

WatfordFC
equality



**COMMUNITY SPORTS
& EDUCATION
TRUST**
REGISTERED CHARITY NO: 1102239



Watford FC Community Sports & Education Trust

Equality, Diversity and Inclusion Strategy

2022–2025

Why is Equality, Diversity, and Inclusion Important to Us?

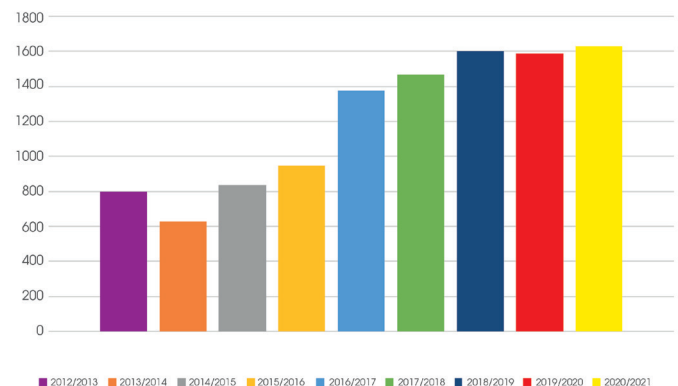
We work in an increasingly diverse community, where our areas reflect a broad range of people from different backgrounds.

We are not only committed to but have a responsibility under the Equality Act 2010 to:

- Eliminate discrimination, harassment, victimisation, and other conduct prohibited by the Act.
- Advance equality of opportunity between people from different groups.
- Foster good relations between people from different groups.

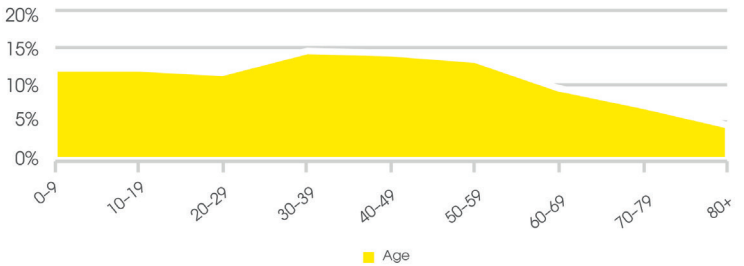
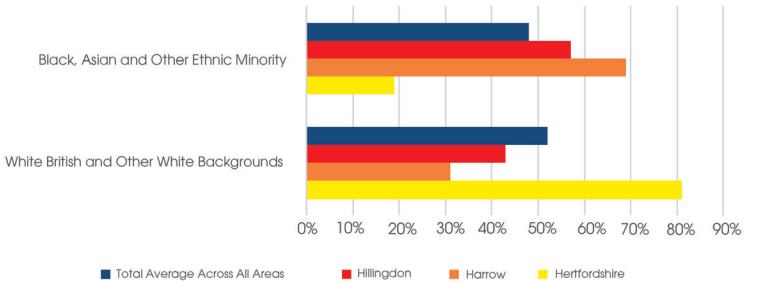
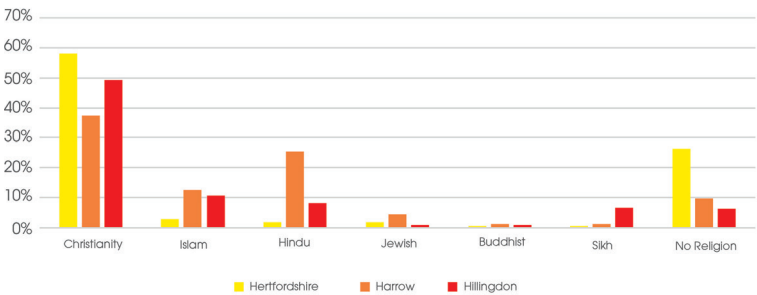
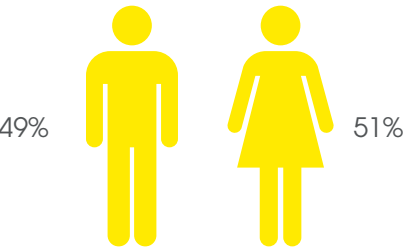
Over the last 10 years, there has been a continued increase in hate crime related to individuals' protected characteristics. 2020 to 2021 showed the highest amount of hate crime in communities we operate within for; race at 73%, sexual orientation at 12%, religion at 7%, disability at 6%, and transgender identity at 2%.

It is important for the Trust to embed preventive and educational tools to promote Equality, Diversity, and Inclusion in everything we do to improve the quality of life, create an opportunity for all and eliminate discrimination.



Total hate crimes across race, religion, disability, sexual orientation, and transgender identity

2,964,900 people live across Hertfordshire, Harrow, and Hillingdon (Census 2021). The diagrams illustrate the diversity breakdown of protected characteristics under the Equality Act 2010 in the areas we deliver in. (Sex and Age are data from Census 2021, all other data is from Census 2011, Herts Insight, Harrow, and Hillingdon Local Authority data).



16%

of children and young people in Hertfordshire have a special education need or disability.*

2% of adults in Hertfordshire
have a learning disability and

5.9% of adults in Hertfordshire
have a moderate to serious physical disability.*

14,000+ people

in Hertfordshire are thought to have dementia*

17% of adults in Hertfordshire
have a common mental health disorder with
7% of adults having depression*

In Hertfordshire it is estimated there are
14,000 individuals within
the LGBTQ+ community*

Research by McKinsey and Company show Equality, Diversity, and Inclusion is a powerful enabler for organisation performance. Organisations whose leaders' welcome diverse talents and include multiple perspectives are more than likely to outperform non-diverse organisation on profit, staff innovation and reduced staff turnover. (*Diversity Wins, How Inclusion Matters, May 2020*).

We recognise the success of the Trust relies upon attracting, developing, and valuing people from the widest possible backgrounds with the most diverse range of attitudes, insight, opinions, and beliefs.

We believe increasing our diversity can drive innovation, a culture of fairness and respect and equality of opportunity for all to deliver a better service to the community.

* Census 2021, Herts Insight, Hertfordshire County Council EDI Strategy.

WatfordFC
equality



**COMMUNITY SPORTS
& EDUCATION
TRUST**
REGISTERED CHARITY NO. 1102230

Introduction

This strategy will set out our commitment to grow and develop processes, policies, and priorities relating to all protected characteristics under the *Equality Act 2010*. An EDI action plan will accompany our strategy and is a working document that will be reviewed and updated on a regular basis to make sure it continues to be significant and valuable. An EDI review report will be completed annually which will include equality data, as well as providing a general account of progress in meeting the key outcomes. (Appendix A)

Working closely with the Club's Equality, Diversity and Inclusion lead, we will continue to ensure that the Club and Trust remain aligned to achieve all goals. The Club and Trust's action plans are regularly reviewed together to ensure they accurately mirror key outcomes and objectives wherever possible.

We will closely work with the Club to complete the Equality, Diversity, and Inclusion section on the Premier League Charitable Fund Capability Code of Practice (CCOP) and support the Club on retaining the Advanced Level of the Premier League Equality, Diversity, and Inclusion Standard (PLEDIS).



Equality, Diversity, and Inclusion Key Outcomes for 2022 to 2025

1. More empowered leaders committed to developing approaches for embedding Equality, Diversity, and Inclusion into everything we do.
2. Increased confidence in promoting Equality, Diversity, and Inclusion and challenging discrimination to create a truly inclusive culture for our staff to thrive.
3. Better informed decisions on Equality, Diversity and Inclusion through our data, insight, and delivery.
4. Increased knowledge and understanding of Equality, Diversity and Inclusion through influential learning and development opportunities.
5. Greater relationships with the diverse communities we serve.

Current Data and Insight Approach

Our research and insight data gathered has and will be used to enhance the planning and decision making of our action plan. Regular written and verbal equality reviews will be implemented to monitor and evaluate the progress of our commitment to Equality, Diversity, and Inclusion.

Data will be collected yearly on our staff workforce and participants within our programmes. The data has and will help identify current areas of under-representation or potential inequalities. Using the data, our internal and external working group will work together to recognise the most effective solutions to break down barriers and reduce current gaps shown from the results.

The annual data audit window is between September to November. Audits for our staff workforce are conducted through Survey Monkey. Participants data on our programmes are conducted using a range of data management reporting systems including Salesforce, XN Leisure, Coordinate, and Microsoft Excel.

Building a More Diverse Workforce

We have identified our aims in relation to our workforce data by comparing local population statistics. We will continue to grow and change over the years in line with the growth of the local statistics and the continued development of our workforce.

The source of data is from:

- UK Office for National Statistics via Herts Insight
- City Population (2015–2017)
- Census 2011 and Mid-Term Estimates
- FA Diversity Code of Practice

We are keen to build a larger diverse team of staff to represent the community we operate and engage with by setting targets and improvements to our recruitment process to increase numbers of individuals across Black, Asian and Mixed Heritages, Female, and Disability to join our workforce.

All Employees		Current: 2021	Aim: 2025
Protected Characteristic Target Group	Black, Asian, and Mixed Heritage	11%	15%
	Female	46%	49%
	Disability	10%	12%

Line Manager Roles		Current: 2021	Aim: 2025
Protected Characteristic Target Group	Black, Asian, and Mixed Heritage	0%	8%
	Female	33%	40%
	Disability	5%	8%

Senior Leadership Roles		Current: 2021	Aim: 2025
Protected Characteristic Target Group	Black, Asian, and Mixed Heritage	0%	4%
	Female	0%	4%
	Disability	0%	4%

Board of Trustees		Current: 2021	Aim: 2025
Protected Characteristic Target Group	Black, Asian, and Mixed Heritage	0%	8%
	Female	27%	35%
	Disability	18%	22%

The Key Roles of Our Staff Across Equality, Diversity, and Inclusion

It is essential that everyone in the Trust collaborates and works together in our priorities and commitment to equality, diversity, and inclusion. Below are the staff workforce who have specific roles to bring effective change within our policies, processes, programmes and workplace.

Community Director	Senior Leadership Team	Line Manager	EDI Strategic Lead	Board EDI Champion	Trust EDI Champions Across Departments
Provides clear and decisive leadership on equality, diversity and inclusion across the Trust.	Lead on creating an inclusive working environment to support diverse teams, ensuring open, honest, and fair decisions are made across departments.	Provide an inclusive working environment and be a positive advocate to embed Equality, Diversity, and Inclusion within staff behaviours, roles, and projects.	Provide expertise and support on all matters of equality, diversity, and inclusion issues relating to policies, processes, projects, and all stakeholders. (More details in Appendix B).	Represents the recommendations from the EDI Champions Internal Working Group at board level and equally the opinions of the Board to the wider organisation.	Discuss and agree on group recommendations for internal work that is being undertaken to ensure improvements are made across equality, diversity, and inclusion within the Trust. EDI champions cascade information to their departments. (Appendix C).

All Staff

Staff play an important role in developing an inclusive work environment, by treating all work colleagues with fairness, respect, and being an ally to each other across all areas of equality, diversity, and inclusion. Accountable for actions linked to role, programme, and learning and development opportunities.

Serving the Community We Engage With

Watford Football Club has always been and will be the 'Original Family and Community Club.' From the 1980s, the true community ethos was led by Graham Taylor and Sir Elton John who created a legacy in making sure local people were at the forefront of everything we do.

In the early 1990s, the first ever Community Officer was recruited, and by 2003/2004 the Trust officially became a charity. Fast forward to 2022, we deliver a range of programmes and manage two community facilities supporting all protected characteristics with a real commitment to inspiring, empowering, and engaging with local people to make a positive difference in our community.

As a charity, we need to consistently review and adapt to meet the needs of the communities we serve. Collecting participant data yearly across all our programmes will help to identify trends to make evidence-based decisions. We will continue to focus on the following protected characteristics:

- Race and Ethnicity
- Disability
- Gender
- Sexual Orientation or Gender Identities

We will continue to consult with our external community groups who play a pivotal part in advising, guiding, and supporting us as we gather a better understanding of valuing relationships with different groups and recognising the intersectionality each of us have.

Vision

Improving Lives, Enhancing Communities.

Mission

Making a positive difference for all through sport, physical activity and learning.

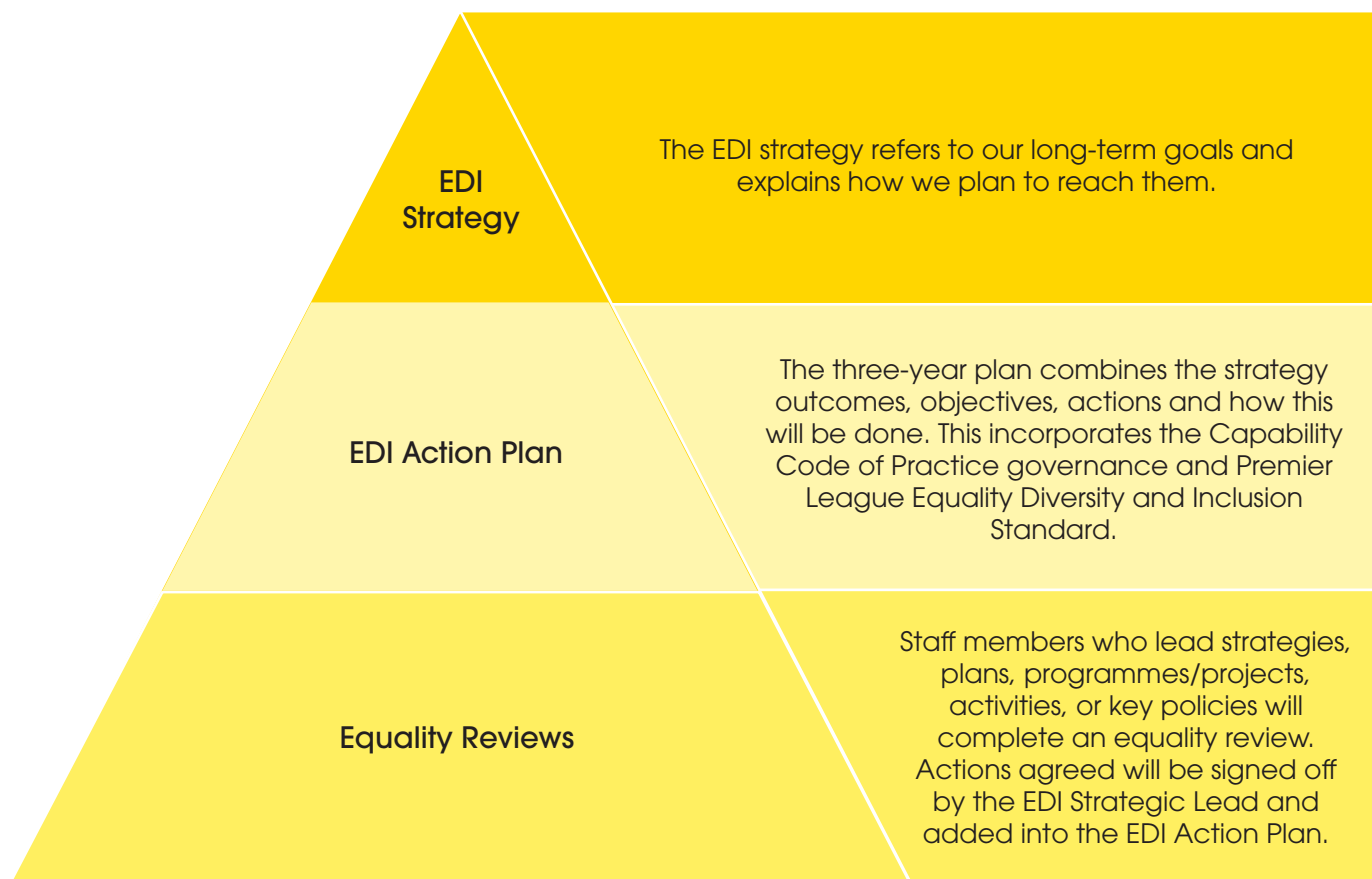
Values

To be honest, reliable, and trustworthy. **Integrity.**

To be inclusive in all our decision making. **Inclusivity.**

To be bold and creative in the way we work. **Innovation.**

Appendix A

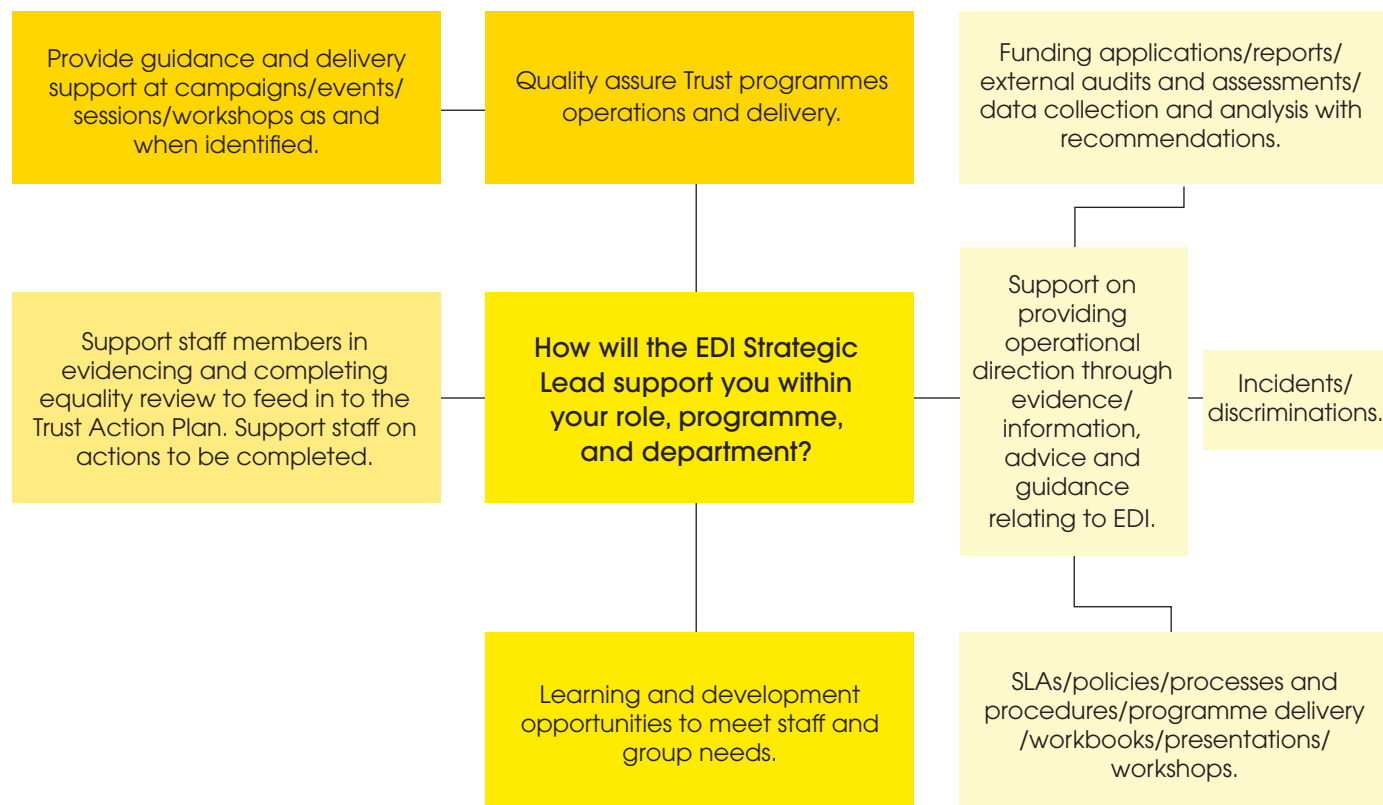


Appendix B

Equality, Diversity, and Inclusion Strategic Lead Role Within the Trust

- Key decision maker across the Trust and to work closely with staff to help ensure that the Trust's commitment to Equality, Diversity, and Inclusion is embedded across everything the Trust does.
- Direct responsibility for the development and management of the EDI strategy, action plan, and equality reviews. This will be done by providing and implementing solutions to Equality, Diversity and Inclusion challenges faced and promote inclusivity in all the Trust's decision making.
- Develop existing and new partnership with key EDI stakeholders to link into the Trust.
- Work with the Club Equality, Diversity, and Inclusion Lead on Capability Code of Practice (CCOP) and support the Club on the Premier League Equality, Diversity Inclusion Standard (PLEDIS).
- Work closely on delivering key campaigns, learning and development opportunities and events.
- Review and develop existing provisions, policies, and procedures to produce reports providing advice and recommendations for consideration for SLT/Trustees.

Appendix B (Continued)



Appendix C

The EDI Champion role promotes awareness of EDI issues and to enhance and embed Equality, Diversity, and Inclusion within department teams in collaboration with the EDI Strategic Lead and internal group.

