

The background of the top half of the page is a dark green color. On the left side, there is a large, stylized green dragon logo with its mouth open, showing its tongue. On the right side, there is a large, multi-paned window with a dark frame, looking out onto a green landscape. The text is overlaid on this background in four horizontal black bars.

EQUALITY &

DIVERSITY

AUDIT

REPORT 2021

PAWB
EVERYONE



EQUALITY & DIVERSITY AUDIT REPORT 2021

INTRODUCTION

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

Our objective is to be as diverse and inclusive as possible – and to ensure the best people want to work at The Football Association of Wales. To achieve this, we must recruit from the widest possible talent pool.

Our workforce 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 within our workforce.

Through our workforce diversity monitoring, we continue to demonstrate our commitment to understanding, valuing and incorporating differences, to ensure a workplace 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.

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

PAWB



OUR WORKFORCE

OUR WORKFORCE

At the FAW we want to establish a workforce that is representative of the communities across Wales and an environment where our staff feel welcome, valued and treated fairly. We want our staff to excel regardless of their gender, ethnicity, national origin, sexual orientation, religion or belief, culture, disability, background or life experiences.

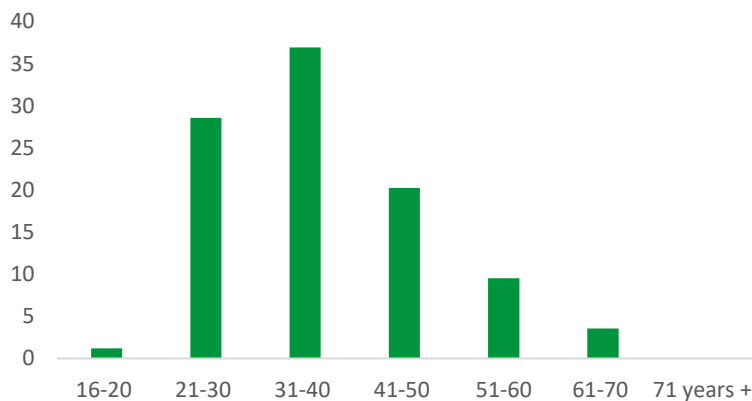
We are committed to creating an inclusive working environment where staff are high performing and able to be themselves where their differences are recognised and contributions are valued.

We intend to be open and transparent with the current representation in our workforce and the following data highlights our reality of the current workforce to enable us to identify areas of under-representation, which will inform our decision making and approach to recruitment to aid us in developing a diverse and skilled family at the FAW.

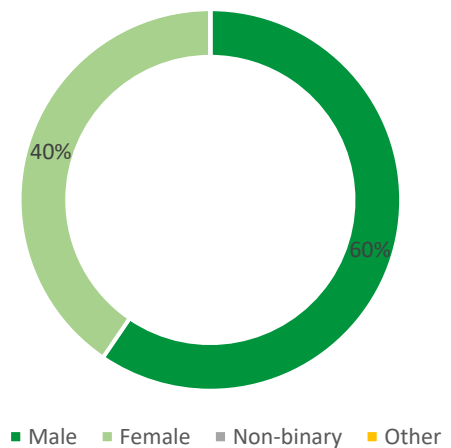
(Data included in our workforce report was collated during an internal audit in April 2021.)

FAW & FAW TRUST (ALL STAFF)

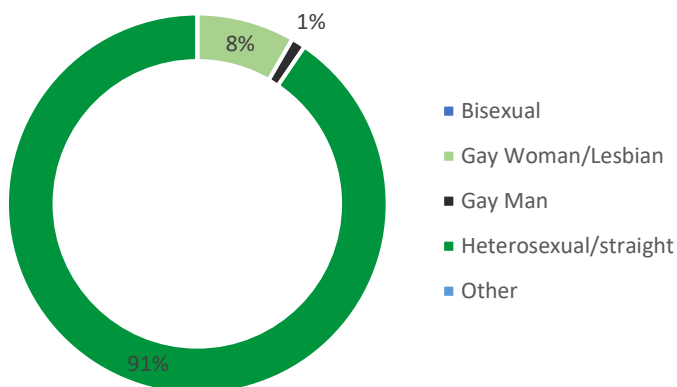
AGE



GENDER



SEXUAL ORIENTATION



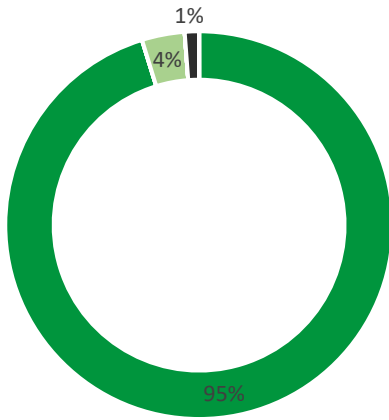
0% of staff considered themselves to be trans or as having a trans history.

DISABILITY

2%

of staff considered themselves to have a disability.

ETHNICITY

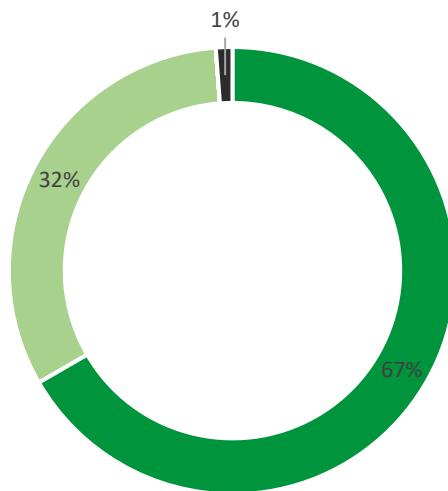


1%

of staff are from Ethnically Diverse Communities.

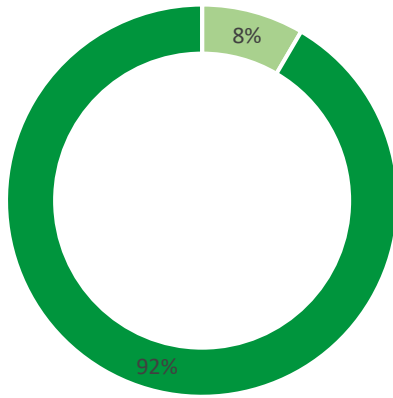
- White - Welsh / English / Scottish / Northern Irish / British
- White - Irish
- White - Gypsy or Irish Traveller
- White - Roma
- White - Any other White background
- Mixed / Multiple ethnic groups - White and Black Caribbean
- Mixed / Multiple ethnic groups - White and Asian
- Mixed / Multiple ethnic groups - White and Black African
- Asian / Asian British - Indian
- Any other Mixed / Multiple ethnic background
- Asian / Asian British - Bangladeshi
- Asian / Asian British - Pakistani
- Any other Asian background
- Asian / Asian British - Chinese
- Black / African / Caribbean / Black British - African
- Black / African / Caribbean / Black British - Caribbean
- Any other Black, Black British / African / Caribbean background
- Other ethnic group - Arab
- Any other ethnic group

RELIGION



- No religion
- Christian (all denominations)
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Other

LANGUAGE



■ Welsh ■ English ■ Other

33%

of staff are can understand spoken Welsh.

EXECETIVE STAFF

22% of Execetive staff are female.

0% of Execetive staff are from Ethnically Diverse Communities.

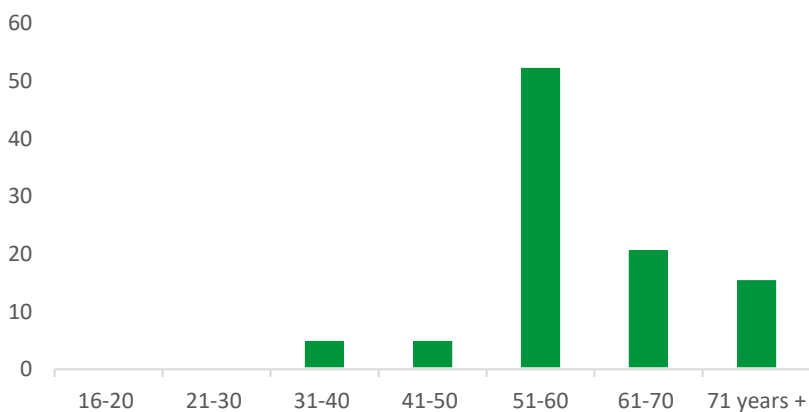
100% of Execetive staff are Heterosexual/straight.

Execetive staff are predominatly **41-50 years old**

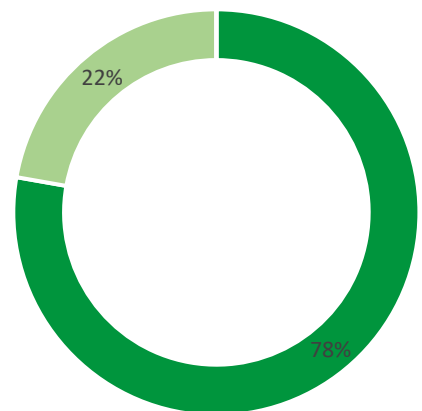
0% of Execetive staff have a disability.

FAW & FAW TRUST BOARD

AGE



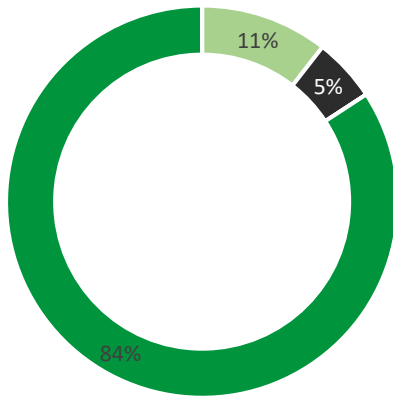
GENDER



■ Male ■ Female ■ Non-binary ■ Other

0% of Board Members considered themselves to be trans or as having a trans history.

SEXUAL ORIENTATION



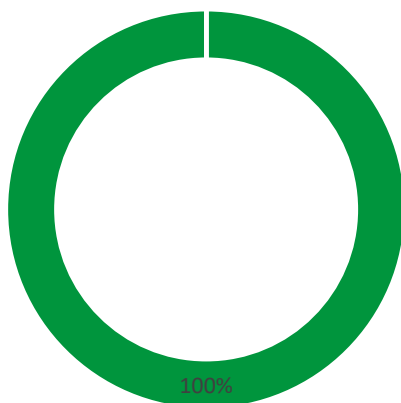
■ Bisexual ■ Gay Woman/Lesbian ■ Gay Man ■ Heterosexual/straight ■ Other

DISABILITY

0%

of Board Members considered themselves to have a disability.

ETHNICITY

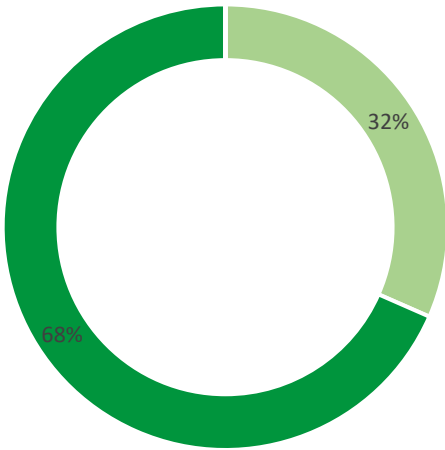


0%

of Board Members are from Ethnically Diverse Communities.

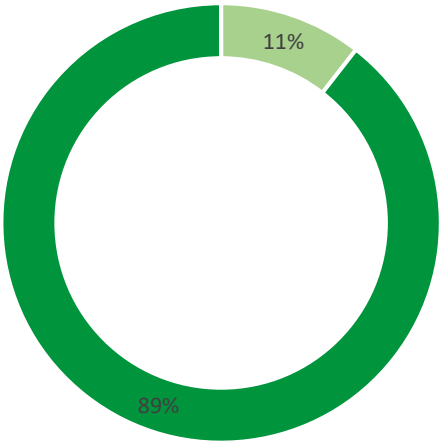
- White - Welsh / English / Scottish / Northern Irish / British
- White - Irish
- White - Gypsy or Irish Traveller
- White - Roma
- White - Any other White background
- Mixed / Multiple ethnic groups - White and Black Caribbean
- Mixed / Multiple ethnic groups - White and Black African
- Mixed / Multiple ethnic groups - White and Asian
- Any other Mixed / Multiple ethnic background
- Asian / Asian British - Indian
- Asian / Asian British - Pakistani
- Asian / Asian British - Bangladeshi
- Asian / Asian British - Chinese
- Any other Asian background
- Black / African / Caribbean / Black British - African
- Black / African / Caribbean / Black British - Caribbean
- Any other Black, Black British / African / Caribbean background
- Other ethnic group - Arab
- Any other ethnic group

RELIGION



- No religion
- Christian (all denominations)
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Other

LANGUAGE



- Welsh
- English
- Other

32%

of Board Members can understand spoken Welsh.

BOARD MEMBERS SUMMARY

22% of Members are female - **10%** FAW female Members & **22%** FAW Trust female Members.

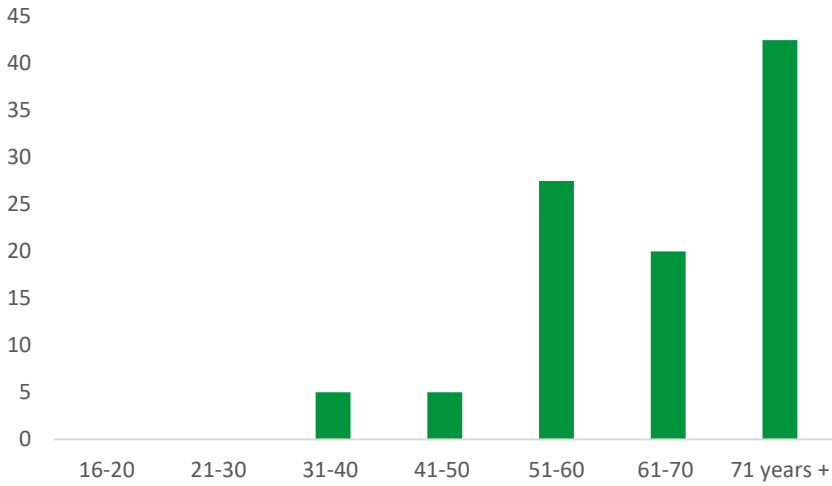
0% of all Board Members are from Ethnically Diverse Communities and are predominantly Christian or have no religion.

Board Members are predominately **51-60 years old** **0%** of Members have a disability.

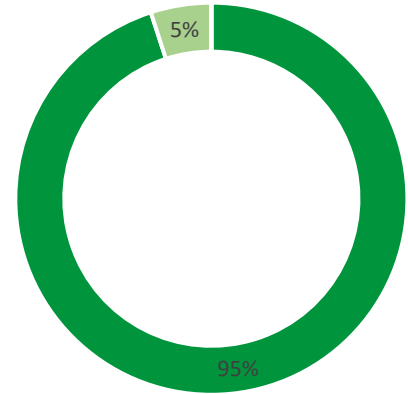
16% of Board Members are either Bisexual or Gay women/lesbian.

FAW COUNCIL

AGE

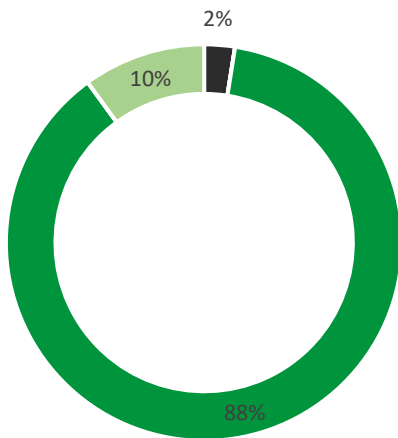


GENDER



■ Male ■ Female ■ Non-binary ■ Other

SEXUAL ORIENTATION



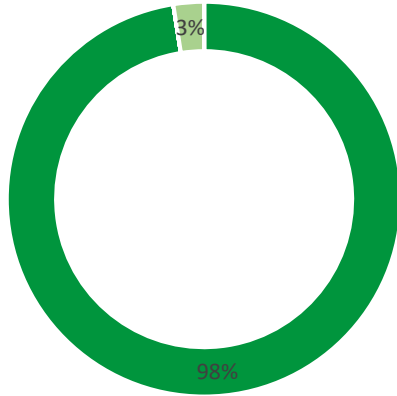
■ Bisexual ■ Gay Woman/Lesbian ■ Gay Man
■ Heterosexual/straight ■ Other ■ Not disclosed

DISABILITY

25%

of Council Members considered themselves to have a disability.

ETHNICITY

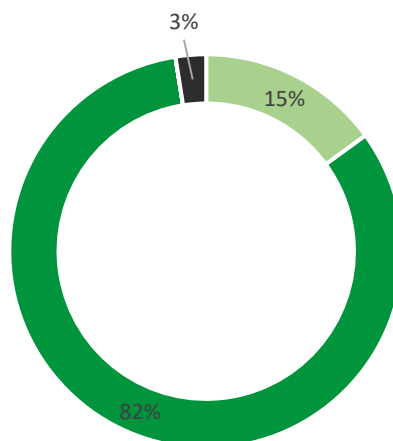


3%

of Council Members are from Ethnically Diverse Communities.

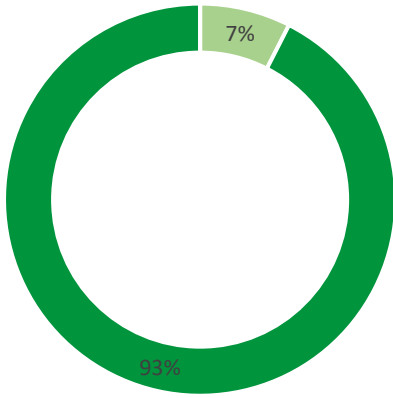
- White - Welsh / English / Scottish / Northern Irish / British
- White - Irish
- White - Gypsy or Irish Traveller
- White - Roma
- White - Any other White background
- Mixed / Multiple ethnic groups - White and Black Caribbean
- Mixed / Multiple ethnic groups - White and Asian
- Mixed / Multiple ethnic groups - White and Black African
- Any other Mixed / Multiple ethnic background
- Any other Mixed / Multiple ethnic background
- Asian / Asian British - Indian
- Asian / Asian British - Pakistani
- Asian / Asian British - Bangladeshi
- Asian / Asian British - Chinese
- Any other Asian background
- Black / African / Caribbean / Black British - African
- Black / African / Caribbean / Black British - Caribbean
- Any other Black, Black British / African / Caribbean background
- Other ethnic group - Arab
- Any other ethnic group

RELIGION



- No religion
- Hindu
- Sikh
- Christian (all denominations)
- Jewish
- Other
- Buddhist
- Muslim
- Not disclosed

LANGUAGE



■ Welsh ■ English ■ Other

33%

of Council Members are can understand spoken Welsh.

COUNCIL MEMBERS SUMMARY

5% of Council Members are female.

3% of all Council Members are from Ethnically Diverse Communities and are predominantly Christian.

Council Members are predominatly **71+ years old**

25% of Council Members have a disability.

2% of Council Members are Bisexual.

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

