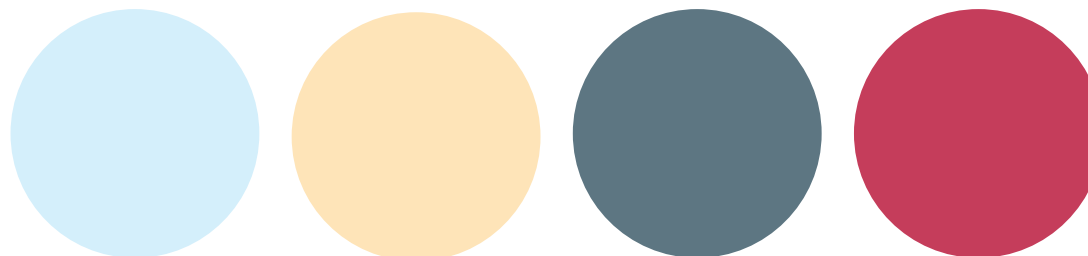




TACKLING DISCRIMINATION







2014-15 END OF SEASON UPDATE

EXECUTIVE SUMMARY

Seasonal reporting is an integral aspect of English Football's Inclusion and Anti-Discrimination Action plan, 2013-17.

This report provides the statistics and narrative in relation to the range of the discriminatory incidents reported to The FA and County FAs both on and off the field of play this season.

Proactive and preventative work is undertaken by The FA alongside the other football bodies and campaign groups and is underpinned by regulation, communications and ongoing consultation.

In 2013-14 there were in total 732 incidents reported to The FA and County FAs. This season, this increased to 887 reported incidents, a 21% increase overall. Given our collective emphasis on ensuring that there is clarity on how to report concerns, the increase in reporting is interpreted positively, as confirmation that greater confidence is being instilled in reporting concerns.

The range of discriminatory abuse reported includes Ethnicity, Nationality, Sexual Orientation, Disability, Gender and Faith – with discriminatory abuse in reference to race again being the most reported form of abuse.

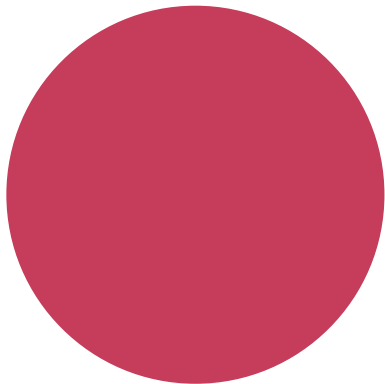
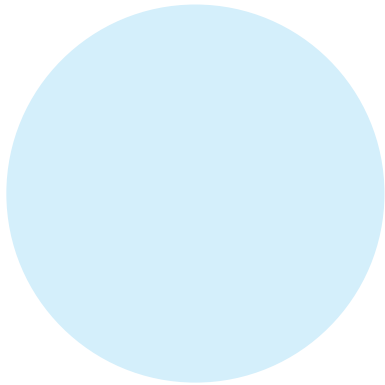
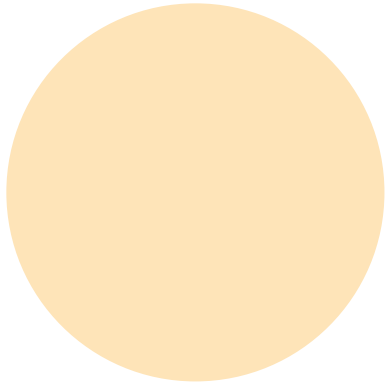
On average it has taken 42 days in the professional game and 72 days at County level from the point that an incident is reported to the point it is concluded.

Whilst the report highlights the positive steps taken to address discrimination in football, the areas where development is required are also identified, as we are aware that there is a great deal more work to be done.

This includes widening the diversity of the panellists at national and local level.

GLOSSARY

CFAs	County Football Associations
IAB	Inclusion Advisory Board
FA	Football Association
FL	Football League
LFADP	Local Football Anti-Discrimination Panel
LMA	League Managers' Association
NFA	No Further Action
PFA	Professional Footballers' Association
PGMOL	Professional Game Match Officials Limited
PL	Premier League



THE GOVERNANCE AND REGULATION CONTINUUM

PROACTIVE PREVENTION

1. POLICY AND STANDARDS
2. EDUCATION
3. GUIDANCE AND MONITORING

REGULATION

4. INVESTIGATION
5. CHARGING AND PROSECUTING CASES
6. SANCTIONS AND ENFORCEMENT

UNDERPINNED BY

7. COMMUNICATION
8. ONGOING CONSULTATION

POLICY AND STANDARDS

FREE FROM ABUSE AND DISCRIMINATION

The FA and County FAs are determined to provide an inclusive football experience for anyone who wishes to play, coach, officiate, administer or be involved in any role in football. An experience that is reflective of our diverse communities, safe for all and free from abuse and discrimination

Who deals with what?

The FA is responsible for cases in the National League System from Steps 1-4 (the professional and semi-professional game) and County FAs are responsible for cases from Step 5 and below (grassroots football).

This means that the management of complaints, investigations, charges and communications in relation to allegations of discrimination in the professional game, are processed by The FA's Governance and Regulation Team and adjudicated on by an Independent Regulatory Commission appointed by The FA's Judicial Services Team.

As part of English Football's Inclusion and Anti-Discrimination Action Plan 2013-17, The FA is supporting County Football Associations more closely in the management of complaints, investigations, charges, adjudications and communications in relation to allegations of discrimination.

The FA has invested in staffing resources in both the Investigations and Judicial Services teams at The FA, as well as specific project funding at Kick It Out for a Reporting Officer who supports complainants who report to Kick It Out and collates the data relating to these incidents.

Grassroots investigations are managed by the relevant County FA (if the case has not been escalated to The FA), who notify The FA and seek guidance and advice on a case by case basis to assist the investigation and charging processes.

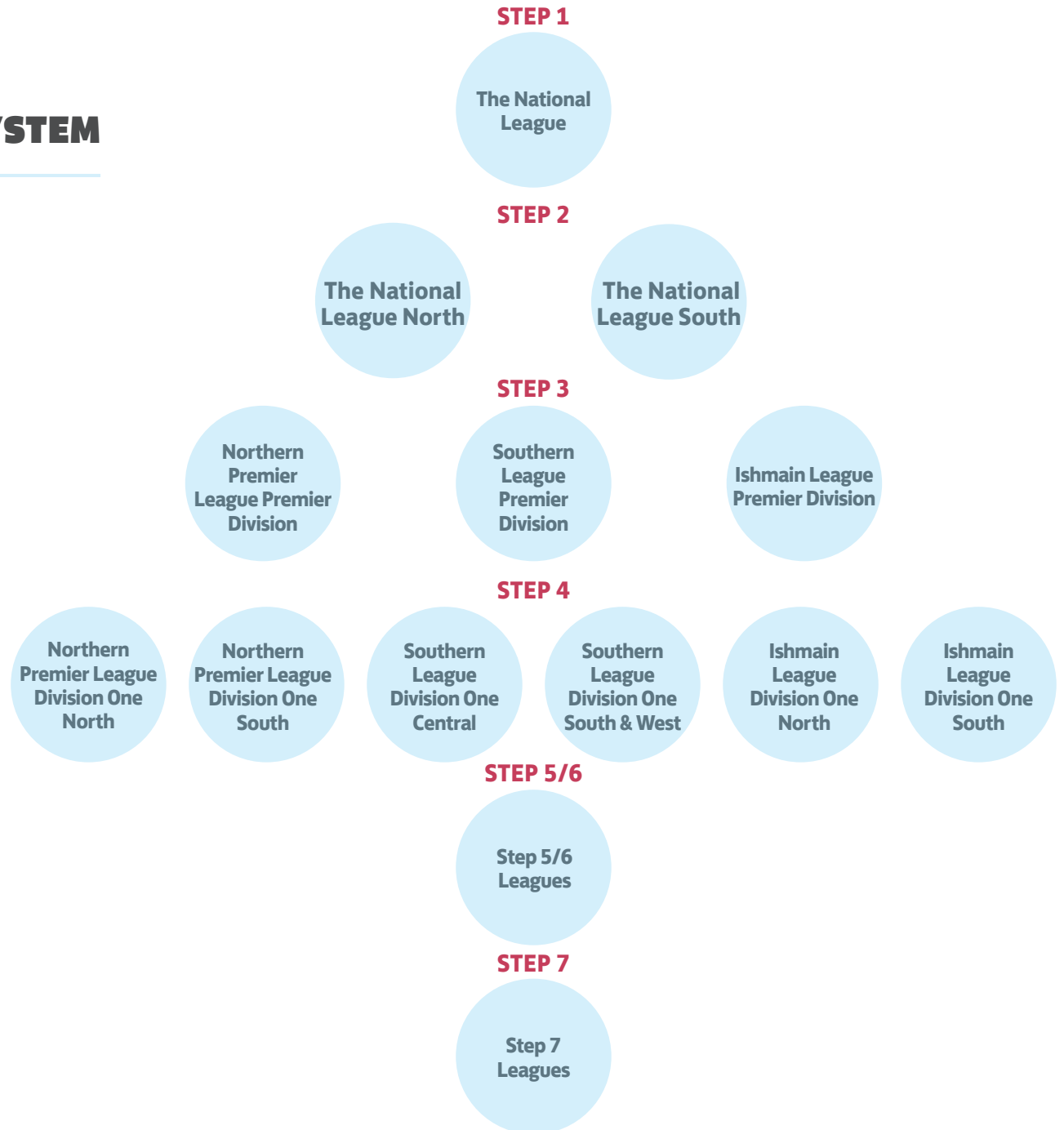
Instilling Confidence in reporting discrimination

Over the past two seasons, there has been a collective effort across the game by The FA, County FAs, Premier League, Football League, LMA, PFA, PGMOL and campaign groups such as Kick It Out, Level Playing Field and Women in Football to provide consistent messages about the importance of reporting discriminatory abuse in football and the mechanisms available to do so.

More information is available on this in [section 3](#).



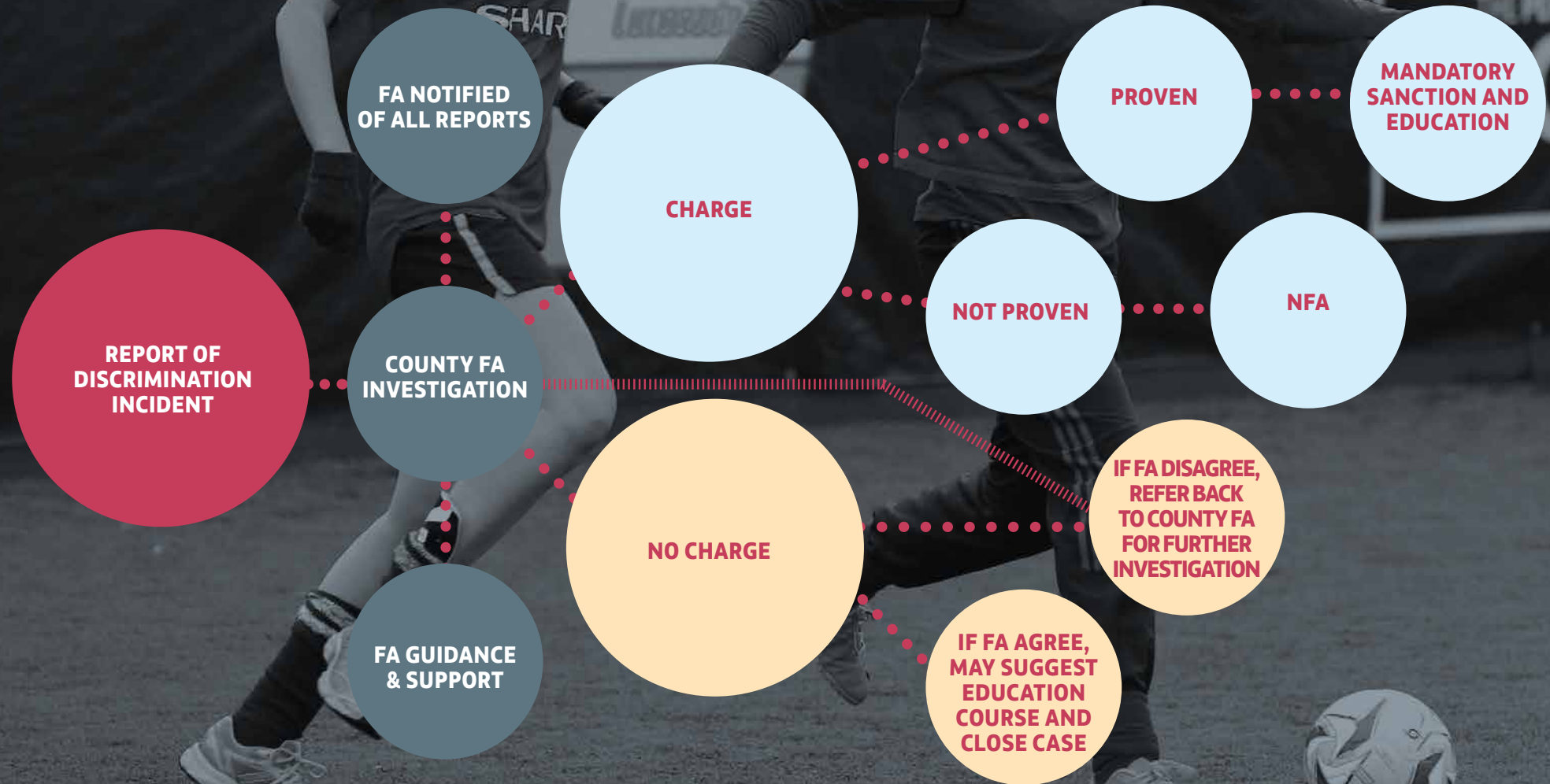
NATIONAL LEAGUE SYSTEM



PROFESSIONAL GAME PROCESS FOR PARTICIPANTS



COUNTY LEVEL PROCESS FOR PARTICIPANTS



SOCIAL MEDIA

The FA regulates public comments made by Participants, including those posted on social media sites such as Twitter, Facebook and Instagram. The FA will investigate all reported incidents of Participants using discriminatory language and/or images on their social media accounts; this includes postings that are retweets.

The FA does not regulate comments posted on social media accounts by people who are not within The FA's jurisdiction. For example, postings made by supporters. However, The FA is working with social media providers and other stakeholder groups to address the use of discriminatory language on social media platforms.

Kick It Out's Reporting Officer systematically reports all complaints of discriminatory language on social media by non-Participants to True Vision and local police forces for investigation, if criminal thresholds are met. The FA will also report postings which include discriminatory language to Twitter and social media platforms.

DIVERSE PANELS

WIDENING THE TALENT POOL OF ADJUDICATORS

PROFESSIONAL GAME

The FA is actively working to diversify the pool of people who hear cases. Currently the panels are drawn from the Judicial Panel and include a mixture of Independent Members and Council Members with appropriate training provided.

The FA is working with the football bodies, Inclusion Advisory Board (IAB), Kick It Out, Women in Football, Level Playing Field and others to help to identify diverse candidates with the right skills, knowledge and experience.

GRASSROOTS FOOTBALL Chairpersons, County FA council members and Local Football Anti-Discrimination Panels (LFADP's)

As part of The FA's work to modernise the way in which grassroots cases are heard, we have established a National Chairpersons Panel for Anti-Discrimination, and LFADPs.

Good progress has been made with the Chairpersons Panel of approximately 70 people. The FA openly advertised for people to apply for these roles to chair discriminatory abuse cases via The FA.Com and County websites.

Members were selected for their skills, knowledge and experience and have undertaken mandatory training. This group includes men, women, disabled people, people from ethnic minorities, people who identify as gay, and those who come from different faith backgrounds.

Every County FA is also establishing a Local Football Anti-Discrimination Panel (LFADP). The panel consists of individuals at grassroots level who do not sit on the Council of the County FA. These members will sit on disciplinary cases where there has been a charge of misconduct which is aggravated by discriminatory words or behaviour, with the Chair, LFADP member and Secretary being appointed directly by The FA.

Commissions to hear grassroots cases are made up of a Chairperson from the National Panel, a member of the LFADP and a County FA Council member – who also have to pass an assessment before being qualified to sit on these cases.

Whilst progress is being made, we acknowledge that there is more to do across the country in partnership with County FAs and communities to ensure that we have a diverse and skilled pool of people in the LFADPs.

2

EDUCATION

The FA offers the opportunity of a club visit from FA Regulation Staff, to present to all Premier League, Football League and Women's Super League Players and Club staff.

The presentation covers a range of issues including what constitutes discriminatory language and behaviour, how to report it and the consequences of being found to have committed an act of discriminatory abuse. It also provides an opportunity for Players and Club staff to ask questions and discuss the issues.

Key messages about what unacceptable language and behaviour is and how to report it, are reinforced through:

- [The FA staff, Board and Council training](#)
- [The County FA staff and Board training](#)
- [The Premier League's scholars training, delivered in partnership with Kick It Out](#)
- [The Football League's scholar's training, delivered in partnership with League Football Education and Kick It Out](#)
- [The PFA via its training to first team players and technical staff in clubs across the professional game](#)
- [The LMA to coaches and managers attending their events](#)
- [The Football League's 'Playing for Inclusion' workshops for their clubs](#)
- [The 'On The Ball' training for stewards](#)

TRAINING FOR JUDICIAL CHAIRPERSONS AND PANEL MEMBERS

To sit as a Chairperson at a commission, members have to complete a mandatory FA training course followed by an assessment which all members are required to complete and receive a pass mark of 70%. Membership of the Panel is initially for up to four years, with annual continuing professional development.

GRASSROOTS

Training for the Local Football Anti-Discrimination Panels (LFADP) commenced in June 2014. Since then, there have been 13 sessions, both online and face to face, with over 210 attendees.

The training provides members with the knowledge and basic principles of dealing with discipline at County level together with the relevant underpinning legislation. The members are taken through some of the basic disciplinary procedures for hearings and discuss structured decision making and asking effective questions. These sessions are aimed at any council members or local football panel members who have not completed the disciplinary Chairman's training.

The local members were appointed to disciplinary cases by their parent County FA. This however has changed and the appointments from 1st June 2015 onwards are being made by The FA.

TRAINING

CONTINUOUS IMPROVEMENT

The FA and County FAs are committed to continual improvements.

This season, we have:

- Increased the diversity of the membership of LFADPs
- Delivered the training and assessment for panellists
- Ensured that written reasons are published

GUIDANCE AND MONITORING

GUIDANCE

The FA's 'Player Essentials' guidance contains important information regarding on and off-field issues, including what constitutes discriminatory abuse and how to report it, as well as outlining what is and isn't acceptable behaviour on social media. This guide is distributed each season to male and female players at professional and semi-professional clubs, as well as hosted on the Governance section of TheFA.Com.

The FA produced two tailored films to help to educate players and supporters in the men's, women's professional and semi-professional games and elite disabled football to report concerns about discriminatory abuse. Similarly, two films were produced for players and spectators in grassroots football to guide the reporting process.

CROWD MANAGEMENT

General guidance to clubs on dealing with discriminatory chanting has been provided in The FA's Good Practice Guide on Crowd Management. If considered necessary, additional guidance may be given to individual clubs by The FA as part of its investigation in to incidents.

KICK IT OUT APP

The introduction of the Kick It Out App has been successful in encouraging reporting of incidents, particularly in the professional game and can be downloaded from the iTunes and Google Play stores.

PROFESSIONAL PLAYERS AND MANAGERS

The PFA and LMA have introduced respective confidential helplines for members to report concerns.

MONITORING

The FA's Inclusion Advisory Board receives quarterly reports on the discriminatory abuse case statistics.

High level reporting statistics from The FA including Kick It Out's data is shared twice a season with the government, as part of the oversight of English Football's Inclusion and Anti-Discrimination Action Plan.

GRASSROOTS CASES

The FA receives quarterly updates on the progress of all aggravated cases at County level, along with an end of season report. A designated committee has oversight on the administration of all cases, to input into the training and education of Judicial Panel members and to support continual improvements and enhancements to the process.



4

INVESTIGATIONS

PROFESSIONAL AND SEMI PROFESSIONAL FOOTBALL

Ordinarily The FA's Football Regulation team contacts the complainant and establishes whether he/she wishes to pursue a formal complaint. A witness statement will then be taken from the complainant and all other potential witnesses will be contacted. Any other relevant evidence, such as TV footage will be gathered.

Once this is completed the person who is alleged to have engaged in discriminatory conduct will be interviewed about the matter. Finally, all the evidence, including the account of the complainant and the alleged offender will be considered and a decision taken as to whether there is a case to answer and a disciplinary charge to be raised (See section 5).

If the discriminatory conduct takes place on a media or social medial platform, The FA will ordinarily seek the observations of the Participant before deciding whether there is a case to answer.

GRASSROOTS FOOTBALL

On receipt of a report the County FA's Disciplinary Department will contact the complainant and establish whether he/she wishes to pursue a formal complaint. Statements will then be sought from relevant witnesses and other documentary evidence may be obtained, such as a report from the match officials. In cases involving youth players, Designated Safeguarding Officers may assist in obtaining accounts from witnesses.

Once the evidence gathering stage is complete, a decision is taken as to whether there is a case to answer and if so, a disciplinary charge will be raised. The FA is available to provide guidance to the County FAs at all stages.

If the discriminatory conduct takes place on a media or social medial platform, the County FA will ordinarily seek to the observations of the Participant before deciding whether there is a case to answer.

CROWD MANAGEMENT

When investigating crowd-related incidents, in addition to reviewing submissions by the clubs involved in the game, The FA will study the video footage of the game where available. It is important to find evidence of any discriminatory chanting if such is reported to have occurred.

The vast majority of crowd incidents reported to The FA this season related to the behaviour of a small number of supporters, normally a lone individual. In these cases The FA has liaised closely with Kick It Out who have contacted the Clubs to ensure that they were made aware of the issue in order for it to be dealt with. Where the conduct has led to direct FA involvement, the primary focus of an investigation is to establish whether the Club could and/or should have been able to prevent and/or deal with the behaviour at the time.

Thereafter, The FA's emphasis is in helping to ensure the club or the police pursue the matter accordingly e.g. club bans, criminal prosecutions, including football banning orders.

CHARGING AND PROSECUTING CASES

PROFESSIONAL AND SEMI PROFESSIONAL FOOTBALL

The decision on whether to issue a disciplinary charge is taken by the FAs Regulatory Legal Advice team. In all cases, an assessment of the evidence is undertaken - specifically whether or not there is a realistic prospect that a case will be found proven by a Regulatory Commission. A charge is not issued unless this evidential test is passed.

Once a charge is issued, the accused Participant has seven days to respond, although more time may be requested. Once all of the evidence is received from each side, the charge is listed for a hearing by a Regulatory Commission. At the hearing The FA is represented by a member of the Regulatory Legal Advice team, or an external lawyer, and the Participant may also be legally represented, at their choice.

If the charge is denied, the Regulatory Commission decides whether or not it is found proved, applying the standard of proof “on the balance of probabilities”. Where a case is found proved or admitted, the Regulatory Commission will then determine the sanction.

Both sides have the right to appeal the Regulatory Commission’s decision to an Independent Appeal Panel.

GRASSROOTS

Whilst the same evidential test is used as the professional game, Counties receive guidance from FA investigators regarding how to progress.

Cases at County level are heard by a Disciplinary Panel which follows an Inquisitorial Process.

Both The FA and the Participant who has been charged have a right of appeal against the decisions.

APPEALS

The FA’s Regulatory Legal team reviews all written reasons to determine if there are any grounds for appeal from an FA perspective. The FA retains the right under the regulations to appeal any decision of a Commission, including aggravated cases, and has occasionally exercised that right. This adds to the credibility of the process and ensures appropriate standards are maintained.

SANCTIONS AND ENFORCEMENT

The revised sanctions framework, including match suspensions, fines and mandatory education has now been implemented for two consecutive seasons:

E3 (2) Improper Conduct

Discriminatory abuse includes a reference to any one or more of the following:

- ethnic origin
- colour
- race
- nationality
- religion or belief
- gender
- gender reassignment
- sexual orientation
- disability

From the 2013-14 season, The FA introduced a minimum five match ban as an entry level or aggravated breaches of FA Rule E3 (2) which relate to incidents of discrimination.

This approach is in line with FIFA regulations.

For a first offence of a Participant engaging in discriminatory abuse the sanction will be a mandatory minimum five match suspension in all cases – this sanction may be increased depending on the specific facts of any case.

Any repeated such offence will carry a mandatory minimum suspension of more than five matches, with an entry point of ten matches.

The minimum mandatory sanction does not apply to offences committed in writing or via mobile phones, the internet or TV (though it is likely a form of match based sanction will apply). It also does not apply where the discriminatory term relates only to nationality (again it is likely a form of match based sanction will apply).

The minimum mandatory sanction will not apply for Participant's whose role for which a match-based suspension may not be the most appropriate sanction as they do not directly participate in matches, for example

as they are a club chairman or other senior executive. In such cases a time-based suspension may be more appropriate.

In all cases the Participant may be fined as well as suspended, and will be required to undergo a mandatory education programme. In the event that a charge of an aggravated breach of E3(2) is found not proven, it is possible that a charge of E3 improper conduct may still be found proven.

E3 (5) in relation to Youth Players

For youth players aged 12-15 (inclusive) a Regulatory Commission shall impose a suspension of at least five matches for a first time offence. However, only one match shall come into effect immediately and any remainder of the suspension shall be suspended on terms decided by the Commission – for example, to encourage no repeat offences. The Regulatory Commission may increase this suspension depending on any additional aggravating factors present and repeat offences carry a mandatory minimum suspension of more than five matches, with an entry point of ten.

16-17 year olds in both the youth and open age football receive the same sanctions as adults.

SANCTIONS AND ENFORCEMENT CONTINUED

A disciplinary charge will not normally be raised for a youth player under the age of 12, where the primary aim in such cases will be education.

E3 (7) – Club charges

A Club will automatically be charged if two or more of its Participants commit an act of discriminatory abuse in any twelve month period. There have only been two charges for a breach of FA Rule E3(7) at County level in 2014-15 and none in the professional game.

E20 – Due Diligence

For charges against a club in respect of misconduct by spectators, a club will not be found guilty of misconduct if it can show that all events, incidents or circumstances were the result of circumstances over which it had no control, or for reasons of crowd safety, and that it had used all due diligence to ensure that responsibility was discharged.

In order to achieve compliance with Article 58 of the FIFA Disciplinary Code, FA Rules have been changed to a strict liability approach, so that the “due diligence” defence as outlined above shall not apply for clubs subject to an E20 charge for misconduct by spectators including direct or indirect reference to ethnic origin, colour, race, nationality, religion or belief, gender, gender reassignment, sexual orientation or disability.

MANDATORY EDUCATION COURSES

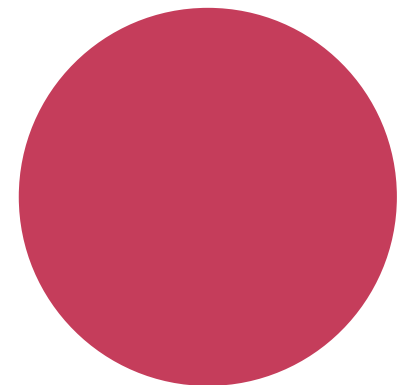
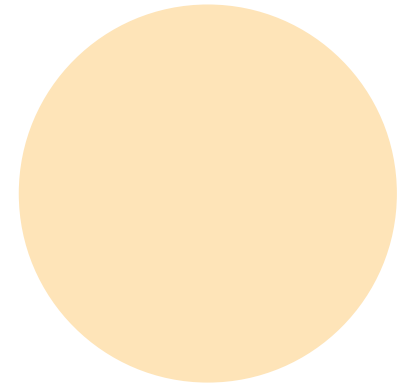
Tailored Approach


As well as the minimum five match suspension programme for those found guilty of an “Aggravated Breach” of FA Rule E3, there is also mandatory education courses.

There is no standard course as each one is tailored to the individual to help explain why the behaviour could have caused offence and to create a positive outcome and understanding. The purpose of the courses are twofold; to create awareness of the issues raised and also to prevent repeated occurrences. These courses are facilitated by The FA’s Inclusion Education Advisor, often accompanied and supported by someone from within the game with relevant experience that the Participant may relate to.

The courses involve interactive discussion and activities which are important in helping to demonstrate the impact that discriminatory behaviour can have.

We encourage Participants to recognise the status that they have, whether in the professional game or grassroots level, and the ripple effects that their behaviour can have on young people mimicking their abusive conduct. We want to promote responsible behaviour throughout the game.





**E3(2)
STRONGER
SANCTIONS**



5+
MATCHES



2014-15 SEASON

STORY OF THE SEASON

There were a number of high profile incidents this season, including Mario Balotelli's retweeting of an image of racial stereotypes, Robert Huth's participation in a transgender guessing game on Twitter, and John Cummings' sexist comments regarding female Match Officials.

All of these, and other such cases, present their own challenges in terms of investigation, determining appropriate sanction and follow up education. The number of cases arising from the use of social media have increased across the game by 77%.

There has been a 25% increase in the number of reported incidents in grassroots football in the last 12 months. This seems to indicate that discrimination is increasingly less tolerated in grassroots football and that players, parents and volunteers have a better understanding of how to report and greater confidence that their reports will be taken seriously.

The time taken to process grassroots football cases has also been significantly reduced, with the average number of days to issue a charge falling from 43 days to 34, and with the average days between notification and hearing reduced from 79 to 72 days.

Many of the reports are submitted to The FA via the Match Officials and the way in which these cases are processed, alongside the launch of The FA's 'Report It' films and the success of Kick It Out's reporting App, have helped to increase confidence in the processing of discrimination cases.



KEY CASES



MARIO BALOTELLI

Fined £25,000, suspended for one-match and warned as to his future conduct after he admitted breaching FA Rules in relation to social media. Posted an image which included a reference to ethnic origin, colour, race, nationality and religion or belief. Ordered to attend mandatory education programme.



MICK ELLIOTT

Warned as to his future conduct, suspended from all football and football activity for a period of two calendar months and fined £100 for comments made in reference to colour and race in a Disciplinary Commission. Ordered to attend mandatory education programme.



JOHN CUMMINGS

Suspended from all football activity for four months and fined £250 for a proven charge that used abusive and insulting words towards the Northumberland County FA Referee Development Officer, aggravated with reference to gender. Ordered to attend mandatory education programme.



ROBERT HUTH

Received a two match suspension and was fined £15,000 for admitting a charge for postings on twitter that made reference to gender and gender reassignment. Ordered to attend mandatory education programme.



DAVE WHELAN

Suspended from all football activity for six weeks. He accepted the charge for comments relating to ethnic origin, race nationality, and religion/belief. Also received £50,000 fine and warned as to his future conduct Ordered to attend mandatory education programme.



KARL OYSTON

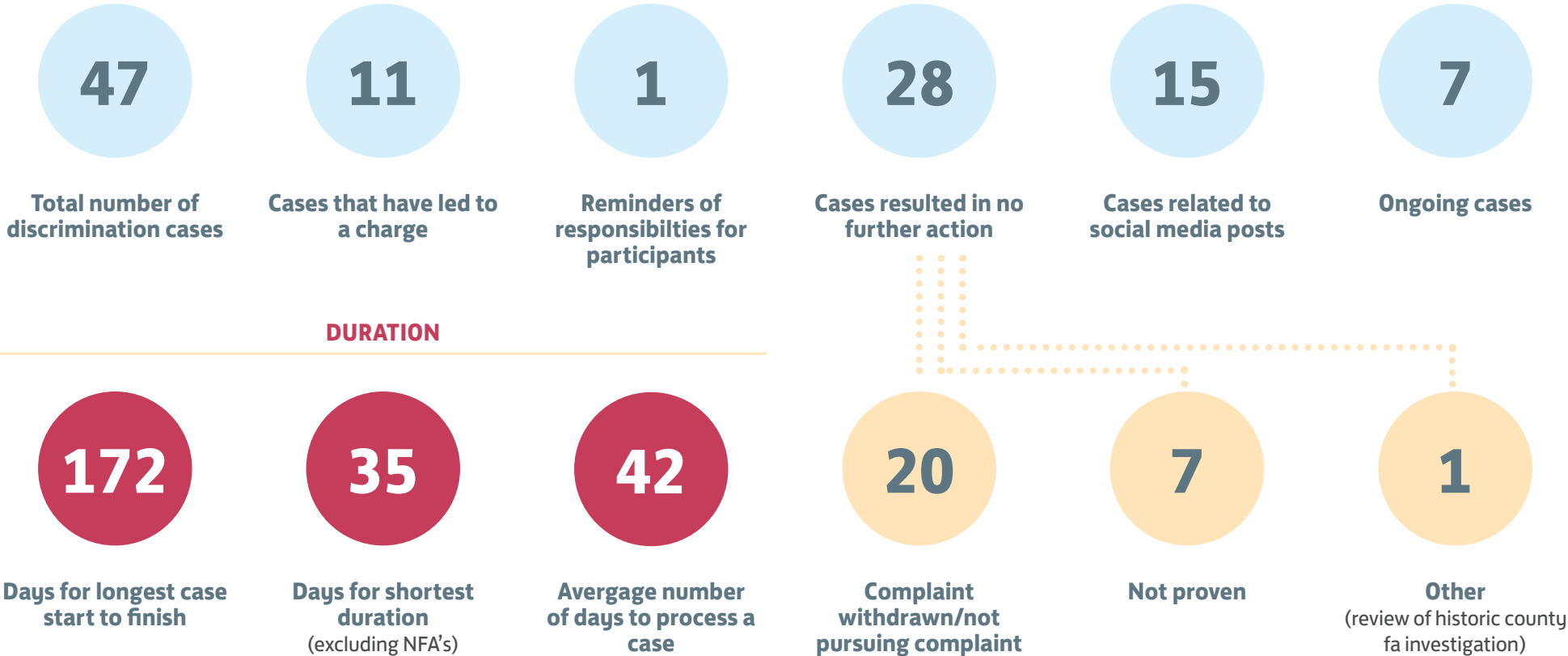
Suspended from all football activity for six weeks and fined £40,000 after admitting a charge relating to discriminatory text messages he sent to a Blackpool FC supporter that made reference to disability. Ordered to attend mandatory education programme.



PROFESSIONAL GAME IN NUMBERS

2014-15 SEASON – UP TO 20 MAY 2015

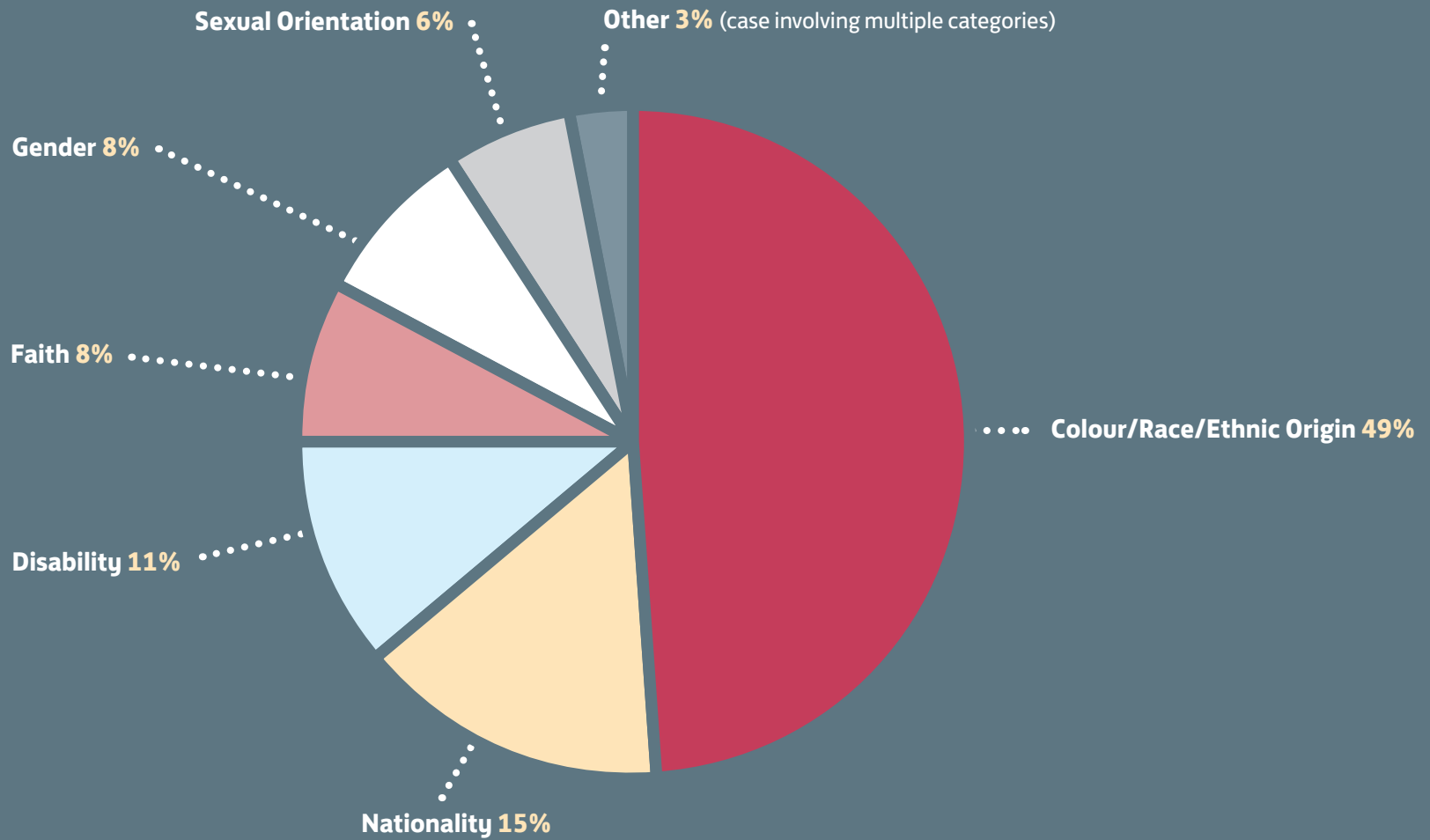
(All incidents referred to The FA, including reports from Kick It Out and others)





PROFESSIONAL GAME CHART

2014-15 SEASON – UP TO 20 MAY 2015





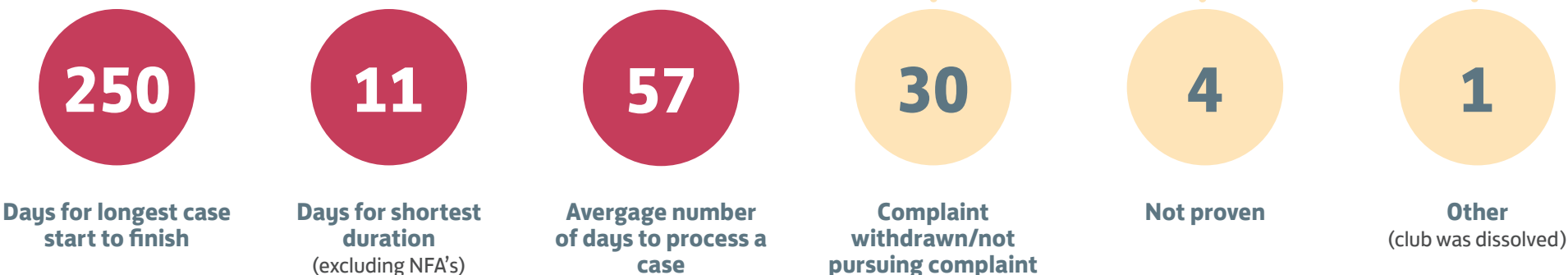
PROFESSIONAL GAME IN NUMBERS

2013-14 SEASON

(All incidents referred to The FA, including reports from Kick It Out and others)



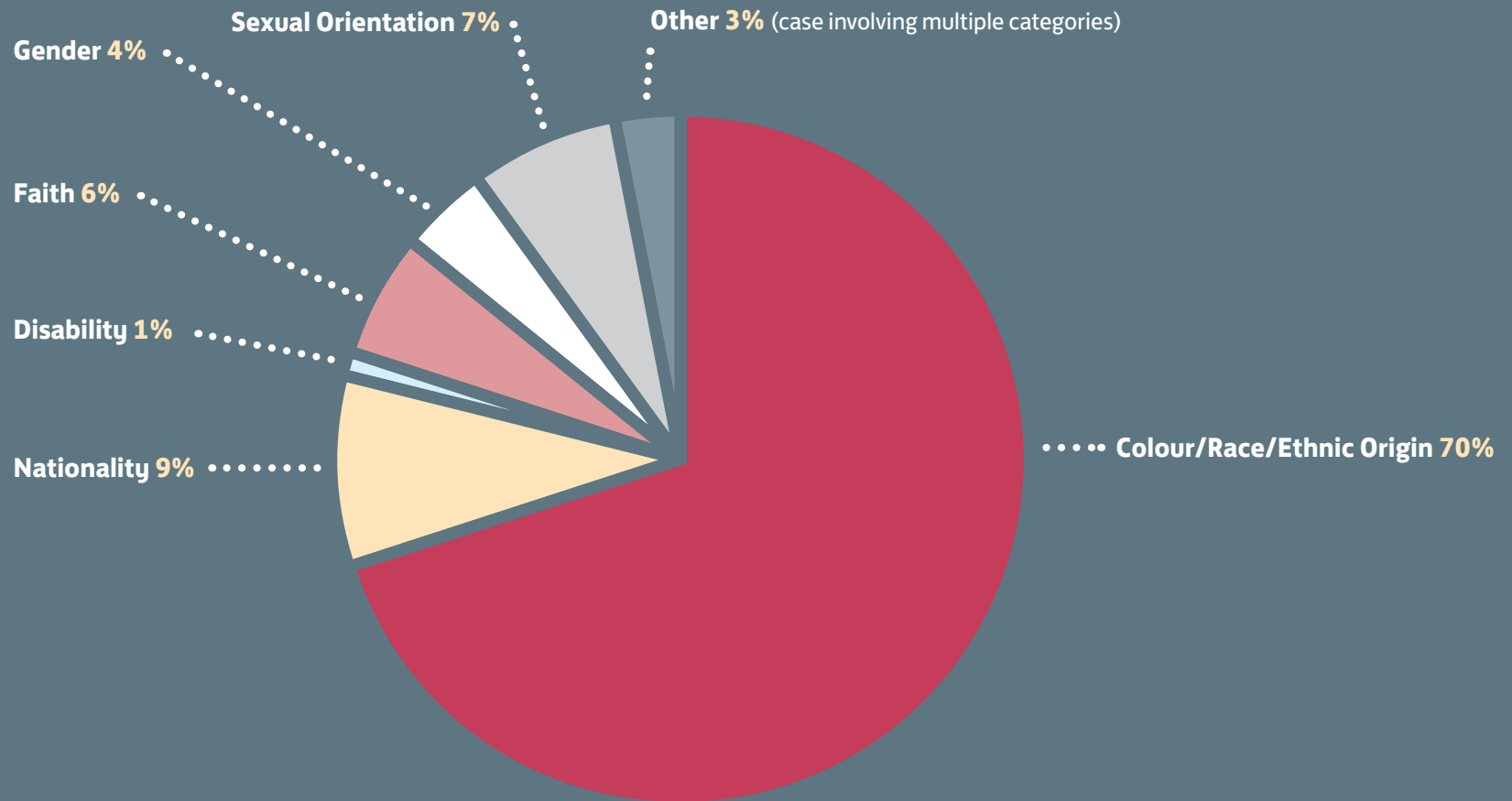
DURATION

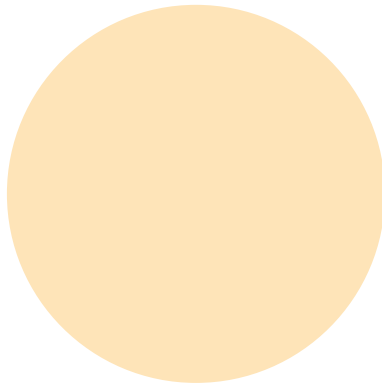
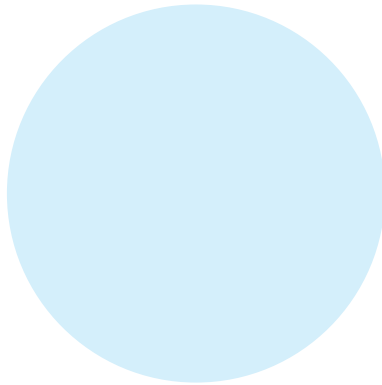




PROFESSIONAL GAME CHART

2013-14 SEASON





CROWD RELATED NUMBERS

(All incidents referred to The FA, including reports from Kick It Out and others)

The FA's regulatory responsibility in respect of crowd-related misconduct covers matches in the Premier League, Football League, National League, Isthmian League, Northern Premier League and Southern League, plus FA Cup, FA Trophy, League Cup and Football League Trophy ties. Excluding cup ties, this covers some 16 league divisions and involves more than 8,000 matches a season.

There were 12 further incidents brought to the attention of Kick It Out and shared with The FA. The majority of these related to discriminatory abuse by one or so individuals and so The FA asked Kick It Out to follow these up with the respective clubs to ensure that the matters were reviewed and any relevant actions taken e.g. identifying the individual, education and or bans from the club, as appropriate

RACIST BEHAVIOUR

There were 82 reports of racist behaviour received (compared with 57 last season):

- 22 (11 last season) were reported to the FA by the referee or assessor
- 3 (2 last season) were reported to The FA by the visiting club
- 1 (2 last season) were reported to The FA by the home club
- 51 (36 last season) were spectator complaints to Kick It Out
- 1 (0 last season) was drawn to The FA's attention by Kick It Out
- 3 (3 last season) were spectator complaints direct to The FA
- 1 (3 last season) was drawn to The FA's attention by media reports

19 of the 22 reports by the referee to The FA (8 out of 11 last season) involved a player, Manager or assistant referee advising the referee during the match about racial abuse by the crowd.

Of the 23 racist incidents reported in the Premier League, 11 involved just one home or away supporter, 5 incidents involved just 2 supporters and 1 incident involved 3 supporters.

CROWD RELATED NUMBERS CONTINUED

(All incidents referred to The FA, including reports from Kick It Out and others)

HOMOPHOBIC BEHAVIOUR

There were 20 incidents of homophobic behaviour reported (compared with 19 last season):

- 17 were spectator complaints to Kick It Out
- 2 were spectator complaints direct to The FA
- 1 was reported by the match referee, following advice from the visiting team

11 of the incidents reported involved homophobic behaviour by just one supporter and 1 incident involved inappropriate behaviour by the home club's furry mascot. Unlike in previous seasons, there were no reports of mass chanting by opposing supporters at Brighton & Hove Albion matches.

In 2014-15, The FA again worked with Brighton & Hove Albion FC and Brighton & Hove Albion Supporters' Club (BHASC) and all clubs hosting a match against Brighton & Hove Albion to encourage liaison between the two football clubs in advance of the game, liaison between the home club and representatives of BHASC on the match day and the home club to do what it can to deal with any offensive chanting at the match. The BHASC compiles a report after each away match and the reports this last season have largely indicated an absence of any abusive chanting (whereas in 2013-14 reports were received from 11 out of 26 away matches and from 16 out of 24 away matches in 2012-13 where some home fans used homophobic chants).

SEXIST BEHAVIOUR

The FA also received 9 complaints of sexist behaviour by supporters (none in the previous season). All 9 were complaints made to Women in Football and Kick It Out. 4 of those complaints involved sexist abuse by home fans towards the female team doctor of Chelsea FC when Chelsea were the visitors, there was 1 complaint of sexist chanting towards a group of cheerleaders during the half time interval, two complaints of sexist abuse towards a female match official, 1 complaint regarding a blow-up plastic doll in a home stand / offensive gestures by some male fans and 1 complaint from a female supporter who received sexist abuse and threats from opposing fans.

OTHER CASES OF DISCRIMINATORY CHANTING / BEHAVIOUR

In addition to the above cases, spectator complaints were received in respect of disability abuse by away fans during 1 match and The FA also received complaints where negative references were made in respect of the travelling community during four fixtures.

FA ACTION

As a result of FA investigations, The FA issued formal warnings to 5 clubs for incidents as described above and the clubs have all accepted these formal warnings.

In advance of Season 2015-2016, The FA will be making it explicit to all clubs that they should be aware that where there is evidence of significant discriminatory conduct by a club's supporters, including the type of conduct as described, it is highly likely to lead to formal disciplinary action.



GRASSROOTS IN NUMBERS

2014-15 SEASON

723

Total number of discrimination cases

390

Cases that have led to a charge

36

Cases which resulted in an education course but no charge
(e.g under 12 player committed an offence)

6

Non aggravated charges raised

23

Reminder of responsibilities or warnings issued

78

Ongoing cases

289

Proven
(74% of charged cases)

78

Not proven
(20% of charged cases)

23

Cases awaiting hearing

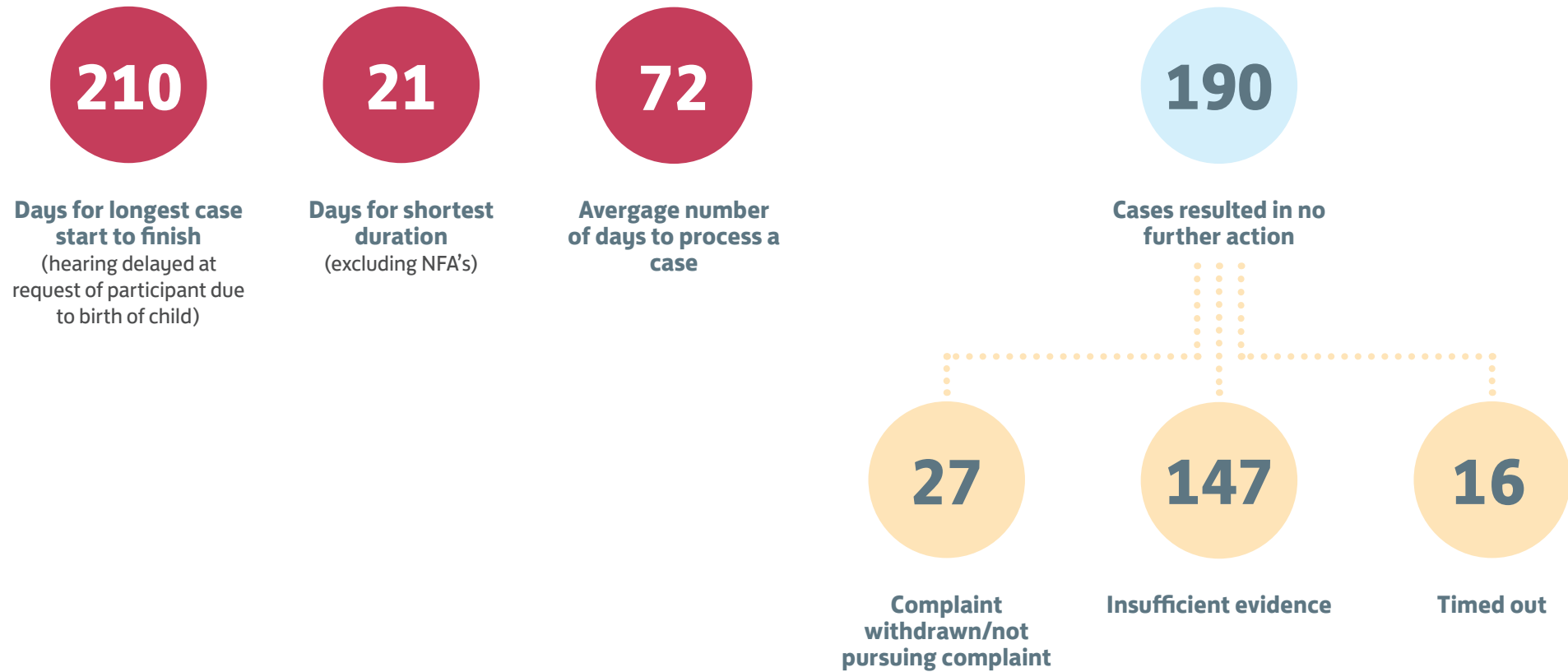
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Cases related to social media posts

GRASSROOTS IN NUMBERS CONTINUED

2014-15 SEASON

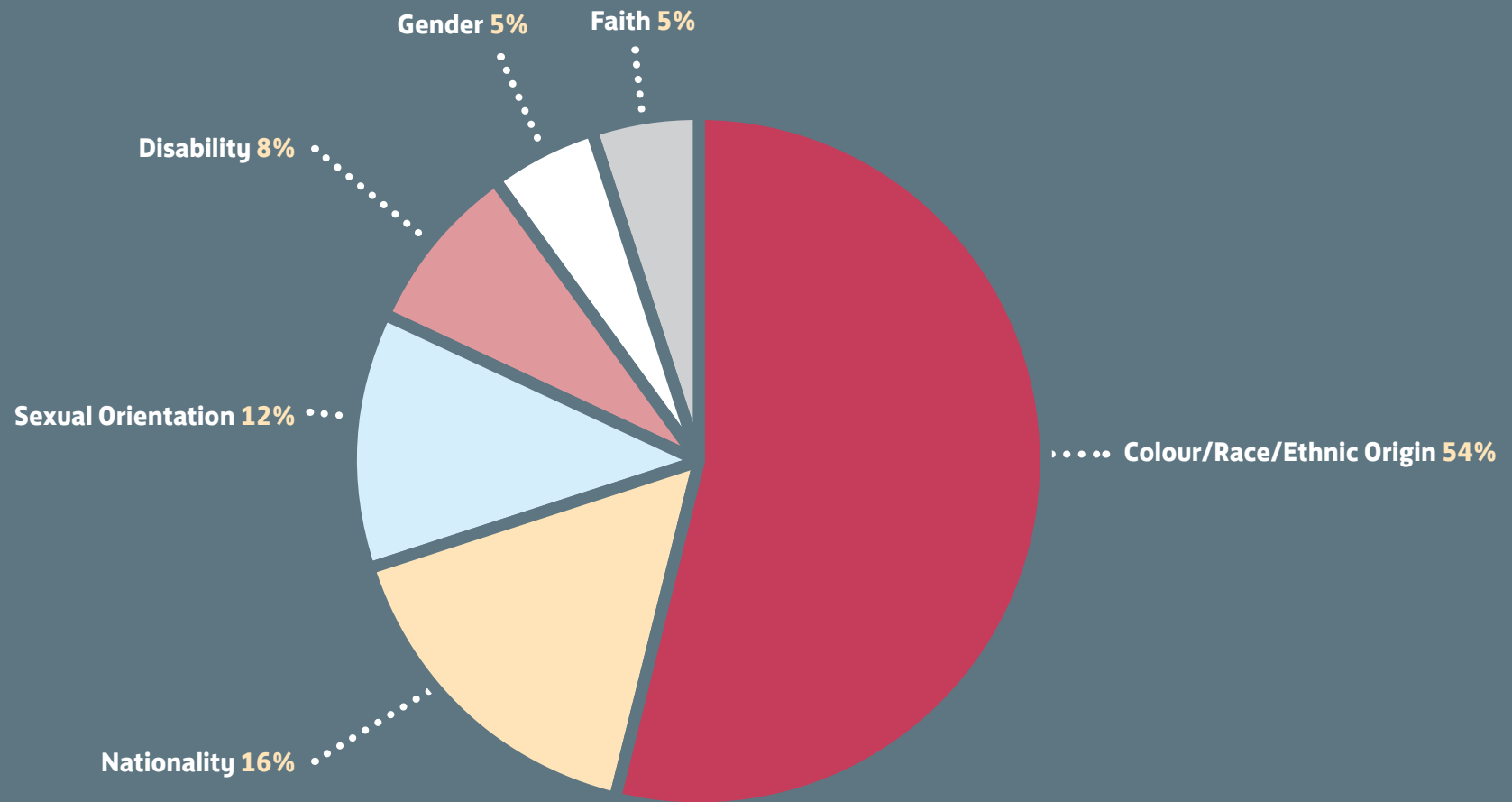
DURATION





GRASSROOTS CHART

2014-15 SEASON – UP TO 15 JUNE 2015





GRASSROOTS IN NUMBERS

2013-14 SEASON

579

Total number of
discrimination cases

312

Cases that have led to
a charge

58

Cases which resulted
in an education
course but no charge
(e.g under 12 player
committed an offence)

9

Non aggravated
charges raised

2

Ongoing cases

245

Proven
(79% of charged cases)

67

Not proven
(21% of charged cases)

0

Cases awaiting
hearing

15

Cases related to
social media posts

GRASSROOTS IN NUMBERS CONTINUED

2013-14 SEASON

DURATION

300

Days for longest case start to finish

(investigation delayed while cfa tracked down offender after left the club)

21

Days for shortest duration

(excluding NFA's)

79

Average number of days to process a case

198

Cases resulted in no further action

35

Complaint withdrawn/not pursuing complaint

152

Insufficient evidence

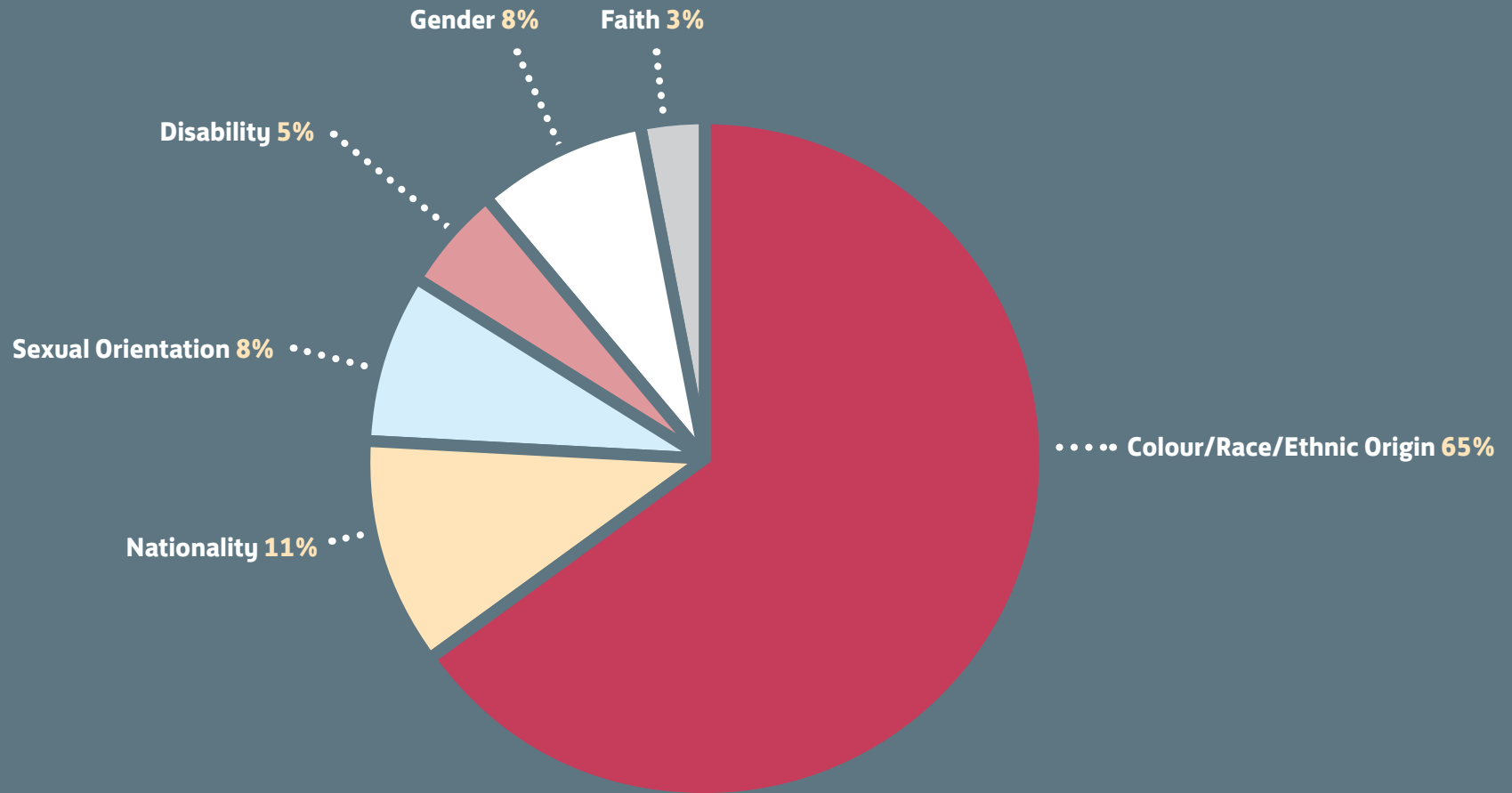
11

Timed out



GRASSROOTS CHART

2013-14 SEASON



7

COMMUNICATION

WRITTEN REASONS, WEBSITES AND REPORTING FILMS

The FA regularly publishes news items relating to charges and outcomes of Regulatory Commissions in relation to discrimination cases on TheFA.com, as well as providing access to Written Reasons where appropriate. In addition there are also editorial features which highlight the work of the Inclusion Advisory Board, as well as promoting positive role models and sharing opportunities to become involved in football.

Written Reasons are the records produced by the Chairman of the Regulatory Commission which detail how the Commission members reached their decision.

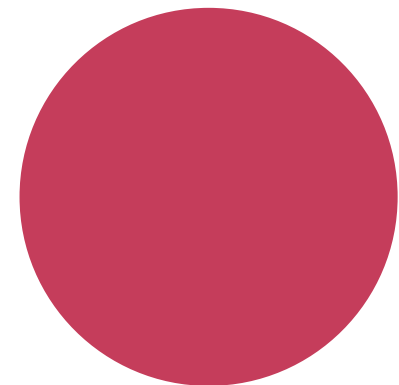
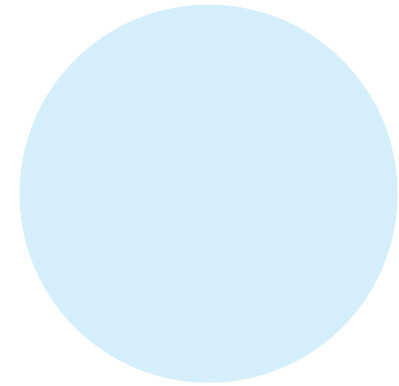
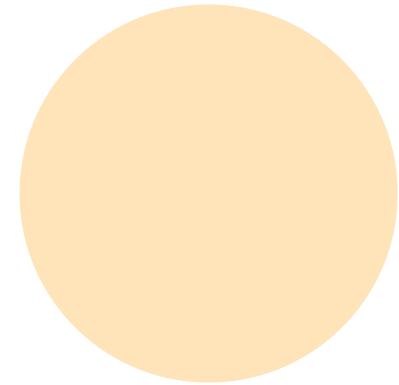
Written Reasons are always produced for all misconduct cases at Premier League and Championship level. We will be launching a fully searchable Written Reasons library on TheFA.com for the 2015-16 Season.

At other levels of the game these are produced on request but to assist with transparency and consistency, the Written Reasons for discriminatory abuse cases are published for County FAs on their websites.

The FA also launched four films to encourage Participants and Supporters to report discriminatory incidents in both professional and grassroots football. These films can be [viewed here](#).

Grassroots

Each County FA has a dedicated 'Tackling Discrimination' webpage* which hosts these reasons as well as providing additional information about sanctions and reporting. These all have a standardised web address-www.countyfa.com/tackling-discrimination For example: www.norfolkfa.com/tackling-discrimination and so on.





FUTURE PROGRESS

DIVERSITY OF PANELS

Whilst significant work has been undertaken in the last 18 months, it is recognised following recent analysis of LFADP membership that significant work still has to be carried out in relation to increasing the diversity of the representation and appointments of the LFADP members and The FA's Judicial Panel.

Work has already begun with Stakeholders to progress the recruitment strategy further and to reach the widest possible talent pools.

Additionally, responsibility of the appointment of the LFADP members to any Panel has recently been moved to The FA in order to ensure appropriate appointments are made with suitable experience that reflects the characteristics of the case.

TIMELINES FOR GRASSROOTS CASES

Furthermore, to continually improve on the time taken to hear cases, The FA is assuming responsibility to hear all non-personal (correspondence) cases on a weekly basis as opposed to the matter being under the responsibility of each individual County Association. The target is for a reduction on the average response time by at least 10 days on the current figure of 72

FUTURE REVIEWS

Regular meetings will continue to be held with all relevant Stakeholders to review progress and to make any further enhancements as necessary in addition to listening to any constructive feedback from those that experience the judicial process throughout the year.

CONSULTATION: ENGAGING WITH THE GAME

We continue to work closely with the football bodies to share information and develop policy and standards to help tackle discrimination in the game.

The FA has met regularly with stakeholders groups comprising of the Premier League, Football League, National League, Professional Game Match Officials, Professional Players Association and League Managers Association.

Working collaboratively across the game, The FA has and will also continue to work and consult with football clubs, community groups and individuals in this area as part of our ongoing work.

PL



FL



LMA



PFA



PGMOL



KICK IT OUT



MACCABI GB



LEVEL PLAYING FIELD



WOMEN IN FOOTBALL

WOMEN IN FOOTBALL

PRIDE IN FOOTBALL



GENDERED INTELLIGENCE



FARE



