

PAWB

EQUALITY, DIVERSITY
& INCLUSION STRATEGY
YEAR 2 PROGRESS UPDATE

2022-23



PAWB EDI STRATEGY PROGRESS UPDATE – YEAR 2

The PAWB Equality, Diversity and Inclusion Strategy 2021-26 sets out our Vision, Objectives and Actions to become a truly inclusive and representative governing body leading to visible change across the FAW and Welsh football. The Welsh word PAWB translates to ‘everyone’, which is the identity of our EDI Programme and represents our ambition to make ‘Football for **EVERYONE, EVERYWHERE** in Wales’.

This document outlines the progress that has been made during year 2 in the implementation of the strategy.

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.**

OBJECTIVES

4 key priority themes and objectives, each with a range of goals to achieve our overall vision of 'Football for **EVERYONE, EVERYWHERE** in Wales'.

**EDUCATION &
AWARENESS**



**EQUALITY &
DIVERSITY**



**REPORT &
CHALLENGE**



**LISTEN &
UNDERSTAND**

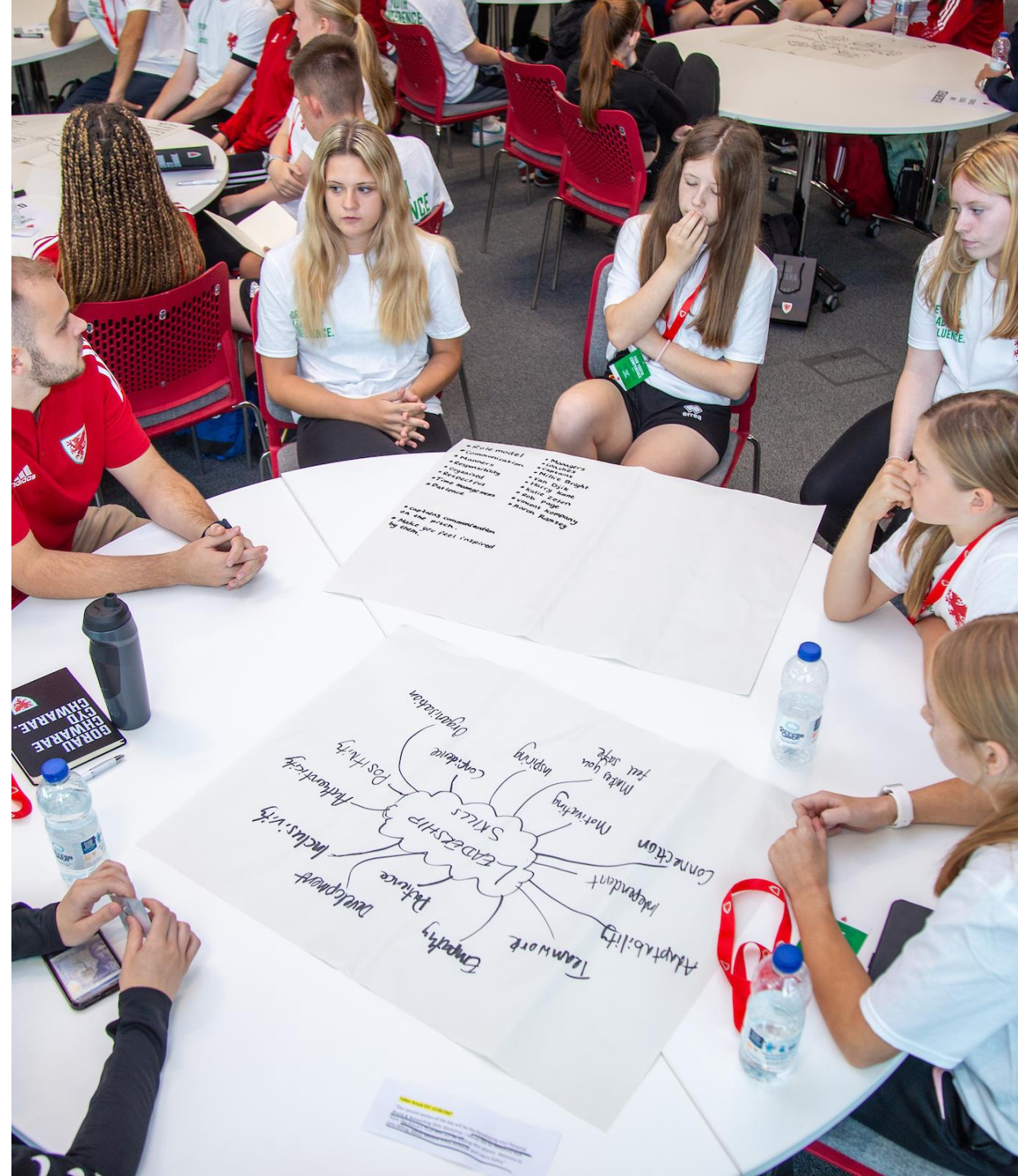




EDUCATION & AWARENESS

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 Club PAWB featuring a 5 step framework to support Clubs in creating an inclusive environment that is representative of the local community while providing equal opportunities so that everyone can participate.
- Updates to PAWB Website including Programmes page to inform wider football family of year-round programmes such as Be Football Mentoring, Cymru match inclusion provisions, Referee Diversity Programme and Youth Council.
- Continuation of PAWB Education Programme, including webinars around sensory awareness in football, Ramadan awareness and Disability Etiquette
- Walking Football Module implemented as part of Coach Education.
- Modules on EDI part of Grassroots Coaches conference for level 1&2 revalidations (over 3,000 coaches) and National Coaching Conference (level 3-5).
- 20+ Challenging Discrimination in football workshops delivered.
- PAWB Courses platform launched with Challenging Discrimination in Football and Creating a Club PAWB online courses developed.
- Range of new educational resources developed i.e Diabetes Awareness in Football, Anti-racism.
- Creation of PAWB Campaigns Calendar for internal staff, creating meaningful educational content around specific EDI objectives throughout the year.
- 2nd installment of Club PAWB Summit – Delivered in June.



- PAWB Podcast launched.
- PAWB Education sessions took place internally throughout the year including sessions on EDI, Menopause, Disability and LGBTQ+ inclusion training.
- Cymru National Teams supporting various EDI campaigns during international matches.



EQUALITY & DIVERSITY

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





- Provided opportunities for underrepresented groups to attend National Team matches through in person events, working alongside Her Game Too, Amar Cymru, Wal Goch Y Menywod and Equality Advisory Group members.
- Launched Multi-faith prayer and meditation Room at all Cymru home matches
- Development of Coach Diversity Programme.
- Development of Youth Engagement Project in partnership with Children in Wales.
- Improved diversity of FAW Board with two women, one being the first ever female chair and our first person of South Asian Heritage being appointed on to the Board.
- Improved diversity of FAW Council members increasing the number of women as Council Members.
- Delivered successfully the Pel Droed I Sanchaba Project – Providing equipment and coach education, including knowledge sharing visit to over 300 children and 50 coaches in The Gambia.
- Equality Champion role embedded in Club Accreditation and Club Licencing with 120+ individuals assigned initially into the role.
- Successful implementation of year 2 of the Be Football Mentoring Programme with another 32 participants taking part in Programme (16 mentees, 16 mentors) Since year 1 of the Programme 6 Mentees have been hired by the FAW.
- Launch of the PAWB Mentoring Programme for Black, Asian and Mixed-Heritage individuals looking to progress their career in football.



- British Sign Language videos developed and featured at all Cymru home matches.
- Supported the Cymru Homeless World Cup team in partnership with Street Football Wales with their participation in the Homeless World Cup in Sacramento, California, USA.
- Held first ever FAW Youth Conference at Colliers Park in Wrexham with over 600 applicants and 50 attendees between the ages of 12-24.
- Extended FAW Referee Diversity Programme to provide kit bursaries.
- Continuation of PAWB Fund supporting a number of families throughout Wales.
- All Match Officials provided training on challenging discrimination in football.



REPORT & CHALLENGE

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





- Re-developed Report IT online page on FAW website to support reports at International level.
- Re-developed Report IT Posters created and featured on PAWB website.
- Hosted Anti-Racism in football event releasing research into Racism in Grassroots Football report alongside Show Racism the Red Card.
- Challenging Discrimination in Football course developed on PAWB Courses.
- Victim Support Programme developed in partnership with Victim Support Cymru providing a confidential support service for those who have been victims of discrimination in football 24 hours a day, 365 days a year.
- Challenging Discrimination in Football training provided to disciplinary panel members.
- New recognising and responding to discrimination guide for match stewards developed.



LISTEN & UNDERSTAND

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





- Developed and launched the FAW National Youth Council.
- Developed internal and external focus groups in addition to an anonymous survey as part of the Trans People in Football Policy review.
- Conducted an internal equality & diversity audit for the FAW Workforce.
- Various consultations conducted 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.

DIOLCH.

