

FAW EQUALITY ADVISORY GROUP

PAWB
EVERYONE



EQUALITY ADVISORY GROUP MEMBERS

OVERVIEW

The Equality Advisory Group is an independent group responsible for progressing equality, diversity and inclusion within Welsh football. In particular, supporting the Board and Executive Team of the Football Association of Wales (FAW) and the Cymru Football Foundation to make decisions and take actions that foster a culture of football for everyone.

The Football Association of Wales Equality Advisory Group meet regularly to monitor progress and oversee the implementation of the PAWB Equality, Diversity and Inclusion Strategy 2021-26 and its Action Plan.

MEMBER BIOS:



SEAN WHARTON (CHAIR)

Sean was the first Black player to be signed as an apprentice as a Professional Footballer at Sunderland AFC and the first Black manager in the Welsh football Premier League. He is currently completing his UEFA A Coaching qualification and coaches in the Cymru Leagues.

Sean is a qualified Social Worker and Therapeutic Fostercarer for complex and vulnerable children who have experienced early years of trauma. He is an Anti-Racist Educator for Show Racism the Red Card delivering educational workshops around the UK. Sean also delivers safeguarding training for the FAW.



ARUN DANIEL

Arun is the Director of Legal and Governance at City Football Group Limited, the holding company of Manchester City Football Club and Manchester City Women's Football Club. Arun is a member of City's internal ED&I Steering Group and was part of the English FA's Club Expert Panel that assisted with the creation of the English FA's Football Leadership Diversity Code. He has also recently been appointed to the English FA's Women's Super League and Women's Championship Legal Advisory Group.

Arun qualified as a barrister before pursuing a legal career in corporate finance with an international law firm and then a global investment bank. He joined City in May 2018.



NIGEL FLETCHER

Nigel Fletcher has been the CEO of the International Sports Convention (ISC) since 2010 which is a B2B events, education and media company.

He currently holds other advisory roles in equality, diversity and inclusion with The Lawn Tennis Association (LTA) and Southampton Football Club.

Nigel is also a policy advisor to Fair Game advising on football governance, structural reform, football facilities (3G), diversity and inclusion and Co-Chairs Football Equality now.

He holds the UEFA B Coaching License and was previously employed at FIFA overseeing FIFA facilities and investment strategy. Nigel regularly presented to FIFA, UEFA, other Confederations, and National Association committees and was involved in a number of FIFA World Cup operations (Youth, Women and Men). He has developed a number of strategic documents for the EU and lobbied EU bodies about the role of sport in the community.



JALAL GONI

Jalal is a youth worker & BME Newport support worker at the Ethnic Minorities & Youth Support Team in Wales (EYST). He established the Exiles Together Supporters group for Newport County AFC and Amar Cymru, Wales's South Asian supporter group. He has vast experience in supporting BME communities in sport & society.



MARK PHILLIPS

As a disabled football supporter, equality and inclusion have always been at the heart of Mark's journey with football.

Mark is a passionate Red Wall member who has been fortunate to follow Wales home and away in recent years. He previously worked in football for over 3 years at Swansea City AFC. During this period, he engaged with supporters to introduce new facilities and policies to create an inclusive environment. Additionally, I also supported academy players with life skills education on the importance of equality and embracing diversity. He currently works for Level Playing Field who act as a campaigning and advisory organisation working to remove the barriers that currently exclude disabled people from accessing sport

Mark's experience will be integral in helping the FAW develop its strategy and create an inclusive culture demonstrating that Welsh football welcomes all.



PENNY MILES

Dr Penny Miles is a Lecturer at the University of Bath. Her research explores gender and sexuality within institutional contexts relating to rights-based inclusion. Though her work has predominantly focussed on Latin America historically, she is currently studying gender relations in Welsh football. The 3-year project has explored gender relations in Welsh footballing media, the fan bases of the men's and women's national teams, and the Football Association of Wales itself, in addition to conducting research with the senior women's national team.



STEPHEN LLOYD

Stephen Lloyd is a Registered Mental Health Nurse. He has volunteered for 12 years at Wrexham AFC and was previously the Community Lead for the Club. In his time at Wrexham AFC, he has set up a women's group, an LGBTQ+ supporters group (Proud Dragons) and a men's peer support mental health group (Dragon Chat) amongst numerous other projects within the equality, diversity and inclusion area.



SADIQUE MASKIN

Sadique is the current CEO at Umbrella Faith and Director at the Changing Education Group empowering young people through gaining better life skills and real-world experience. He also advises various organisations on how to be more inclusive including being an independent advisor to South Wales Police and ambassador to IoD Wales.



GUPRI BAINS

Gurpri is an equality, diversity and inclusion leader with experience working across the sports sector, particularly at professional clubs leading their EDI programmes and is an advocate of authentic and genuine representation. She is passionate about the impact of positive role modelling with a passion for social action and the power of people, place, heritage and sport. Gupri has also been a mentor as part of the FAW's Be Football mentoring programme passing on her knowledge and expertise to mentees.



DAL DARROCH

Dal is widely known as a key figure promoting diversity and inclusion using the power of football to drive societal change with deep skills and expertise in delivering long-lasting change in organisations. Dal has 15 years of experience in global change programmes and management consulting across some of the most prestigious client organisations in the world and within football has delivered numerous programmes and projects designed to make the game a safer and inclusive environment for all.



DR HELEN WILLIAMS

Helen is an academic with expertise in identities and inclusion and is based at Swansea University's School of Management. She co-founded a cutting-edge research programme – Breaking Binaries – to examine diverse and minority identities across a range of contexts. Helen is passionate about building a high-quality evidence base to inform equity and inclusion decision-making. She applies her research to provide support and guidance to senior leaders, including as a Non-Executive Director of EDI at Wales Netball. Before becoming an academic, as an organisational psychologist, Helen worked with a range of sectors, advising on workplace inclusion, performance, and high-potential leadership selection. Sport has always been a huge part of Helen's life, and she has participated or competed in many sports! As a keen netballer, she co-founded the first fully inclusive club in Wales and regularly plays in local leagues. Helen is passionate about making sure everyone – no matter who they are – can participate in sport.



ALED EDWARDS

Aled is a lifelong member of the Red Wall. Having formerly served as CEO of Cytûn: Churches Together in Wales and Secretary of the Interfaith Council for Wales he is currently the Chair of the Bannau Brycheiniog National Park Authority and is also a Non-Executive Director of the Welsh Government Board. He was the final Wales Commissioner for the Commission for Racial Equality and subsequently served as a member of the Equality and Human Rights Commission statutory Wales Committee and the Commission's GB Disability Committee. Aled initiated the concept of Wales becoming a Nation of Sanctuary and served as Chair of Displaced People in Action and the Welsh Refugee Council. Working with the Urdd, he has supported refugees in their engagement with Welsh football.



RAJMA BEGUM

Rajma is a dedicated Board member for Sport Wales and is strongly committed to women's rights, social justice, equality, and diversity. She has served as the Chair of Women Connect First for six years and is the Strategic Lead for Equality, Diversity, and Inclusion (Race) in Sport across Wales – Employed by the Wales Council for Voluntary Action (WCVA).

Rajma is passionate about making sports and physical activities accessible and welcoming to everyone and does this by delivering training to NGBs and sporting partners, enabling better connections between communities and the sports sector and challenging any bias and discrimination.

She founded and delivered Wales's very first Ethnic Diversity Sports Awards last year and was recently awarded for her outstanding contribution to Sport, Arts, and Culture at the 2021 Ethnic Minority Welsh Women Achievement Association (EMWWAA) Awards.



KERYN SEAL

Keryn is a former Great Britain Paralympic blind footballer who represented Great Britain in the 2008 and 2012 Paralympic Games. As team captain from 2013 to 2017, he played a pivotal role in the sport's transition from amateur to professional status in the UK. In 2021, Keryn became the assistant technical coach for the India Blind Football

Federation, helping the men's team reach their highest-ever world ranking of 14th and guiding the women's team to the semi-finals of the 2023 World Championships in Birmingham. Keryn is an Athlete Ambassador with Paralympics GB where he supports athletes with their games-time experience and helps future Paralympians understand what their first Games might feel like. A strong advocate for increasing the number of disabled coaches within disability football pathways in the UK, Keryn is also committed to helping emerging nations build blind football programs, enabling more blind individuals to access the sport. Additionally, he is a passionate supporter of Welsh football, travelling home and away with his visually impaired best friend to cheer on Wales whenever possible. He hopes to contribute his expertise to the development of disability football in Wales and disabled fans accessing Cymru matches.



CHARL GALLOWAY

Charl is the Chairperson of Cardiff Dragons FC, Wales' first LGBTQ+ football club. Charl also co-founded the Women's Football Collective which runs the Her Game Too training centre for women and girls to play football outside of club environments in Cardiff and provides players with access to female-specific football equipment such as boots and gloves. They are also

the founder of the LGBTQ+ Sports Network Wales, which connects LGBTQ+ groups across multiple sports from all over Wales.

In 2024, Charl was part of the team that won a bid for Cardiff to become the first-ever UK host of the EuroGames in 2027. The EuroGames is a multi-sport event centring on the LGBTQ+ community in Europe.

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