

Introduction

The British American Football Association (BAFA) is the National Governing Body for the sport of American Football in Great Britain.

BAFA has a moral obligation and duty to represent the diverse membership it works with. In order to address inequalities in our sport and become truly representative of the membership we serve, we will promote equality of opportunity in all our activities.

BAFA is fully committed to the principles of diversity and equality of opportunity and is responsible for ensuring that no one associated with the sport (including applicant, employee, volunteer, member, fan or participant, this list is non-exhaustive) receives less favourable treatment on the grounds of any protected characteristics. These include age, gender, disability, race, ethnic origin, nationality, parental or marital status, pregnancy and maternity, religion or belief, socio-economic status, caring responsibilities or sexual orientation, trade union membership or political belief.

This report details the findings of the first review of member submissions of the BAFA Equal Opportunities Monitoring Form for the membership year 2010-11.

Background

The British American Football Association had a membership of just over 6,500 for the 2010-11 membership year. Members were given the opportunity to complete their monitoring form either online or via a paper-based submission along with their registration forms.

In total 1,456 forms were received, covering both the electronic and paper-based format. This represents a response rate of just under 23%.

In addition to the monitoring forms, there is the opportunity to utilise other data which the Governing Body received in order to build a fuller picture.

Analysing the data

The monitoring forms contained a series of questions which are outlined below. The responses for each are listed in separate sections along with other relevant data which the Governing Body holds.

Where there are statistical issues which lead to part percentages they have been rounded to the nearest whole figure so as to produce a result which cumulatively adds to 100%.

The section headings

- 1) To which Ethnic Grouping do you consider yourself to belong?
- 2) Are you?
- 3) To which age group do you belong?
- 4) How would you describe your sexual orientation?
- 5) Do you consider yourself to have a disability?
- 6) What is your religion?
- 7) Other relevant information

Section 1

The responses to this section were as follows:

White: English: 47%; Scottish 18%; Irish: 3%; Welsh: 9%;

Mixed: White and Black Caribbean: 6%; White and Black Africa: 2%; White and Asian: 2%;

Asian or Asian British: Indian: 1%; Pakistani: 1%; Bangladeshi: 0%

Black or Black British: Caribbean: 3%; African: 4%

Chinese or other ethnic group: Chinese: 1%; Other 3%: including Middle Eastern, Filipino, Texan, and Mediterranean.

Section 2

The responses to this section were as follows:

Male: 99%; Female: 1%; Transgender: 0%; Unanswered: 0%

Section 3

The responses to this section were as follows:

Under 16: 1%; 16-25: 62%; 26-44: 23%; 45-64: 9%; 65+: 2%; Unanswered: 3%

Section 4

The responses to this section were as follows:

Heterosexual: 92%; Lesbian/Gay Woman: 0%; Gay man: 1%; Bisexual: 1%; Other: 0%; Unanswered: 6%.

Section 5

The responses to this section were as follows:

Yes: 14%; No: 77%; Do not disclose: 1% Unanswered: 8%

Of the 14% the breakdown was as follows: Visual: 6%; Hearing: 8%; Physical 15%; Learning: 58%; Other 3%; Unanswered: 10%.

Section 6

The responses to this section were as follows

None: 26%; Christian 32%; Buddhist 1%; Hindu 2%; Jewish 9%; Muslim 11%; Sikh 2%; Other 4% (most common – Jedi); Do not disclose 8%; Unanswered 5%.

Section 7

The following nationalities of members were recorded across the BAFA membership (with Great Britain Home Nations split)

England	Hungary	Norway
Scotland	Bulgaria	Zimbabwe
Wales	India	Nigeria
	Pakistan	Uganda
Philippines	Romania	Libya
America	Denmark	Cameroon
Mexico	Emirates	Malaysia
Slovakia	Singapore	Iran
Czech	Holland	Trinidad
Vietnam	Poland	Switzerland
Brazil	Finland	Columbia
Canada	Georgia	Italy
Sweden	Spain	
Germany	Nepal	
France	Taiwan	
Greece	Turkey	
China	Belgium	And, Ireland (no distinction as to Eire or NI).

Representation

The results are not necessarily indicative of the entirety of British football. They represent the responses of circa 23% of the membership of British football.

There is an assumption that the responses provided are a true representation of people's situations.

The British American Football Association has analysed these figures and has created a series of points of action to inform its ongoing work.