



**FOOTBALL FOR ALL -  
DIVERSITY AND SPORTS EQUITY  
WORKSHOP  
COMPETENCIES AND OUTCOMES**

**April 2005**

## Core Diversity Competencies for Football

The Football For All – Diversity and Sports Equity workshop is focused on delivering the following competencies:

**Rationale:** *Those at grass roots level will promote Football For All, challenging discrimination in the game and taking personal actions to break down barriers to Sports Equity.*

### Sports Equity in Football

- Ability to define Equality, Diversity and Sports Equity
- Understand key diversity terminology such as stereotyping, prejudices and discrimination
- Appreciate the experience of belonging to a minority group
- Develop a basic understanding of the legislation that underpins Equality and Diversity in the UK
- Understand their personal responsibilities within the organisation's Equity or Diversity policy framework
- Identify issues arising from Sports Equity and Diversity that can be put into a personal action plan.
- Aware of demographics specific to football and their links with Sports Equity

### Strategy and Policy

- Understand the organisation's grievance/complaints procedure
- Can identify discriminatory barriers within their club/organisation and make recommendations for active improvement

### Sports Equity in Action

- Adopt the use of Diversity-sensitive language and other behaviours
- Able to assertively challenge prejudice and discrimination
- Actively promotes the concept of Sports Equity in Football and identifies good practice
- Share best practice experiences of Sports Equity with other organisations and encourages partnership working
- Liaise and create networks with external organisations that give guidance and support on sports equity.

## Football For All – Diversity and Sports Equity Workshop Outcomes

The competencies have are delivered through the following outcomes. By the end of the workshop, participants should be able to:

- Define diversity, sports equity, equal opportunities and positive action in the context of the legislative framework
- Recognise the demographics of football and the benefits and barriers to sports equity in football
- State diversity sensitive language
- Identify unfair, inappropriate and illegal behaviour and state how to challenge and report it
- List actions to take to make football more open and inclusive