



23 July 2019

Mims Davies MP
Minister for Sport
100 Parliament Street
London
SW1A 2BQ

Dear Minister,

As promised at the roundtable meetings you organised to discuss discrimination in football, we write to you to highlight the additional actions we are taking as we approach the coming season.

We understand that although there has been much progress on these issues over the last thirty years, much remains to be done, particularly given that wider society is increasingly becoming a less tolerant place. We are determined to address discrimination, confirming that football in this country will not accept such behaviour inside our grounds, and we welcome your desire to work with us.

1. Football is reviewing how clubs sanction and educate offenders to provide clarity and consistency of sanctions for incidents of fan discrimination at matches (Premier League and EFL)

The Leagues are working with their clubs to create good practice guidelines for dealing with discriminatory behaviour from fans at matches, including:

- New guidance on club ban tariffs and elevated sanctions for repeat offences
- Education programmes to promote good behaviour from fans and participants, and warn them of the sanctions that will be used against them if they transgress
- New education materials, developed with Stonewall, Kick It Out and the FSA, for fans who have engaged in discriminatory behaviour
- Improving the identification and management of high-risk individuals, including a coordinated approach to information sharing

2. Football will review sanctions for discrimination in the grassroots and the professional game, ensuring clear and proportionate sanctioning is applied (Football Association)

The FA Board has agreed that new sanctions and guidelines for discriminatory incidents across the game will be developed. The new guidelines will be created in consultation with the game before being presented back to The FA Board and to the FRA (Football Regulatory Authority) in September 2019 for approval. Proposals include:

- Updated minimum sentencing for discrimination by participants (players, coach, referee, etc.)
- Guidelines for increased sanctions and mandatory education for pejorative offences
- Guidelines for the sanctioning of clubs if there is discriminatory behaviour at their stadia; including creating and supporting action plans
- Reviewing policies on charging for discriminatory offences



3. Football will improve steward training, including new modules on recognising and responding to discriminatory behaviour, and create a best practice model for stadia operations (Premier League and EFL)

The Leagues have conducted a review of steward training as part of a best practice model for dealing with discriminatory behaviour, looking at identifying offenders, evidence gathering and dealing with perpetrators in the stadium. This includes:

- Developing a support plan to help clubs put in place effective measures to deter and, when necessary, deal with the threat of discriminatory behaviour at matches
- Improving quality of CCTV for better recognition of incidents and individuals, and presenting evidence when required
- Extending FF/FSIF funding criteria to include the upgrading of CCTV at clubs
- Coordinating resources more closely with match-day policing, including provision of police arrest teams to games, where appropriate
- Ensuring that identifying discrimination offences is high priority in match-day stadium planning and in the operation of the control room, with appropriate police presence
- Expansion of the use of body worn video by stewards

4. Football will improve the flow of incident reporting, ensuring a robust and simple reporting system is provided which fans can use quickly and simply (Premier League)

The Premier League is leading a review across the game to streamline the systems for incident reporting, making them more effective and easier to access. This includes:

- Best mechanisms for reporting
- Balancing the provision of multiple and single reporting routes
- Improving the speed and effectiveness of responses to complaints
- Greater transparency of processes and outcomes, e.g. data collection and publication

5. Football will improve reporting, monitoring and disciplinary systems in the grassroots game (Football Association)

The FA is reviewing the anti-discrimination approach in grassroots football including reporting, sanctions, education and tackling discrimination at a grassroots level. The FA's National Game Board has approved a pilot during the 2019/20 season which will provide more support for County FAs and the judicial procedures at the grassroots level. This will include:

- New processes to improve the quality and speed of resolving cases
- Additional support for County FAs processing cases and for independent judicial panels
- Ensuring CFAs meet EDI requirements as outlined in the Equality Standard and as part of their reporting



6. Football will support BAME and other under-represented people into football professions (Premier League, EFL and FA)

The football authorities will build on programmes to promote BAME candidates across the game.

- FA targets for leadership and coaching positions, coach bursaries, coach placements and a rule similar to the Rooney Rule at SGP
- Positive action measures in the EFL at first team and academy levels that give minority coaches enhanced interview opportunities
- A new coach work placement scheme funded by the Premier League and PFA is being developed to give minority coaches coaching experience at professional clubs
- EFL and PL to implement EY recommendations to their respective Code of Practice and Equality Standard requirements for professional clubs to ensure a consistency of approach, focusing on developing a culture of continuous improvement

7. Football will support the education system by prioritising equality, diversity and inclusion learning in its school programmes. (Premier League and EFL)

The football authorities will continue to support schools and communities in promoting inclusion through football education programmes, particularly the Primary Stars programme, which is delivered across the country by Premier League and EFL clubs.

- Extensive programmes on EDI, citizenship and resilience will be amongst the highest priorities for Premier League Primary Stars in the coming school year
- Continue to prioritise inclusion in the EFL and PL's directly delivered community programmes
- Continue to provide inclusion as part of scholars training and post-18 player educations in clubs

Football is working to eliminate discrimination from our game and will contribute to efforts to effect change in society more widely. We are concerned that unacceptable abuse is now commonplace in the unregulated environments created by digital media and reflected by changes in how people speak and engage in debate. We welcome your determination in approaching the issue and thoughts about how the Department can help further by coordinating key actions in Government which would help us all fight discrimination. Specifically, we would welcome DCMS's support in:

- Leading a review of football banning orders with the CPS, Home Office, Police and football authorities
- Leading a working group on discrimination on social media and how social media providers can help prevent discriminatory and abusive behaviour
- Reviewing whether football's unspent Apprenticeship Levy funds can be used for steward training and vocational courses which would widen representation in skilled areas of the football industry

We welcome your continued support in this area and would be happy for you to outline any of these actions in advance of recess. We would also welcome confirmation of the support Government can provide in reviewing football banning orders, discrimination on social media, (building on encouraging proposals outlined in the recent Online Harms White Paper) and the Apprenticeship Levy.



Yours sincerely,

Signed by.....
Martin Glenn, Chief Executive Officer
For and on behalf of the Football Association (FA)

Signed by.....
Debbie Jevans CBE, Executive Chair
For and on behalf of the English Football League (EFL)

Signed by.....
Richard Masters, Interim Chief Executive
For and on behalf of the Premier League