



House of Commons
Culture, Media and Sport
Committee

Racism in Football

Second Report of Session 2012–13

Volume II

Additional written evidence

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The Culture, Media and Sport Committee

The Culture, Media and Sport Committee is appointed by the House of Commons to examine the expenditure, administration and policy of the Department for Culture, Media and Sport and its associated public bodies.

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Powers

The committee is one of the departmental select committees, the powers of which are set out in House of Commons Standing Orders, principally in SO No 152. These are available on the internet via www.parliament.uk.

Publication

The Reports and evidence of the Committee are published by The Stationery Office by Order of the House. All publications of the Committee (including press notices) are on the internet at www.parliament.uk/cmscom. A list of Reports of the Committee in the present Parliament is at the back of this volume.

The Reports of the Committee, the formal minutes relating to that report, oral evidence taken and some of the written evidence are available in a printed volume.

Additional written evidence is published on the internet only.

Committee staff

The current staff of the Committee are Elizabeth Flood (Clerk), Sarah Heath (Second Clerk), Victoria Butt (Senior Committee Assistant), Keely Bishop/Alison Pratt (Committee Assistants) and Jessica Bridges-Palmer (Media Officer).

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Written evidence

Written evidence submitted by Show Racism the Red Card

1. EXECUTIVE SUMMARY

1.1 Racism is still a very real issue both within football and wider society. In order to be successful, strategies to combat racism within sport need to encompass a holistic approach to the issue. This needs to include:

- Race-Equality audits of the policies and practices within sporting structures, with action plans developed to overcome areas of imbalance and inequality.
- Training for all employees from members of the board to players to enable them to be in a position to better tackle racism and promote equality.
- Clear, consistent, transparent procedures for dealing with players and fans who commit racially motivated offences.
- Clear, unambiguous messages from sporting clubs as to the expected behaviour of employees and spectators.
- Clear, unambiguous messages from government about the importance of promoting race-equality and tackling racism.
- Sporting clubs must clearly show that they reject the ideologies of far-right street movements, such as the EDL (English Defence League) which try to use sport as a vehicle around which to organise and recruit.
- Wider programmes of anti-racism education in society, to address underlying prejudice rather than just preventing the expression of this prejudice within the sporting arena.

1.2 If we start excusing racism, we risk losing the valuable ground that has been gained, there are always people waiting to exploit issues to spread division and hate. Government, footballing institutions, communities and individuals need to send out a consistent message that racism is never acceptable.

2. BACKGROUND TO SHOW RACISM THE RED CARD

2.1 Show Racism the Red Card is an anti-racism education charity which utilises the high profile of professional footballers as anti-racism role-models to educate against racism in society. The campaign has been very successful and now involves hundreds of top footballers and managers. Every season we work with over 60 football clubs as well as some rugby, cricket and basketball teams to produce resources and organise anti-racism events. Our educational resources include films, education packs, posters and magazines. As well as general anti-racism resources we have resources which deal with specific contemporary issues. Our main resources are:

- An anti-racism DVD and education pack: “Show Racism the Red Card”.
- “A Safe Place” deals with prejudice towards Asylum Seekers and Refugees.
- DVD and Education Pack aimed at combatting Islamophobia.
- “Out of Site” educates against prejudice towards Gypsy, Roma and Traveller communities.
- Our most recent resource “Rivals not Enemies” educates against religious intolerance and sectarianism.

2.2 The campaign now has a national and international reach, with offices in North Tyneside, Glasgow, Cardiff and Bedford. As well as producing resources, we also organise and deliver:

- Programmes of direct anti-racism education with young people.
- Teacher training.
- Workplace training.
- High profile anti-racism events with professional sporting clubs.
- National schools competitions.
- Community anti-racism festivals.

3. CURRENT SITUATION

3.1 UK football has moved on a long way from the racist arena it provided in the 1970s and 1980s. When England players received racist abuse in Spain in 2004 it rightly caused outrage across the country and the experiences of footballers from black, Asian and other minority ethnic backgrounds and groups playing at the top level are far removed from the experiences that black footballers such as Luther Blissett, Gary Bennett and Leroy Rosenior, who now work with Show Racism the Red Card, went through during this period. Several factors have influenced this; the increase in number of footballers from black, Asian and other minority backgrounds, the advent of all-seater stadiums, which changed the atmosphere at games and meant that perpetrators were easier to identify, but also the conscious effort that has been made by the FA (Football Association), PFA (Professional Footballers’ Association), football clubs and anti-racism campaigns to

demonstrate that racism is unacceptable within football stadia; with bans and prosecutions implemented for fans and players engaging in this behaviour.

3.2 However, whilst there has been a change in behaviour at football matches, racist attitudes are still widely prevalent because racism remains a widespread problem in society. Show Racism the Red Card delivers programmes of anti-racism education to over 50,000 people every year and from our experience we know that many people have not had the opportunity to discuss issues of racism and many are confused and carry misinformation and prejudice. Many football clubs have done great work over the years both independently and with organisations such as Kick it Out and Show Racism the Red Card to help educate against racism and send out messages that the club supports anti-racism initiatives. However, this work is quickly undermined by a lack of action or dismissive words when an incident occurs.

3.3 There also remain wider issues of racism within football. For example, managers and board members from black and other minority ethnic backgrounds and groups are vastly under-represented. There are currently only two black managers across all 92 football clubs, despite the fact that around 25% of professional footballers in the UK are black. There is a perception amongst many that the under-representation of black managers is largely due to racism. Historically, theories were perpetuated that black people were naturally strong and athletic, whilst white people were naturally better thinkers and strategists. Through genetics, it is now clear that these theories are baseless. Humans cannot be divided into discreet categories and a person's skin colour tells us nothing about their other abilities. However, many in society still believe this to be the case. Ex-professional Paul Mortimer who now works with the Show Racism the Red Card campaign speaks of managers who wouldn't play him when it was cold as, despite him being born and brought up in South London, they felt that he could only play with the sun on his back. In 1991 Crystal Palace chair Ron Noades stated:

3.4 "The black players at this club lend the side a lot of skill and flair, but you also need white players in there to balance things up and give the team some brains and some common sense."

3.5 The majority of board members of football clubs are white men and the recruitment processes are not transparent, with new managers sometimes being appointed within days of a previous manager's departure. There may be a conscious or unconscious decision to appoint someone similar to themselves, and similar to coaches who have already achieved success, with well qualified black people being overlooked. Even when black people do secure jobs as managers, they may face racism and a lack of faith in their abilities. For example, when Gary Bennett became manager at Darlington FC he found that he was refused entry to the boardroom as the person on the door would not believe that he was the manager of the club. Once sacked from a position a black manager is less likely to be given another chance somewhere else.

3.6 Recent statements by several high profile figures have highlighted that there is a lack of awareness and understanding about issues of racism amongst many working in football. For example, the definition of a racist incident as set out by the Stephen Lawrence Inquiry is "*any incident that is perceived to be racist by the victim or any other person*" (McPherson, 2000). The purpose of the definition is to remove the onus on the person in charge at the scene determining whether an incident is racist; to include unwitting and unintentional racism, which still has a damaging effect on the target and to include apparently victimless racism such as racist graffiti. However, many of those working in and around football have immediately dismissed accusations of racism prior to an investigation, issuing defences such as "*I know him and he's not racist*" showing a lack of understanding that it is the action that is racist not the individual, "*What happens on the pitch stays on the pitch*" No it doesn't. Football is the most popular sport in the world and is watched by millions of people. Footballers do not have carte-blanche to abuse each other in whatever ways they see fit. Many young people are forced out of grass-roots football because of racist abuse and if we allow people to use racist language on the pitch then there is nothing to stop it from spilling over into other aspects of their lives, affecting their opinions and interactions with others. "*The comment is not that bad and does no harm*" Using someone's skin colour or ethnicity as an insult has a deeper effect. It implies that it is negative to be of that background and attacks something which is intrinsic to that person. It is an attack not just on the individual, but on other members of their family, community or group. When high-profile people act in this way it gives licence for others to copy-cat and creates a society where that behaviour is deemed acceptable. If we don't challenge racist language and insults, we are paving the way for some people to go on to commit more serious incidents of hate-crime. People who commit acts of hate crime believe that they are acting on behalf of and with the support of their community; it is up to all of us to demonstrate that this behaviour is unacceptable and not supported. "*He meant nothing by it. It was just said in the heat of the moment*" We have all had times where we are under pressure or angry and say things that we regret, that doesn't make them excusable. Even if someone did not deliberately intend to cause harm, this doesn't affect the outcome.

3.7 The FA's thorough investigation and subsequent decision to impose an 8 game ban and £40,000 fine on Luis Suarez for racially abusing Patrice Evra demonstrates that the issue has been taken seriously by the authorities. However, Liverpool football club's response, with the players wearing T-shirts in support of Suarez and manager Kenny Dalglish visibly backing the player saying he should not have been banned, was regrettable and has had an impact on fans reactions, with an increase in racist incidents inside the ground and Patrice Evra and other black commentators such as Stan Collymore being racially abused through other forums, such as Twitter.

3.8 Since its inception the EDL has sought to organise around football and use football as a vehicle to spread racist and Islamophobic ideology. The EDL seeks to gain credibility by linking the movement with football clubs; using official football club crests without permission in their literature. By utilising football in this way the EDL is attempting to bring credibility and high profile backing to a dangerous and overtly racist campaign. Show Racism the Red Card has countered the use of club crests throughout this period by working closely with the clubs to ensure that a clear statement is issued to disassociate the club from the EDL and to make clear that the Club does not endorse racism in any way. Upon learning of the unofficial use of the club crest, Swansea City issued the following statement:

3.9 *“Swansea City abhors racism in any shape or form and would like to make it quite clear that the football club does not support or affiliate itself to this organisation, its campaign or any other group of this nature. Permission to use the club crest has certainly not been granted. The club has worked extremely hard over recent years to eradicate any form of racism from within its footballing family—and we will continue to do so.”*

3.10 The EDL recently published a photograph of their leader Stephen Yaxley-Lennon posing with Premier League player Joey Barton, the picture appeared on the EDL Support Group Facebook page with the caption “Joey Barton joins the EDL”. Show Racism the Red Card contacted Queens Park Rangers FC and the player and club strongly deny any links with the far right extremists. Joey Barton agreed to conduct an interview at QPR’s training ground to demonstrate his stance against racism. The full statement from Queens Park Rangers Football Club reads as follows:

3.11 *“Queens Park Rangers Football Club and Joey Barton categorically deny any link between the midfielder and a far-right group who are claiming his support. A photograph of Barton posing with a member of the group has been used to suggest the player is also a member. Barton said: “As a Premier League footballer it is common to pose for photographs with people you do not know, as is the case here. I had no idea who the person was. I simply agreed to his request for a photograph. I have absolutely no connection with such a group.”*

3.12 If organisations such as this are allowed to use football as a base to recruit and assemble, it will create a threatening and racist atmosphere within and around these clubs.

4. RECOMMENDATIONS FOR ACTION

4.1 Race-equality audits of the policies and practices within sporting structures. With action plans developed to overcome areas of imbalance and inequality. There needs to be a change in the culture of football clubs to ensure that the issue of institutional racism is explored with policies put in place to counter tackle racism and promote equality. It is impossible to develop a strategy to eradicate racism and promote equality within any institution unless there is an understanding of where the inequalities lie and methods to measure improvement once the strategy has been adopted. Therefore all football clubs need to conduct an audit which includes ethnic monitoring of staff and customers across all levels and equality impact assessments on their policies and procedures, both formal and informal. Once this has been conducted action plans can be developed to put processes in place to overcome issues of inequality. The NFL in America adopted the Rooney Rule in 2003. This requires clubs to interview at least one candidate from a black or other minority ethnic background or group for head coaching or other senior management posts. Since the rule’s adoption, the league has gone from having two black head coaches to eight and from one black general manager to five. Show Racism the Red Card is in favour of adopting a similar rule in the UK to begin to open doors to black and other minority ethnic managers, which may previously have been denied.

4.2 Training for all employees from members of the board to players, to enable them to be in a position to better tackle racism and promote equality. Educational programmes need to be expanded to ensure that everyone working within football; from the chairman, to the manager, to the stewards, receives high-quality and ongoing training which will enable them to:

- Understand the realities of racism and why racist behaviour is damaging.
- Learn how to respond effectively to racist incidents.
- Have any myths that they hold about “race” and racism exposed.
- Learn about the correct terminology to use when discussing issues of “race” and racism.
- Learn how to create an inclusive and equitable environment for co-workers, employees and supporters.

4.3 *Clear, consistent, transparent procedures for dealing with players and fans who commit racially motivated offences.* The footballing authorities need to clearly lay out their procedures for dealing with racism from players and fans. Any punishment needs to be accompanied by education, to ensure that the perpetrator fully understands the impact of their actions and why they were wrong. Punishment without education can just further breed resentment and will not deal with an individual’s prejudice and misinformation.

4.4 *Clear, unambiguous messages from sporting clubs as to the expected behaviour of employees and spectators.* Football clubs need to continue to engage with campaigns such as Show Racism the Red Card and send out consistent messages through messages in the programme, actions on the field, to organising anti-racism educational events in order to reach out to fans with the anti-racism message.

4.5 *Clear, unambiguous messages from government about the importance of promoting race-equality and tackling racism.* Outside of sport, the government needs to ensure that it adopts policy which is underpinned by social justice and does not allow negative false media discourse to dominate public and media debate.

4.6 *Sporting clubs must clearly show that they reject the ideologies of far-right street movements, such as the EDL which try to use sport as a vehicle around which to organise and recruit.* Clubs must issue statements whenever local far-right groups try to appropriate the club's logo or supporter base in order to recruit and to condemn action which occurs within the vicinity of the ground as well as inside it.

4.7 *Wider programmes of anti-racism education in society, to address underlying prejudice rather than just preventing the expression of this prejudice within the sporting arena.* It is vital that programmes are in place to educate people against racism, counter acquired misinformation and empower people with knowledge and skills to address stereotyping, fear and prejudice picked up from the media, peers, family and friends. It will be impossible to truly rid football of racism, unless the wider societal issues are addressed.

5. ADDITIONAL READING

5.1 A copy of our recent research "The Barriers to Tackling Racism and promoting Equality in England's Schools" can be downloaded free of charge here: www.therecard.org/resources/publications?publication=2342

5.2 A response to Gus Poyet's recent comments by ex-professional footballer and SRtRC education worker Paul Mortimer is available here: www.therecard.org/news/news-and-events?news=2917

5.3 Our film "Racism and the Beautiful Game" can be viewed here: www.communitychannel.org/video/JEW5WBXOCMo/racism_and_the_beautiful_game/

February 2012

Written evidence submitted by The Football League

SUMMARY

- The Football League is the world's original league football competition and its clubs are at the heart of 72 local communities. The League plays an important part in people's lives and as such it recognises the influential role it has in tackling discrimination and promoting diversity within society.
- For many years, Football League clubs have been at the forefront of efforts to promote equality in our national sport, successfully creating thousands of sporting role-models along the way and creating a matchday environment in which racist behaviour is not tolerated.
- Football League ground regulations prohibit discrimination of any kind at matches. Stewards are specifically trained to recognise and manage any situations that may occur and a variety of sanctions are available to clubs—including life bans. Encouragingly, arrests for racist behaviour at football grounds are extremely rare (less than one arrest for every million fans admitted).
- The Football League enjoys positive relations with Kick it Out and Show Racism the Red Card, with all 72 of its clubs taking part in anti-racism initiatives every season.
- Through the work of The Football League Trust and individual club community programmes, The League and its clubs are using their community programmes to promote cohesion within their local area. Clubs are striving to achieve higher standards through the Kick It Out Equality Standard.
- The Football League is committed to increasing the diversity of individuals working in the football industry including directors, administrators, managers and players.
- Football League clubs are working to attract more Black, Asian and Minority Ethnic (BAME) fans to their matches, although some communities remain difficult to reach.
- The Football League is an equal opportunities employer. Our customer charter seeks to ensure that spectators, players, officials and others involved at football matches and in football generally should be protected from discrimination, including that on the grounds of age, race or ethnic origin, religious belief, sexual orientation, disability, gender or any other unjustifiable reason.

1. Introduction

1.1 Formed in 1888 by its twelve founder members, The Football League is the world's original league football competition and is the template for leagues the world over. With 72 member clubs, it is also the largest single body of professional clubs in European football and is responsible for administering and regulating the npower Football League, the Carling Cup and the Johnstone's Paint Trophy, as well as reserve and youth football. Last season, more than 17 million fans attended League competitions; with millions more viewing matches on television. Off the pitch, the inspiring work of The Football League Trust helps more than 1.5 million people in the communities in and around its clubs.

1.2 The League is a hugely important national institution and plays a pivotal role in the lives of football fans and people living in the communities that surround our 72 clubs. Its values are Community, Authenticity, Progression and Inclusion and it fully recognises the influential role it has in tackling discrimination and

promoting diversity in society. For many years Football League clubs have been at the forefront of football's efforts to promote equality in our national sport, successfully creating thousands of sporting role-models along the way including club owners and directors to players, coaches and managers.

1.3 Great credit should go to Kick it Out and Show Racism the Red Card who have helped co-ordinate the work of football organisations by providing a focus for their activities.

1.4 However, despite football's long-standing contribution, there remain challenges surrounding racism in wider society as a whole. The Football League is committed to playing its part in making our local communities free from racist behaviour.

2. Clubs and their communities

2.1 The Football League and its 72 clubs are very often at the heart of efforts to tackle racism within their local communities. Many Football League clubs use their own community schemes to promote anti-racism initiatives, usually in conjunction with Kick it Out and/or Show Racism the Red Card.

CASE STUDY—DAGENHAM & REDBRIDGE

Each season, Dagenham & Redbridge host a Daggers Against Racism Family Fun Day (this season's take place on 3 March for the match with Bradford City), putting the club at the forefront of efforts to tackle discrimination in one of the most deprived boroughs in the country. Prior to 2010 the British National Party held 12 seats on the London Borough of Barking and Dagenham Council. The BNP would also leaflet home and away fans outside matches, proving a significant issue for the club. Following the 2010 local elections in London the British National Party no longer has any representation on the borough council but the club continues its efforts to promote community cohesion in its local area.

2.2 The Football League Trust—the umbrella organisation for Football League club community programmes—makes a commitment to promoting diversity a key part of its three-tier accreditation programme. Any club seeking to achieve their Silver Community Club status must be working towards achieving the Kick it Out “Equality Standard” at preliminary level. Currently 21 Football League Clubs have achieved the preliminary level with three Football League Clubs (Watford, Millwall and Sheffield United) having further progressed to the intermediate level.

CASE STUDY—MILLWALL

In 1994 the Millwall Anti Racism Trust now Millwall for All Trust was established, one of the first bodies of its kind in the country. The Millwall for All committee has representatives from Millwall football club, supporters club, minority communities, local residents and council members. Since that time, Millwall have earned a reputation as one of the most progressive clubs in the country in this area. The Lions are amongst the 13 English professional clubs and the first Football League club to have achieved the Intermediate Racial Equality Standard awarded by Kick It Out.

Every season, Millwall organise their annual community match (in addition to the Kick It Out week of action). In the last 17 years the club have donated more than 25,000 tickets to local initiatives promoting community cohesion. Millwall have donated kit to the Millwall for All Trust 11-a-side league and have helped 88 coaches who have English as a second language gain FA Level One qualifications as well as providing over 1,000 hours of coaching to local BAME groups.

2.3 Every season, all 72 Football League clubs participate in the Kick it Out “One Game One Community” Weeks of Action. Clubs are encouraged to nominate a Kick it Out ambassador who represents the club at events and works with Kick It Out at events. Kick It Out have highlighted the work of Scunthorpe United for involving school children in a cultural day in partnership with the local council; Plymouth Argyle for producing their own anti-racism banners and Notts County who took the One Game One Community campaign in to local schools when taking community coaching sessions.

2.4 The Football League understands the importance of sharing best practice across its membership. The League regularly holds seminars on a wide range of issues for staff in all areas of a professional football club. Staff are trained in identifying and dealing with discrimination issues such as clamping down on the use of discriminatory language.

2.5 This Board of The Football League have recently accepted an offer from Weiss Chevalier, through its Managing Partner Garth Crooks to provide equality training to all 72 Football League clubs. The training will be offered to all playing and coaching staff and will focus on improving understanding of acceptability across different cultures and nationalities within the game.

3. Promoting diversity at club level

3.1 The Football League is committed to increasing the diversity of people working in the football industry including directors, administrators, managers and players.

3.2 Football League clubs are now owned and managed by people from increasingly diverse backgrounds and cultures. This also extends to club staff, some of whom were recognised at the recent Asian Football Awards.

CASE STUDY—ASIAN FOOTBALL AWARDS

At the 2012 Asian Football awards a number of Football League players, administrators and owners were recognised for their contribution to football. Ipswich Town's Michael Chopra was named Player of the Year, while Danny Bath who is currently on loan at Sheffield Wednesday won the award for Young Player of the Year. Other Football League winners and nominees on the night included Watford's Raj Athwal—winner in the Administrator of the Year category, Ilyas Khan at Accrington Stanley—nominated for Investor of the Year and Birmingham City Osteopath Poora Singh—nominated for the Behind the Scenes Award.

3.3 Currently there are three black managers in The Football League (Chris Powell at Charlton Athletic, Keith Curle at Notts County and Chris Hughton at Birmingham City). Over the last decade this figure has ranged between one and five. The relatively low proportion of black managers (relative to the number of players) has become the yardstick by which football's performance on diversity is judged. Whilst it is inevitably a more complicated equation, there is no doubt that having more BAME managers would play an important role in opening doors for others. To this end, The Football League is currently in discussions with clubs regarding the process by which they recruit their managers. This is work in progress, but The Football League is hopeful of breaking new ground in this important area.

3.4 The Football League also supports the aim of helping coaches from all backgrounds reach their full potential, as it will ensure that the very best coaches are available to the English game. In order to achieve this The League has agreed to contribute towards a bursary scheme, in conjunction with other football bodies that will help black and minority ethnic coaches to further their football qualifications and progress their career. The COACH bursary scheme is a joint partnership between The Football League, Football Association, Premier League, League Managers Association and the Professional Footballers Association. The bursary scheme seeks to support coaches from BAME backgrounds to achieve Level 3 coaching badges. Managed by The Football Association the scheme provides coaches from under represented backgrounds to improve their chances of securing jobs within the professional game by gaining increased qualifications. As part of the COACH scheme, coaches have the opportunity to be placed with a club in The Football League in order to gain valuable experience.

3.5 Whilst it should be noted that the conduct of players and managers on the pitch or comments they may take in the media (including on social media outlets) fall under the jurisdiction of The Football Association, The Football League, through its educational partner League Football Education (LFE), seeks to educate young players in youth development programmes at clubs by delivering equality training to apprentices in conjunction with Kick it Out. The scheme was piloted at six clubs last season and has been extended further this season with another fifteen clubs in line to receive the training. LFE have received positive feedback from apprentices, scholars, trainers and clubs on the scheme which will be developed on an ongoing basis.

3.6 League Football Education is also committed to ensuring a diverse range of apprentices are given the opportunity to earn a career in the professional game. Currently 27% of LFE Apprentices classify themselves as being of a background other than white British. The percentage of apprentices from BAME apprentices who become professional is currently higher than for white British apprentices. These young professionals have the chance to become the role models of the future for young people across England and Wales.

3.7 At the recent summit convened by the Prime Minister at Downing Street, The Football League, Premier League and The FA agreed to work together and report back to the Culture Secretary on progress made and plans for the future before the start of the 2012–13 season.

4. *Supporters and the matchday experience*

4.1 The behaviour of fans at football matches is an area in which football has made significant progress over the past thirty years. Its achievements in transforming the culture of the live matchday experience should never be underestimated. Today there is a far greater emphasis on safety and customer care within Football League grounds. There is no suggestion of a return to the scenes witnessed in the 1970s and 1980s.

4.2 All Football League clubs are required to display the Ground Regulations of The Football League in order to compete in our competitions. This includes a responsibility to create a safe environment and manage the behaviour of football supporters at any match. For their part, supporters are required to comply with these regulations or face possible sanction. The League's Ground Regulations state "abuse of a racist, homophobic or discriminatory nature will result in arrest and ejection from the ground." Clubs have a number of sanctions available for dealing with those failing to comply, including short and long term supporter bans.

4.3 The stadium certificates at all Football League clubs require all stewards to be trained (or undergoing training) to NVQ Level 2. The Steward training is monitored and updated regularly and most recent revisions have ensured that there is a comprehensive section on dealing with all forms of discrimination including racism. The Safety Officer at each stadium has a legal responsibility for the safety, care and well-being of all spectators in the stadium.

4.4 Home Office statistics show that the number of arrests at football matches have been falling year on year and are currently at their lowest level since records began in 1984–85 season. More specifically, arrests at football matches for racial or indecent chanting (which may be non-racial in nature) have remained low with a total of sixteen arrests made at Football League matches either in or around the ground on a matchday during the 2010–11 season. Given that more than 17 million fans attended matches in Football League competitions last season, the statistics represent a tiny fraction of less than one in a million attendees. This is not to understate the importance of this issue but to ensure it is kept in perspective.

4.5 Every two years The Football League undertakes its Supporters Survey. Traditionally, this exercise has been the most comprehensive test of fan opinion in the domestic game. The most recent of these surveys, conducted in 2010, included a specific section on BAME supporters, with more than 300 contributing their views. The results suggested that BAME supporters were generally younger than those defining themselves as white British and, in comparison, were more likely to be influenced by their locality and less by parental influence and as such were more likely to attend the game with friends rather than family. BAME fans who did not regularly attend matches cited cheaper ticket prices as a major factor that would make them go to more games. Only a very small percentage said they would not consider attending a live match.

4.6 Attracting significant numbers of BAME supporters remains a major challenge for Football League clubs, even those based in diverse areas of inner cities. The Football League is committed to sharing best practice between clubs to ensure that those initiatives that prove successful can be applied more widely.

5. The Football League's role in tackling racism

5.1 The Football League as an employer is committed to promoting and valuing diversity and eliminating all forms of discrimination, encompassing direct, indirect associative or perceptive discrimination. We strive to maintain an environment that is based on merit and inclusiveness and are committed to ensuring all people can develop their full potential, irrespective of age, disability, gender reassignment, race, religion, or belief, sex, sexual orientation, marriage, civil partnership, pregnancy and maternity. The Football League has comprehensive policies that cover all areas of equality as well as a dedicated HR Manager who ensures that all aspects of HR policy and procedure are implemented in a fair and consistent manner.

5.2 The Football League has a customer charter which is available on the Football League website. The Charter contains an anti-discrimination policy that states:

The Football League seeks to ensure that spectators, players, officials and others involved at football matches and in football generally should be protected from discrimination, including that on the grounds of age, race or ethnic origin, religious belief, sexual orientation, disability, gender or any other unjustifiable reason.

The Football League promotes inclusion and is committed to working with partner agencies to provide education and information to promote inclusion.

The Football League has procedures to deal with any incidents of prejudice ensuring that those who believe they have been abused or treated unfairly can raise their issue through the channels explained in this charter.

If any complaint of this nature is received, The Football League will investigate, if appropriate with assistance from other football and statutory agencies, and make recommendations or change procedures as necessary.

5.3 Football League Regulations state that all Clubs must publish a Customer Charter which shall be made available to the public through all usual Club publications, the ticket office and the website. As part of the guidance issued to clubs on producing a Customer Charter the League states that clubs should include their anti-discrimination policy, in particular referencing discrimination on the grounds of race, disability, religion and belief, gender, sexual orientation and age. This should relate to both the behaviour towards supporters and stakeholders and to staffing policies at the club.

5.4 The Football League plays an active role in tackling racism in the football community. The League has a seat on the advisory board of Kick It Out which is held by the head of our customer service team. Whilst The League, does not fund Kick it Out directly, it does provide meaningful “in-kind” support through its clubs’ contribution to the organisation’s campaigns and initiatives. With its broadcasting revenue falling by 26% from the beginning of the 2012–13 season and club finances under significant pressure, The League is not in a position to make a direct financial contribution at the current time.

5.5 Football League Chairman, Greg Clarke, is personally engaged in The League’s anti-racism efforts, having represented the organisation and its clubs in discussions with stakeholders and at high profile events promoting inclusivity and diversity in football.

6. Looking ahead

6.1 The Football League recognises the importance of its role in challenging racism and promoting equality and diversity. It is constant dialogue with clubs to share best practice and improve the way we operate as a collective body.

6.2 The Football League is committed to a seminar programme that helps club stewards and their supervisors to deal with any incidents where they may occur at matches. The League will once again make clubs aware of the sanctions available to them and help to ensure their consistent application.

6.3 The Football League has accepted an offer from Garth Crooks and Weiss Chevalier for diversity training across all 72 Football League clubs, The League hopes to improve the understanding of players and coaching staff about the cultural environment in which they operate. The Football League will continue to work to ensure that players and staff at all levels of our clubs understand their responsibilities as role models within their communities.

6.4 The Football League is contributing to the COACH programme that aims to provide a bursary for BAME coaches, in order to assist them with gaining coaching qualifications. The Football League believes that in time this project will deliver an increase in BAME coaches in the English and Welsh professional game.

6.5 Through League Football Education, The Football League will continue its programme delivering equality training to apprentice footballers at clubs.

6.6 The Football League will continue its discussions with clubs regarding the diversity of managers they recruit. The importance of this issue was highlighted by League Chairman, Greg Clarke. In a recent interview with the Daily Mirror, he said: *“I’m a great believer that sport, business and government should be representative of the societies they serve and there is an unacceptable disparity between the number of black players and black managers. The problem is people will say if they’re good enough, they will get there, but you have to create the opportunity. For example, if you look back a couple of years ago, the number of female directors in FTSE 100 companies wasn’t good enough. There were a lot of really, really good women who were not getting the opportunity to rise to the top. Pressure was put on those companies to improve and now more women are being given that opportunity.”*

February 2012

Written evidence submitted by Stonewall

1. Stonewall welcomes the opportunity to contribute to the Culture, Media and Sport Select Committee’s short inquiry into racism in football. Stonewall is a national organisation working across Great Britain that has campaigned for equality for lesbian, gay and bisexual people since 1989. Stonewall has commissioned ground-breaking research into the extent of homophobia in football. This submission draws on the findings of our report *Leagues Behind*, based on YouGov polling of over 2,000 football fans.

2. In summary:

- Racism in football continues to be a concern for many football fans in Britain. However, it is clear that fans view homophobia as a more pressing concern for the national game with one in four fans thinking football is homophobic compared to one in 10 who think that it is racist.
- There is clear evidence of the extent of homophobic abuse at football matches with one in seven fans who have recently attended matches saying they have heard homophobic abuse. Homophobic abuse in football doesn’t just have an impact on lesbian, gay and bisexual people. Research has shown that it deters female and black and minority ethnic fans, as well as families, from attending matches.
- Homophobic abuse has a direct impact on gay players feeling able to be open about their sexual orientation, with almost two thirds of fans saying this is the reason there are no openly gay players in Britain today. Stonewall’s research has found that people perform better in their jobs when they are open about who they are. Our work with 600 employers, who collectively employ over five million people, demonstrates that football is an exception in having no openly gay people.
- There is strong support amongst fans to address homophobia in football, but they feel little has been done by football authorities. Whilst two thirds of fans have seen their clubs take action to address racist abuse, only one in five have seen their clubs take any action to address homophobic abuse.
- Progress has been made by Government and football authorities in recognising homophobia as an issue, but too little practical action has been taken to address it. Stonewall in particular believes that there needs to be a specific high-profile campaign to challenge the homophobic attitudes and behaviour of some fans, players and managers, as well as specific work in youth football to challenge homophobia and support talented lesbian, gay and bisexual players.
- Football receives statutory funding to increase participation in the sport, but many of the 3.7 million lesbian, gay and bisexual taxpayers in Britain are deterred from playing because of homophobic abuse. This does not demonstrate good value-for-money.

THE EXTENT OF HOMOPHOBIA IN FOOTBALL

3. There is clear evidence of the extent of homophobic abuse in football. Stonewall's research found that seven in 10 fans who recently attended matches had heard homophobic abuse on the football terraces. This abuse is targeted at fans, players and officials. The polling also established that whilst one in 10 fans think football is a racist sport, significantly more, one in four, think it is homophobic.

4. There are many examples of professional players who feel it is entirely acceptable to express deeply homophobic attitudes in public. Many of these incidents occur on social media, accessed and followed by many young fans. Recent examples include:

- West Ham midfielder Ravel Morrison, 19, allegedly posted a tweet saying “crack head? Go suck out u little faggot your a guy that talks if u see me you try slap me I’m in manchester every week”. Morrison is followed by over 70,000 people on Twitter, including many young people. He has been charged by the FA for using homophobic language.
- In November 2011 Leicester City defender Michael Ball, 32, sent a direct message on Twitter to openly gay actor Anthony Cotton, who plays a seamstress in Coronation Street. In it he said “That fucking queer, get back to your sewing machine in Corrie you moaning bastard”. Ball was fined £6,000 by the FA and had his contract with Leicester City terminated.
- Oxford City striker Lee Steele posted a tweet referring to openly gay rugby player Gareth Thomas, who was appearing on Celebrity Big Brother, saying “I wouldn’t fancy the bed next to Gareth Thomas #padlockmyarse”. Steele was fined £200 by the FA and sacked by Oxford City.

5. There are also a number of specific examples where players have been the target of homophobic chants, including:

- On 19 November 2011 a number of Southampton FC fans chanted homophobic abuse targeted at the fans of opposing team Brighton and Hove Albion. Two fans were arrested, fined and banned from matches for chanting homophobic abuse.
- On 28 September 2008 at a match between Portsmouth FC and Tottenham Hotspur FC fans engaged in chanting targeted at Portsmouth defender Sol Campbell. This chanting included “Come on gay boy, that’s my gay boy”. A number of fans, including two 15 year olds, were charged and prosecuted for the chants.
- Football fans polled by YouGov cited many examples of homophobic chants they had heard recently at football matches including “At home, away, he’s still a fucking gay...” and “He’s gay, he’s bent, his arse is up for rent...”.

THE IMPACT ON PLAYERS, FANS AND YOUNG PEOPLE

6. Fans are clear that the failure to address homophobia in football has a negative impact on players. Two thirds of fans think that homophobic abuse from fans deters gay professional football players from coming out, whilst just under half feel that homophobic abuse from other players deters them from doing so.

7. Stonewall's research has also shown that homophobia in football has an impact on the wider diversity of football. Homophobia on the terraces is a clear deterrent for many female and black and minority ethnic football fans from attending matches, with over one in four black and minority ethnic fans and one in five female fans saying they would be more likely to attend football matches if homophobic abuse was addressed.

8. Homophobic abuse also has a dramatic impact on the number of lesbian, gay and bisexual people playing football. Just under a third of lesbian and gay football fans have played amateur football, compared to two in five heterosexual fans. This is unsurprising given the extent of homophobic abuse in amateur football, with over two in five gay people who've played football at an amateur level having heard homophobic abuse whilst playing.

9. It is clear that there is a particular impact on the participation of young lesbian, gay and bisexual people in football, with over half of young gay people saying they do not like playing team sports such as football. Stonewall is deeply concerned that many young gay people who could play to a professional standard are deterred from doing so because of homophobia in the sport.

INACTION FROM FOOTBALL AUTHORITIES

10. Stonewall believes that not enough action has been taken by football authorities and clubs to address homophobia in the sport. Fans agree, with around half feeling the FA, the Premier League and clubs should do more to address homophobia. Whilst almost two thirds of fans have seen their club taking action to address racism in football, only one in six have seen them take action on homophobia.

11. The Government has launched Tackling Homophobia and Transphobia in Sport: A Charter for Action. Stonewall believes that whilst this helps football authorities and clubs make an important visible commitment to tackling homophobia, it does not require them to take any action to address it.

12. Stonewall believes there is a noticeable lack of action being taken by the Premier League and individual clubs. There is also a clear absence of visible support for addressing homophobia amongst players, managers

and senior staff of individual clubs. Stonewall believes that their visible support is key to ensuring that homophobia is tackled in football.

ACTION THAT COULD BE TAKEN BY FOOTBALL AUTHORITIES TO ADDRESS HOMOPHOBIA

13. Stonewall recognises that progress has been made by the football authorities on the issue of homophobia. However, it is clear from football's previous work to address racism and from Stonewall's work with other organisations such as the Rugby Football League and the Royal Navy, that to effectively challenge homophobic attitudes and behaviour practical action needs to be taken.

14. Taking action to address homophobia is clearly supported by fans with two thirds believing that football would be a better sport if homophobic abuse was addressed. Fans also believe that lessons should be learnt from previous efforts to address racism. Two in five fans believe football is less racist than 20 years ago as a direct result of action taken by clubs, whilst over a third believe high-profile anti-racism campaigns have made the sport less racist.

15. Stonewall believes that to effectively address homophobia in football the football authorities need to make a concerted effort in the same way they have worked to tackle racism. This includes:

- A high-profile campaign, visibly supported by players and managers, to challenge homophobic attitudes amongst fans.
- Specific work in youth football to challenge homophobic abuse and attitudes and to support young lesbian, gay and bisexual players.
- Clubs becoming more robust in identifying and challenging homophobic abuse amongst their fans, using strong sanctions against fans who use homophobic abuse—such as banning perpetrators from matches.
- The Police and the Crown Prosecution Service improving the identification of incidents of homophobic abuse, their investigation and prosecution.
- The provision of clear and robust guidance on how to challenge homophobic abuse by players and how to support gay players.
- The provision of clear guidance on how to report incidents of homophobic abuse when they do occur, and why it's important to do so.

February 2012

Written evidence submitted by the All-Party Parliamentary Group (APPG) Against Antisemitism

SUBMISSION COMPILED BY JOHN MANN MP & DANNY STONE FOR THE APPG AGAINST ANTISEMITISM

Summary:

- The FA has a good track record of combating racism in football, but like many bureaucratic bodies it is slow and over-cautious.
- Systemic issues need addressing including the defective system of handling discrimination cases whereby the FA act as police, judge and executioner and the inability to enforce change at club level leading to cycles of abdication of responsibility.
- There is a continuing gap in information, referees have no incentive to report incidents or turn up to hearings and rarely discover the outcome of hearings. Simplification is required.
- A number of practical suggestions for further improving anti-racism activities have been made in the reports provided in the appendix—they should be considered.
- Arrangements for periodic, strategic review of FA reporting systems should be introduced.
- A number of good processes are in place to prepare for international tournaments, relevant anti-racism organisations and experts could however be better consulted and incorporated into forward-planning.
- The FA should take a greater lead in FIFA and UEFA not just sharing best practice but demonstrating real leadership on issues of racism and antisemitism.
- The FA should consider how they can work with clubs strategically and communicate websites like True Vision to supporters.
- Creative thinking should be encouraged from all football authorities on demonstrating positive leadership, helping to reducing community tension and isolate its instigators.
- Examples of football legislation should be examined for best practice.

1. THE FA RESPONSE TO ANTISEMITISM AND ISLAMOPHOBIA

1.1 At the suggestion of community groups and members of its own Race Equality Advisory Group, the FA co-hosted a seminar of Islamophobia and Anti-Semitism with the Metropolitan Police on Thursday 3 April 2008. This was the first conference of its kind and highlighted some of the key issues for the FA, Police and local communities. Emanating from this conference was a project proposal for a clear, all-agency strategy to tackle Anti-Semitism and Islamophobia in football together with a working group to oversee the process. The six key areas for consideration were: Referees, Policing, Stewarding, Monitoring of incidents, Reporting and sanctioning of incidents and Community engagement and involvement. There was particular emphasis on an effective system for collecting incident data.

1.2 The first meeting of the “tackling anti-semitism and islamophobia in football working group” (AS&I) was held at the FA offices on 18 September 2008, chaired by John Mann MP and introduced by Lord Triesman who gave the FA’s full backing to the project. Representatives from across the Jewish and Muslim communities were brought together with official football bodies and anti-racist groups. The AS&I group was tasked with providing tangible and specific recommendations to the FA’s Race Equality Advisory Group (REAG) which in turn would report to their Board (APPENDIX A).

1.3 Over the course of 2009, a number of consultation events took place including focus groups with the Muslim and Jewish Communities. In addition, John Mann visited a number of clubs looking for aspects of best practice including: The use of control rooms and loudspeakers in crowd control, stewarding, supporter information, responses to spectator abuse individually or collectively, community engagement at matches.

1.4 On Tuesday 9 February 2010, the FA hosted a second meeting of the AS&I Group at which three reports were tabled. The first two by Mr. Matt Ancell from the Metropolitan Police (APPENDIX B, C) provided details on reporting and managing allegations in the professional and grassroots game. His report on grassroots football noted that:

- Governance and sanctions rest almost solely with the County Football Associations (CFA), under the guidance of The FA when dealing with incidents outside the Football Pyramid.
- Often left to overworked volunteers to investigate complaints made by clubs in what is a complex disciplinary procedure.
- The FA must take a more central role when dealing with such issues and consider a whole new specific procedure when dealing with discriminatory complaints by grassroots football teams.

His report on the professional game included the suggestion that:

- Consideration should also be given for some stewards to be fitted with cameras and microphones to be able to detect crowd problems and particular incidents. When convicting the Crown Prosecution Service need sufficient evidence to obtain a Banning Order.
- The United Kingdom Policing Football Unit should have the responsibility of collating all reported hate crime incidents on match days categorised down to specific types ie homophobic, Islamophobic

In addition, a report was tabled by John Mann MP (APPENDIX D) which the FA promised to consider and respond to. Amongst his suggestions were:

- Investment in new Technology like text message reporting, steward head cameras, high resolution CCTV and recordings of abusive fans and tense areas—to catch the perpetrators of abuse in the stadium.
- Independent tribunals for racism and discrimination cases.
- Restructure the FA Council to reflect the diversity of society and make local positions available for aspiring black, Asian, Jewish and ethnic minority volunteers.
- A Red card for abusive parents on the touchline.

1.5 In January 2011, during the backbench business committee debate on antisemitism (20 January 2011, Official Report, Column 334WH/335WH) John Mann MP called on the FA to respond to his report following a lull in activity. This led to renewed communications and in March 2011 the All-Party Parliamentary Group Against Antisemitism volunteered to help co-ordinate an international conference on reporting and tackling discrimination in football. As a result, the FA ran a scaled down special conference on reporting Discrimination on 9 November 2011 for members of the various FA advisory groups and other UK stakeholders at Wembley. It was announced that a public facing guide to reporting discrimination would be produced for 2012–13.

1.6 Following the aforementioned conference on reporting discrimination, a letter was distributed to members of the AS&I group with the FA response to John Mann’s report (APPENDIX E). The response outlined a number of existing programmes of the FA, but highlighted the fact that ultimately, under FA Regulations, the Clubs are responsible for the behaviour of their members, spectators and supporters. Thus action to deal with abusive parents is left in the main to the clubs themselves. Their response did note however that:

- 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.

1.7 The FA subsequently closed the AS&I group and passed responsibility to the Race Equality Advisory Group for the monitoring of the implementation of the AS&I report and the Faith in Football group and Asians in football (women and men) now take on the delivery of practical inclusion projects to showcase best practice on the ground.

1.8 The experience of working with the FA has highlighted to us that British football has an authority it can be proud of with sound rules and regulations. However, like many bureaucratic bodies it is slow and lacks the ability to think and act radically. The initial impetus for a wide-ranging cross agency strategy to be overseen by a working group diminished and less cumbersome action points have been rolled into existing structures. It is possible to deduce therefore that some of the problems with the FA are systemic. In particular:

- They act as police, judge and executioner in dealing with discrimination which is a defective system of operation.
- There is a continuing gap in information, referees have no incentive to report incidents or turn up to hearings and rarely discover the outcome of hearings. Simplification is required.
- They can't enforce change at club-level which leads to cycles of abdication of responsibility.
- There is no system for a periodic, strategic review of their systems with procedures being monitored "on an ongoing basis".
- Having earned a reputation for facing down racism, they should be praised for their action in the face of high profile racist incidents. However, it is important to guard against complacency. The *Written evidence submitted by the League Managers Association (FG 38) to this committee's inquiry into football governance points to a possible* in the sector:

"Racial abuse has now thankfully been all but eradicated from our stadia, thanks to the Kick it Out campaign and the The FA's Ethics and Sports Equity Strategy."

2. THE EURO 2012 TOURNAMENT AND IMPLICATIONS FOR THE UK

2.1 In the summer of 2012, the European football championships will be held jointly between Poland and the Ukraine. The world's attention will be in part directed to sport with the 2012 Olympics to follow almost immediately.

2.2 As has been noted in numerous television, magazine and web-based reports there is a solid and growing far-right "white power" movement tied to football hooliganism in many countries, notably Poland and the Ukraine.¹ The anti-racist organisation "Never Again" together with Football Against Racism in Europe (FARE) has highlighted the levels of racism in both Polish and Ukrainian football. Their report entitled "Hateful" (APPENDIX F) covers the period from September 2009 to March 2011, detailing 195 individual incidents involving football in Poland and Ukraine. The authors highlight denial of the problem as a key issue in the region.

2.3 In the European Commission against Racism and Intolerance (ECRI) country report on Ukraine of 2008, they cite rising antisemitism as a concern. Details of best practice and highlights of the worst incidents are detailed in the report by John Mann MP and Johnny Cohen: "Antisemitism In European Football: A Scar on the Beautiful Game" (APPENDIX G) Despite these efforts to highlight the problem, much of the far-right activity goes under-reported and unchallenged.

2.4 Unfortunately, there are insufficient resources for UK police or football regulatory bodies to tackle this problem effectively, in so far as it effects home country participation in and enjoyment of the tournament. As chair of the APPG Against Antisemitism, John Mann MP set about trying to identify the key problems and suggest solutions for the relevant UK authorities.

2.5 In October 2010, John Mann visited Poland. He met key Parliamentarians and officials at the Polish Football Association, Ministry of sport, Parliamentary Sport Committee and sub-committee on euro2012. It was his assessment that whilst the Polish were prepared in general terms for the tournament and had some sensible procedures in place, there were some worrying signs of the potential for trouble. In particular:

- Racism is under-reported in the national Polish game. Incidents are relayed through referee's match-day reports with no other monitoring in place. Attendance is low which tends to exacerbate the problem.
- Organised hooliganism and gang-violence remains a significant problem, the less-travelled suburban line to Auschwitz features far-right, white power slogans often together with the words "Jews out" daubed at nearly every station. The supporters club for one Polish team offered to organise a fight to demonstrate their ability to orchestrate violence.
- The views of some Polish extremist fans ("ultras") that English fans might be worthy as opponents in organised fights given the high profile history of hooliganism in the game.

¹ See (i) www.ynetnews.com/articles/0,7340,L-3931288,00.html
(ii) <http://tinyurl.com/891k8c6>
(iii) <http://tinyurl.com/838bqsw>
(iv) <http://tinyurl.com/755ac58> for examples

2.6 In April 2011, John Mann visited the UEFA headquarters in Geneva and met with senior officials. He highlighted a number of concerns:

- Their inability to effectively link-in with grass-roots anti-racism campaigns in the host nations- whilst the FARE/Never Again/UEFA programmes are to be welcomed, they are often viewed by local community groups as being imposed upon them with little consultation.
- Their view that security was a problem for inside the stadium, without a position on the surrounding areas pre and post-match.
- Poor provision of educational (particularly Holocaust memorial) material for fans.

2.7 In June 2011 John Mann visited the Ukraine, calling on the National agency for euro2012 preparation, the Minister for football, Parliamentarians and anti-racist groups. Their preparedness was judged to be worse than that of Poland. In particular concerns surrounded:

- Multiple points of authority in-stadium on match day, leading to confusion when action is required.
- Insufficient thought put into reporting mechanisms in stadia, fan-zones or elsewhere for victims of racism.
- Lack of thought put into monitoring online racist organising.

2.8 Following his visits, John Mann wrote to UEFA to highlight his concerns and at the same time to FIFA about some outstanding concerns he had in relation to their disciplinary procedures (APPENDIX H, I, J, K). The response from UEFA was reassuring, whilst FIFA sent contradictory responses. This points to confusion at the top-level, which does not set a suitable standard for national football associations to follow.

2.9 Meetings with the FA and other relevant sector bodies throughout this period highlighted some of the key UK preparations for the tournament. UK expertise had been shared with the host countries, the British embassies had been well briefed and were already preparing themselves and some of the thinking about the England team programme was already in place

2.10 On 25 January 2012, a delegation from the Hope Not Hate Campaign, the Community Security Trust (CST) and Holocaust Educational Trust (HET) led by John Mann MP met with football Minister Hugh Robertson MP to suggest a potential solution to pre-empt any trouble at the tournament. The Minister appeared supportive of efforts to embed a small team within the existing structures of the FA to provide expertise and support on the ground during the tournament. The FA whilst receptive to such an arrangement has yet to act on it. In addition, discussion focussed on an appropriate memorial of the Holocaust by the team and supporters.

2.11 There are a number of key lessons and implications for the UK which can be drawn from the experiences of researching the preparations for the 2012 tournament:

- A number of good processes are in place to prepare for international tournaments, relevant anti-racism organisations and experts could however be better consulted and incorporated into forward-planning.
- The FA should take a greater lead in FIFA not just sharing best practice but demonstrating real leadership on issues of racism and antisemitism.

3. LEADERSHIP, REPORTING & BEST PRACTICE

3.1 On 7 February the APPG Against Antisemitism will be helping to launch True Vision, a website at www.report-it.org.uk in Parliament. The website went live in February 2011 and has had 56,000 visitors who view an average of 8 pages each. The site offers information to victims, downloadable resources and the ability to report crimes online. To date over 1,300 reports have been made to the site with just over 300 of these relating to Internet offences. The website has had no direct marketing and relies on links to existing websites and on search engines.

3.2 The reporting of hate crime and presumably the presence of hate material has a direct correlation to events that receive public attention. There are people who use even the most tragic situations to develop their own bigotries and the Internet provides a perfect place where anonymous and insidious views can be shared in relative safety. However we are all too aware that the damage caused undermines community cohesion and promotes tension. Recent history has demonstrated to us the importance of football in setting the tone for such tensions. Whilst often these tensions do not directly relate to football issues the emotional bond and almost tribal allegiance held by many supporters can be a catalyst for extreme behaviour in those with a propensity to violence.

3.3 An example of the link between football and external tensions was the summer disorder of 2001 in the northern towns of England. Whilst the Inquiry report highlighted many contributing factors the trigger incident for the first violent confrontation was an attack on an area of Oldham by a group of football supporters had linked up with far right extremists angered by media stories which did not relate to football.

3.4 Whilst football authorities and clubs can clearly not be held accountable for the actions of violent individuals who use their club name in the commit violent acts, which are nothing to do with the club, There is a real opportunity for clubs and individuals to use their significant influence over followers to promote positive images and provide real leadership over disaffected individuals who often lack positive role models. This does happen, but perhaps recent events have demonstrated the need to understand the impact that activity on the field has in the communities.

3.5 The allegations of racism in recent months are well documented, but some of the reactions of individuals to the incidents is not so well understood. In particular the disagreements that followed them, as played out in the media have led to a perceived increase in hateful material on the Internet, particularly racism. Most notable has been the Twitter comments, which are often relatively invisible as they are limited to people who “follow” the writer. The significant incident here appears to be that Stan Collymore, who has over 200,000 followers was so offended by some of the racist material that he highlighted and thereby attention to the material.

3.6 32 people separately reported to True Vision racist material which targeted Patrice Evra that they believed was illegal. By way of perspective, True Vision would only expect to receive five to seven hate crime reports per week.

3.7 There is much that can be done to help combat such hatred. The timing to act appears perfect as we approach two huge sporting events that will bring the focus of the world on Europe and the UK, but also because our Government and police leadership have stated commitment to increase the recording, but reduce the incidence of hate crime.

3.8 True Vision is not the only resource available. The Baddiel brothers Ivor and David have produced a film “the Y Word” which our group also helped to promote. There is an educational pack which accompanies the film all of which can be found via the Kick-It out website. The film addresses the chanting of the word “Yid” and the racism and antisemitism that such chanting can promote.

3.9 The Scottish Parliament voted through legislation on offensive behaviour at football matches. It would be useful to look at the lessons learned from that legislative process and to speak to the police in Scotland about their requirement for extra powers.²

3.10 A number of good resources are available and should be promoted:

- The FA should consider how they can work with clubs strategically and communicate websites like True Vision to supporters.
- Creative thinking should be encouraged from all football authorities about demonstrating positive leadership, helping to reducing community tension and isolate its instigators. Examples of football legislation should be examined for best practice

January 2012

Written evidence submitted by Chukwuma Uju

(1) My name is Chukwuma Uju; I am a football fan who has been involved in the game over a 30 year period, I am writing in my personal capacity.

(2) I will confine my comments to the way that Liverpool FC and Luis Suarez have responded to the incident which led to Suarez being banned for eight matches; my belief is that Liverpool FC, by their actions between October 2011 and February 2012, have brought the game of football into disrepute.

(3) Liverpool FC are a club with an illustrious history, I am therefore shocked at how they have conducted themselves during the Evra/Suarez incident. It began, perhaps understandably, with them supporting their player while the matter was being investigated. However, once the Independent Commission had found him guilty of racial abuse, the club needed to show a responsible attitude. They should have condemned Suarez’s actions, apologised on his behalf (and required him to do the same), punished him for gross misconduct and then reiterated their stance against all forms of racism. Instead, we were treated to two ludicrous press releases³ which sought to undermine both the FA and Patrice Evra, and the infamous incident where Liverpool players wore ghastly “support Suarez” T-shirts prior to their match against Wigan Athletic FC (on 21 December 2011).

(4) Central to Liverpool FC’s worst excesses has been their manager, Kenny Dalglish (who you may well call to give evidence). He continued to publicly support Suarez even after Liverpool FC had decided not to appeal against the ban. Indeed, following Suarez’s return to playing he told an interviewer how pleased he was that Suarez was back, before adding: “...he should never have been out in the first place!” Is this the responsible behaviour of a manager at a high-profile club with a strong anti-racist stance?

² www.legislation.gov.uk/asp/2012/1/enacted/data.pdf
www.scotland.gov.uk/News/Releases/2012/01/offensivebehaviourbill20012012

³ on 20 December 2011 and 3 January 2012

(5) Throughout this series of PR and legal blunders a deafening silence came from the owners of the club. The first time anyone at board level spoke was after Suarez refused to shake Evra's hand, following the Man Utd v Liverpool match on 11 February 2012, when it was felt that the club's reputation had reached rock-bottom. It seems that criticism of the club had finally reached the other side of the Atlantic and the owners felt the need to take desperate measures to avert further damage to the club's reputation.

(6) Before Suarez's verdict was announced, the Brighton & Hove Albion FC manager, Gustavo Poyet, entered the debate. His was a particularly ill-informed contribution and it was totally inappropriate for him to comment while the matter was still being decided. He was widely reported as saying "I played football for seven years in Spain and was called everything because I was from South America. I never went out *crying like a baby*, like Patrice Evra, saying that someone said something to me."

In an interview with TalkSport Radio (on 18 November 2011) he made the following assertions:

- *"I think it's worse to charge someone because you trust one person when you have no proof....."*
- *"You are not a racist when you go against one, but you are if you go against the whole world, not saying one word in one moment...."*
- *"For me there is nothing at all...and we're making things look bigger than they are..."*

This was unacceptable behaviour from someone occupying a responsible position within football; I think he should be asked to explain his comments (and the timing of them) to the Culture Media and Sport Committee, for I believe that, he too, has brought football into disrepute.

(7) I will conclude by reiterating my belief that Liverpool FC has brought the game of football into disrepute. Their response to Suarez's racist conduct was to seek to undermine Patrice Evra and the FA's disciplinary processes, including accusing the FA of bias. At no time did the club or their player apologise to Patrice Evra for the racial abuse he suffered; neither did the club condemn Suarez's racist actions and state what punishment they would impose ie in addition to the Independent Commission's eight-match ban. The club only came to life after the handshake incident, which was a PR disaster for them. The feeling is that Liverpool FC does not take racism seriously, but only care about protecting the image of their star players at all costs. Both Suarez and the club have sustained huge damage to their reputations as a result of this episode; a sincere apology is necessary before we can even begin to talk about lessons being learned.

February 2012

Written evidence submitted by Sporting Equals

Summary:

- This submission is made on behalf of Sporting Equals, an independent UK-wide charity that promotes ethnic diversity and race equality in sport and physical activity.
- Due to a lack of awareness, understanding and knowledge about discriminatory behaviour and racism the foundation for further work to address this issue lies within footballing bodies and clubs ensuring that they have appropriate policies, processes and practices in place.
- Racism in football can be seen at all levels not just in the premier league. Whilst there has been positive progress made to tackle racism there is no room for complacency.
- Disproportionate representation of those from black and minority ethnic (BME) backgrounds throughout football (eg coaching, refereeing, and management) can lead to perception of racism and unwelcoming environments that perpetuate the problem and negative attitudes.
- There is a significant BME community football sector that operates outside the mainstream. Some of this can be attributed to the perceived lack of support from affiliated leagues, racism and discrimination from the sporting community and dearth of visible role models involved in decision-making in football.
- Lack of meaningful engagement by football providers (particularly at a local level) with BME groups due to lack of insight and know-how is significant.
- The lack of diversity within governance structures not only fuels negative perceptions and attitudes, it ignores good business practice and often results in existing policies and procedures to deal with racism being unsupported.
- Tackling and preventing racism needs to be approached by taking action that encompasses a broad range of issues eg engaging BME communities, supporters, referees, coaches, ethnic media, grassroots activity, use of role models, legal levers.

- There is some good practice already taking place that can be expanded.
- It is important that politicians and decision makers in football continue to take a firm public stand against racism in Football. This should be a consistent and long term message.

1. INTRODUCTION

1.1 This submission is made by Sporting Equals who work across the sport and physical activity sectors to enhance ethnic diversity at all levels (from increasing participation through to diversity in the board rooms). We feel that to deal with racism properly we must also focus on tackling discrimination.

1.2 Sporting Equals is the leading expert on equality and diversity in sport. We are a strategic advisor to DCMS (Department for Culture, Media and Sport) and a National Partner of Sport England. We work with national governing bodies of sport including the Football Association to increase participation at all levels by finding solutions to the barriers to sport participation.

1.3 Due to a lack of awareness, understanding and knowledge about discriminatory behaviour and racism the foundation for further work to address this issue lies within footballing bodies and clubs ensuring that they have appropriate policies, processes and practices in place.

1.4 Although the key focus of this inquiry is racism in football, it would be inappropriate to ignore the following:

- Racism is not restricted to football, or indeed to premier league football clubs. Racism can be seen at all levels and throughout sport.
- Any aggressive language and behaviour that draws upon any aspect of a person's identity is unacceptable.
- Emotions clearly run high in fast-paced competitive sport, such as football, but there needs to be an acknowledgement that using a person's race, ethnicity or culture as a form of abuse is wrong.

2. THE PROBLEM AND KEY ISSUES/CHALLENGES

2.1 We believe that the existence of a problem in football is not in question. The extent of the problem and recent changes to how that problem manifests is however a subject for debate.

2.2 Football has been plagued in the past by racism, notably in three forms:

- on the pitch, between players, usually under the guise of "winding up the opposition";
- from the terraces, directed at members of the "opposing" team, ostensibly with a view to affecting their performance, but often with more sinister overtones; and
- on the terraces, aimed at spectators from ethnic minority groups, which inevitably discouraged these spectators from attending matches.

2.3 Whilst there has been positive progress made in all these areas there is no room for complacency. We do not want to return to those days where racism was prevalent in all the above areas.

2.4 Sporting Equals insight and wider evidence also suggests the presence of the following issues and challenges:

- the under-representation of people from BME communities in boardrooms and governance structures (inc. at a county level);
- the under-representation of Asian players in the professional game and at club academies, and of all BME communities among referees;
- the very small numbers of black players progressing in football management;
- at clubs, a lack of diversity training for staff, few equal opportunities policies, and poor staff recruitment practices;
- the relatively small numbers of spectators from BME communities at professional football matches; and
- a tendency for disciplinary committees to be dissimilar in make-up from the players whose cases they deal with.

2.5 Our local intelligence tells us that experience of racism for BME groups is prevalent on local playing fields up and down the country.

2.6 This is not to say that the football sector does not want to address these issues but rather they do not necessarily know the best or most effective way to do this.

3. THE CONTEXT

3.1 Racist behaviour does not happen in isolation; it is a result of prejudices and/or lack of awareness.

3.2 Sporting Equals Insight research identifies several significant barriers to BME communities starting and staying in sport that can be applicable to football:

- One in five has suffered negative racist experiences while taking part in sport. (Sporting Equals 2008—Barriers for NGBs, CSPs and Local Authorities in engaging BME communities). Fear of racism is a particular barrier to women accessing sporting facilities (Leicester Racial Equality and Sport Project (2003) Briefing Papers—People from Black and Minority Ethnic Groups).
- Negative attitudes and perceptions: Myths still prevail about the suitability of particular sports to people from particular ethnic backgrounds. For example, notions that black people cannot excel in swimming and asians are not strong enough for some sports eg football.
- There is also a BME community football sector that operates outside the mainstream. A key feature of this sector are the tournaments and leagues (often referred to as shadow leagues) that reach out to at least 20,000 BME volunteers and players. Their development can largely be attributed to the perceived lack of support from affiliated leagues, racism and discrimination from the sporting community and dearth of visible role models involved in decision-making in football.
- There is a general lack of meaningful engagement with BME groups due to a lack of insight, knowledge, understanding, know-how and confidence to work with them.

3.3 At county and local level there is a lack of awareness of guidance and support available to actively address existing or potential racist activity.

3.4 There is significant representation of BME groups in grassroots participation; however, this means it is even more important that measures are put in place to ensure that racism is not part of football at any level so that young players are not put off the sport as a result of failure to address such problems at grassroot level.

3.5 There is a lack of ownership of the responsibility to promote race equality or diversity by staff and volunteers due to a lack of understanding around the value and benefits of diversity (which is seen as an “add on” to their day job rather than an integral part of it).

3.6 The Sporting Equals report, Who’s on board? (2010) noted that of 39 governing bodies only one had a Chairperson from a BME background and of 375 board members, only seven were from BME background. We believe that there is a similar pattern at county level although the data is not so readily available. With such a lack of representation at the highest levels it is perhaps unsurprising that there is a lack of empathy with the need to ensure that diversity and cultural awareness are embedded within football.

3.7 Around 20% of professional footballers come from the black and ethnic minority (BME) communities, yet from the 1,300 or coaches who hold a UEFA B licence or higher, the number is only 4.8%. Sporting Equals’s insight demonstrates a strong interest in coaching from BME communities; however the current systems are causing challenges that slow down the process. Issues such as information, marketing, visibility of role models, career prospects are all having a negative impact on people’s perceptions of coaching and access is often limited through internal recruitment mechanisms and social networks which BME communities are often not part of.

4. THE SOLUTION/RECOMMENDATIONS

4.1 There is no single quick fix to tackle racism and racial discrimination in football. A combined effort from stakeholders is needed. The following details issues that we feel are key components of a wider strategy to tackle racism in football and prevent its resurgence.

4.2 Consultation and Approach. Ensuring that the football sector (eg associations, clubs etc) has systems that embed and mainstream equality and diversity in all aspects of its operations including dealing with cases of racism and racial discrimination is vital. This is important to address negative perceptions. To truly embed principles of diversity, all staff and volunteers from board to stewards (and including coaches and referees) should be briefed on the benefits of diversity. Consultation on racism, equality or related policies should engage staff and players at all levels.

4.3 Recognise the problem(s). Sanctions are important, but it is generally accepted that “prevention is better than cure”. By identifying the root cause of racism (be it past experiences, organisational culture, lack of knowledge or empathy) we will be able to make lasting, positive changes.

4.4 Reporting and monitoring. Whilst there may be systems in place for reporting and monitoring incidents of racism, they need to be promoted more widely in order to address any negative perceptions and increase peoples’ confidence to report incidents. Ensuring staff and volunteers (including security and stewards) are trained to deal appropriately with racist incidents is also important in this aspect.

4.5 Supporters. Activity that encourages diverse participation and audiences (ie spectators) should form a key part of any plan to reduce racism. For example, approaching community and faith groups directly to extend

invitations to events and open days. This is vital in terms of changing peoples' perceptions. This will impact on areas including marketing, recruitment, supporter programmes etc.

4.6 Legal duties. As employers and providers of services, football clubs and the organisations that encompass them, have a duty to ensure that their staff and customers are not subject to racial harassment or discrimination. For football though there needs to be an express commitment to protecting their players, staff, volunteers and fans from racist behaviour, this commitment should extend to other clubs in order to reduce the problem of opposing fans resorting to racist chanting and comments about other teams or their supporters.

4.6.1 Legal duties at grassroots. With regards to clubs and matches that use public facilities, such as local playing fields or council-owned property, the authority that owns the property should make clear that they are bound by a specific duty under the Equality Act 2010 and that those using their facilities are bound by these duties. Where a racist incident occurs on such property the local authority (or public body concerned) must have the right, or indeed the duty, to take action to prevent any recurrence by banning individuals, or groups from using the land or property.

4.7 The business case. Beyond the legal and moral duty, if clubs do not address issues of racism among fans, they are cutting off potential markets for their fan base and potential commercial opportunities. This message should be made clear throughout the club from senior through middle managers and front line staff.

4.8 Referees. are also key when it comes to preventing and dealing with racism in football. As such they need to be supported to deal with racism when it occurs. This will include equipping them with techniques and know-how to identify racism.

4.9 Equality Audit. Each club should carry out an equality audit of key functions and policies to ensure that they promote inclusivity to make certain that the principles of equality and diversity are a golden thread woven throughout the processes and practices of a football organisation eg integrated into marketing and communications strategies and throughout the recruitment process (for all roles within Football) ensuring that adverts are placed and sustained within in publications and places other than mainstream media outlets. This work should also include reviewing existing monitoring information regarding ethnicity and religion (as well as gender, disability, age and sexuality etc) or the collection of this information. Alongside this audit publicising the business case to diversity to all staff and volunteers is crucial (para 4.8).

4.10 Encompass all key personnel. Focus needs to be on all levels of participation. Through the media we have only experienced premier league football players in the headlines, this does not mean that others working or participating in football do not either suffer from or participate in racist behaviour. All policies and procedures should be communicated throughout organisations and to those involved with the organisation (eg contractors, suppliers, talent scouts, agents etc).

4.11 Good practice. Capture and share good practice. There are many examples of good practice that all stakeholders need to be aware of to replicate. This is more than anti-racism activity, and is perhaps more about good practice relating to engaging BME communities at all levels. With football being the national game in England, it is important that the governing body (in particular at county level), Premier League and Football League are able to be seen as true role models for individuals, sport and society with examples of good practice in relation to equality and diversity and leading the way in fighting racism in football globally.

4.11.1 Good Practice Example: Sporting Equals insight shows that cultural events and festivals are an effective way to not only bring different communities together but to also inspire communities to participate in sport. However, this without a long term and wider engagement strategy could be looked at as tokenistic.

4.12 Contingency Plan. Be prepared for things to go wrong—human error will still occur, especially in the heat of the moment. Develop contingency plans to act quickly when incidents occur to avoid long term negative impact. The possible consequences of not addressing issues early include risk to the perception of the football club within diverse and wider communities and potential damage to their brand. This is significant because it can re-enforce existing attitudes and a prevalent view that football is institutionalised, counteracting the significant role that football plays in developing communities that is too often unreported and not communicated widely by the media.

4.13 Agreed sanctions. Firm disciplinary measures should be in place in relation to offenders eg bans, fines and other sanctions. These need to be clear and transparent and applied in a consistent manner where racist language or behaviour is proven. Depending on the context and the immediate actions of those involved after an incident it can sometimes be appropriate to issue formal warnings regarding future behaviour rather than using harsher sanctions. Sanctions need to apply to all (eg players, staff, coaches, medical team etc) alike. Indeed, supporters also need to be aware, perhaps through supporters' charters agreed with supporters' organisations, of sanctions such as revoking season tickets and stadium bans if they commit racist offences (verbal or physical).

4.14 Role models. Use role models from all cultures, to promote the message that diversity is essential for success. We feel that the PFA have a key role to play here. This could include messages to fans, work within schools, youth football clubs etc. Media should be encouraged to consider carefully how they are portraying

particular individuals and think carefully before using any cultural or national stereotyping (however lightly) in their coverage. Media should also be encouraged to cover the good as well as the bad in football.

5. PLANNED WORK TO REDUCE RACISM IN FOOTBALL AND BUILD GOOD RELATIONS

5.1 Clubs—We are currently finalising a model to support premier league football clubs to ensure their policies, processes and practices promote a more inclusive and welcoming environment that will embed principles of diversity throughout the organisation and will in the long run support commercial and marketing opportunities for the club. The model will include some of the recommendations above, such as equality audits, consultation, embedding principles at all levels, promoting and publicising positive change etc.

5.2 SE (Sporting Equals) Leaderboard—building on the information in the report *Who's on Board?*, we are working with NGBs and other partners to help with recruitment and forward planning in relation to increasing diversity on the boards of national governing bodies and other sports organisations. We supported the FA to attract applications to vacant board positions very recently and are pleased to note that the FA confirmed their commitment in principle to this area of work in 2011.

5.3 Ethnic media—utilising bespoke media outlets needs to be a key consideration when trying to tackle and prevent racism. A large number of BME communities in the UK access ethnic media channels. A significant proportion of these communities will be first generation BME communities who will have experienced racism in relation to employment, sport and the criminal justice system. To mitigate passing on these negative experiences to future generations it is necessary to drip-feed positive messages about football and sport generally in order to change attitudes, perception and confidence to engage in football. It is also important to note that in some cases representations of certain groups in society by mass market media organisations often perpetuate or fuels stereotypes and negative associations.

There is a clear opportunity for football to use ethnic media to promote positive role models and the impact of the game at all levels from community to elite.

5.4 Get Up Get Moving—this project uses premier league footballers as role models to encourage school children and their families to get active and improve their health outcomes. This will link to positive social outcomes for the football clubs involved and can involve activity to reduce racism.

5.5 Awards—Sporting Equals is working with interested partners and sponsors to plan an event to recognise good practice and progress in promoting diversity in sport. This will enable clubs and the football and sport sector to learn from each other on what works to eradicate racism and promote equality of opportunity.

6. CONCLUSION

6.1 It is important that politicians and decision makers in football continue to take a firm public stand against racism in football. This should be a consistent and long term message.

6.2 Those responsible for the way football operates need to inform others working in football at all levels to recognise that there is no place for racism anywhere within the sport and that there is currently a problem to be addressed. If there is not recognition of racism as a problem, then more needs to be done to raise awareness before successful change can be implemented.

6.3 Policies and procedures that result from open consultation and audit will build a foundation for real change and achieve wider benefits for the sport.

6.4 Sporting Equals is committed to working with all committed and interested parties to ensure that football is a sport for all.

February 2012

Written evidence submitted by Stephen Rhodes

SUMMARY

- Take into consideration how misinformation is perpetuated online.
- Consider how this can be recognised better when all sides communicate about the issue.
- Consider how to best encourage sites that fall outside the remit of the editors code of practice to be more responsible.
- Consider a voluntary code for the most prominent and respected sources of football discussion and partisan views.

1. I feel it is important to consider how all official communications surrounding charges related to racism are discussed. In the Suarez case for example, that would include the FA, the clubs and players. Communications by the relevant parties and institutions need to full and clear and show more restraint in instances such as with racial abuse. Liverpool's statement after Suarez was banned for example was unclear in their objections to the findings but still suggested a conspiracy within the FA and in a way to carry on the issue and inflame the

situation. More specifically though, I feel the enquiry should strongly consider the role of the internet and how any such communications should have an eye on what misinformation is most prevalent in the minds of the most ardent supporters

2. The internet is what informs football fans most, as misinformation can be spread effectively, widely and rapidly. Not only have there been incidents of racial abuse on sites such as twitter following racism cases (sometimes connected, sometimes unrelated), but because these issues are occurring in football, they are subject to strong partisan reactions and campaigns of misinformation are often undertaken in support of their particular side.

3. It should not only consider how to react to false rumours and conjecture on social networking sites, but also fan sites and inflammatory comments on articles generally. The mainstream media, bound by the editors code of practice is not the primary problem when analysing how fans justify themselves when vilifying an individual. This is most worrying when they feel incorrectly justified to vilify someone who has been cleared or supported by due process.

4. Fan sites and blogs of course are not bound by a code of practice and even if libellous are seldom deemed significant enough for action to be taken. Even so, partisan blogs are often the source for most misinformation and the most inflammatory views. Maybe an idea would be to have leading fansites and blogs voluntarily agree to a simple code of practice that still allows all manner of opinion but encourages them to be more careful over serious matters. Especially at times when what they publish would likely be used by fans to justify abuse, misconduct at matches or even criminal offences. In these instances they should show restraint and take extra care to not be inaccurate or misleading. And whereas many newspapers are careful to turn off or carefully moderate comments for articles that may garner extreme or inflammatory responses, football sites, blogs and fansites usually do not. This could also be something to look into if there was some kind of guidance for such sites outside of the editors code of practice but that still affect the tone of such issues extensively.

February 2012

Written evidence submitted by Roy Abraham

I welcome the investigation you are conducting into racism in football. It is indeed a scourge that we as a country should be aiming to eradicate from the game.

Though I am a British-Asian, I do not choose to classify myself as anything other than 27 year-old man who regularly attends England home internationals at Wembley Stadium as well as Liverpool matches at Anfield. I also work for the country's leading media intelligence organisation Precise. We are tasked with monitoring the media on behalf of various clients and as a result, I have had significant exposure to a lot of the coverage and conjecture around the subject of racism within football within recent months.

The reason for me declaring the aforementioned personal details above is to contextualise my observations. I would like to state firmly that neither my support of Liverpool Football Club nor my ethnicity in any way implies bias when dealing with issues of racism. Simply put, the issue of racism in football is far more important than any tribal loyalties that I or anyone else may have. Much of my commentary here refers to the alleged racial incident between Luis Suarez, the Liverpool striker and Patrice Evra, the Manchester United defender and captain.

I would like to surmise my main thoughts on the case in question form so as to allow you to investigate the main issues at hand. These follow a chronological order in terms of the series of events:

1. In reference to Patrice Evra's interview with Canal Plus, cited in the report, is it proper/correct that an allegation of racism is made about a player via the media? In this instance, the notion that mud sticks is applicable.
2. Would it have been better for the Players Football Association (PFA) to take a leading role in issues of regarding race especially when it involves cultural complexities?
3. Was the length of time the Football Association took to conduct the investigation necessary? Their attention appeared to have been split between this issue and reducing the suspension Wayne.
4. Rooney was handed for violent conduct. This effectively created an incubation period with which the issue was left to fester in the public eye.
5. Is it proper/correct that a player can be found guilty of a charge of racism on the balance of probabilities in the absence of actual evidence?
6. Why was the case itself subsequently mishandled by the FA? There were numerous inconsistencies highlighted here by a football lawyer. Whilst this is not a criminal case, the repercussions for the accused are severe.
7. In what way was the independent regulatory commission put together by the FA, independent?
8. Why was the commission's report into the findings not made available until three weeks after a guilty verdict was reached?

9. Why was the commission's 115 page report into the findings released on the evening of 31 December? This appeared calculated to ensure journalists refrain from reading it and instead look at the conclusions, in turn diverting attention away from the process they used to come to the conclusions (which was flawed, severely in some instances).
10. Given the severity of the charge, why is the appeal process limited to appealing the punishment but not the verdict?
11. Why did the executive director of Football Against Racism in Europe (FARE) brand an Asian fan a "coconut"? Why was this not widely reported? <http://www.dailymail.co.uk/news/article-2098325/Boss-footballs-anti-racism-group-branded-racist-calling-Asian-fan-coconut.html>
12. What role have the Media played in determining the agenda that this story has taken? See here for a detailed look into this:
 - Part 1—<http://newsframes.wordpress.com/2012/01/06/media-on-racism-churnalism/>
 - Part 2—<http://newsframes.wordpress.com/2012/01/23/media-on-racism-framing/>

I will be available to discuss any of the above points, please feel free to contact me if you have any questions.

February 2012

Written evidence submitted by the Department for Culture, Media and Sport

1. The Department is pleased to respond to the Select Committee's call for evidence on the subject of racism in football.

2. Racism has many forms from verbal racial abuse aimed towards players, managers and supporters, to indirect and institutional discrimination all of which can result in specific minority ethnic communities being excluded, to a greater or lesser degree, from football. In all forms this is unacceptable behaviour. Of course racism is not a problem of football's making, but, because of the game's popularity, it has a disproportionate effect on it compared to other sports and walks of life. Football is the national game. It has enormous resonance, and should be enjoyed by people of all ages from all different backgrounds.

3. It is our belief that football in this country has moved on considerably in the last two decades. If we recollect where football was at the end of the 1980s in terms of racism, the abuse that black players and supporters had to endure is markedly different from what we see with today's game. Where we are today—which is not without problems, but demonstrably in a completely different place—has been the result of the dedication, skill and professionalism of people in the Football Associations, the Leagues, of supporters, players, the police, anti-racism campaigners and many others.

4. It is with credit that the football family has stood united on the issue of racism and in doing so has contributed to making, racism the exception, rather than the rule at football matches. During the 2010–11 football season over 36 million spectators attended 3,100 competitive and friendly matches. In total local police recorded just 61 incidents of "hate crime" inside and outside of football stadia.⁴ This categorisation of hate crimes includes racist and homophobic chanting or behaviour, incidents involving ethnic minority fans or local residents, the distribution of racist materials, and other racist or extreme right wing activity. The incidents recorded usually involved individuals, as opposed to groups of fans, and are low level public order offences.

5. The creation of an offence of racist "chanting" at football grounds in the Football Offences Act 1991 has helped send a new hard-line determination to tackle racism in football, and football stadia are now well equipped with CCTV, enabling real-time identification of disorderly behaviour as it occurs, but in truth only through the hard work of local police forces, the clubs, and the dedicated training of stewards will racist offences committed in connection with football be picked up and dealt with in the appropriate manner.

6. We are sure that through this inquiry you will receive considerable evidence of how football, collectively, has made giant strides towards breaking down barriers and prejudices that were all so evident in the sport. In particular, we would like to draw attention to the work of the Commission for Racial Equality, and to the "Kick it Out" and "Show Racism the Red Card" anti-racism campaigns. These campaigns in particular, have taken a stance and with that carried a clear message to all those involved in our national game that any kind of discriminatory behaviour will not be tolerated. With the help of the UK's leading football bodies, the Football Association, Premier League and the Professional Footballers Association, they have successfully challenged discrimination, encouraged inclusive practices, and worked for positive change. We are extremely appreciative of their efforts to do so.

7. We are also delighted that the scope and scale of the Kick It Out campaign has shifted with the footballing landscape, and matters concerning gender, sexual orientation, religion and disability are now as much a part of their remit as race and skin colour were back in 1993.

⁴ Figures provided by the Home Office's UK Football Policing Unit.

8. The Kick It Out message also plays a leading role in the Football Against Racism in Europe network and has been cited as an example of good practice by the European governing body UEFA, the world governing body FIFA, the Council of Europe, the European Commission, European parliamentarians and the British Council. We can be proud that other countries are looking to England to emulate our achievements.

9. At the same time, there is absolutely no room for self-satisfaction. Racist chanting aimed at players and managers although less common, has not disappeared altogether. Many of us will have been concerned by recent events, involving fellow professional players and by a minority section of supporters at some clubs. Whilst we believe these incidents are not common in football today, the very fact that they have coincided demonstrates just how important it is that the sternest action is taken to stamp these out at the earliest opportunity. The merest suggestion that we risk slipping back and undoing the great work that's been done is unthinkable.

10. It is this Department's belief that FIFA as the world governing body for the sport must lead the way in taking a stance against racism. The recent comments by the FIFA President Sepp Blatter about black players, following similar remarks made by his senior officials regarding Jewish and homosexual people are completely unacceptable and go against modern societies thinking. We call on FIFA again to prove they truly have a zero tolerance toward all forms of discrimination in the game.

11. At the domestic level the Football Association has responsibility for tackling racism at all levels of the game. Furthermore, we welcome and strongly support the steps they have taken in recent weeks in conjunction with the Leagues to fully utilise the powers at their disposal to tackle all forms of racial prejudice they uncover. This was recently evident in the lengthy ban handed to the Liverpool player Luis Suarez, and also the decision to discharge the England captaincy from John Terry while the court case surrounding him continues.

12. As the national game, football has exceptional reach into every community in this country. It is therefore able to deliver important benefits to the wider society outside the game itself and can play a big part in helping to remould or instil the values we want to see in our communities and particularly in our young people. Our football governing bodies, their clubs and footballers themselves have a vital role to play as role models for the rest of society in setting the example of what is not acceptable in terms of racial attitudes and behaviour.

13. The Football Associations RESPECT campaign is an important part of that process going forward, and the Government continues to encourage the football authorities to strengthen this campaign that aims to give everyone involved in football the collective responsibility to create a fair, safe and enjoyable environment in which the game can take place.

14. Clearly, however, there is more that can be done to encourage more people from BME communities into the sport as players, coaches and spectators. Both the Prime Minister and Deputy Prime Minister have been vocal for example, in their calls for an improvement in the number of black managers and coaches in English football. In addition, there must be more done to encourage more British Asians players to take up the sport if football is to lay claim to be a sport that is truly inclusive of all race. To help address this, the Department has recently announced that it will be contributing £3 million towards the FA's new National Coaching Centre, St George's Park. This facility will be used to help increase the number of qualified coaches in the country, which along with other specific initiatives, will encourage more people from Black and Minority Ethnic (BME) backgrounds to gain the necessary credentials for coaching and managerial positions at the top of the game. Set to open later this year, St George's Park in Burton will become the base for English football to develop coaches, players, administrators and officials.

15. The Department believes greater diversity of Boards which govern our national game would also help provide a service for under-represented participant groups who may feel that they do not have the opportunity to play, manage or coach. The recent move by the Football Association to appoint Heather Rabbatts as its first female and BME independent non-executive on the Board is an important moment and represents a significant change in their governance structures. This has come about in part as a result of the pressure for governance reform of the Football Association that the Department and the Culture Media and Sport Select Committee, through its inquiry into football governance have managed to exert on the football authorities.

16. Through Sport England, the Department will ensure that all sports, that receive public funding for grassroots development, do so, on the basis of their compliance with the Equality Standard for Sport. The standard is applied across the UK by Sport England, UK Sport, Sport Scotland, Sport Wales and Sport Northern Ireland through the Sports Council Equality Group. There is a clear expectation that all sports have awareness about the issue of racism and where they recognise problems, to actively work towards resolving this. To assist this, guidance on how governing bodies of sport should deal with incidents of racial abuse in competitive sport settings is provided.

17. Sport England also continues to invest in Sporting Equals and the work it does with National Sports Bodies and professional clubs to improve playing and coaching opportunities for people with BME Backgrounds, with specific courses structured around their needs. There are a number of examples where Sporting Equals has worked productively with football clubs, but we would like to draw particular attention to their current involvement with Liverpool FC in helping that club to reduce the negative perception and impact to the club that results from racism in the stands and on the pitch. This includes working with all those involved

in the club to ensure policy and practices are in place that promote equality and diversity and ultimately make club environments more welcoming.

18. Sporting Equals has extended its remit in recent years to specialise across all strands of equality and diversity (including race and faith, sexuality, disability, gender and age) in sport. The insight, knowledge and expertise they bring to the issues around discrimination are key to unlocking the barriers that exist.

19. To this effect we believe more work is also needed to tackle other forms of racial discrimination, such as, anti-Semitism and Islamophobia in the game. There have been far too many examples of this in recent years for us to claim that these are isolated incidents. We applaud the work that John Mann MP and the All Party Parliamentary Group he chairs on this subject has done working closely with football to bring these issues to light, and to challenge football and society as whole to rid them.

20. As recent events have shown racism in any form is illegal. All sections of society are subject to the provisions of antidiscrimination and criminal law. Football is no different. The game has a responsibility to ensure its affairs are conducted in accordance with the law and to take any additional steps that may be necessary to keep itself free from racism in all its forms.

21. The Department therefore welcomes the decision by the Select Committee to look at this time at how far football has come in dealing with racism in the game, and what lessons it can learn for how it should deal with current events to ensure these are kept to an absolute minimum. As demonstrated by the Downing Street summit hosted by the Prime Minister and involving leading figures in football on 22 February, the Government is also keen to be at the forefront of those discussions, and furthermore, has pledged its full support to working with football to find ways to further tackle discrimination within the sport. As an action, we have asked the football authorities—the Premier League, Football League and the Football Association—to work together on a planned way forward and to report that back to us before the start of the next football season.

February 2012

Written evidence submitted by George R M Warner

1. This is a personal submission by George R M Warner.
2. Summary:
 - The purpose of this submission is to suggest to the Committee that all football clubs should be made aware of their obligations to act in a responsible manner where allegations of racial abuse are concerned.
 - If football clubs do not act responsibly then players who are the subject of racial abuse may be deterred from reporting such incidents in the future.
 - For example in the case of the FA's charge against Luis Suarez Liverpool FC acted irresponsibly following the decision of the FA's Independent Regulatory Commission by publishing a statement, part of which was not true. This led to Patrice Evra, who was the victim, being vilified in some quarters as a wrongdoer.
3. I was pleased to see that you have decided to hold an inquiry into the racism in football and hope that recommendations will be made to improve things.
4. I was particularly concerned with the way Liverpool FC handled the Luis Suarez/Patrice Evra situation following the decision of the FA's Independent Regulatory Commission as it appeared that they did nothing to help diffuse the situation and actually made things worse.
5. I think we would all accept that Luis Suarez is not a racist. The FA's Independent Regulatory Commission which heard the charges against Suarez said so in its written decision as did Patrice Evra. However it seemed to me that Liverpool could have poured some oil on troubled waters, but instead inflamed the situation.
6. Unfortunately when it comes to football in the present day there is entrenched tribalism amongst many supporters, and it does not take much to light the blue touch paper, particularly when such bitter rivals as Liverpool and Manchester United are involved.
7. What most concerned me was the statement that Liverpool published on their website on 20 December last (Document 1—2 pages). This was after the Commission had announced its decision, but before the Commission's written decision was issued. The statement was extensively referred to in the media and was easily accessible so its contents would have been widely known, and also well known to both Liverpool and Manchester United supporters.

8. In that statement Liverpool said of Evra, "It is also our opinion that the accusation by this player is not credible—certainly no more credible than his prior unfounded accusations." Liverpool were therefore implying that Evra had made other accusations (ie more than one), the obvious innuendo being that these related to racial abuse, and that they had been found not to be true.

9. As you will appreciate this statement came at the end of a two day hearing before the Commission so those at Liverpool who issued the statement should have known what the correct position was.

10. The Commission published its written decision on 31 December last. Having read what Liverpool had said about Evra's credibility in their statement on 20 December, I was somewhat surprised when I read the Commission's written decision and discovered that in paragraph 212 (page 54) (document 2—1 page) the Commission said of Suarez' QC, "Mr McCormack did not submit that Mr Evra's evidence should be rejected because he had been shown to be unreliable in making accusations or giving evidence on any other occasions." As you will appreciate this was totally at odds with what Liverpool had said in their statement about Evra.

11. On 28 January 2012 an article (document 3—3 pages) appeared on the Guardian's website by Louise Taylor about Evra. In it she said:

"It is hard to imagine that the expected vitriol raining down on the 30-year-old from the stands at Anfield on Saturday will prove remotely as painful. Indeed, those Liverpool fans who cannot forgive the defender for accusing Luis Suárez of racial abuse and maintain, disingenuously, that the case represents a cynical playing of "the race card" are possibly also unaware that, on two previous occasions, Evra declined to support allegations he had been racially abused."

"During another game against Liverpool, in 2006, two deaf fans, both lip-readers, complained to the police that Evra had been racially insulted by Steve Finnan, Liverpool's right-back. With Evra declining to become involved in the matter and Finnan vehemently denying such suggestions, video evidence cleared the Republic of Ireland international."

"Then, in April 2008, the so-called Battle of the Bridge erupted. This time Evra came to blows with Sam Bethell, Chelsea's head groundsman, as he warmed down after a match at Stamford Bridge. Two members of United's coaching staff, Mike Phelan and Richard Hartis, alleged that the player had been racially abused, but Bethell successfully rebutted their claims. Once again distancing himself from the furore, Evra declined to cite racist provocation as his defence and ended up being banned for four games and fined £15,000."

12. Having read this it seemed astonishing that Liverpool should have published what appeared to be an untruth about Evra in their statement on 20 December. In essence Liverpool had pointed the finger at Evra making him a scapegoat after there had been a two day hearing, where Luis Suarez had been represented by a QC, and had an opportunity to put his case to the Commission. Furthermore they did so by publishing something which was apparently not true. I therefore decided to do some research on the internet to see if I could confirm that what Louise Taylor had written in her article about Evra concerning allegations of racial abuse was correct.

13. I discovered an article (document 4—1 page) on the BBC website which confirmed that in 2006 the Greater Manchester Police had investigated a complaint by two deaf people watching television, who thought they had lip read Steve Finnan racially abusing Evra. It was found this was not the case and no action was taken. However, there was no reference to a complaint by Evra himself of racial abuse.

14. I then found a copy of the FA's Independent Regulatory Commission's written decision dealing with the charge against Evra in 2008 arising out of what Louise Taylor referred to as the "Battle of the Bridge." in her article. It was on the Daily Telegraph's website and for some reason some of the written decision is in bold type.

15. Paragraph 25 of the written decision (document 5—1 page) shows there was a discrepancy between the evidence of Mr Griffin (one of Chelsea's ground staff), Mr Strudwick (Manchester United's first team fitness coach), and Evra as to how the altercation between Evra and Mr Bethell (another member of Chelsea's ground staff) came about, and the Commission found "Mr Evra's account to be exaggerated and unreliable. It is an attempt to justify a physical intervention by him which cannot reasonably be justified." However, there was no accusation by Evra of racial abuse. In fact in paragraph 54 (document 6) of its decision the Commission stated:

"There is an important point to stress: The allegation of the racist remark is completely irrelevant to the charges against Mr Evra. He has never claimed to have heard any such remark. It follows that he claims no provocation by any racist remark or any justification for his actions as a result of any such remark."

16. So what Louise Taylor wrote in her article on the Guardian website about Evra not making any accusations of racial abuse until that by Luis Suarez is correct. If I was able to find this out fairly easily by a search of the internet then surely those at Liverpool who published the statement on 20 December should have been well aware of the facts, and as I have said previously there had been a two day hearing before the Commission.

17. It is rather disconcerting that in paragraph 145 (page 39) (document 7—1 page) of its written decision issued on 31 December 2011, the Commission found that "Mr Dalglish said 'hasn't he done this before?'" referring to Evra immediately after the conclusion of the game between Liverpool and Manchester United on

15 October 2011, and that we then see virtually the same allegation about Evra in Liverpool's statement two months later, but following Commission's hearing and decision.

18. If football clubs do not act in a responsible manner when there have been allegations of racial abuse then this could well have the effect of deterring players from making justifiable complaints about racial abuse in the future, because as Evra did, they could find themselves vilified in some quarters as a wrongdoer when they are in fact the victims.

February 2012

Written evidence submitted by the Premier League

The Premier League welcomes the opportunity to submit evidence to the Select Committee for its review of racism in football and is happy to follow up on any specific areas that the Committee might wish to pursue.

INTRODUCTION

1. The Premier League organises the top division of football in England with the 20 Clubs in membership of the League at any one time being the shareholders. Football Clubs in England are independent entities operating autonomously within the law of the land and the rules of football. The Premier League is the competition organiser, operates as the trade association for the Clubs, and seeks to encourage best practice across a wide range of Club activities, including those seeking to combat discrimination in all its forms. The Clubs themselves are the employers of players, coaching staff, administrative staff, and those involved in match-day operations. The Clubs are also responsible for their training centres, typically young people aged between 12 and 18 years-old. Each Club runs community programmes with extensive activity involving their local communities, often in partnership with local authorities, other public agencies and voluntary organisations.

2. The Premier League has been involved in anti-racism activities since its inception in 1992, notably in backing the formation of Kick it Out jointly with the PFA during the first season of the competition. This season a small number of high profile moments at Premier League matches, and the subsequent response to them, has led to a highlighting of issues around race and football. In addition, a small number of players and former players have been racially abused by members of the public on Twitter. There has been extensive coverage of this in the media, itself tending to increase concerns that racism still exists within the game. However, Premier League Clubs have led the way in addressing racism both within the sport and in wider society for many years and have continued to work with fans, players, trainees, Club staff, stewards, and local communities to promote a wider understanding of issues around race and cultural diversity.

3. Whilst the events at matches appear to be isolated it is clear from the reactions from the media and fans that:

- (a) there is a perception that racism is still a problem, a view more likely to be held by those who are not regular attenders at matches according to our research among attending and non-attending fans; and
- (b) some people see Twitter and other online outlets as uncensored environments not subject to normal social or legal standards of behaviour.

4. The Premier League takes these issues extremely seriously and has put in place a series of measures to deal with them. In addition to the robust processes that are in place to deal with racism at matches, we have for some time been working on a new approach to tackle the more recent development of abuse on social media sites. We are in discussions with the police and with high profile social media outlets about a joint campaign to address hateful language and abuse relating to football.

HATE CRIME STATISTICS

5. The majority of prosecutions for hate crime in the UK are taken against white men aged between 18 and 31. Between 2006 and 2010, 79% of hate crime defendants were identified as white, and 50% were aged between 25 and 59 and 30% were aged 18–24. This demographic is similar to that of the football-attending public, and therefore football has a significant "risk" group as far as hate crime is concerned.

DIVERSITY OF ATTENDING FANS

6. Our most recent fan survey revealed that 23% of attending fans are female, as are 37% of non-attending fans. 11% of attending fans are BAME—compared to 8% of the general population. The Football Nation Survey this season also revealed that 49% of BAME adults are interested in football, rising from 42% in 2009–10. The research suggests that around 44% of BAME male adults follow a Premier League Club, compared to 33% of white males.

FOOTBALL ARRESTS

7. The most recent Home Office statistics on football-related disorder indicate that arrests are at a record low. According to statistics published in December 2011, the number (3,089 across all levels of football for the 2010–11 season) is the lowest since records began in 1984–85. There are no arrests at all at over 70% of games. Last season there were 23 arrests made at or around Premier League grounds for indecent, including racist, chanting. This represents a tiny percentage of the 13.4 million individual attendances over the course of the season.

CURRENT MEASURES IN PLACE

8. *Kick It Out*. Kick it Out is football's equality and inclusion campaign and has existed since 1993. The Premier League is Kick It Out's core funder, with £170,000 of PL funding contributing to its work this season and has appointed a Trustee to its Board since its creation. Kick it Out encourages inclusive practices at all levels of football, running educational programmes that promote inclusion and challenge discrimination and working with our clubs and players to run a high profile annual campaign that showcases the diverse nature of English football.

Kick it Out also has a system that allows members of the public to report any discrimination they see or hear in any footballing environment, in complete confidence, via a hotline, or online. They encourage people to report any abuse they see on the internet, on *Facebook* or *Twitter*. All Clubs take part actively in Kick It Out's annual week of action which is entitled "One Game, One Community" (actually a fortnight to ensure that it includes at least one home fixture for every Club) which involves promotion of anti-racism aims, awareness raising, celebrating the cultural diversity of Clubs and their fan bases, and educational events for the public.

9. *Get on with the Game*. "Get on with the Game" is the Premier League's own initiative aimed at raising standards of behaviour on and off the pitch. Alongside a charter signed by Club chairmen, managers and captains stating their commitment to a code of behaviour, the initiative promotes a more positive attitude amongst fans. This year also saw the launch of a new website aimed at primary school children and teachers with a series of downloadable teaching packs covering issues such as bullying and cultural differences. The new website kids.getonwiththegame.com features interviews with match officials from the Premier League and a set of interactive on-line games with an educational theme. Top flight referees also work on the initiative, taking part in sessions at schools to promote the key elements of the project.

10. *The Equality Standard*. The Equality Standard is a policy framework for professional clubs to support the development of equality practices in all areas of a clubs operation. Working towards the standard ensures that equality is an integral part of the strategic planning and programme development of their business. It was developed by Kick It Out and the Premier League from source materials including the Sporting Equals document *Achieving Racial Equality: A Standard for Sport*. The Standard is based on three levels of achievement and covers three areas of action at each level. All three levels must be supported by the relevant evidence and are verified by an independent accreditation committee.

The areas of activity are classified within three areas of action:

The Stadium and Outreach: Ensuring the stadium and its environs are free of racism. Making efforts to increase levels of participation from ethnic minority communities at every level of activity—as fans, coaches, and young people within the academy and youth development centre.

Policy and Planning: Demonstrating commitment to promoting racial equality by producing and implementing a written equal opportunities policy and an equality action plan.

Administration and Management: Setting up clear procedures to deal with racial discrimination and inequality, seeking approval and involvement at the highest level, improving representation of people from ethnic minorities in the fields of administration and management.

11. *Steward Training*. The quality of stewarding is critical in ensuring that all fans are, and feel, welcome at Premier League matches. Stewards deployed at Premier League grounds are trained to a high level, and work in close tandem with police. Training is constantly being improved, and a new training package "On the Ball" was introduced this season and specifically deals with guidance for stewards on dealing with racist or homophobic abuse.

All Premier League Clubs undertake diversity training for staff as a core element of the Equality Standard. The Premier League's "Open for Business" programme covers disability issues and currently includes an E-book with videos and other resources that showcase best practice and a new on-line training course for all front line staff will be launched in April. All clubs will be producing comprehensive Access Statements for Season 2012–13. A new staff training package will also be developed for Season 2012–13.

Under Premier League Ground Regulations 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.

The PL will review the implementation of existing steward training programmes to make sure that the very clear and thorough guidelines on racism and other "hate" offences are fully applied in each ground. This review

will include looking at sanctions (from warnings to ejections, bans from grounds to seeking intervention by the statutory authorities) and their consistent application.

12. *Education of young players.* All of our Clubs run specific modules around cultural awareness and equality, which are created by Kick It Out, for their young players in their academies or centres of excellence. Ofsted recently inspected the Premier League Clubs' education provisions, finding them to be Grade 1—"Outstanding". They specifically highlighted this area, saying: "The promotion of equality and diversity is outstanding. A strong emphasis on actively combating discrimination is supported by all clubs and learners. Rates of recruitment of learners from traditionally under-represented groups are high and all groups achieve well. The PL fosters and ensures a very strong culture of respect. Equality and diversity publications are particularly good. Staff and learners have a high awareness of equality and diversity, reflected particularly well by the culture of respect found in all the clubs. Regular training for staff and learners is supported by a wide range of high quality materials. Learners are supportive of each other and respectful of different cultures. The PL leads in successful initiatives to combat racial discrimination and homophobia, and makes good use of inspirational role models. Managers take quick action to tackle potential problems. Strict anti-bullying and harassment procedures are in place and successfully implemented."

13. *Good practice in dealing with offences by attending fans.* Clubs have introduced a variety of methods for reporting, monitoring and dealing with any unacceptable abuse. Fans can report to stewards or via text at the game, by phone or email after the match, or via Kick It Out. If fans report offences to stewards on the day, offences can be dealt with immediately. Some offenders are caught by proactive stewarding and CCTV to identify offenders as verification of events and identity can be difficult in the circumstances of a match itself. Reports are given to the police, and where there is evidence prosecutions can be brought. Where offences are reported post-match Clubs will typically use a number of methods to gather evidence and identify offenders: contacting those seated near the alleged offender; monitoring the area with CCTV at future matches; seating plain clothed stewards in the area to identify offences. These methods have proved to be successful and fans at Premier League football are fully aware that if they use racist or other unacceptable language they can expect to be ejected from the stadium, have their season ticket suspended or revoked, be banned from future matches and possibly have legal action taken against them.

14. *Support for other anti-discrimination projects.* In addition to Kick It Out the Premier League and its Clubs also fund other anti-discrimination organisations at national and local levels. Clubs run extensive discrimination workshops and education sessions as part of their work with young people and adults in their areas. Many Clubs' community departments run programmes for schools in their communities aimed at educating youngsters about racism and other forms of discrimination. Schools and youth groups often turn to our Clubs and to football in general to help them address difficult issues involving racism. We also look to support organisations such as Show Racism the Red Card, who have 15 years' experience in the field and who use football clubs and players to help educate young people, teachers and parents about racism and discrimination, specifically targeting those areas of the country where there is a proven rise in issues around racial tension. The Premier League issued a grant of £25,000 to the organisation to work on this particular programme in December 2011.

A similar grant was issued to the Jason Roberts Foundation. Jason is a current football player at Reading FC who has set up a charity to deliver sporting, cultural and educational activities in parts of the UK and Grenada. The funding supports a health and fitness programme in Brent that conveys the benefits of a strong family unit. 55% of Brent residents are from a BAME community in a borough that is ranked 53rd most deprived borough in England.

The Premier League also works in partnership with Sport Relief to provide free educational resources to all primary and secondary schools. The resources focus on providing learning plans for curriculum teaching sessions and encouraging fun inclusive participation in sport.

The Premier League provides specific football opportunities for girls as well through a pilot project in partnership with Nike. Clubs are being funded to run sessions that engage teenage girls to try and address the participation drop off trend that has been identified by Sport England.

15. *Premier League Community Programmes.* The Premier League and Club community departments integrate anti-discrimination across their full range of activities. With most clubs located in areas of urban deprivation with above-average proportions of minority populations, Club community programmes generally achieve high levels of BAME participation—in fact across all of the Clubs' different programmes (covering education, health, sports participation and social cohesion) in the 2010–11 season Premier League Community Schemes worked with over 450,000 people with 27% of participants being BAME in origin and 32% of participants were female. Below are some example projects from across the clubs:

16. *Kickz* is a nationwide project, funded primarily by the Premier League but also by the Metropolitan Police and other police forces. It sees clubs work with their local police to deliver high quality football and other sporting and cultural sessions three times a week, 48 weeks a year, in areas of particularly high disadvantage and at times when there are generally incidents of petty crime and anti-social behaviour. 112 Kickz projects are run by over 40 professional clubs and since 2006 it has engaged with 57,640 young people. Approximately 50% of participants are BAME in origin, although individual projects reflect local demographics so this figure is higher in certain areas. Kickz projects are designed to appeal to these groups, recruitment is

often targeted on the excluded and disadvantaged, and staff are trained accordingly. The community staff are themselves from a wide range of diverse backgrounds, often in keeping with the local population.

Kickz encourages young people from different, often close knit and rival communities to interact with neighbouring projects, helping improve relationships, awareness of different cultures, issues and minority groups. A negative incident (an altercation between players during a Kickz tournament) resulted in a piece of work being done by the Liverpool/Everton joint Kickz initiative and the project attached to Oldham Athletic, that highlighted precisely how Kickz can have an a positive impact on BAME communities.

The clubs and central team devised a joint leadership programme, including volunteering and the opportunity to gain qualifications, to encourage positive interaction between the groups. By taking the young people out of their comfort zone and talking openly and frankly about issues of diversity, they had the chance to experience difference and gain understanding of other minority groups. Both sets of young people learned the differences between each other's cultures and discussed their faith and challenges to each other at length. The result was a group of young leaders who re-entered their communities with skills, training and most importantly different attitudes to diversity and other communities—knowledge that has subsequently been spread throughout their peer group.

It is not just the football either. Clubs run a 2012 legacy programme called *Premier League 4 Sport* that promotes participation in Olympic sports using the power of football to engage young people. Such has been the success of the programme that 39,000 young people have already been involved in trying out eight Olympic sports. The programme has bucked the trend for falling participation: 33% of all participants were female and 14% from a BAME background. The Bolton Premier League 4 Sport project supported the launch of a new judo club at the Ghosia Community Centre, which is part of the Ghosia mosque, as an example of its inclusivity.

17. *Chelsea Foundation's "Education through Football" project* is funded by the Premier League/PFA Community Fund. It is primarily a literacy, history and citizenship primary school-based programme that works with 50 schools per year, delivering for 10 weeks in each school. The programme includes an anti-discrimination workshop which is delivered by Paul Canoville, Chelsea FC's first black footballer. Paul shares his experiences and describes how racism and bullying must not be tolerated in football or wider society. 100% of teachers said the session contributed to pupil's awareness of discrimination, minority community issues and the importance of education.

18. *Blackburn Rovers' Premier League Health project*. A number of Premier League Health projects work with people who are not in education, training or employment and who are from a BAME origin. One example is Blackburn's project which works in partnership with a number of agencies to engage with the high number of migrant groups in the area. The project ran a successful "Cup of Nations" tournament in October 2011 with the local branch of YMCA to support members of the refugee and asylum seeker communities, and raise money for the YCARE International East African Famine Appeal. The event attracted 93 men from a wide range of nationalities including Kurdistan, Iran, Sudan, Congo, Zimbabwe, Eritrea, Afghanistan and England and also provided health checks and signposting to local healthcare services.

NEW MEASURES

The Premier League is looking at the following new steps that will be of interest to the committee:

19. *Player mentoring and coaching bursaries*—the COACH programme will direct support to black players during their careers to encourage them to look to coaching once their playing days are over; this would feed interested BME players with coaching aptitude into relevant courses; the PL will fully support this programme and is examining how mentoring and other support to can encourage the development of a pool of qualified and experienced BAME coaches well able to compete for permanent positions. Collectively, the Football Authorities are investing £80k per year over the next three years, a total investment of £240k to develop and support individuals. The bursary is seeking to support those with at least a Level 2 qualification and who are aspiring to higher levels of coaching and are committed to following through a programme of work for a season.

20. Review of the existing curriculum for young players in training at Premier League-funded academies and centres of excellence to ensure that cultural and diversity issues are delivered effectively. We will also look to review training and induction needs for players recruited from abroad.

21. Build on the existing *Get on with the Game (GOWTG)* initiative to ensure that managers, Club captains, PFA reps, other senior player and match officials understand and fully endorse the GOWTG philosophy and programme. This will be addressed at already planned meetings with managers, club captains and match officials.

22. Review of existing steward training programmes to make sure that the very clear and thorough guidelines on racism and other "hate" offences are fully applied in each ground. This review to include looking at sanctions (from warnings to ejections, bans from grounds to seeking intervention by the statutory authorities) and their consistent application.

23. Assess whether education programmes such as those provided by Show Racism the Red Card could be useful for fans who have committed minor offences, in particular for young offenders. Such an approach could be used instead of or alongside club bans.

24. Work with social media outlets and Police e-crime units to improve the way racism and other grossly offensive language online is identified and dealt with.

25. Expand the GOWTG initiatives with fans to raise awareness, build support and improve peer-policing (the most effective kind) around unacceptable behaviour.

26. Work with partners receiving PL funding—PFA, Football Supporters Federation, Supporters Direct, KIO, Level Playing Field etc—to co-ordinate positive messages to their constituent members. For example the PFA player education programme may be something we can support, while the FSF fan network should also be mobilised.

March 2012

Further written evidence submitted by The Football League

The Football League submitted written evidence to the Committee's session and is more than happy to be of assistance in any way that we can.

In answer to the information that you have asked for, we do not hold centrally the number of people banned by our clubs for racism or racially aggravated offences. We monitor closely the Home Office arrest figures which are published on an annual basis.

There were a total of 17 arrests for racist or indecent chanting at games in Football League competitions in season 2010–11. This is 0.00011% out of a total of over 16 million fans who attended our games in that season.

During that season there were also a total of 529 football banning orders issued by the courts and 1,843 orders outstanding on fans of the 72 Football League clubs at 29 November 2011. I should stress that the orders can be issued for a wide range of offences and that the vast majority will have been issued for reasons that have nothing to do with racism as the arrest figures from that year indicate.

As set out in our written evidence The Football League takes the issue of racism in all its forms very seriously and we seek to do all we can tackle the problem within society. Since our written evidence was submitted we have worked with The FA and Kick It Out to develop a Professional Game Workshop that will see club staff, both on and off field, take part in a structured course of diversity training. This training will serve to complement the training that players and scholars already receive through The FA and League Football Education. Beginning this early season, the training will be specific to professional football and will cover a wide variety of areas within the game including:

- Abusive and offensive language related to race, sexual orientation, faith, age, gender, disability.
- The treatment of staff and work place policies.
- Disability access for supporters and the match-day experience.
- Communications policy including general and social media.

The workshops will be delivered by specially trained staff from Football League clubs. The trainers will use their expertise and day to day experiences at clubs to deliver both a general session and targeted training based on individual roles within a club.

I hope that you find this information of value and should you or the Committee require any extra information then please do get in touch.

September 2012