



***A CALENDAR AND GUIDE TO
EQUALITY, DIVERSITY AND INCLUSION
IN GRASSROOTS FOOTBALL 2022-2023***



INTRODUCTION

Across football, people from a range of backgrounds, cultures and communities take part in football in different ways. This could be playing, coaching, refereeing and volunteering to name a few. The diversity of these people is one of the best things about the beautiful game.

The FA, England Football and the County FA network are working to address under-representation in football and to ensure it is inclusive through the delivery of:

- [FA Strategy 2020-2024 Time For Change](#)
- [FA Grassroots Strategy Survive. Revive. Thrive](#)
- [FA Equality, diversity and inclusion strategy A Game For All](#)
- [FA Women's and Girl's strategy Inspiring Positive Change](#)
- [The FA's Code of Governance for County FA](#)
- [Football Leadership and Diversity Code \(Grassroots\)](#)

We hope this calendar and guide can help you with your understanding of equality, diversity and inclusion.

HOW TO USE THIS GUIDE AND CALENDAR?

The FA's calendar and guide to equality, diversity and inclusion in grassroots football should be used to view the many ways in which football can bring people from all backgrounds, cultures and communities together. This is by no means a definitive list of all key celebrations, but it is a general guide to some of the EDI moments for awareness across the grassroots landscape. It is by no means definitive but a more general guide to EDI. If you are involved in running the game, whether through a club, league or facility, we always recommend speaking directly to the people who may observe any one of the dates contained in this document to understand their personal preferences and perspectives and to continue to enhance knowledge sharing.

PROTECTED CHARACTERISTICS & FA RULES

EQUALITY ACT 2010

The Equality Act 2010 legally protects people from discrimination in the workplace and wider society. There are nine protected characteristics (see image right). The basic framework protects people from direct and indirect discrimination, harassment and victimisation regardless of whether the victim holds multiple characteristics or is perceived to have or is associated with someone who has a protected characteristic.

FA RULE E 3.2

An aggravated breach of FA Rule E3 is when a participant is charged with insulting, abusive or improper behaviour, or brings the game into disrepute, while also including a reference, whether express or implied, to any or more of the following: ethnic origin, colour, race, nationality, religion or belief, gender reassignment, sexual orientation or disability.

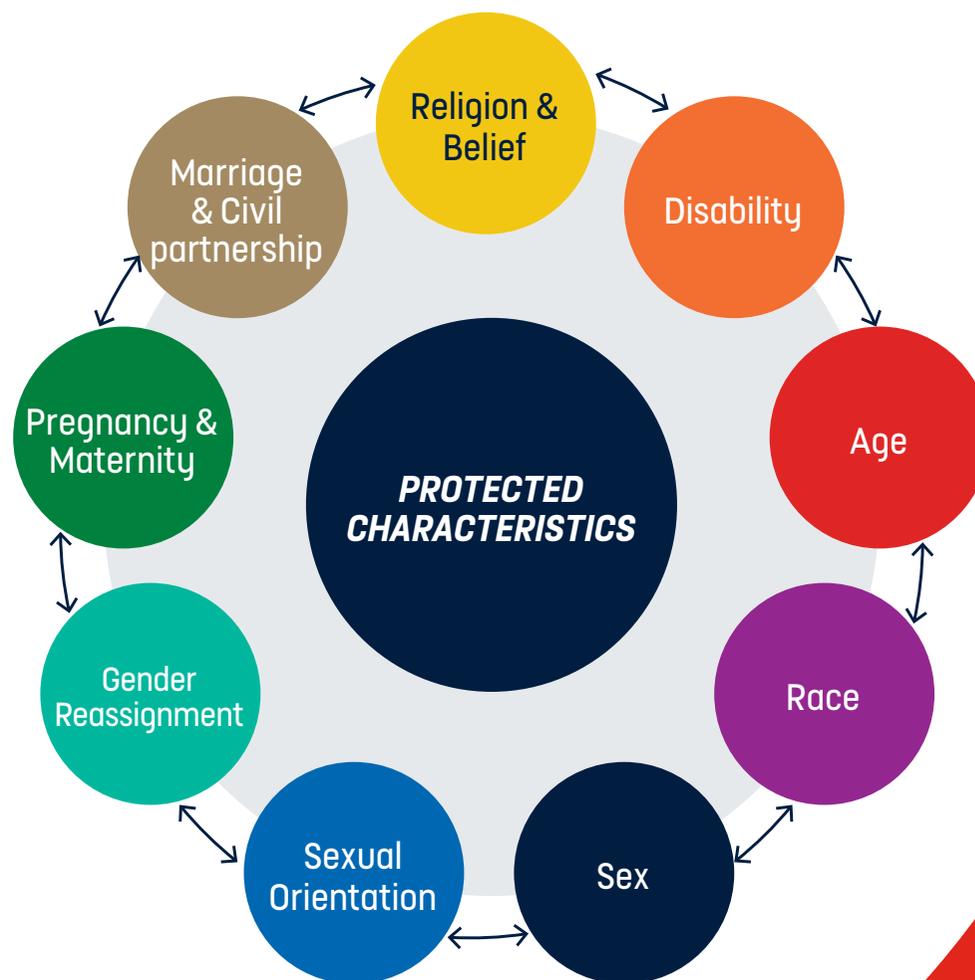
RULE B5 FOOTBALL AND RELIGIOUS OBSERVANCE

(a) A Participant cannot be compelled to play football on bona fide occasions where religious observance precludes such activity, save where the Participant:
(i) has consented to do so on such occasions;
or

(ii) is registered as a player under written contract, which shall be taken as consent to play on such occasions unless otherwise provided for in the contract.

(b) Annually, when planning programmes, Competitions shall define and notify agreed dates of such occasions.

**E3(2) does not cover Pregnancy & Maternity/ Marriage & Civil partnership.
To find out about The FA's Equality Policy click [here](#).*



EDI CALENDAR

August – December 2022

| | AUGUST | SEPTEMBER | OCTOBER | NOVEMBER | DECEMBER |
|--|--|---|--|--|---|
| Religion and Belief | | | Jewish New Year 4/10 - 5/10: Yom Kippur (Judaism) 24/10: Diwali Deepavali and Bandi Chhor Divas (Hinduism & Sikhism) | | 25/12: Christmas Day (Christianity) |
| Disability | | 6/9: Colour Blindness Day 18/9: International Week of the Deaf | 6/10: World Cerebral Palsy Day 10/10: World Mental Health Day 13/10: World Sight Day | | 3/12: International Day of Persons with Disabilities |
| Age | 12/08: International Youth Day | | 1/10: International Day of Older Persons | 18/11: Children in Need Day | |
| Race and Ethnicity | 18/7 - 17/8: South Asian Heritage Month | | Black History Month | | |
| Sexual Orientation | | | 19th October – 31st October: Rainbow Laces | | |
| Sex, Gender Identity and Gender Reassignment | | | 26/10: Intersex Awareness Day | Movember 20/11: Transgender day of Remembrance | |

EDI CALENDAR

January – June 2023

| | JANUARY | FEBRUARY | MARCH | APRIL | MAY | JUNE |
|--|---|---|---|---|---|---------------------------------|
| Religion or Belief | 20/1: Birthday of Guru Gobind Singh (Sikhism) | | 22/3 – 21/4*: Ramadan (Islam) | 14/4: Vaisakhi (Sikhism) 7/4: Good Friday (Christianity) 9/4: Easter (Christianity) 10/4: Easter Monday (Christianity) 21/4 - 22/4: Eid-al-Fitr (Islam) | 4/5: Vesak Day (Buddhism) | 28/6 - 2/7: Eid al-Adha (Islam) |
| Disability | | | 1/3: International Wheelchair Day | 2/4: World Autism Day | 1/5 - 7/5: Deaf Awareness Week 13/5-20/5: Mental Health Awareness Week | |
| Age | | | 16/3: Young Carers Action Day | | 15/5: National Children Day | |
| Race or Ethnicity | 22/1: Lunar New Year | | 21/3: International Day for the Elimination of Racial Discrimination | | 21/5: World Day for Cultural Diversity | |
| Sexual Orientation | | Football v Homophobia Month of Action LGBT History Month | | | | |
| Sex, Gender Identity and Gender Reassignment | | | 8/3: International Women's Day 19/3: Mothering Sunday 24/3 - 31/3: Football v Transphobia Week of action 31/3: International Trans Day of Visibility | | 17/5: International Day Against Homophobia, Transphobia and Biphobia | 18/6: Father's Day |

* denotes date subject to change

RACE & ETHNICITY

KEY DATES TO CONSIDER

18 JUL - 17 AUG 2022

South Asian Heritage Month

Celebrating the history and achievements of British South Asians

OCT 2022

Black History Month

Celebrating Black history and the impact of Black heritage and culture on the UK

22 JAN 2023

Lunar New Year

A festival that celebrates the beginning of a new year on the traditional lunisolar Chinese calendar

21 MAR 2023

International Day for the Elimination of Racial Discrimination

Observing a theme of eliminating racial discrimination across the world

21 MAY 2023

World Day for Cultural Diversity

A day to deepen our understanding of the values of cultural diversity



You can find out more about how Gloucestershire FA marked Black History Month.

TO FIND OUT MORE:

- [Gloucestershire FA BHM 2020](#)
- [Gloucestershire FA BHM 2020 Youtube Channel](#)
- [Gloucestershire FA BHM Fact Sheet](#)

The FA recognises and embraces the racial and ethnic diversity of those who participate in football, right from the senior England teams to grassroots football including volunteers and match officials. We want everyone to feel a part of the football family and within this, we recognise, embrace, and celebrate the diversity!

IN WITH PRACTICE - GLOUCESTERSHIRE FA BLACK HISTORY MONTH 2020

"Gloucestershire FA hosted an online webinar with special guests offering insights into their journeys, experiences in football and celebrating local & national Black, Asian and Minority Ethnic culture and heritage"

Gloucestershire FA

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER

- [Kick It Out](#)
- [Show Racism the Red Card](#)
- [South Asian Heritage Month](#)
- [Black History Month](#)
- [Football Unites Racism Divides](#)
- [United Nations](#)

RACE & ETHNICITY – FOOTBALL UNITES (EAST RIDING FA)

Football Unites is a British Universities & College Sport (BUCS) project funded by both BUCS and the Football Association, this is otherwise known as a BUCS Football Development Project.

Football Unites is a football project specifically for ethnic minorities males aged 16 years and above. Since last May 2021, Hull Sport have engaged 271 unique participants from over 49 nations! For the first two weeks of the project, we only engaged one participant however through the word of mouth and developing integral partnerships, we are now engaged 50+ participants weekly and still engaging new participants on a weekly basis. Dan Smith, Sport development officer at Hull Sport has worked with community providers such as Hull College, the job centre, tigers trust plus the University of Hull Sanctuary.

Dan Smith is a University of Hull alumni who previously was a member of the University Men's Football team. Since Dan has graduated, he was successful in securing an internship with the sport development team and through his dedication and commitment, he has been a full time sports development officer since 2020.

Some of our participants highlighted that Football Unites is the only thing that they look forward to on a weekly basis. Participants have stated that "Football Unites provides a safe, fun environment but most of all, it allows our participants to make connections and friendships through their love and passion of football".

FOOTBALL UNITES ISN'T JUST A PROJECT, IT'S A WAY OF LIFE FOR OUR PARTICIPANTS AND HULL SPORT ARE SO PROUD OF WHAT WE HAVE CREATED!



GENDER

KEY DATES TO CONSIDER

26 OCT 2022

Intersex Awareness Day

A day to highlight the human rights issues faced by intersex people.

NOV 2022

November

Raising awareness of men's mental health and wellbeing issues.

08 MAR 2023

International Women's Day

Commemorating the cultural, political and socioeconomic achievements of women.

19 MAR 2023

Mothering Sunday

A traditional day to honour mothers.

18 JUN 2023

Father's Day

A traditional day to honour fathers.

IN PRACTICE WITH FRENFORD & MS WOMEN'S FC



* Muslimah Sports Association was established in 2014 to offer women a safe and positive environment to participate in a number of different sports without compromising their religious or cultural beliefs. To find out more click [here](#).

Through our FA Women's and Girls' strategy – Inspiring Positive Change, we want to ensure there is access and opportunity for every girl & woman to play, coach, spectate, officiate, manage or administer if they so wish.

"Starting off as just a Friday night fitness session with six players. Entered into the intermediate league of Super5league during the middle of the season. It was rough, being a beginner team in an intermediate league; goals upon goals were going in against us. When our first goal went in, we were ecstatic. It showed that our perseverance and determination weren't in vain. It's safe to say we didn't win that league, but what we had learnt was indispensable. Our highlight has to be our win at the inaugural Super5 x Nike Tournament at Chelsea's Stamford Bridge in 2019."

Yashmin Harun MBE – Chair & Founder of MSA*

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- [FA Women's and Girl's Strategy – Inspiring Positive Change](#)
- [Women in Football](#)
- [FA Weetabix Wildcats](#)
- [Movember](#)
- [International Women's Day](#)

GENDER – SMART SPORTS FC (SURREY FA)

FOR THOSE THAT MAY NOT KNOW YOU, CAN YOU INTRODUCE YOURSELF AND TELL US A BIT ABOUT YOU?

My name is Samira Ali, I am the co-founder, treasurer, and lead coach of the girls' section at SMART SPORT FC. I am also a mum of two young children who inspired myself and my husband to start the club.

WHAT GOT YOU STARTED IN THE WORK YOU ARE CURRENTLY DOING?

We started the club in April 2021, after lockdown had eased. We ran a session for boys and girls in a local park, for children of our friends in the local community.

Word soon spread and numbers grew! For many of the kids it was their first time playing organised sport. Others joined having left more established clubs in search of a more inclusive club culture.

We also found girls in particular felt more comfortable in sessions with female coaches, which initially was just me, so we made a concerted effort to try and develop more female coaches from our local community and demographic. We contacted the FA for support with this and they were immensely helpful. Rachel Pavlou connected us to Sharon Muxworthy, who in conjunction with Yasmin Hussain from Frenford Clubs delivered a fantastic coaching workshop in October 2021 encouraging women in the community to get involved in coaching. On the back of this event 5 other female coaches joined our team.



YOU CAN FIND OUT MORE ABOUT SMART SPORT FC AT
www.TheFA.com

RELIGION OR BELIEF

KEY DATES TO CONSIDER

CHRISTIANITY

25 DEC 2022

Christmas Day

Held on the 25th of December commemorating the birth of Jesus Christ.

07 APR 2023

Good Friday

A holiday commemorating the crucifixion of Jesus Christ.

09 APR 2023

Easter Sunday

A date commemorating the resurrection of Jesus Christ.

10 APR 2023

Easter Monday

A religious observance of an angel meeting the women who arrived at Jesus's tomb.

ISLAM

22 MAR -
21 APR 2023

Ramadan

Muslims around the world fast during daylight hours as well as praying, giving to charity and strengthening family ties.

21 - 22
APR 2023

Eid-al-Fitr

Marking the end of a month of fasting and a time of celebration.

HINDUISM

24 OCT 2022

Diwali Deepavali & Bandi Chhor Divas

A celebration and festival including fireworks and lamps symbolically marking triumph of light over dark.

SIKHISM

20 JAN 2023

Birthday of Guru

Gobind Singh

Marking the birth of the tenth Sikh leader to honour and remember a great warrior, poet, philosopher and spiritual master.

14 APR 2023

Vaisakhi

A spring festival celebrating the founding of the Sikh community.

JUDAISM

04 - 05 OCT
SEP 2022

Yom Kippur

Meaning the Day of Atonement. It is celebrated ten days after Rosh Hashanah.

IN PRACTICE WITH WEST RIDING FA

'WHAT IS RAMADAN & HOW CAN IT AFFECT FOOTBALL?'

From the perspective of a Muslim player

When thinking about a participant's religion, faith or belief it is important to listen to the person. Here is an example of how West Riding FA listened to how Ramadan affects a Muslim footballer.



FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

[Muslim Chaplains of sport](#)

[Maccabi GB](#)

[Hindu Forum of Europe](#)

[City Sikhs](#)

[The Carob Tree Project](#)

[Community Security Trust](#)

[Faith Forums 4 London](#)

[Ramadan Tent Project](#)

[Sports Chaplaincy](#)

[The Church of England](#)

Football's ability to bring together people of all faiths, religions or beliefs is unrelenting. By ensuring all religions are covered by FA Rule B5, we aim to offer equal opportunities for all religions.

To find out more about FA Rule visit www.TheFA.com

RELIGION AND BELIEF – THE FA'S FAITH & FOOTBALL SERIES

We have planned and delivered The FA's faith and football programme across England. The programme delivers events across the six most populous religions / belief groups in the country designed to bring communities together, link faith and football together more strongly and demonstrate that football is accessible to all communities regardless of background or social status. Our events have included the celebration of religious dates including Ramadan (at Wembley), Vaisakhi (in the West Midlands) and Vesak Day (in Swindon). Our work is supplemented by our central 'Belief in the Game' informational document outline the significance of each faith and its connection to sport and football.

Across our faith events delivered during the 21-22 season, there close to 1000 attendees from a wide range of faith communities. By taking the events into communities and using Wembley as an iconic backdrop, communities who attended our events felt both welcomed and intrigued by the various football formats on offer.

Some of our recent faith events include:

Easter (Christianity) Online

Ramadan (Islam) Wembley

Vesak Day (Buddhism) Swindon

Vaisakhi (Sikhism) Birmingham



TO SEE MORE ABOUT OUR FAITH AND FOOTBALL EVENTS, PLEASE VISIT

www.TheFA.com

DISABILITY

KEY DATES TO CONSIDER

06 SEP 2022

Colour Blindness Day

Raising awareness that colour blindness affects 1 in 12 males and 1 in 200 females.

18 SEP 2022

International Week of the Deaf

An annual celebration of the Global Deaf community.

06 OCT 2022

World Cerebral Palsy Day

A day for people to celebrate and support those living with Cerebral Palsy.

10 OCT 2022

World Mental Health Day

A day to raise awareness of mental health issues and mobilise efforts in support of mental health.

13 OCT 2022

World Sight Day

Raise awareness to focus attention on the global issue of eye health.

03 DEC 2022

International Day of Persons with Disabilities

The day is about promoting the rights and well-being of persons with disabilities.

01 MAR 2023

International Wheelchair Day

Wheelchair users celebrate the positive impact a wheelchair has on their lives.

13-20 MAY 2023

Mental Health Awareness Week

A week to focus on achieve good mental health across the UK.

IN PRACTICE WITH BARTON INCLUSIVE FC



"We strive to provide the best environment for our players to provide them with a platform to lead healthy lives where we all have exciting and prosperous futures where football unites us. We are a family."

Sophie, Club Founder, Barton Inclusion FC

The FA believes there should be flexible, inclusive and accessible playing opportunities for everyone. We want to deliver a range of opportunities that sustain and grow opportunities for disabled people to participate and excel through football.



"Before I joined BIFC I was in a bad place and joining the team has helped me so much. I love playing football and playing football with such an amazing and supportive group is the best thing. So I just have to stay thank you."

Barton Inclusion FC Player

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- [Level Playing Field](#)
- [Wheelchair FA](#)
- [Activity Alliance](#)
- [Heads Up](#)
- [Referee Mental Health Champions](#)
- [Referee Mental Health Guidance](#)
- [Alzheimer's Society](#)
- [FA Disability Dispensation Policy](#)

DISABILITY – CALVERTON MINORS MWFC INCLUSIVE

Calverton MWFC prepare their players for the next stage of their lives through the medium of fun and accessible football.

The Calverton Minors team strives to deliver inclusive team sport regardless of individual ability.

The team promotes healthy living, mental well-being and social interaction within the Nottinghamshire region.

Families come together to share experiences & support each other to build self-confidence and to improve the life prospects of their players in society.



SEXUAL ORIENTATION

KEY DATES TO CONSIDER

19 OCT - 31 OCT

2022

Rainbow Laces

A celebration of the impact that sports has on LGBTQ+ people, and the impact LGBTQ+ people have on sport.

FEB 2023

Football v Homophobia Month of Action

The month of action calls on football to tackle homophobia, biphobia and transphobia in the game.

LGBT History Month

A month long observation of LGBT history, increasing visibility and raising awareness of matters affecting the LGBT community.

17 MAY 2023

International Day Against Homophobia, Transphobia & Biphobia

Aiming to coordinate events that raise awareness of LGBT rights worldwide.

IN PRACTICE WITH NORTH RIDING FA LGBTQ+ HUB

North Riding FA identified there was a gap in provision for under-represented groups. After consulting with various groups including York Pride, The 'Football Hub' was established.

The Football Hub in York is designed to encourage, promote, and engage LGBTQ+ participation in football. The hub is open to all abilities and anyone over the age of 18.

The purpose the hub is to create a footballing environment where people can be comfortable as their authentic selves and to facilitate their footballing ability. It is a safe space for all to come and enjoy the game.

The FA is committed to creating an inclusive game where all LGBTQ+ people are welcome and accepted. Whether it be through Rainbow Laces or celebrating LGBT History month, we aim to increase the visibility of LGBTQ+ people, their history and lived experiences as well as advancing education through our partnership with Stonewall.



"Our club is LGBTQ+ friendly, mixed ability and friendly in nature. I think it is hard for people who perhaps look different or have had a previous negative experience within sport at school to get back into football and discover the pleasure and benefits of playing again. I am extremely proud that we have created a safe and inclusive environment where that is happening every week."

Charlotte, participant and group lead

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- [Football v Homophobia](#)
- [Stonewall](#)
- [GFSN](#)
- [Pride Sports](#)

SEXUAL ORIENTATION – LGBTQ+ FESTIVAL (SUSSEX FA)

REVIEW

The format of the festival included 3 different groups. We opted for a Female v Female, Male v Male and a mixed group. Each group was open to all LGBTQ+, Transgender, Non-Binary and Intersex Players, however we also wanted to ensure that if someone for example was Transgender then they had the opportunity to participate in the group they identify with. This approach ensured that we had inclusivity throughout the event and that everyone felt welcome. We had a great mix of Men and Women playing football together and supporting each other.

Although teams were encouraged to enter, individuals were also welcomed to book a place and on arrival they were put into teams. This was a brilliant approach because booking teams in advance meant that we had a base of teams guaranteed to attend each week, meaning we also had teams for individuals to be placed with.



The event was held in Preston Park, central Brighton, this venue was chosen to ensure that travel was not a barrier for our target audience. Brighton and Hove City is also the host city for the UEFA EURO 2022 so we wanted to ensure that we were reaching and engaging with local men and women. The event was free to encourage more participation and again, to remove any potential barriers. Though donations were collected throughout the month and all monies raised went to the Ledward Centre, an LGBTQ+ Centre in Brighton.

The event was injury free, respect was a huge part of this event and this was clear to see on the pitch as well as off the pitch. We believe the level of respect shown played a huge part in fair play and the lack of injuries.

The event was also supported by Brighton & Hove Albion FC Women and Lewes Community Football Club. Both clubs provided a number of tickets to the project. Brighton & Hove Albion FC Women also organised a player visit, we were joined by Floss Gibbons and Keyleigh Green who cheered on the players during the festival.

Overall, we had 100+ players attending each week, a number we were very proud of. After each event the majority of players and volunteers moved to the local pub, who offered discounts to all players. Everyone enjoyed food and drink, a social that became a regular occurrence.



KEY DATES TO CONSIDER

12 AUG 2022

International Youth Day

A day to raise awareness of the need to ensure the engagement and participation of young people.

01 OCT 2022

International Day of Older Persons

This year the World Health Organisation has themed the day around Ageism through the ages.

18 NOV 2022

Children in Need Day

A day to raise money for young people experiencing disadvantage through poverty, disability, illness, distress, abuse, neglect, and behavioural or psychological difficulties.

16 MAR 2023

Young Carers Action Day

Organised by Carers Trust, it aims to raise awareness of young carers and the incredible contribution they make to their families and local communities.

15 MAY 2023

National Children's Day

The day is all about the importance of a healthy childhood.

Dates in grey colour are moments from the past

"Football is available to everybody regardless of background and safeguarding is everyone's responsibility"

The FA Safeguarding Team

IN PRACTICE WITH WESTEND JUNIORS

'IT'S ALL ABOUT THE KIDS'

At Westend Juniors our young people are the heartbeat of our club and we're fiercely passionate about their overall development and well-being.

Our 'Westend Community Champions' young volunteer group, using the power of grassroots football as a universal language, provides invaluable support and help to the most vulnerable people across local and wider communities bringing hope and making a positive contribution to society.

Westend Community Champions' actions during Covid-19 delivered:

- Support to over 1,000 families with Christmas gifts (Across 15 Huddersfield school communities)
- Over 3,000 food items to local foodbank
- Over 2,500 clothing items to Sanctuary Kirklees for Refugees and Asylum Seekers
- 150 Pampers Packs to NHS Nurses
- 840 Educational Packs for children isolated at home
- 4,500 Neonatal Knitted Items for NHS Neonatal Care Units
- Engaged with 120 local elderly knitters to support Neonatal project.

With all actions and activities we raised over £125,000 in aid and donations.

Shaun Weatherhead,
Chair Westend Juniors FC



"Through engaging youth volunteering and leadership through the FA Leadership Academy to offering flexible formats of football such as walking football, The FA aims to ensure that you have equal opportunities to be a part of the beautiful game regardless of age."

The FA

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- [Age UK](#)
- [Sporting Memories](#)
- [Youth Sport Trust](#)
- [FAYLA](#)
- [National Young Referee Dev Team](#)

AGE – LINCOLNSHIRE FA WALKING FOOTBALL STEERING GROUP

In Lincolnshire, we see football as a game for life, which is why in 2020 the 'Lincolnshire FA Walking Football Steering Group' was formed, comprising of 10 local representatives from across the county.

The aim of the steering group was for it to act as a mechanism to harness the knowledge, passion, and enthusiasm for walking football, in order to increase & develop local opportunities for the older demographic to socialise, meet new friends, and support their physical and mental wellbeing through the power of football.

The steering group presented the perfect platform to allow the voice of the local walking football community to be heard, to help shape their own local playing opportunities, whilst ensuring our clubs and players felt valued and at the heart of a collective journey as we meet on a quarterly basis.

Since its inception, the steering group has been instrumental in developing offers to support players of all ages and abilities, including The Lincolnshire FA Walking Football League which boasts divisions at Over 50s and over 60s, with 22 teams playing monthly and over 350 players registered above the age of 50. We have delivered friendly festivals at Over 50, Over 60 & Over 65, which has seen players getting their boots back on for the first time in over 30 years! In addition to this, we've also delivered 6 walking football referee workshops to ensure there's a place for everyone across the walking football landscape. The steering group has united an array of communities and used football as the vehicle.

Through this project, we hope to have increased awareness that age is no barrier to playing the beautiful game, and whether your 7 or 77, opportunities are readily available in Lincolnshire.



TRANS INCLUSION

KEY DATES TO CONSIDER

20 NOV 2022

Transgender Day of Remembrance

Remembering and honouring the lives trans and gender-diverse people reported murdered in the last 12 months.

FEB 2023

LGBT History Month

A month long observation of LGBT history, increasing visibility and raising awareness of matters affecting the LGBT community.

24-31 MAR 2023

Football v Transphobia Week of Action

Highlighting the positive contribution trans people are making to football and show how everyone involved in the game can be active allies to trans and non-binary people and support their inclusion.

31 MAR 2023

International Trans Day of Visibility

A day to increase the visibility of Trans people across all communities.

17 MAY 2023

International Day Against Homophobia, Transphobia & Biphobia

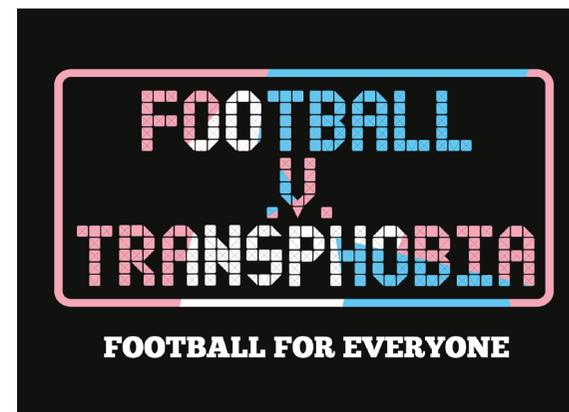
Aiming to coordinate events that raise awareness of LGBT rights worldwide.

IN PRACTICE WITH FOOTBALLvTRANSPHOBIA

The Football v Transphobia campaign and Week Of Action raises awareness of trans discrimination. Utilising mediums such as social media & hashtags such as #Transfootyally people are encouraged to show the value of allyship in the game.

Football belongs to, and should be enjoyed by, anyone who wants to participate in it. The FA is intent on making football a lifelong experience, and ensuring the inclusion and safety of participants

The FA Policy on Trans People in Football



FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- [Policy on trans people in football](#)
- [Gendered Intelligence](#)
- [Football v Transphobia](#)
- [Pride Sports](#)



"We promote positive role models, respect, and discipline using football's ability to bring people from all backgrounds together so that individuals have an opportunity to succeed in life."

Ben Rosser, Pythian FC

FA Grassroots Award winners for Community Project of the Year 2018

Created by



Supported by:



Stonewall





"I'm really proud to have hosted this as part of Cheshire FA's #RainbowLaces campaign. The theme throughout the night was the importance of visibility and allyship; we cannot achieve anything without learning about people's lived experiences and working together to put negative experiences right."

"It was inspiring to hear our guests share their stories and I am sure everyone who joined us on the night has taken a lot away. This is just the start of what we hope will be a movement towards greater inclusivity in football"

Greg McLean

Business Development Manager (Cheshire FA),
Chair of a Grassroots League & Grassroots

REPORTING DISCRIMINATION

To ensure our national game is inclusive, we all have a responsibility to step up and blow the whistle on discrimination. Here's how:

THE GRASSROOTS GAME, DISABILITY GAME, WOMEN'S PYRAMID AND THE NATIONAL LEAGUE SYSTEM

IF YOU'VE BEEN THE VICTIM OF OR WITNESSED AN INCIDENT OF DISCRIMINATION:

Report it via The FA at Football.ForAll@TheFA.com

Report it to Kick It Out through their [online reporting form](#) or via their reporting app available on both [iOS](#) and [Android](#).

Alternatively, email Kick It Out at report@kickitout.org

For grassroots football - complete the online form you'll find [here](#), which also goes to the County FA. You can also contact the County FA directly.

A full list of County FAs and contact details can be found [here](#).

Please note: If the incident occurs outside 'organised' football (i.e. in competitions not affiliated to the County FA), the County FA can still advise on what your next steps should be).

REPORTING DISCRIMINATION ON SOCIAL MEDIA:

Whether it's in connection with professional or grassroots football, if you see a post on social media you believe is discriminatory, there are three ways to report it. These are:

By contacting the site on which the post exists – see more information below.

By reporting it to Kick It Out through [their online reporting](#) form or via their reporting app available on both [iOS](#) and [Android](#).

Alternatively, email Kick It Out at report@kickitout.org

By contacting the police, either:

- In person
- By calling the local police on 101
- By completing the online reporting form you'll find [here](#)
- By calling 999 if you are in an emergency



**ENGLAND
FOOTBALL**