to be signed as an apprentice as a Professional Footballer at Sunderland AFC and the first Black manager in the Welsh football Premier League. He is currently completing his UEFA A Coaching qualification and coaches in the Cymru Leagues.

Sean is a qualified Social Worker and Therapeutic Foster carer for complex and vulnerable children who have experienced early years of trauma. He is an Anti-Racist Educator for Show Racism the Red Card delivering educational workshops around the UK. Sean also delivers safeguarding training for the FAW.



ARUN DANIEL

Arun is the Director of Legal and Governance at City Football Group Limited, the holding company of Manchester City Football Club and Manchester City Women's Football Club. Arun is a member of City's internal ED&I Steering Group and was part of the English FA's Club Expert Panel that assisted with the creation of the English FA's Football Leadership Diversity Code. He has also recently been appointed to the English FA's Women's Super League and Women's Championship Legal Advisory Group.

Arun qualified as a barrister before pursuing a legal career in corporate finance with an international law firm and then a global investment bank. He joined City in May 2018.



NIGEL FLETCHER

Nigel Fletcher is the CEO of the International Sports Convention (ISC) since 2010 which is B2B events, education and media company.

He currently holds other advisory roles in equality, diversity and inclusion with The Lawn Tennis Association (LTA) and Southampton Football Club.

Nigel is also a policy advisor to Fair Game advising on football governance, structural reform, football facilities (3G) and diversity and inclusion and Co-Chairs FootballEqualityNow.

He holds the UEFA B Coaching License and was previously employed at FIFA overseeing FIFA facilities and investment strategy. Nigel regularly presented to FIFA, UEFA, other Confederations, National Association committees and was involved in a number of FIFA World Cup operations (Youth, Women and Men). He has developed a number of strategic documents for the EU and lobbied EU bodies about the role of sport in the community.



JALAL GONI

Jalal is a youth worker & BME Newport support worker at the Ethnic Minorities & Youth Support Team in Wales (EYST). He established the Exiles together Supporters group for Newport County AFC and Amar Cymru, Wales's South Asian supporter's group. He has vast experience in supporting BME communities in sport & society.



KATY EVANS

Katy has recently been appointed to the NHS to research and implement interventions to enhance the health and wellbeing of the employees working across the Cardiff and Vale University Health Board.

Prior to this, Katy was the founder of the FAW Trust's grassroots participation programme 'Huddle', which introduces girls to football through an informal, female-only environment prior to the club game. Katy's passion for inclusive and accessible sport stems from a life-long love for sport and her work across various grassroots sports in Wales.

Katy is driven to help influence and develop approaches within Welsh football to ensure that everyone in our Welsh communities has a positive experience of the game.



MARK PHILLIPS

As a disabled football supporter, equality and inclusion have always been at the heart of Mark's journey with football.

Mark is a passionate Red Wall member who has been fortunate to follow Wales home and away in recent years. He previously worked within football at for over 3 years at Swansea City AFC. During this period, I engaged with supporters to introduce new facilities and policies to create an inclusive environment. Additionally, I also supported academy players with life skills education on the importance of equality and embracing diversity.

Marks experience will be integral in helping the FAW develop its strategy and create an inclusive culture demonstrating that Welsh football welcomes all.



PENNY MILES

Dr Penny Miles is a Lecturer at the University of Bath. Her research explores gender and sexuality within institutional contexts relating to rights-based inclusion. Though her work has predominantly focussed on Latin America historically, she is currently studying gender relations in Welsh football. The 3-year project has explored gender relations in Welsh footballing media, the fan bases of the men's and women's national teams, and the Football Association of Wales itself, in addition to conducting research with the senior women's national team.



ROBYN PINDER

Robyn is a lecturer in Sports Ethics at Cardiff Met in the School of Sport and Health Sciences. She joined in 2012 as an undergraduate student and following the completion of her BSc in Sport and Physical Education, Robyn enrolled on a PhD (Sport) in 2016. Since then, she has been an Associate Tutor in Sport and Socio-Cultural Studies and in 2018 she was appointed Lecturer in Sports Ethics. Robyn's research interests and activities predominantly focus on moral and equality issues in sport, for example, gender, sexism, racism and sexuality. She's been playing in the top tier of women's football in Wales for the best part of a decade and is a UEFA B Licence Football Coach.



STEPHEN LLOYD

Stephen Lloyd is a Registered Mental Health Nurse. He has volunteered for 12 years at Wrexham AFC and was previously the Community Lead for the Club. In his time at Wrexham AFC he has set up a women's group, an LGBTQ+ supporters group (Proud Dragons) and a men's peer support mental health group (Dragon Chat) amongst numerous other projects within the equality, diversity and inclusion area.



TERRI RICHIE

Terri Ritchie is the Inclusion Department Manager for the LFC Foundation and is a member of the LGBTQ+ Sport Cymru network. Committed to inclusion, Terri has particular expertise in LGBTQ+, Gender and disability equality within sport.



ZOE THACKER

Zoe is the Equality Lead for Wales Golf (alongside the role of Director of Development). She has been working for Wales Golf for over 12 years, having been previously in a role with Sport Cardiff. Zoe champions equality and diversity at Wales Golf and has taken an active lead in the delivery of an inclusive golfing framework. She has been responsible for developing and embedding the organisation's Equality Action Plan (2018-22), in conjunction with forming an Internal Equality Steering Group. Zoe has been responsible for coordinating Wales Golf's journey through the Equality Standards for Sport Framework. The impact brought about by her work has truly made positive steps to improving diversity and inclusion in golf across Wales at every level and has allowed her to develop and follow a personal area of passion and expertise.

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