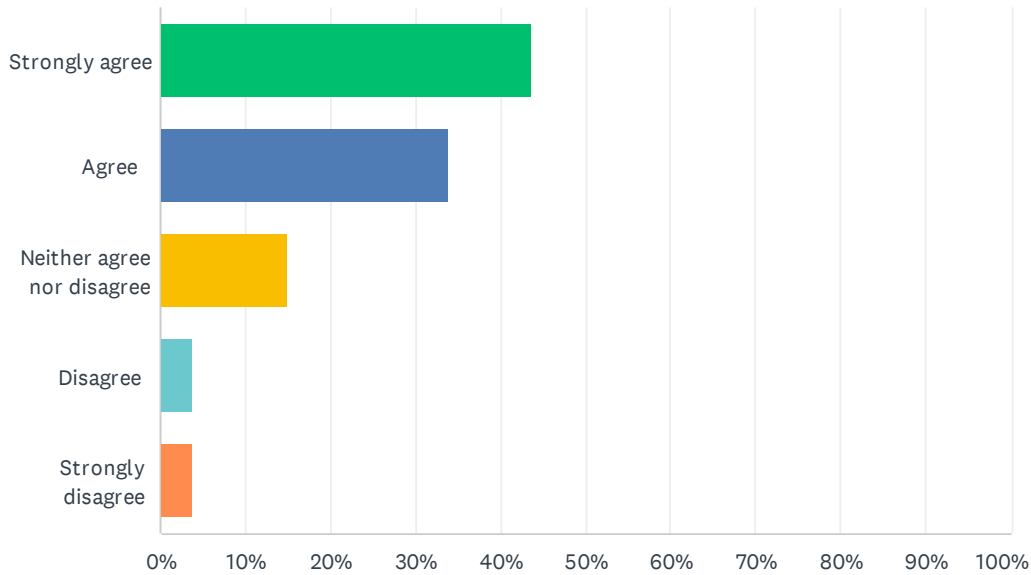


**Q1 23. IREF should mandate that each club have an Equality, Diversity and Inclusion Action Plan, focusing on the organisation’s EDI objectives and how it is going to achieve them, as part of the annual licensing process.**

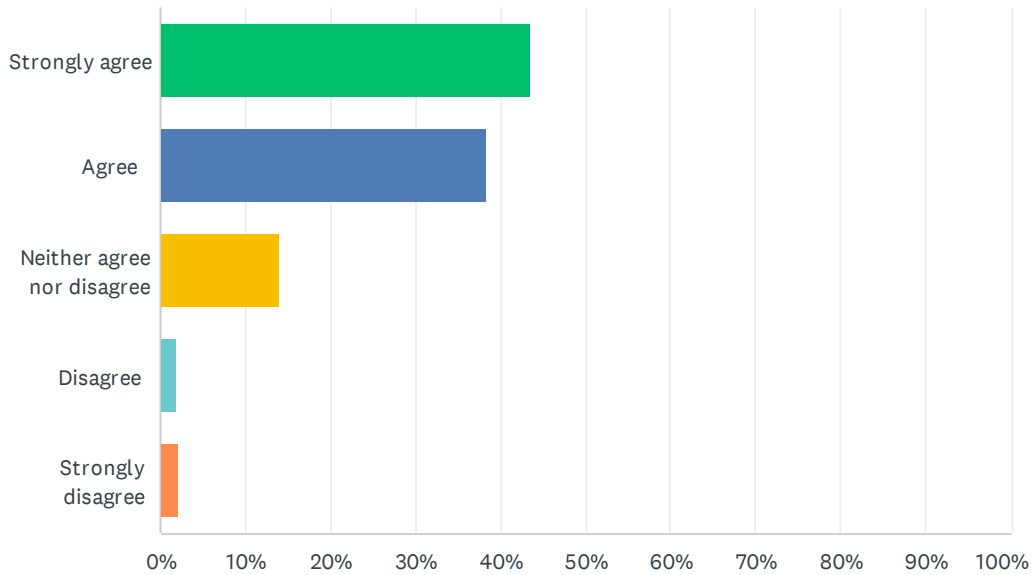
Answered: 417 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	43.65%	182
Agree	33.81%	141
Neither agree nor disagree	14.87%	62
Disagree	3.84%	16
Strongly disagree	3.84%	16
<b>TOTAL</b>		<b>417</b>

Q2 24. The football authorities should work more closely to ensure consistent campaigns across the various organisations, and where possible, pooling resources to increase the impact of these important initiatives.

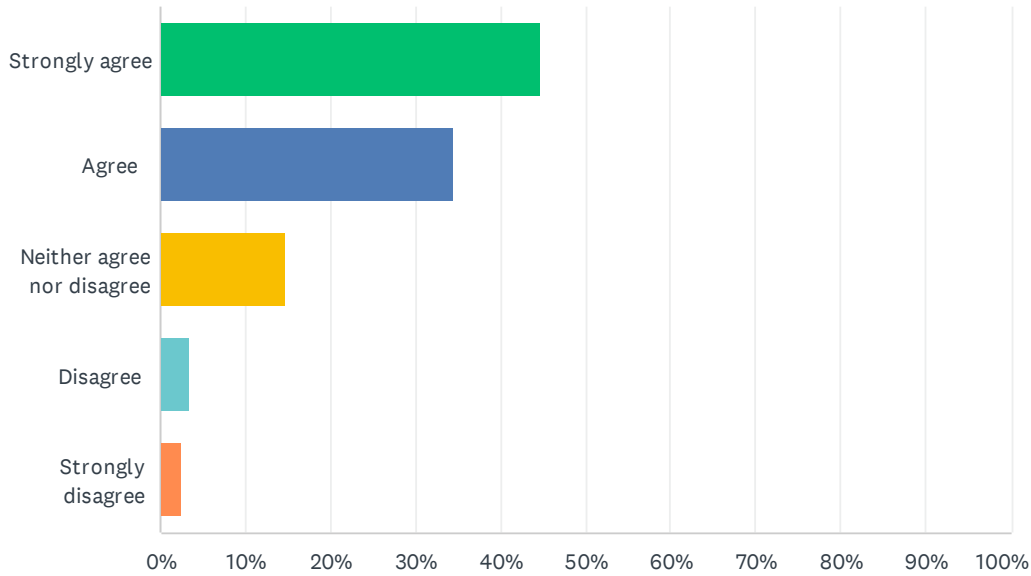
Answered: 417 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	43.41%	181
Agree	38.37%	160
Neither agree nor disagree	14.15%	59
Disagree	1.92%	8
Strongly disagree	2.16%	9
TOTAL		417

### Q3 25. The Government should work with the football authorities to explore the possibility of a new, single repository for reports of discrimination.

Answered: 416 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	44.71%	186
Agree	34.62%	144
Neither agree nor disagree	14.66%	61
Disagree	3.37%	14
Strongly disagree	2.64%	11
<b>TOTAL</b>		<b>416</b>

**Q4 Please leave any additional comments you may have on Strategic Recommendation No 5 in the box below:**

Answered: 35 Skipped: 382