

**Fan Advisory Board - Equality, Diversity and Inclusion (E,D&I) Working Group.**

**Date of Meeting: 25<sup>th</sup> August 2023**

**Attendees**

Gill Martin – FAB Member (Prepared Minutes)

Niraj Haria – FAB Member

Jo Davis – FAB Member

Sarah Gould – BHAFC

Jenny Gower - BHAFC

Location: MS Teams

The meeting started at 10.30am. GM asked SG to give an update on ED&I Issues including her plans for her new role as E,D&I Manager. SG gave an outline of events covered in a video sent to the group:

<https://www.brightonandhovealbion.com/club/club/equality-and-diversity>

She explained that the Advanced Level of the PLEDIS (Premier League Equality, Diversity, and Inclusion Standard) is being worked towards now and will be assessed in the summer of 2024. This is a club-wide initiative with staff from all areas becoming involved. She reported back on several recent activities including:

- A multi-faith room has been incorporated into the training ground at Lancing.
- The academy working with Muslim groups to educate about training issues during Ramadan.
- A full range of Pride merchandise was available in the shop to support Brighton Pride.
- An event to invite children from the traveler community to a training session at BHAFC.

JD asked how the club promoted such activities to the wider Brighton fan base and several actions were taken to get this important message across to more fans (see Action Points below).

Outstanding items from previous meetings were then discussed in detail. NH reported back on the positive meeting with the club held on 24<sup>th</sup> August to discuss establishing an independent Supporters Association (DSA).

The FAB were keen to receive the executive summary from the Full Access Audit carried out in April 2023. It was accepted that many of the items that the FAB wished to see introduced at the Amex Stadium were not picked up by the audit. SG reported that an Access Audit of the Academy would be carried out in due course.

A debate was held about how to enable this working group to deal with more strategic issues. It was felt that the remit should be wider and include the barriers to both the LGBGT and Disabled communities. A discussion was held around recent changes in law regarding homophobic and hate chants. It was important that fans were aware of these issues particularly considering the upcoming Europa games. JD asked the club to think about what they wanted from the FAB and SG agreed to consider this and set out 3 key “big ticket” items. The FAB members also agreed to consider what we wanted from the Club.

A general discussion was held about several factors including:

- What initiatives have been successful over the past year. JG cited the Europa Ticketing meetings held between the FAB and the FSA as a good example of collaborative working:
- How to widen the FAB base to other fans and include other fans in FAB work.
- How does the FAB align to the club and its structure.
- How to gain momentum with the Women’s game which is an area that the FAB have not been able to concentrate on but have plans to change with JD’s election to the FAB.

It was agreed to work on structuring these ideas and bring 3 “big ticket items” from the club and the FAB’s perspective to the first meeting on 12<sup>th</sup> October to discuss further.

The meeting finished at 3.45pm.

Action Items from this meeting	
<p>SG to consider putting E,D&amp;I video on big screens during pre-match to bring it to a wider audience.</p> <p>GM to post E, D &amp; I video on the FAB website.</p>	<p><b>Done – Posted as ED&amp;I update on 27 August</b></p>
<p>SG/JG to consider 3 “Big Ticket” items that the club would like to work with the FAB on during the next year.</p> <p>FAB to consider their 3 “Big Ticket” items to take to the 12<sup>th</sup> of October meeting.</p>	

Open Items from previous meetings	Update
<p>Additional transport for wheelchair users:</p> <p>University Car Park</p> <p>Park and Ride Facilities</p>	<p>SG reported back at the March meeting that there were 3 coaches which provided a shuttle service from Car Park 5 at the University to the Amex Stadium. There have been no complaints that this was insufficient. This issue was raised again at the Disabled Fans Forum on 15 August 2023 where long queues were reported at the University car park with drivers unaware where to pick up and drop off passengers. SG reported back that there will be a dedicated space in Car Park 5 from the date of the Newcastle match. <b>Action Point Closed.</b></p> <p>There is usually only one wheelchair space in the standard bus. This means that wheelchair users sometimes wait a considerable time for transport to the stadium. Could further buses or more community buses be used? Meg Morris to address this when preparing transport plan for 2023/2024 season. SG reported back that no complaints have been received from Supporter Services on this issue and therefore concluded it is not an ongoing issue. <b>Action Point Closed.</b></p>
<p>Consideration to be given for a celebration</p>	<p><b>Action:</b> NH to chase previous emails sent to</p>

for Diwali	<p>Gujarati Society of Brighton</p> <p><b>Action:</b> SG to research any BHAFC links to generate interest in event.</p> <p>Time limit of 1 week set to determine level of interest or too late to organized event for November 2023 timeframe.</p>
<p>FAB to be given access to an Executive Summary and Action Points from the full Access Audit being held in early April 2023:</p> <p>Additional handrails in older areas of the stadium like the provision in the Upper East</p> <p>Provision of rails in Upper East Wheelchair area</p>	<p><b>Action:</b> SG to provide FAB with Executive Summary and Action Points from Access Audit</p> <p>Mentioned in previous meeting and may be covered by Access Audit. <b>Update: Not covered in Access Audit – item closed.</b></p> <p>Rails to enable wheelchair users to pull themselves up a ramp to the main concourse will be installed during the summer. <b>Update Not covered in Access Audit but will be implemented by end of September.</b></p>
FAB to visit Ledwood Centre in Brighton	<b>Action:</b> GM to discuss with wider FAB to organize visit.
SG to update FAB re PLEDIS assessor visit	<p>NH and GM agreed to host the PLEDIS assessor in East Upper at a match.</p> <p><b>Action:</b> SG to organize once the date is confirmed.</p>
Introduction of dedicated disability group representing the club.	<p>NH has been working on this and a preliminary report has been issued to the club. <b>Update: Meeting held with club on 24 August - Separate Minutes and Action Items</b></p>
Special Packs sent to disabled fans as part of ticket/season ticket renewal.	<p><b>Update:</b> The information is available on the club website.</p> <p><b>Action:</b> FAB to pass any improvements to information available to SG.</p>
Adrian Morris to report back on the feasibility of stewards wearing different coloured jackets to show they are trained to deal with specific issues for specific fan groups	<p>Adrian is on board with this idea and has agreed to implement it. Specially trained stewards will be wearing different coloured jackets to make them easier to identify. They will deal with E, D&amp;I issues and be trained in safeguarding issues.</p> <p>Has this been implemented for 2023/2024 season?</p> <p><b>Update:</b> “Here to Help team” being upskilled to cover Disability and Safeguarding Issues. To be introduced in mid October.</p>
NH asked again for improved signs and added stewarding of the lowered counters	<b>Action:</b> FAB to raise at next Catering meeting

serving food and drink for wheelchair users	
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