



FOUNDATION

**EQUALITY, DIVERSITY AND INCLUSION
21/22 ACHIEVEMENTS REPORT**

EQUALITY, DIVERSITY AND INCLUSION ACHIEVEMENT REPORT 21-22

FORWARD



Welcome to Swans Foundation's first Equality, Diversity and Inclusion Achievement Report. As Head of the Foundation I am proud of the progress we have made this year in creating a more welcoming and inclusive organisation. We have worked hard on placing ED&I at the heart of our mission.

At a strategic level, having Carolyn Harris MP, a trustee with huge experience in the area, as the ED&I Lead on the board, has given us momentum. Graham Smith's efforts in translating that vision into policies, processes, working groups and staff training has given us the structure to build success in this field.

But it is the welcoming and supportive attitude of the whole team at Swans Foundation that has enabled rapid progress.

My gratitude for their commitment to this intrinsic aspect of our work goes to all trustees, staff and volunteers.

Helen Elton, Head of Foundation

EQUALITY, DIVERSITY AND INCLUSION ACHIEVEMENT REPORT 21-22

INTRODUCTION



This is our first annual equality, diversity and inclusion achievement report. Its aim is to showcase the positive progress and achievements the Swans Foundation has made in this area over the 12 months.

It focuses on four areas of our EDI remit;

- Leadership and commitment
- Promoting EDI and challenging discrimination
- Data, insight and delivery
- Learning and development

Within each section, you will find highlights of how our policies, procedures and practice has improved and developed during the 21/22 season.

LEADERSHIP AND COMMITMENT

ORGANISATIONAL STRUCTURE

The 21-22 saw the Foundation make significant changes to both the board of Trustees and Senior Management team to embed Equality, Diversity and Inclusion at the heart of our organisational development and decision making processes.

Carolyn Harris MP was appointed as the EDI Lead on the board of trustees and will ensure EDI is actively championed and advanced at a strategic level.

Graham Smith was appointed to the Senior Management Team as EDI Lead for the Foundation and will seek to create an inclusive culture and embed it across the organisation through policy and process changes, training and awareness campaigns and accountability structures.



Carolyn Harris, MP



Graham Smith

LEADERSHIP AND COMMITMENT



DEVELOPING NEW EDI POLICIES

Throughout the year the Foundation has updated our existing policies and procedures to embed EDI focused values and practices. Major policies that have benefited from these changes include our safeguarding policies, recruitment and Social Media Policy.

We have also added a number of new policies to further enhance our EDI practice as an organisation. These include a Hate Crime policy and a Prevent Duty policy.

These changes have all been reviewed and approved by the Senior Management Team and Board of Trustees.

LEADERSHIP AND COMMITMENT

EDI WORKING GROUP

To signal the importance of EDI to the Foundation and to directly involve staff at all levels of the organisation, a staff EDI working group has been established and began meeting in May 2022.

Convening on monthly basis, it features staff from every department of the Foundation. The group aims to improve EDI practice and amplify staff voice, to share information and to feed into reviews and updates of Foundation EDI, policy, procedures and practices.



PROMOTING EDI AND CHALLENGING DISCRIMINATION



DEVELOPING NEW EDI POLICIES

In 21-22 the Foundation developed its first ever EDI delivery plan. This plan allowed us to focus on specific areas where we could improve inclusion and set accountable targets.

Of the twelve targets set, eleven were achieved.

In 22/23 we intend to build on this progress by launching a 3 year delivery plan that will guide our progress to becoming a more inclusive and welcoming organisation.

PROMOTING EDI AND CHALLENGING DISCRIMINATION

EDI STATEMENT OF COMMITMENT

As part of our journey to promote EDI and challenge and prevent discrimination we have developed and launched an Equality Diversity and Inclusion Statement of Commitment.

The statement makes clear our robust stance against any form of discrimination and our high expectations of behaviour for everyone associated with the Foundation.

It was developed in consultation with two key stakeholders Swansea City AFC and the Swansea City Disabled Supporters Association who firmly support it.

We hope it will increase accountability for all areas of the organisation and will be consistently promoted inside and outside the Foundation.

The full statement can be found [here](#)



PROMOTING EDI AND CHALLENGING DISCRIMINATION

SUPPORTING EDI CAMPAIGNS



Throughout the 21-22 season, the Swans Foundation was proud to support and participate in a number of EDI focused campaigns.

We did this through delivering workshops with staff, participants on our projects and online content through the Swansea City AFC website and our social media channels.

Some of our featured campaigns were Rainbow Laces, No Room for Racism and Time to Talk Day.

PROMOTING EDI AND CHALLENGING DISCRIMINATION

INCLUSION FOCUSED PROJECTS

During the 21-22 we have run five inclusion focused projects;

We Wear the Same Shirt, funded by the FAW Trust which provided walking football for all ages and abilities, Every Player Counts, funded by the EFL Trust and Wembley Stadium Trust that delivered fun football sessions for disabled people, PL Kicks Girls only sessions and She Shoots, She Scores, a project aimed at engaging 8-16 year old girls with structured coaching sessions, funded by the City and County of Swansea. Finally In the Squad is a project run in partnership with Ospreys in the Community designed to engage veterans to support their wellbeing and combat social isolation.

In total these projects worked with over 300 participants.



DATA, INSIGHT AND DELIVERY



EDI AUDITS

With the support of our Monitoring, Impact and Evaluation Lead we have created comprehensive data sets around both our staff and participants for the first time. By carrying out EDI audits for both groups, we now have a clear picture of the profiles of those who we employ and those who participate in our activities.

This robust data provides us with an evidence base on which we can identify our priorities and shape our EDI strategy and actions moving forward.

DATA, INSIGHT AND DELIVERY

EDI MONITORING REPORT WITH CLEAR RECOMMENDATIONS FOR CHANGE

Using the data from the EDI audits the EDI Lead and EDI Working Group created a report which contained a number of specific recommendations which will inform our future strategic and delivery planning

The report found that in terms of sexuality, ethnic origin and disability our workforce is generally reflective of Swansea and/or Welsh demographics. However it also demonstrated that females are very under-represented in our organisation and that the organisation in general is not very diverse.

The demographic data from our participants will inform our project planning for the 22-23 season.

The report was discussed and approved by the Foundation Board of Trustees.



LEARNING AND DEVELOPMENT

STAFF TRAINING BY EXTERNAL ORGANISATIONS

In order to improve the confidence and increase the knowledge of our staff around the topic of EDI, the Foundation organised a number of expert external agencies to deliver EDI workshops to our team.

Show Racism the Red Card, Football vs Homophobia and Level Playing Field all delivered training for us during the 21-22 season. The feedback from staff was very positive and demonstrated that as a group they feel better informed around EDI and in a stronger position to run inclusive sessions and deliver high-quality EDI focused workshops to the local community.



LEARNING AND DEVELOPMENT

EDI EMBEDDED IN ALL-STAFF MEETINGS

To highlight the importance of EDI to the Foundation, it has now become a standing item in our termly all-staff meetings. This means that staff receive at minimum at termly update from Senior Management regarding EDI policy development, any changes in practice and a briefing on wider trends in EDI.



LEARNING AND DEVELOPMENT

DEVELOPMENT OF INDIVIDUALISED STAFF TRAINING

The Foundation EDI Lead has worked with Heads of Department to develop personalised EDI learning opportunities for all staff members in the 22-23 season.

This means staff can select training that reflects both the needs of their individual projects and their personal interest. We are hoping to extend this opportunity to our casual staff and volunteers in the near future.





FOUNDATION

Swansea City AFC CP-D Dinas Abertawe
Swansea.com Stadium Stadiwm Swansea.com
Landore Landore
Swansea SA1 2FA Abertawe SA1 2FA

Telephone/Ffôn: 01792 556520
Fax/Ffacs: 01792 616606
Web/Gwe: <https://www.swanseacity.com/swansea-city-afc-foundation>
Email/Ebost: info@swanfoundation.org.uk

Twitter: @Swansfdn
Facebook: Swansea City AFC Foundation

© Swansea City AFC Ltd. Company Registration 123414 Registered in England and Wales VAT Registration No. 122 6476 81