

## Equality, Diversity and Inclusion Development Plan September 2020 to August 2021



Strategic Targets		Timescale	Responsibility	Criteria for Success
<b>Strategic Target 1</b>	<ul style="list-style-type: none"> <li>To develop a clear management structure to support EDI throughout Barrow AFC</li> </ul>	March 2021	SH All Bluebirds Team SLO	<ul style="list-style-type: none"> <li>Any member of the Barrow AFC community can clearly articulate how they identify and report concerns and who they report them to</li> <li>Equality, Diversity and Inclusion are promoted throughout the ground</li> <li>The website is easily navigable for supporters to access information on EDI</li> <li>Board Member on All Bluebirds Group reports directly to Board of Directors as a standing item at board meetings,</li> <li>All Bluebirds Group has been set up to support and promote EDI throughout Barrow AFC and chaired by Supporters' Liaison Officer</li> <li>Group has worked with other community stakeholders (such as Police, Foodbank and Furness Multicultural Forum)</li> </ul>
<b>Strategic Target 2</b>	<ul style="list-style-type: none"> <li>To initiate and develop an ongoing CPD support system for all staff throughout the Club with regards to EDI</li> </ul>	Sep 20-Jul 21	SH All Bluebirds Tea All staff	<ul style="list-style-type: none"> <li>DSO has attended Inclusion Led Meetings such as 'Meet the Assessor'</li> <li>All staff and directors have completed the 'Playing for Inclusion' course as part of standard</li> <li>Members of the 'All Bluebirds' team has attended at least one 'extra' EDI Training as well as the above course</li> </ul>
<b>Strategic Target 3</b>	<ul style="list-style-type: none"> <li>To ensure Barrow AFC's EDI Policies and Procedures are compliant with the EFL Equality Code of Practice</li> </ul>	Sep 20-Mar 21	SH	<ul style="list-style-type: none"> <li>Dialogue with EFL Inclusion has taken place and advice sought through events such as 'Meet the Assessor'</li> <li>EDI Policy is written and approved</li> <li>Equality and Diversity Equality monitoring has taken place through a staff survey</li> <li>EDI is embedded within all club policy documents</li> <li>All policies have been completed, shared and approved by the whole Barrow AFC Community</li> <li>EFL Code of Practice Audit indicates the policies and procedures are correct</li> </ul>

<b>Strategic Target 4</b>	<ul style="list-style-type: none"> <li>To ensure a culture of EDI in embedded throughout the Barrow AFC community</li> </ul>	Sep 20-July 21	SH All MS/FD MS Media Manager  MS	<ul style="list-style-type: none"> <li>Have supported at least four EDI campaigns as a club during the season             <ol style="list-style-type: none"> <li>Level Playing Field 'Week of Action' and fund raising event for</li> <li>Dementia Awareness (Through <b>Awareness training</b>, becoming a Dementia Friendly Club and fundraising through the 'Barrow AFC Scrapbook Project')</li> <li><b>Supported 'Rainbow Laces' Campaign</b></li> <li>Worked with Barrow-in-Furness Multicultural forum on a 'Kick it Out' event incorporating use of the 'Kick it Out' reporting app.</li> </ol> </li> <li>Signage/Posters created throughout the club which promotes EDI and offers clear guidelines</li> <li>Diarise EFL media campaigns and others with regards to EDI and post out</li> </ul>
<b>Strategic Target 5</b>	<ul style="list-style-type: none"> <li>To support and develop Mental Health Awareness through Barrow AFC Community</li> </ul>	Season 20-21	CR/MS All Bluebirds	<ul style="list-style-type: none"> <li>Have linked up with 'Mind in Furness' in All Bluebirds Meetings to support local action</li> <li>Have supported at least three campaigns with regards to Mental Health as a club             <ol style="list-style-type: none"> <li><b>'Do One Thing' Mental Health day (Oct 20)</b></li> <li><b>Establish 'Team Talk' (From Jan 21) to support Men's Mental Health</b></li> <li>Local campaign after discussions with Mind in Furness (TBC)</li> </ol> </li> </ul>
<b>Strategic Target 6</b>	<ul style="list-style-type: none"> <li>To promote and support respect and understanding for all beliefs and religions at Barrow AFC</li> </ul>	Season 20-21	JH All Bluebirds/MS	<ul style="list-style-type: none"> <li><b>Club Chaplain has taken part in All Bluebirds Meetings</b></li> <li><b>SLO and Club Chaplain have supported 'Remembering Bluebirds' initiative</b></li> <li><b>At least one FA Faith Calendar Events identified to promote from January per month</b></li> </ul>