



The Football Association

FA Advisory Group to Football Development Committee on Race Equality

Recruitment Pack

September 2004



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FA Advisory Group to Football Development Committee on Race Equality

The Football Association identified, through its Ethics and Sports Equity Strategy, the need to ensure that we understood the impact of decisions we make on people in all sectors of our society, according to their circumstances.

A major step towards this is through consultation, which allows us the opportunity to listen to and understand the needs of extended groups of people. To identify the circumstances in which those people live and to plan changes in the structure of football and to mould a culture that meets those needs and circumstances will be the key challenge for the foreseeable future.

As a result The FA is proposing to establish advisory groups to support the work of key FA committees. The advisory groups will take in representation from FA Council Members, Staff and members from external bodies as well as individuals with the necessary skills, knowledge and experience. We have already piloted this with a Disability Advisory Group under the auspices of the Football Development Committee.

One of the most important groups we want to set up is the FA Advisory Group to the Football Development Committee on Race Equality and I am delighted to enclose information on how you can apply to be a member of this group.

Included in this pack are the **Terms of Reference of the Group** and an **Application Form** to fill in and return to The FA. Please note that all applications must be received by Friday 22 October. A panel will meet following 22 October to agree who will be appointed to the Advisory Group. Panel members include:

- Piara Powar - Kick it Out
- Aman Dosanj - Football for All Ambassador and first British Asian to represent England
- Peter Clayton – Chief Executive, Middlesex County FA, an FA Council member and Chairman of this Advisory Group
- Kelly Simmons - FA's Head of Football Development
- Lucy Faulkner - FA Ethics and Sports Equity Manager
- Pat Passley - CRE Commissioner.

If you would like to receive an electronic version of the application form please email a request to footballforall@TheFA.com and we will respond straight away.

We would be grateful if you could pass this information on to anyone else who you think might be interested in applying to be on the group.



Please note that membership of The FA Advisory Group is on a voluntary basis but we will pay reasonable travel expenses for people to attend meetings. These are normally held in London at The FA headquarters but can be held anywhere in the country.

We do hope that you will consider applying to be on this group and in supporting The FA with its work in promoting equality. Please do not hesitate to contact us should you require any further information by emailing footballforall@TheFA.com

Lucy Faulkner
Ethics and Sports Equity Manager
The Football Association

Kelly Simmons
Head of Football Development
The Football Association



Terms of Reference - FA Advisory Group to Football Development Committee on Race Equality

The group is being established during 2004 to advise the Development Department on race equality and the involvement of ethnic minorities in football and is designed to replace the Asians in Football Working Party.

Terms of Reference

- To ensure that the needs of ethnic minorities are met in football development
- To review the targets set for ethnic minorities involvement in football development and to receive quarterly updates on its progress
- To report its actions and considerations to The FA Football Development Committee
- To agree plans to achieve targets to increase representation
- To act as a consultancy on issues concerning ethnic minorities in football development
- To provide advice and guidance on the implementation of the development strategy
- To review the terms of reference of this group annually
- To meet four times a year

Aims of The FA Football Development Strategy:

- To lead the successful development of football in England by working in partnership with key agencies to provide quality footballing opportunities for all
- To increase the participation, quality and enjoyment of football through 4 key strategies-
 - Education
 - Club Development
 - Coach and Volunteer Development
 - Equity and Inclusion
- To achieve the 'Racial Equality Standard for Sport'
- To establish equity targets and monitoring procedures across all programmes
- Promote good practice

Membership and responsibilities of FA Advisory Group to Football Development Committee on Race Equality

The Advisory Group:

- Should reflect all those agencies and individuals that can provide best advice on ethnic minorities involvement in football development



- Shall reflect the diversity of the community
- Shall have the power to co-opt individuals and set up task groups as and when necessary
- Membership will be by invitation subject to members meeting the commitment and matching the required skills and qualities
- Members will be invited to sit on the Advisory Group by the Head of Football Development
- Composition of the group will be reviewed annually
- Will be supported by the Football Development Department
- Chairman to be appointed by the Football Development Committee
- Will communicate details of race equality initiatives and broader issues with the wider group
- Provide the 'model' for County FA Race Equality Advisory groups and have a direct communication link with these groups

Skills, qualities, knowledge and experience of members

The FA Advisory Group will comprise people who meet one or more of the following profiles:

1. Reflects the diversity of ethnic minority communities and of the wider community.
2. Visionary forward thinkers able to support development of action plans.
3. Knowledge of ethnic minorities issues and application to football
4. Knowledge of race equality initiatives
5. Knowledge and understanding of football development and coaching
6. Ability to challenge current practice and provide constructive criticism of FA race equality initiatives
7. An independence from The FA
8. Ability to attend four meetings a year during working hours.
9. Ability to support FA race equality initiatives and events and act as an ambassador for The FA's race equality work

Advisory Group representation – organisations or individuals

The following organisations will be asked to provide a representative for the group who meet one or more of the above profiles and submit applications to demonstrate suitability; individual members will also be sought.

- Sporting Equals
- Kick it Out
- Sport England
- Football in the Community
- Football Foundation
- County FA's



- Individuals independent from the FA (minimum of 3, this is dependent on the profiles of other group members)
- Football Development committee members (2)
- FA staff members (Head of Football Development and The FA's Ethics and Sports Equity Manager)



Application Form - FA Advisory Group to Football Development Committee on Race Equality

Please complete the contact details in full. As this group is one of The FA's Ethics and Sport Equity Advisory Groups we are trying to ensure a balance of people from different communities. We would, therefore, appreciate you completing the monitoring section form for us.

Many thanks

Contact Details

Name	
Address	
Postcode	
Email	
Tel no Home	
Work	
Mobile	



Sports Equity Monitoring

Age

Please enter year of birth

Gender

Please indicate if you are **Male** or **Female**

Ethnic background

Please choose one category from A to E and then please mark X in the appropriate box to indicate your ethnic background

A White

- English
- Irish
- Scottish
- Welsh
- Other

B Mixed

- White & black Caribbean
- White & black African
- White & Asian
- Other

C Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Other

D Black or Black British

- Caribbean
- African
- Other

E Chinese or Other Ethnic Group

- Chinese
- Other

Disability

Please mark X if you have a disability

If you have ticked the box above please mark X in all the boxes that apply to you:

- Visual impairment
- Hearing impairment
- Mental health problems
- Physical disability
- Learning disability



Skills, qualities, knowledge and experience of members

The FA Advisory Group will comprise people who meet one or more of the following profiles. Please tell us how you meet the profile giving us as much information as you can. Applicants are not expected to have all the requirements as we are looking to recruit people with a blend of skills that cover all the areas.

1. Reflects the diversity of ethnic minority communities and of the wider community.
2. Visionary forward thinkers able to support development of action plans.
3. Knowledge of ethnic minorities issues and application to football
4. Knowledge of race equality initiatives
5. Knowledge and understanding of football development and coaching
6. Ability to challenge current practice and provide constructive criticism of FA race equality initiatives
7. An independence from The FA
8. Ability to attend four meetings a year during working hours.
9. Ability to support FA race equality initiatives and events and act as an ambassador for The FA's race equality work

Please tell us how you meet the person specification as shown above



Please tell us your reasons for wanting to be on this advisory group

A large, empty rectangular box with a thin black border, intended for the respondent to provide their reasons for wanting to be on the advisory group.

Please return your completed form to:

**Ethics and Sports Equity Department, The Football Association,
25 Soho Square, London W1D 4FA**

or email footballforall@TheFA.com

All forms must be returned by Friday 22 October 2004