

# **The FA Response and Update on the Report by John Mann MP to the Anti-Semitism & Islamophobia in Football (AS&I) Taskforce**

**November 2011**

## **1. Background**

The FA established an AS&I Taskforce, which was chaired by John Mann MP, with members of Jewish and Muslim communities, the football authorities, Kick-It Out (KIO), UKFPU, the Metropolitan Police and the Crown Prosecution Service (CPS). This Taskforce group consulted on Anti-Semitism and Islamophobia in the professional game, the grassroots game and in relation to community engagement

John Mann MP produced a report for The FA in January 2010. The Group agreed to convene in 2011, to review progress.

This report provides a written update against the recommendations of John Mann's report which is being followed by a seminar to look specifically at reporting discrimination.

## **2. Consultation sessions**

Consultation sessions took place with a focus on three aspects: the professional game, grassroots football and community engagement. The following points were highlighted through these sessions:

### **In the Professional game, there is a need to:**

- Update the Stewards training
- Promote the use of technology to gather evidence
- Develop a media management and PR strategy
- Collate Hate Crime statistics via UKFPU
- Implement FIFA's Article 58

### **In Grassroots football, there is a need to:**

- Have a central phone number for reporting concerns
- Update the Equality training for referees
- Ensure the processes to manage discrimination complaints are transparent
- Develop more effective partnerships between the County FAs and their local ethnic minority communities

### **In order to enhance Community engagement, football needs to:**

- Learn from and expand the work KIO has undertaken with Asian communities
- Continue to support the National Asians in Football Forum
- Ensure the training for talent scouts / recruitment officers includes information on engaging with Asian and other diverse communities
- Encourage Club Boards to support the KIO Equality Standards Encourage all County FAs to establish Equality Advisory Groups

### **3. Response to and Progress Update on the main Recommendations from the Anti-Semitism & Islamophobia Report**

#### **Recommendation 1 - Implement the Safety Charter which includes:**

- Better statutory training for Stewards – NVQ Level 2 or above
- “Discrimination not Welcome Here” messages to be printed on the back of stewards jackets
- Safety Officers with legal obligations to ensure the safety of spectators

#### **FA Response and Update**

The stadium safety certificates at all clubs require all stewards to be trained (or to be undergoing training) to NVQ Level 2. The Steward training is monitored and updated regularly and the most recent revisions have ensured that the section on dealing with racism now includes a reference to homophobia, anti-Semitism, Islamophobia, sectarianism and sexism. We have also highlighted that sounds can also be offensive: for example fans making hissing sounds at Tottenham Hotspur fans, to mimic the sound of the flow of gas in the concentration camps.

The majority of clubs do not generally experience anti-Semitism at their matches. However, for the small number of clubs that do, we will add in to the good practice guidance, that the Community Security Trust is available to provide support and guidance.

It is our collective experience that short duration messages via the PA systems and electronic notice boards have a greater impact than initiatives such as printing messages on the back of Stewards jackets. However, many stewards wear Kick Racism Out badges.

The Safety Officer at each stadium does have a legal responsibility for the safety, care and well-being of all spectators in the stadium.

#### **Recommendation 2 - Publish the names and photos of those with a football banning order in stadiums and around local communities**

#### **FA Response and Update**

The FA has encouraged clubs to publicise Football Banning Orders (issued by the court) and / or stadium bans (issued by the Football Club), as a deterrent to other supporters. This recommendation is in the “Crowd Management Measures - FA Good Practice Guide for Football Clubs”, 2010 and we also make this recommendation in communications with clubs on crowd management cases. We recognise that the publication of bans needs to be in consultation with the relevant police and the information published needs to be accurate.

#### **Recommendation 3 - The FA and the Leagues to develop an approach to help clubs to phase out racist chants like “Yido”, anti-gypsy jibes, racist rants and homophobic slurs.**

### **FA Response and Update**

Ground Regulation 10 states 'Racial, homophobic or discriminatory abuse, chanting or harassment is strictly forbidden and will result in arrest and/or ejection from the Ground. The Club may impose a ban for one or more Matches'.

"Crowd Management Measures, FA Good Practice Guide for Football Clubs", reinforces the Ground Regulations and gives guidance on:

- Stewarding
- CCTV Cameras
- Education and communication with supporters e.g. via Club programmes and message boards
- Steps to take if an incident is reported
- Possible additional measures.

In addition, the stewards training anti-racism module, has been updated to an Equality and Diversity module, (this includes the FA Kick Homophobia Out of Football Film).

The Y Word film produced by the Baddiel Brothers in partnership with Kick it Out has been shown at professional matches, including Chelsea v Spurs. The FA played the 90 second campaign film at the England v Switzerland match and included a page in the programme dedicated to the campaign.

**Recommendation 4 - Increased investment in new Technology through text message reporting, steward head cameras, high resolution CCTV and recordings of abusive fans and crowd control problem areas – to identify the perpetrators of abuse in the stadium.**

### **FA Response and Update**

All of these points are covered in the "Crowd Management Measures, FA Good Practice Guide for Football Clubs" agreed through The Football Regulatory Authority (FRA) in partnership with football stakeholders. We have introduced an Anti-Social Text Service at Wembley Stadium.

Many Clubs have a text message service or a dedicated telephone line for the reporting of anti social behaviour at football matches.

Clubs are actively encouraged to use technology and do so, often in partnership with the police.

**Recommendation 5 - Establish an independent tribunal for racism and discrimination cases.**

### **FA Response and Update**

The FA has provided the following support to the relevant staff and volunteers involved in the disciplinary processes:

- Equality and Handling Discrimination Cases training;
- Training for the Disciplinary Chairman;
- Option to co-opt members from local R/EAGs to Disciplinary commissions.

In addition we have provided specific equality training to The FA's Judicial Panel, who hear appeals. This training is mandatory, e.g. Panel members cannot sit on an appeal panel unless they have completed the relevant training.

The FA will undertake a survey with County FAs in relation to discrimination cases and explore the concept of Independent Tribunals (independent of the specific County FA) through the Disciplinary Department and make the reporting process more transparent.

The FA will explore ways to make the learning from the Handling Discrimination Cases training more widely available.

**Recommendation 6 - Funding for women's football development to be increased extensively with diversity at its core – bringing young Muslim, Jewish and minority ethnic women into football.**

**FA Response and Update**

The FA has implemented a number of initiatives in relation to the engagement of Muslim, Jewish and ethnic minority women in football.

We established and continue to support of the Asian and Muslim Women and Girls Working Group (AMW&GWG) (including the Muslim Women's Sport Foundation (MWSF)) to support inclusion in the women's game. Through this group, eight regional sessions were held on good practice in engagement, which have helped to develop closer working relationships between Asian and Muslim Women in football and Women and Girls FDOs in County FAs.

We have undertaken a survey of sample County FA's to identify best practice as well as a gap analysis, as well as embedded strategies to engage Asian Women and Girls, into the County FA Year 3 planning guidance notes.

Further collaborative work has been done in partnership with the MWSF, on the Mars Just Play programme; in relation to subsidised Basic refereeing courses and by disseminating information on the small sided football funds.

**Recommendation 7 - FA Senate to be created that reflects the diversity of society and make local positions available for aspiring black, Asian, Jewish and ethnic minority volunteers.**

**FA Response and Update**

The FA will not be implementing the recommendation to create an FA Senate. Increasing the diversity of the football workforce is a core objective, which has been approved by The FA Board and progress in relation to this aspect of your work is monitored and advised on by the Race Equality Advisory Group.

With the establishment of the Race Equality and Disability Equality Advisory Groups to the Board, some steps were taken to increase the diversity on The FA Council, as the Chairs of these groups also became Council members. This review also increased representation from fans groups.

Given that the FA Council is made up of constituent members from the national and professional game, The FA has been working with a number of County FA's to establish Equality and Race Equality Advisory Groups to support the Counties with the implementation of their plans locally. The intention was to assist with guidance on inclusion and anti-discrimination, as well as to create pathways for people from more diverse backgrounds to be integrated on to County FA Committees and Councils. The FA has commissioned some independent research to look at the impact of these groups and to help to guide the next steps for 2012 onwards.

The FA has championed a whole game approach to recruiting coaches from the widest possible talent pool and seeking to increase the number of black and minority ethnic (BME) coaches at the higher level of the game. The COACH film is a proactive initiative focused on the BME communities. The bursary programme will assist coaches who meet the criteria and are selected, to gain coaching qualifications, placements and mentoring support.

A number of FA staff acted as mentors at Kick It Out's 'Leading the Way' conference, which aimed to inspire those from BME communities to consider and apply for roles in football. This is a further initiative to help diversify football's workforce

### **Recommendation 8 -Red cards for abusive and violent parents**

#### **FA Response and Update**

At this stage, our approach has been about raising awareness and educating those in the game. The Respect programme includes:

- Codes of conduct for parents and all involved in football;
- Guidance on the process for managing people who breach the codes of conduct is provided for clubs, including various sanctions. See link: <http://www.thefa.com/Leagues/Respect/NewsAndFeatures/2011/Resources>
- Educational films which help to get the message about unacceptable behaviour by parents and Spectators;
- Online module for parents – 35,000 have completed this to date; embedded as part of Level 1 coaching course;
- Referees education on the actions they should take when incidents occur;
- The Premier League has produced an anti-bullying film, which is aimed at young players in academies and Clubs, their parents and coaches. This raises issues about unacceptable behaviour.

Ultimately, under FA Regulations, the Clubs are responsible for the behaviour of their members, spectators and supporters. Education is often the best place to start but in some instances, either as a first measure, due to the seriousness of the allegation, or where education has failed to make an impact on the behaviour within the Club, there are options within the Regulations for The FA to take appropriate action against the Club.

Where a case is found proven, such sanctions range from a warning, to the permanent removal of the Club affiliation.

**Recommendation 9 -The FA should revise guidance on the remuneration of local referees, coupled with a simpler system of reporting, to ensure a match day report is submitted to the FA**

**FA Response and Update**

Referees fees are set locally by the County FAs, therefore they are a matter for the Counties to consider.

There is a new online system for referees to report disciplinary data and this is up and running for officials at Level 4 and above (Contributory Leagues and above).

Level 1-8 referees are our active refs, of which there are approx 29,000 who we communicate regularly with via e-mail.

Approx 1000 referees are using FullTime to provide feedback on behaviour at matches.

**Recommendation 10 - Club boards to have a duty to monitor and promote equality in and around the stadium.**

**FA Response and Update**

The Football Authorities support KIO in the delivery of an Equality Standard (ES) and the Premier League funds a specific post at KIO to enable a full-time commitment to working with Premier League clubs towards the ES

The ES helps clubs recognise existing partnerships and identify new fans/markets and covers the six areas of diversity and aims to ensure that individuals are not discriminated against on any basis. Achieving the ES requires evidence of commitment from the CEO, the Chairman and the Club Board to working with the Standard and promoting equality.

Football and Premier League regulations state that all Clubs must publish a Customer Charter that shall be made available to the public through all usual Club publications, the ticket office and their website. Guidance on charters states that Clubs should include a brief outline of their anti-discrimination policy within their charter and a link to a more comprehensive statement.

The Football League and League Football Education are currently in the process of producing an Equality and Diversity Good Practice Guide for Clubs.

The Football League host a Diversity Advocacy Group made up of representatives from staff at all levels at clubs in The Football League. The aim of the group is to explore and disseminate best / good practice in the area of diversity and ways at which this can be transferred on to all 72 clubs in The Football League.

The FA, the Football League and KIO have adapted the FA's grassroots Equality workshop for the professional game and developed tutors to deliver it.

Through the charter guidance clubs are also advised that they have a duty to ensure that they provide a safe stadium environment on match days and that in turn supporters adhere to the official Ground Regulations (see above point) which should be prominently displayed. A link to these should be provided in the Charter.

**Recommendation 11 - Increase the diversity of spectators at professional matches by:**

- Linking with community leagues from the Muslim, Jewish and other minority ethnic or under-represented groups like LGBT people
- Invite schools with high ethnic minority populations to stadiums and match day fixtures as a matter of priority
- Each club to develop a marketing strategy directed at increasing the involvement of local ethnic minority communities.

**FA Response and Update**

The FA is collaborating with the Jewish, Asian and Muslim community through REAG on The FA Mars Just Play programme.

The FA has an action plan on anti-homophobia, which includes active engagement with LGBT communities. This will be formally launched in February 2012.

The FA works with WNSL to provide a number of tickets for matches and works with partners to promote these around England matches. WNSL links in via Brent Council to the local schools community with a number of initiatives.

Clubs work hard using a myriad of initiative at increasing diversity of the fan base – it makes commercial sense to do this.

At Premier League Clubs there is a high percentage of Asian fans attending matches – across all Clubs and the Premier League estimates this to be higher than the average for the population as a whole.

Whilst many clubs offer free tickets to their local communities including schools or groups from Muslim, Asian, Jewish and other minority ethnic or under-represented groups, The Football League recognises that this does not necessarily break down the barriers associated with attending football matches. In order to do this, the FL feels that it is important to establish and understand what these barriers are and so the FL has commissioned some research into matters affecting attendance, which is hoped, may highlight barriers amongst certain sections of people or in certain areas.

**Recommendation 12 - Point deduction for clubs who fail to combat racism, anti-Semitism, Islamophobia and homophobia on the terraces. Implement Article 58 of the FIFA Charter.**

**FA Response and Update**

The FA has unlimited sanctions to deal with any proven misconduct.

In England there have been significant developments in tackling racism in football, such as the development of the Ground Regulations, the establishment of the Football Offences Act, 1991, enabling Football Banning Orders, our partnership work with the UK Police Football Unit and the Crown Prosecution Service as well as the success of the football-funded campaigns through Kick It Out.

The FA takes into consideration a Club's approach to addressing racism and discrimination and incidents are reviewed in this context. Any punishment must be proportionate to the clubs responsibility.

**Recommendation 13 - Ensure two of each of the England mascots are from black, Asian, Jewish or ethnic minority communities at each home game.**

#### **FA Response and Update**

Since September 2009, England vs Croatia, this has been achieved with greater consistency. Work has been carried out with the FA Commercial team and the Diversity teams in FA Partner organisations, to ensure that our diversity contacts are aware of how the opportunities for children to access competitions for Player Escort places are advertised.

**Recommendation 14 - British agencies should share the good practice we have with other countries, especially those with International Tournaments coming up like Euro 2012 in Poland.**  
**Update**

The FA does share best practice on Crowd Management and UEFA proactively advocates the English model of Clubs having responsibility for issues that arise in their stadia.

UEFA has commissioned a new Stewards' training programme in Poland and this is based on the original English Stewards training programme.

The FA's Senior Stadia Safety/Security Manager gives presentations to national football associations, clubs and police in Europe and South America on Crowd Management

The FA liaises with the Foreign and Commonwealth Office as a regular aspect of its planning pre-matches and tournaments abroad.

**Recommendation 15 - Appoint a champion to take the game into the English Muslim community.**

#### **FA Response and Update**

The FA's REAG has a number of prominent members from the Muslim, Asian and Jewish. Communities represented on the group. Local R/EAGs have representatives from local Muslim, Asian and other communities on them.

The FA has supported a number of Muslim and Asian schemes e.g. Zesh Rehman Foundation. the Muslim Women's Sport Foundation (MWSF)

The FA has set up a Faith in Football Group to look at inclusion within FA participation programmes. The FA ticketing and equality teams have worked through a diverse network of stakeholders and local community groups to engage the English Muslim and Jewish communities, through providing complimentary tickets to international games. The initiative was a success as it enabled these communities to experience being an England fan in a safe environment.

**Recommendation 16** - Learn from the best practice of our European (FARE) and FIFA partners

**FA Response and Update**

The report on “Anti-Semitism in European Football – A Scar on the Beautiful Game”, by John Mann and Johnny Cohen has been circulated within The FA as appropriate.

The FA supports KIO weeks of action, as part of FARE’s focus on anti-discrimination across Europe, collaborates with UEFA and FIFA on Respect and anti-discrimination programmes.