



Leading out

Description of project

'Leading out' is a programme that promotes change and focuses on coaching leadership and sexual orientation at two football associations – the English Football Association and the Football Association of Slovenia – through the Fare network and two of its members – Pride Sports and Out in Slovenia. The aim of the programme is to increase lesbian, gay, bisexual and transgender (LGBT) diversity, visibility and inclusion within the coaching workforce.

The programme consulted coaches in England and Slovenia to ensure that the subsequent action taken included their perspectives, designed and delivered training programmes for football leaders on LGBT inclusion and established an LGBT coaches' network.



Running the workshops in Slovenia

Objectives

- Raise awareness of barriers facing LGBT coaches
- Increase visibility
- Improve inclusion
- Reduce isolation

Results

- We now know more about the experiences of LGBT coaches
- Senior leaders in Slovenian football understand the need for LGBT inclusion and are able to develop strategies to achieve this
- We identified coaching leaders and role models within the LGBT community, resulting in improved deployment and progression
- There is now less isolation and more communication between LGBT coaches in the UK, resulting in better staff retention

Tips for replication

- Work with respected LGBT partner organisations to gain the confidence of the LGBT coaching workforce

Contact information

Should you have any questions with regard to this project, please contact Louise Englefield (lou@pridesports.org.uk) or Andrej Pisl (info@outinslovenija.com)