



**BRINGING OPPORTUNITIES TO
COMMUNITIES (PHASE 2):**

THE FA ASIAN INCLUSION PLAN

PROGRESS REPORT: YEAR 3

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FOR ALL

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Front cover
England Women's Deaf international Lucindha Lawson, one of our Asian inclusion Ambassadors.



The game is growing for Asian communities

We've made good progress in this area in recent years, but we know there is more to be done to make the game more accessible for diverse communities on and off the pitch. We're pleased to see more Asian people playing, coaching and refereeing within the game and continuing to grow these participation levels remains a strategic priority for our organisation. We know that Asian communities make up the largest ethnic minority groups in England and we're dedicated to ensuring this is better reflected across our game.

Our strategy continues to make positive progress across all the pathways to and through football, including the women's and girls' game. Our interventions continue to be based on consultation with key stakeholders, with our 'Faith and Football' programme in particular engaging many thousands of people across Asian communities.

This annual review provides an overview of the progress we have made this season as well as looking ahead to next season when the strategy comes to an end in 2024. We will then refresh our work across Asian inclusion to align with our 2024-28 football strategy.

We also want to extend our thanks to Rupinder Bains, who completes her role on our FA Board and Women's Football Board, for her leadership in this space alongside The FA team.

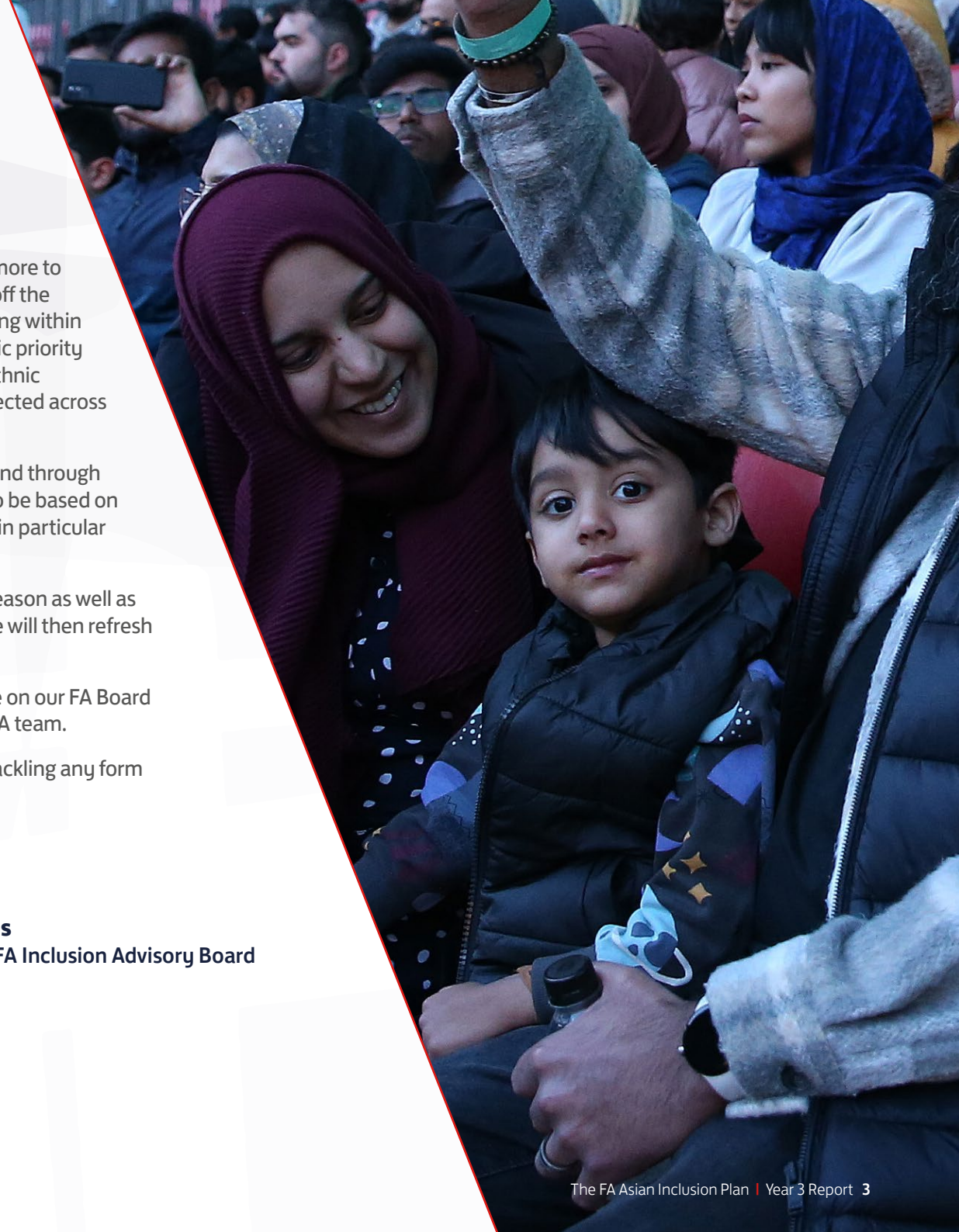
We know every step makes a difference. And we're determined to continue tackling any form of discrimination and make our national sport a Game For All.



Mark Bullingham
FA Chief Executive



Deji Davies
Chair, The FA Inclusion Advisory Board



THE NUMBERS

CHANGING DEMOGRAPHICS

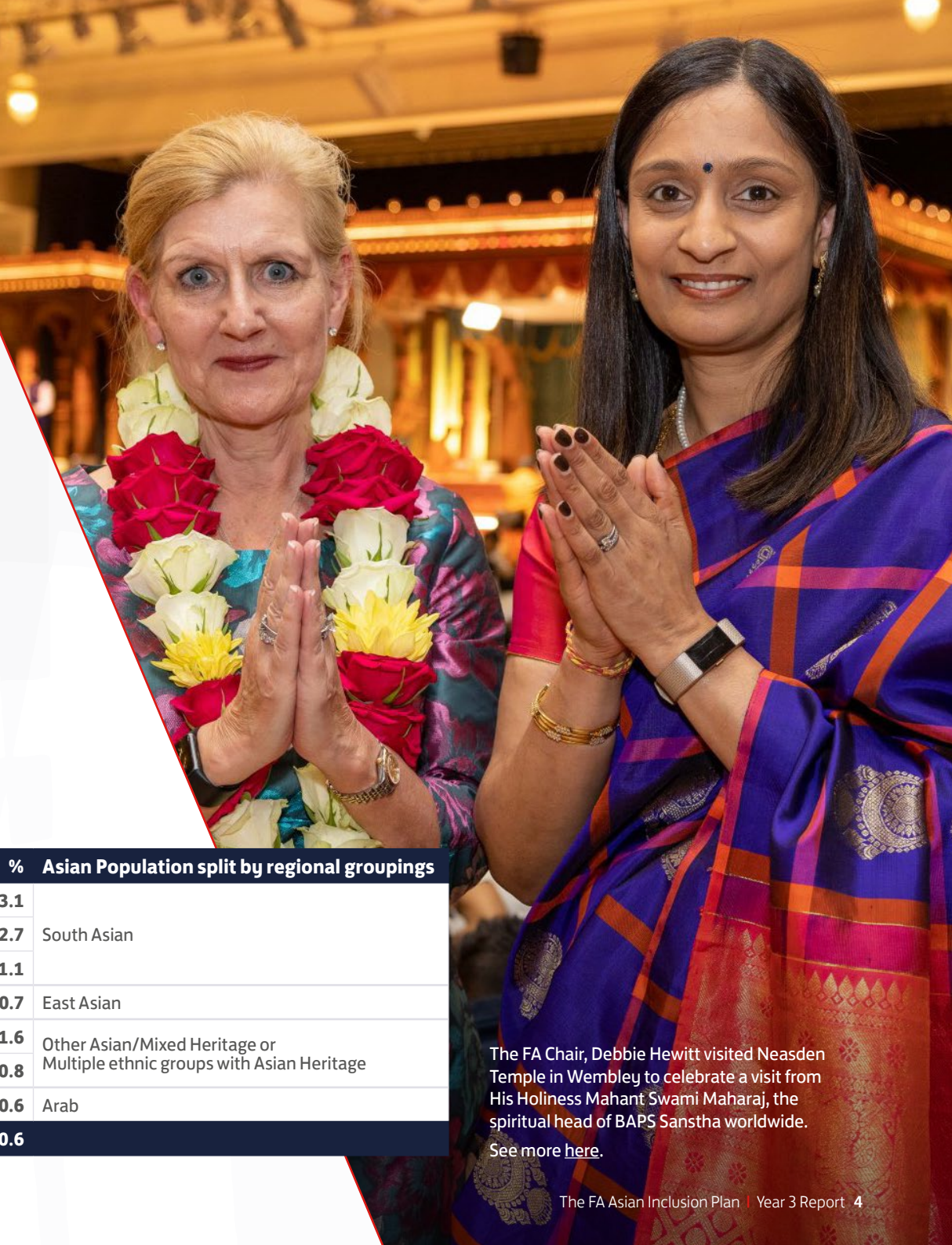
OUR COUNTRY'S DEMOGRAPHICS ARE CHANGING

The 2021 UK National Census has reconfirmed that Asian communities comprise the largest ethnic minority groups in the country with 10.6% (6.3 million) of the overall population. This group has also seen the largest percentage point increase from 2011.

Broken down, there has been an increase in every community of Asian origin:

- South Asian communities now make up 6.9% of the population (Indian, Pakistani, Bangladeshi).
- East Asian communities make up less than 1% of the population (0.7%).
- People who class themselves as Other Asian or have Mixed Heritage or Multiple ethnic groups with Asian Heritage make up 2.4%.
- Arab communities now make up 0.6% of the population.

Ethnic minority groups: England (includes Wales)	2011	%	2021	%	Asian Population split by regional groupings
Indian communities	1,412,958	2.5	1,864,318	3.1	South Asian
Pakistani communities	1,124,511	2.0	1,587,819	2.7	
Bangladeshi communities	447,201	0.8	644,881	1.1	
Chinese communities	393,141	0.7	445,619	0.7	East Asian
Asian, Asian British or Asian Welsh: Other Asian	835,720	1.5	972,783	1.6	Other Asian/Mixed Heritage or Multiple ethnic groups with Asian Heritage
Mixed or Multiple ethnic groups: White and Asian	341,727	0.6	488,225	0.8	
Other ethnic group: Arab	230,600	0.4	331,844	0.6	Arab
Total	4,785,858	8.5	6,335,489	10.6	



The FA Chair, Debbie Hewitt visited Neasden Temple in Wembley to celebrate a visit from His Holiness Mahant Swami Maharaj, the spiritual head of BAPS Sanstha worldwide.

See more [here](#).

ASIAN COMMUNITIES: FOOTBALL PARTICIPATION

Within grassroots football¹, male and female Asian participation (aged 16+) shows a general upward trend.

Male participation is at 10% (down from 11.3% in 2022) and female representation is currently at 17.5% (up from 15.2% in 2022).

While the numbers in the male game appear to remain static at between 10-13%, female football continues to grow within Asian communities (between 15-17%).

The numbers are promising and shows that Asian communities remain invested and interested in the game.

¹*Data sources include:

1. The FA in Numbers June 2023.
2. FA Participation Tracker, 2023 12 month rolling average.
3. FA Education Landscape Coaching Dashboard June 2023.
4. ED&I dashboard June 2023.

Also please note that male and female player data is 16+, as we don't collect ethnicity data for youth player participation.

Under The FA's For All ethos, we adopt a fully inclusive definition of Asian. In line with the international football definition of Asian, we define Asian as anyone with a background or identity aligned to any of the 44 nations within the Asian Football Confederation, which is Asian football's governing body and one of the six confederations which makes up FIFA.

Male Players (16+)		9,022,050 Known Population Size				
Ethnicity	Jul-19	Jul-20	Jul-21	Jul-22	Jul-23	
White (British & Irish)	77%	80.0%	77.4%	76.0%	78.0%	
Non-white (see breakdown below)	21.6%	18.5%	19.9%	21.6%	19.6%	
Prefer not to say	2%	1.5%	2.7%	2.4%	2.3%	
Ethnicity breakdown						
Mixed/multi-ethnic (White & Black Caribbean, White & Black African or Other multi-ethnic)	2.2%	1.8%	2.4%	2.3%	2.1%	
Asian (Indian, British Indian, Pakistani, British Pakistani, Bangladeshi, British Bangladeshi, Chinese, British Chinese, Other Asian, British Asian or White & Asian)	12.9%	10.7%	10.4%	11.3%	10.0%	
Black (Caribbean, British Caribbean, African, British African, Other Black or Black British)	5.7%	5.0%	6.0%	6.8%	6.3%	
British Arab, Other Arab	0.3%	0.7%	0.5%	0.8%	0.8%	
Other	0.5%	0.4%	0.7%	0.4%	0.4%	

Female Players (16+)		2,799,201 Known Population Size				
Ethnicity	Jul-19	Jul-20	Jul-21	Jul-22	Jul-23	
White (British & Irish)	72.4%	77.1%	70.9%	72.9%	68.9%	
Non-white (see breakdown below)	25.0%	20.3%	25.9%	25.3%	29.1%	
Prefer not to say	2.6%	2.7%	3.2%	1.8%	2.0%	
Ethnicity breakdown						
Mixed/multi-ethnic (White & Black Caribbean, White & Black African or Other multi-ethnic)	2.3%	1.3%	4.1%	3.7%	4.8%	
Asian (Indian, British Indian, Pakistani, British Pakistani, Bangladeshi, British Bangladeshi, Chinese, British Chinese, Other Asian, British Asian or White & Asian)	15.2%	14.1%	15.8%	15.2%	17.5%	
Black (Caribbean, British Caribbean, African, British African, Other Black or Black British)	6.0%	3.7%	4.4%	5.0%	5.2%	
British Arab, Other Arab	0.9%	0.4%	0.9%	0.9%	1.3%	
Other	0.6%	0.7%	0.6%	0.5%	0.3%	

ASIAN COMMUNITIES: COACHES AND REFEREES

Coaches (3.1%) and referees (2.7%) of Asian backgrounds across the game remain at a static level and next season 2023-24 will see more focus being placed on increasing these numbers through interventions such as our new refereeing strategy (outlined later in this document).



Coaches		
Ethnicity	Jul-22	Jul-23
White (British & Irish)	87.5%	87.5%
Non-white (see breakdown below)	11.2%	11.3%
Prefer not to say	1.3%	1.2%
Ethnicity breakdown		
Mixed/multi-ethnic (White & Black Caribbean, White & Black African or Other multi-ethnic)	2.5%	2.5%
Asian (Indian, British Indian, Pakistani, British Pakistani, Bangladeshi, British Bangladeshi, Chinese, British Chinese, Other Asian, British Asian or White & Asian)	3.0%	3.1%
Black (Caribbean, British Caribbean, African, British African, Other Black or Black British)	4.3%	4.2%
British Arab, Other Arab	0.3%	0.4%
Other	1.1%	1.1%
Referees		
Ethnicity	Jul-22	Jul-23
White (British & Irish)	90.3%	90.1%
Non-white (see breakdown below)	7.7%	8.1%
Prefer not to say	2.0%	1.9%
Ethnicity breakdown		
Mixed/multi-ethnic (White & Black Caribbean, White & Black African or Other multi-ethnic)	1.5%	1.6%
Asian (Indian, British Indian, Pakistani, British Pakistani, Bangladeshi, British Bangladeshi, Chinese, British Chinese, Other Asian, British Asian or White & Asian)	2.7%	2.7%
Black (Caribbean, British Caribbean, African, British African, Other Black or Black British)	2.5%	2.6%
British Arab, Other Arab	0.2%	0.3%
Other	0.8%	0.9%

ASIAN COMMUNITIES: PROFESSIONAL FOOTBALL

The number of professional players of Asian heritage remains low, meaning tackling Asian under-representation in the playing population is crucial. While not directly within The FA's control, we are encouraged to see other bodies such as the Professional Footballers' Association (PFA) and the Premier League taking proactive steps to address these issues.

With South Asians being the largest minority ethnic community in the country, the PFA with recent data across the professional game has revealed the following :

- A 12.6% increase in players at all levels of elite football identifying themselves of South Asian heritage, with 134 players in 2022/23 compared to 119 players in 2021/22.
- 53% of the South Asian professional players are signed to Premier League and Championship clubs.
- 63% of Academies have at least one player of South Asian heritage, compared to 53% in 2021/22.
- 1.45% of scholars are of South Asian heritage, with total South Asian scholar numbers increasing by almost 9% from the 2021/22 season.
- South Asian players make up 0.91% of players in the Foundation and Youth Development Phases compared to 0.82% in 2021/22.
- There have been six league debuts for players of South Asian heritage between 2022 and 2023, compared to two league debuts between 2018 and 2021, showing a positive increase.



Professional
Footballers'
Association

AIMS 2022-23 Season Update

MAY 2023



THE CHALLENGES WE FACE

Taking the end of the 2022/23 season as a marker point, we have made significant strides across Asian inclusion in football within the areas of our direct control.

Remaining challenges can be summarised as follows:

1. Our data has become more consistent but there is more work to do to ensure we capture data across the entire game which allows us to:
 - a. Develop an enhanced understanding of the level of Asian participation in the game (grassroots to pro game) working with other football bodies;
 - b. Our intention to collect under-16s' data to add further insight into the grassroots game and its participants.
2. Pathways across the game to be addressed further – coaching and refereeing will receive increased attention. Our new refereeing strategy for example will focus on recruiting many more referees of Asian backgrounds.
3. Enhancing our communications and engagement activities: we wish to build on our existing activities and activations to ensure a more collaborative approach to include the wider football bodies resulting in a 'whole game' effort.
4. Continuing to challenge bias and perceptions across the game as well as building trust in the Asian communities that football is accessible to all.

Ongoing challenges to be addressed across areas outside The FA's control

1. Player representation

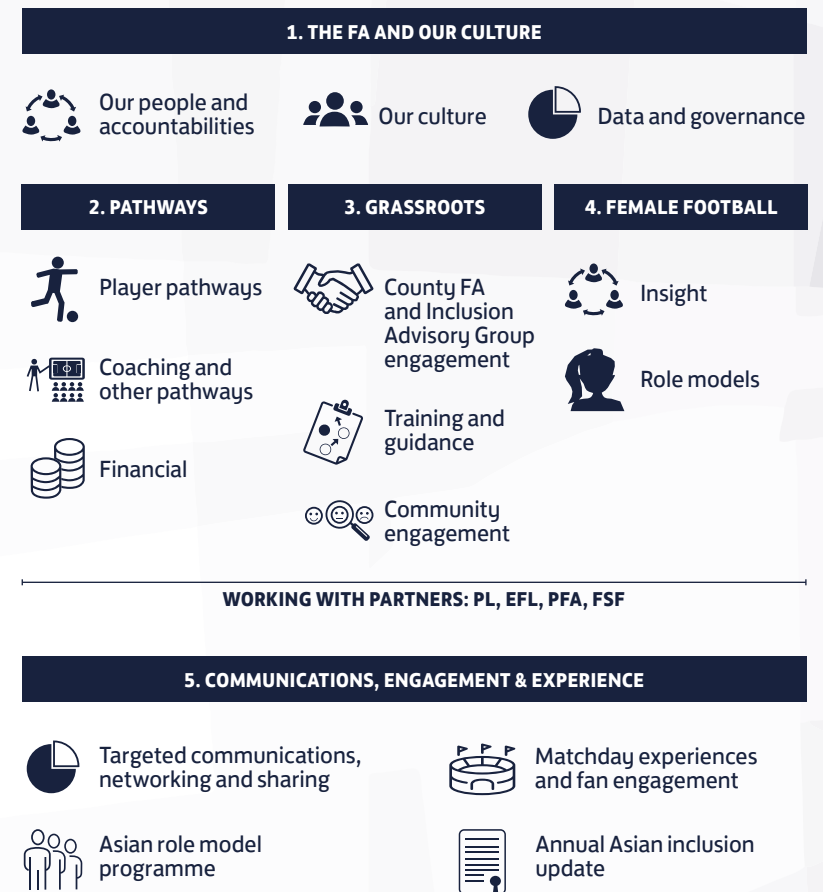
Recruitment and scouting practices can have an impact on under-represented groups for players who wish to break into elite pathways. Clubs and leagues have a responsibility to ensure their recruitment practices are fair and transparent. This has improved over time with many clubs hiring scouts from diverse backgrounds.

2. Representation of Asian communities off the pitch across clubs and the wider football ecosystem

In the short-term, The FA's Football Leadership Diversity Code has helped to set out good practice and targets for more open and diverse recruitment.

OUR FIVE STRATEGIC PILLARS

The five pillars of our Asian Inclusion Strategy are shown in the diagram below:



PILLAR 1

THE FA AND OUR CULTURE

OUR PEOPLE, WHAT WE DO AND HOW WE DO IT

As of June 2023, **16% of our workforce** belong to Black, Asian, mixed or other ethnic background (of those that have disclosed).

Of this group, **7.8% are from an Asian background**. Our target for workforce representation of people from Black, Asian, mixed or other ethnic backgrounds is 17% by 2024 therefore we are making good progress across The FA.

Whilst setting targets and holding ourselves to account has made a big contribution to improving the diversity of who we are today, it should also be said that this will always be underpinned by the principle of meritocracy and a culture of shared values.

Employee type	Category	2023 Actual	2024 Target	2028 Target
All employees	Black, Asian, Mixed and Other Ethnic backgrounds	16%	17%	20%
	Female	38%	40%	50%
	Disability	8%	10%	13%
Leadership roles	Black, Asian, Mixed and Other Ethnic backgrounds	7%	13%	18%
	Female	38%	42%	50%
England coaching – Women's Game	Black, Asian, Mixed and Other Ethnic backgrounds	4%	10% (new)	13%
	Female	73%	60%	60%
England coaching – Men's Game	Black, Asian, Mixed and Other Ethnic backgrounds	22%	25%	30%



LOOKING AHEAD: OUR PLANS FOR THE 2023/24 SEASON

1. Ensure Asian inclusion remains a key priority for The FA, guided by its Inclusion Advisory Board (IAB) as well as being embedded across The FA's core strategies.
See www.TheFA.com/Asianinclusion for more information on these strategies.
2. Maintain Board sponsorship of the Asian inclusion agenda.
3. Increase the quality and reliability of data that demonstrates:
 - a. An increased understanding of the level of Asian participation in the game (grassroots to pro game)
 - b. The FA's intention to collect under-16s' data which will add insight into the grassroots game and its participants. Over-16s' data is now being collected centrally via The FA

CASE STUDY

OUR PEOPLE

We want our organisation to reflect the people we serve across the country. Three of our people of Asian heritage outline their roles in football.



Paras played football up until the age of 18 where she knew she wanted to pursue a career in sport. She then studied Football Business and Finance at university whilst working at Watford FC and getting her first job at Burton Albion FC.

In 2022 she joined The FA as an Event Assistant where she works on England Senior Men's and Women's, England under-21 and development teams as well as competitions such as the Men's and Women's FA Cup Finals and The FA Community Shield.

Throughout her journey, Paras has commonly been the only individual of Asian heritage and is keen to encourage others of any background to get involved and work in football.

“ I have always had a passion for football and working in events has been a dream come true. There's much more to football than just what happens on the pitch and it's important people are aware of this! ”

PARAS PANESAR
Event Assistant



Saahib joined The FA in 2021 after previously helping Formula One teams and web brands to develop their esports structures for long term success. As well as our Three Lions, Lionesses and Para Lions, England also has its eLions.

This is England's official esports team who compete each year in the FIFAe Nations (FIFA's eWorld Cup). Saahib manages the team and coaches through a competitive season, while also developing the esports and gaming structure within the FA, from eLions inclusive content for YouTube and Twitch, and a dedicated social channel in @EnglandGaming to grass roots competitions with our partners. Collaborating with colleagues across The FA, Saahib helps ensure the eLions are recognised as another elite team within the FA and England Football ecosystem.

“ Football ignited my competitive fire from a very young age. This evolved into the world of esports, and I am thankful that I can help build eFootball as a key pillar of the esports ecosystem. I hope to highlight the value in progressing your passions and interests to people within the Punjabi and South Asian community, but of course to people of all creeds and cultures. ”

SAAHIB REEHAL
Esports Manager, eLions



Shruti has been super passionate in making sports for all, inspired by Bend It Like Beckham – Shruti dedicated her dissertation in understanding the lack of South Asians in Sports and higher education sport degrees.

Her passion for a more equal playing ground in sports has seen her appear on the BBC, Sky and become a trustee with Miss Kicks Foundation.

Recognised as a 'Sports Industry Next Gen Leader' in 2021, Shruti has grown and developed her leadership skills in diverse commercial roles. Before working in sport, Shruti was recognised for bringing culture change in the automotive industry.

“ I have first-hand seen the power football can play in bringing communities together, making friends as well as the benefits physically and mentally. I want more people to experience this, as well as see there is a place for them within football in whatever capacity they want to get involved. ”

SHRUTI SAUJANI
Equality, Inclusion & Diversity Lead, FA Education

PILLAR 2

PATHWAYS

HELPING TALENT MEET OPPORTUNITY

There are many ways to get into football, whether it's playing, coaching, refereeing or volunteering. We want to create visible pathways into the game for all communities. Our progress includes the following:

1. Our support to Black and Asian coaches

During the season, we have supported several coaches from Asian backgrounds and this approach will continue into future seasons. Our programmes offer experiential opportunities within professional clubs and helps aspiring coaches to develop their networks and employability skills to secure long-term positions within the game.

Programme name	Coaches from historically under represented groups ³
'Stepping over the Sidelines' workshops ⁴	338*
Coach Development Officers	1926*
Mentor Support	280*
Community Champions	104*
Fully-Funded Places – Introduction to Coaching Football ⁵	1832 (189 Asian Coaches)
Fully-Funded Places – UEFA C	23
Fully-Funded Places – UEFA B	29

³ Those from historically under-represented groups include coaches of Asian heritage as well Black African-Caribbean heritage. We do not always have the data available to allow further specificity across community groups. Our aim is to provide further specificity over the coming seasons.

⁴ **Stepping over the sidelines workshop** – targeted support for new coaches and volunteers who want to begin their coaching journey. This is a workshop delivered to help build confidence across historically under-represented groups to take the step into coaching. Stepping Over The Sidelines is an introductory workshop for historically under-represented groups (females/diverse communities) of all ages and backgrounds, who would like to get into volunteering and coaching football.

⁵ Numbers based on those that have provided diversity data (currently below 20% disclosure). We hope to ensure this rises over the coming seasons.



Chipie Sian, Manager of Punjab Utd FC, celebrating a successful season having won the Kent Senior Trophy for the first time.

PILLAR 2: PATHWAYS *(continued)*

2. Our Coach Mentor and Community Champion Programmes

A recruitment drive for new part-time coach mentors and community champions to support Diversity & Inclusion, Women's and Girls', Disability, Futsal and coach development work was launched in 2020/21 designed to engage with local communities and help aspiring coaches develop.

The FA now works closely with:

96 COACH MENTORS **27** from ethnically diverse backgrounds

20 MENTOR DEVELOPERS **4** from ethnically diverse backgrounds

75 COMMUNITY CHAMPIONS **25** from ethnically diverse backgrounds

3. Fully-funded places for FA Coaching Awards

- **239 fully-funded places** have been awarded to coaches of Asian heritage across our coach programmes which include Introduction to Coaching Football, UEFA C and UEFA B. They are receiving ongoing support given through Mentors and Coach Development Officers.
- **1937 Coaches** from historically under-represented groups supported
- **70 coaches** supported in the Talent Pathway
- **911 Coaches** from historically under-represented groups have completed the 'Stepping over the Sidelines' workshop
- **385 coaches** supported through mentoring with 1,700 coach interactions

4. The Mentee Development Programme

The Mentee Development programme continues to support and target aspirational coaches from a South Asian background to accelerate their progress within the professional game. Delivered in partnership with the Chelsea Foundation, the programme gives candidates the opportunity to observe England National Team camps and work with the Chelsea Foundation over 20 days during the season. This work is supplemented by personalised development for every programme member.

20% of this year's cohort are of South Asian background, of which two are Asian males.

PILLAR 2: PATHWAYS (continued)



5. Coach Development Group

A blended learning and development offer including a dedicated mentor for aspirational and intentional coaches working within talent development through a professional game academy or step 1-5 club. This programme covers support to coaches in areas such as qualifications, professional development and ongoing coach support.

This year five out of 23 coaches are male and of South Asian heritage (22%).

6. Club Placement Programme

This programme is designed to offer coaches the opportunity to gain experience and exposure within the talent pathway. It has enabled coaches to add vital experience on their CVs and make them more employable. At least 50% of placement coaches have gone onto either part-time positions or other positive action programmes, such as the Premier League coach inclusion and diversity scheme.

Of the 18 coaches on the current programme, **six are of Asian heritage (33%).**

Our coach development offer for the professional has grown with 22 professional clubs now signed up to the club placement programme for season 23/24.

7. Professional Game Part Funding programme

This programme supports coaches who are challenged financially by the cost of qualifications, coaches are awarded a discount ranging from 50% to 90% dependent on circumstances. This season three out of 108 coaches from a South Asian background made a successful application and were awarded part funding. We hope to increase this number over future seasons.

8. Women's coaching

The FA Women's High Performance Team has supported 312 females of which 75 belong to historically under-represented/ethnically diverse coaches (Black and Asian).

Our Women's National Coach developers have **supported 99 females supported this season of which 10** belong to historically under-represented/ethnically diverse coaches (Black and Asian).

LOOKING AHEAD: OUR PLANS FOR THE 2023/24 SEASON

- The FA is going to continue financially supporting coaches from historically under-represented groups from grassroots to the professional game with a key focus on ethnically diverse audiences through our Fully-Funded Places Programme.
- The Grassroots Coach Development Delivery Team in FA Education will continue our coach development through providing easy access points for under-represented groups such as Stepping Over the Sidelines and providing mentoring support through personalised and connected learning experiences for those who want to progress in the coaching pathway through our Coach Development Officers, Coach Mentors and Community Champions. We have an ambition to support 20% ethnically diverse females coaches across our grassroots initiatives.
- We will be working alongside the Premier League Charitable Trust, English Football League Trust and Club Community Organisations to develop pathways into coaching for historically under-represented groups.
- We will continue to identify future FA Coach Development Workforce by providing support for those who aspire to become future Coach Mentors, Community Champions and Casual Coach Developers.
- Explore how Talent ID and scouting have an impact on under-represented groups breaking into the game specifically:
 - The FA’s current Talent ID initiatives/courses and the development of targeted programmes for Asian communities across the men’s and women’s game
 - Scouting and how clubs are utilising diverse scouts as well as extending their focus into area where under-represented communities are participating in football

Footballing brothers Brandon Khela (Birmingham City FC) and Reiss Khela (Leicester City FC) speaking at an FA event.

PILLAR 2: PATHWAYS *(continued)*

CASE STUDY

MENTOR DEVELOPMENT PROGRAMME TRISHAN PATEL



The FA mentee programme has been transformational for me on and off the pitch. It has breathed a sense of belief and confidence that I can belong in the elite game if I continue to learn and develop. I am truly grateful for this opportunity and the programme has most exceeded my own expectations.

I am now efficient at analysing games and data. I have been able to use these skills whilst completing a record-breaking season at my club Berkhamsted FC where we won promotion to step 3. The players really benefited from this insight and I thoroughly enjoyed the workshops which enabled me to support my players with off field coaching.

I have now built a CV which has already made a huge impact when applying for coaching positions at professional clubs. Without the workshops on the programme, I would have never been able to identify gaps in my CV and now I feel confident that it represents me to a very professional level that I hold myself.

The programme has afforded me many an opportunity that I could have only dreamt about. My proudest moment was being a part of the England C camp vs Wales as an assistant coach. To be able to say that I have represented my own country will live with me forever.

To have access and work with two amazing mentors in Paul Fairclough and Anwar Uddin was truly inspirational and I know on my journey they will be there to guide and support me throughout.

I always felt overlooked in the game until I was on this programme. Now I feel I am firmly in conversations to have the opportunity to fulfil some of these amazing coaching vacancies. It has taught me the power of self-development and the constant need to evolve as a coach and as a person. I hope this programme continues to make peoples dreams come to life like it has done with me.

COACH DEVELOPMENT GROUP SIRAJ HUSSAIN



I was reflecting with a friend of mine (he doesn't work in football) about the lack of ethnic minority representation across professional football and he suggested in his ignorance that despite little support, I have overcome significant barriers to get to where I have in the game. Having to overcome barriers may be true, but to say I've received little support couldn't be further from the truth.

As I reflect, the support I have received from The FA and some of the positive action programmes in place has been nothing short of transformational on both a personal and professional level. I started off on The FA Club Placement Programme at Birmingham City FC, through which I secured my first role in academy football. Without the programme, I would have found it incredibly difficult to get my foot through the door in any academy let alone formally work for one.

I've since been a part of the FA's Coach Development Group which has provided some incredible opportunities for learning, not least the ability to observe existing courses such as the Advanced Youth Award and UEFA A Licence, but also through webinars with industry experts and being paired up with mentors who have supported our journeys. Since being in the group, I have been successful in an application to enrol onto the Advanced Youth Award course myself which I'm really excited for. I received a bursary to fund a significant portion of the cost of the course, without this I would not have been able to access the course and to benefit from it.

The support from The FA through the various initiatives on offer has been second to none, I am extremely grateful for the opportunities and for the support which has ultimately helped me progress in the professional game doing what I love. I can't wait to see where this journey continues to take me!

PILLAR 3

GRASSROOTS FOOTBALL

EMBEDDING ASIAN INCLUSION ACROSS THE GAME

We are committed to driving diversity and inclusion across the footballing community at grassroots level. It's from here talent progresses into semi-professional and professional football. Our progress includes the following:

1. Football Leadership Diversity Code

The Football Leadership Diversity Code (FLDC) for the National League System (NLS), Women's Pyramid⁶ and grassroots football has now been in place for over a season. In that time, over 8,000 clubs across the grassroots network have adopted the code as part of the process to become England Football Accredited⁷. The Code outlines a series of principles committing any club or league to focus on diversity across their organisation and ensuring that discrimination is challenged.

The Code covers the following areas:

- Club leadership
- Coaching and selection
- Culture
- Reporting discrimination
- Raising awareness

The code covers all protected characteristics as per the Equality Act 2010, with specific focus on gender, ethnicity and disability.

During the current season, a new equality, diversity and inclusion 'Community of Practice' has been set up designed to embed elements of the FLDC into grassroots communities, clubs in the National League System (NLS) and women's pyramid. A total of 32 new ambassadors will begin their EDI journey across the football pyramid working closely with County FAs to embed EDI best practice in selected counties, the NLS and women's pyramid.

⁶ The Women's Pyramid encompasses the level of the women's game immediately below professional level.

⁷ England Accredited is the revised and new version of the Charter Standard accreditation in grassroots football.



PILLAR 3: GRASSROOTS FOOTBALL *(continued)*

2. Discrimination research with Kick It Out

The FA ramped up its efforts to improve the reporting processes for incidents of discrimination and physical abuse this season. Together with Kick It Out, a research project was conducted to further understand serious incidents in grassroots football to inform changes to the disciplinary process and increase trust in the reporting process.

To make grassroots football a safer, more inclusive and enjoyable environment for everybody, especially for those from historically under-represented communities, the research focused on understanding the experiences of many communities including those with Asian heritage.

The findings of this research will help The FA and Kick It Out to address unwanted behaviour and improve the reporting process for all.

Combining quantitative research in the form of surveys and qualitative research via in-depth interviews, the following areas significant to Asian communities were revealed:

- Asian participants in football are deemed to be most likely to experience discriminatory abuse based on ethnic origin.
- Not being welcomed at a club was a common form of discrimination experienced by Asian participants.
- Low numbers of Asian communities believe that a report of discrimination will lead to a charge (26% vs actual reports leading to a charge being at 62%).

The FA will continue its work on reporting into the 2023/24 season with focus being given to:

- Increasing awareness of the process to build trust, ensuring anonymity and timeliness. Increasing confidence levels is also a priority.
- Enhance the reporting process and its mechanisms.
- Providing more support to the grassroots game across various groups such as referees.

HAVE YOU EXPERIENCED OR WITNESSED DISCRIMINATION? TELL US, WE'LL TACKLE IT.

There are three options available:

1. To tell us as much as you can about a specific incident so we can investigate and potentially raise a charge.
2. Anonymously inform us of something so that we are made aware of it.
3. Inform us of something you are concerned about, and we will contact you to discuss further, so you can understand your options.

PILLAR 3: GRASSROOTS FOOTBALL (continued)

3. Our annual EDI CALENDAR

The FA's calendar and guide to equality, diversity and inclusion in grassroots football is released annually to support stakeholders across the game with an appreciation for people of all backgrounds, cultures and communities. The calendar provides dates and significant events that stakeholders can consider when engaging with communities and planning football operations.

To see the latest calendar for the season, click [here](#).



DISABILITY

KEY DATES TO CONSIDER

- **06 SEP 2022**
Colour Blindness Day
Blacks estimates that colour blindness affects 1 in 12 males and 1 in 100 females.
- **10 SEP 2022**
International Week of the Deaf
An annual celebration of the Deaf and hard of hearing community.
- **06 OCT 2022**
World Cerebral Palsy Day
A day for people to celebrate and support those living with Cerebral Palsy.
- **10 OCT 2022**
World Mental Health Day
A day to raise awareness of mental health issues and mobilise efforts in support of mental health.
- **15 OCT 2022**
World Sight Day
Raise awareness of the global burden on the global issue of eye health.
- **06 DEC 2022**
International Day of Persons with Disabilities
The day is about promoting the rights and well-being of persons with disabilities.
- **01 MAR 2023**
International Wheelchair Day
Wheelchair users worldwide are invited to make requests to wheelchair users on their lives.
- **16-20 MAY 2023**
Mental Health Awareness Week
A week to focus on achieving good mental health across the UK.

IN PRACTICE WITH BARTON INCLUSIVE FC

"We strive to provide the best environment for our players to provide them with a platform to lead healthy lives where we all have exciting and prosperous futures where football unites us. We are a family."
Sophie, Club Founder, Barton Inclusive FC

"Before I joined BIFC I was in a bad place and joining the team has helped me so much. I love playing football and playing football with such an amazing and supportive group is the best thing. So I just have to stay thank you."
Barton Inclusive FC Player

FURTHER GUIDANCE & ORGANISATIONS TO CONSIDER:

- Level Playing Field
- Wheelchair FA
- Active Alliance
- Heads Up
- Referee Mental Health Champions
- Referee Mental Health Guidance
- Alzheimer's Society
- FA Disability Dispensation Policy

012 | A CALENDAR AND GUIDE TO EQUALITY, DIVERSITY AND INCLUSION IN GRASSROOTS FOOTBALL

PILLAR 3: GRASSROOTS FOOTBALL *(continued)*

4. Improving focus on diversity in refereeing

Diversifying the referee workforce

- The FA Refereeing Department ran a continuous programme of observer recruitment/ promotion throughout the season and over the course of the last twelve months. We have accredited six new observers from under-represented ethnicities onto the Level 5/6 list (the entry point), promoted four to Level 3 and a further two to Level 2B – the level below the PGMOL.
- The FA Refereeing team delivered the first Referee Developer Course for historically under-represented communities in February where we had delegates from the South Asian community. The two-day training course saw delegates participate in theory and practical sessions, networking and delivering their micro teaches. We had 12 individuals who completed the course from under-represented ethnicities.

The FA Refereeing Strategy

- Throughout the 2022/23 season, the refereeing team alongside trusted partners have been working on a new three-year strategy, which was launched in July 2023. The strategy is titled 'To Grow, Guide And Govern' and includes a pillar on diversity and inclusion.

To read The FA's Refereeing Strategy, click [here](#).



PILLAR 3: GRASSROOTS FOOTBALL *(continued)*

Observing faith and religion – guidance to match officials

- Guidance was delivered to all match officials on offences involving religious head coverings. The guidance confirmed that touching religious head coverings without an individual's permission is an offensive act, given it is an article of faith. Therefore, if an incident of this nature occurs during a match and is seen by the match officials, it is to be considered a red card offence. This was an unprecedented milestone for the Sikh community, who often wear head coverings (turban and patka) as part of their faith.
- Ramadan guidance was delivered to all match officials to determine if any players require a short pause to break their fast and agree the approximate time that the pause will take place. Similarly, match officials also had the opportunity to break their fast and were given the opportunity to make appropriate arrangements to facilitate this.

Referee Development Officer (RDO) Conference

- In November 2022, The FA Refereeing team delivered a successful RDO conference called 'The Power of Opportunity: Stepping up to the Spot (and Playing Your Part)' with 70 people in attendance. The day was focused on supporting referees from historically under-represented groups. The event was delivered by a range of guest speakers across all protected characteristics sharing their lived experiences, one of which focused on faith and working with various communities.



Referee Rashpal Shergill takes part in the Referee Development Officer Conference at the University of Warwick on November 30 2022.

LOOKING AHEAD: OUR PLANS FOR THE 2023/24 SEASON

1. To work closer with County FAs to engage various communities through their operations


This also requires further education. The FA has initiated a series of drop-in sessions for County FA staff and Inclusion Advisory Group (IAG) members to learn more about key topics and issues as well as best practice across the grassroots network.

2. To grow the support mechanisms for County FA Inclusion Advisory Groups (IAGs)

This means continuing to deliver the IAG Chair forums, developing greater links between Asian communities and County FAs. All ensuring greater representation across staff, Board and advisory groups for County FAs.

3. Refereeing

- a. Recruiting and retention of referees from under-represented communities – building a culture that provides opportunities for all in refereeing by actively addressing barriers to inclusion. We will be launching a bursary scheme in conjunction with the County FA network to fund places on entry-level refereeing courses for referees from under-represented communities.
- b. Awareness – activation events will be delivered across a number of regions to showcase and promote refereeing opportunities to historically under-represented communities.



A participant from the Football For Peace Centre in Bradford which is dedicated to providing playing opportunities for South Asian children.

PILLAR 3: GRASSROOTS FOOTBALL *(continued)*

CASE STUDY

NORTHANTS UNITED

MAKING THE GAME ACCESSIBLE FOR ASIAN COMMUNITIES

Northamptonshire FA (NFA) has made significant strides to engage Asian communities in the region through a flexible football offer which will support players and coaches getting into football.

Engaging with the Northamptonshire FA Inclusion Advisory Group (IAG), the Northants United project identifies and eliminates barriers that can prevent Asian communities playing grassroots football resulting in increased participation levels within all aspects of the game. The offerings also include female only events to ensure complete inclusivity for those who wish to access football whilst observing religious guidelines.



NORTHANTS UNITED

"An inclusive football concept, enabling more participants from diverse backgrounds to enjoy the beautiful game without fear of prejudice, judgement or discrimination"

- Raise Awareness of Pathways into football for Asian Communities
- Embed Asian inclusion across Grassroots football
- Develop opportunities increase Asian Participation Male, Female, Referee, coaches and players
- Create more engagement between CFA, IAG and Asian communities
- Provide bursaries to enthusiastic participants to support them to gain relevant coaching qualifications who in return will help delivery of newly formed Asian projects



“ The Northants FA along with their Inclusion Advisory Group identified the low percentage of football engagement from within our Asian Communities. To address the situation the NFA were fortunate to secure some funding from The FA Performance and Innovation Fund and as a result the Northants Utd project began. ”

Debbie Preston
NFA Football Development Officer

PILLAR 4

WOMEN'S FOOTBALL

DEVELOPING OPPORTUNITIES TO INCREASE ASIAN FEMALE PARTICIPATION

We know that women from Asian communities comprise the highest participation numbers in football (grassroots 16+) but low levels of participation across sport and physical activity in general. We're proactively addressing this to ensure football remains a sport of choice for Asian females. Some of our successes to date include:

1. UEFA Women's EURO 2022 – Host City Recreational Officers

Thanks to Sport England funding we were able to continue the employment of seven adult Host City women's recreational football officers. These talented young women continue to develop diversity and inclusion programmes in the tournament's Host Cities, increasing opportunities for women to play for fun, fitness and friendship.

It has been announced recently that Nike has provided £150k delivery funds to support these officers in driving equity, diversity and inclusion - another example of the legacy of the UEFA Women's EURO 2022 continuing beyond the tournament

The funding will be split equally between the seven officers and will support in the following ways:

- Recruiting women from non-dominant backgrounds into leadership and volunteering roles.
- Providing Nike products and equipment for local recreational football sessions where funding is a barrier, for example – Professional Hijabs, sports bras, bibs and boots, shin pads, goalkeeping gloves, balls of all shapes and sizes.
- Extend the officers reach into places of worship such as mosques, madrasas and temples.
- Facilitate educational events focusing on the importance of sports bras.

A football participant taking part in a EURO practice session at Trafalgar Square during the UEFA Women's EURO 2022 sponsored by The FA.





PILLAR 4: WOMEN'S FOOTBALL *(continued)*

2. Greater access for Asian women to various FA programmes

Outside of the host cities, County FAs across the country are doing more developmental work to increase opportunities, in programmes such as Wildcats, Squad and Just Play.

The FA is also working with key partners to give greater access. One such example includes The FA's work with The Naz Legacy Foundation and Crystal Palace FC Palace for Life Foundation. 60 predominantly Asian and Black, year 10+ female students from across London, visited Wembley Stadium to understand what it takes to develop a career in women's football. FA female leaders from FA Leadership Academy, Association Of Colleges, British Universities & Colleges Sport and The FA Apprenticeship Programme shared their inspirational stories with the girls featuring England Lioness Rachel Yankey in support.

3. Creating role models

Football needs role models and we remain committed to recruiting, developing, supporting and raising the profile of future female leaders and ambassadors from within the Asian community. (see examples in our case study section).

Another recent example includes our FA & Amnesty International UK Womens' Football Leadership Programme for Female Refugees. Twelve females have completed the programme who are originally from Pakistan, Eritrea, Afghanistan, Zimbabwe, Albania, Cameroon, and Kenya. They were selected from across England via their participation in sessions within our refugee and asylum seeker women's football programme and are all potential role models for future generations.

See inspirational coach Riz Burhani helping players to fall in love with the game, and it all started with the EE Playmaker by England Football. [Watch video here.](#)

4. Club-specific support

Across the country our FA Coach Development Officers have been instrumental in supporting a range of clubs to promote football to Asian women. (see examples throughout this document).

5. FA Asian Women's Football Advisory Group

This Group continues to be invaluable in helping The FA understand the community and provide more opportunities for Asian women, both on and off the pitch. Jayna Patel from The Premier League is now the new Chair of this group alongside Monica Shafaq, CEO, Kaleidoscope acting as Vice Chair.

LOOKING AHEAD: OUR PLANS FOR THE 2023/24 SEASON

With the support of our FA South Asian Women's Football Advisory Group and as agreed during the consultation for our FA Women's Strategy 2020-2024, we will continue to focus our efforts on:

1. Recruiting, developing, supporting and raising the profile of future female leaders, ambassadors and role models from within the Asian community.
2. Giving more Asian girls the earliest opportunity to have a fun, enjoyable introduction to the game within their schools, local clubs and community settings.
3. Increasing the opportunities for Asian women to play for fun, fitness and friendship, and to volunteer.



PILLAR 4: WOMEN'S FOOTBALL (continued)

CASE STUDY

FA AND AMNESTY INTERNATIONAL UK WOMENS' FOOTBALL LEADERSHIP PROGRAMME FOR FEMALE REFUGEES SPOTLIGHT ON NAJMA & ANGELICA



Najma is 19 years old and is part of the Afghanistan Women's National Football development squad, some of which are based in Doncaster. She is currently in college studying ESOL⁸ Level 1, GCSE maths and IT.

When the Taliban returned to power in Afghanistan in 2021, women were banned from work, education, and sport. The women and girls who played in the National Team were under extreme threat and were able to flee the country and find refuge in England.

Prior to the Women's Football Leadership programme, Najma had no coaching experience or qualifications. She is most excited about improving her self-confidence as well as understanding how to coach different age groups.

Since the course with Amnesty International UK and The FA, Najma has become a confident person, and a talented leader in football. She commented on how the skills she learnt from the course helped her in her new job as a waitress when she was in the middle of difficult shifts.

Najma was one of the first participants to complete the FA Playmaker course and felt inspired to apply that knowledge in her career as a football coach in the future. She is extremely excited to start her Introduction to Coaching Football course which has been fully funded by The FA.

“Football is the most important thing in my life right now and my dream is to become a football coach.”

NAJMA



Angelica is 22 years old from Pakistan. She is a part of Comfort Angels football team, a Liverpool-based football team for women seeking asylum that was established through a collaboration between Football Welcomes and Liverpool County FA. Since Angelica started to play football last year, she has completely fallen in love with the game.

Prior to the Women's Football Leadership Programme, she had completed her FA Playmaker course and had high hopes of completing the Introduction to Coaching Football course and the Level 1 in Refereeing Football to help her pursue a career in football.

At the start of the course, Angelica often felt nervous speaking to people and networking and expressed a desire to gain confidence and improve her public speaking skills. Through bespoke individual and group mentoring sessions, Angelica was equipped with the tools and self-esteem that have enabled her to network effectively and build relationships with her peers.

She is now excelling in her voluntary role at Refugee Women's Connect, where she was previously struggling to complete parts of her role due to anxiety and demonstrated her coaching abilities by leading a football session during the graduation event at St George's Park. With the help of AIUK and The FA, Angelica has now secured a fully-funded place on the Introduction to Coaching Football course and will complete a Level 1 Refereeing Football course funded by Liverpool County FA.

“In my country, Pakistan, it is extremely hard to access sport as a woman. I would be the first in my family to have taken that step and follow my dream which will contribute towards changing social stereotypes.

I want to be a part of making those generational changes which will not only help women from ethnic minorities but also help the game of football become more diverse and therefore more inclusive. I hope I can inspire the next generation of future female leaders in football.”

ANGELICA

⁸ ESOL: English For Speakers of Other Languages

PILLAR 4: WOMEN'S FOOTBALL *(continued)*

CASE STUDY

ASIAN WOMEN OF ACHIEVEMENT AWARDS 2023 FOOTBALL DOMINATES

The 2023 Awards featured a plethora of female role models in the sport category. Three of these women sit on our FA South Asian Womens' Football Advisory group:

Winner

Yashmin Harun BEM

Chair and Founder, Muslimah Sports Association

Highly Commended

Rupinder Bains

Board Member The FA

Jayna Patel

Premier League Kicks Programme Manager, Premier League Charitable Fund

A special mention

Alhena Moosa

Football Coach and Manager at FC Leytonstone who was also nominated



PILLAR 5

COMMUNICATION, ENGAGEMENT AND EXPERIENCE

IMPROVED COMMUNICATION, AWARENESS AND BETTER CONNECTION TO ASIAN COMMUNITIES ACROSS THE COUNTRY

We are committed to communicating and connecting better with Asian communities. Our progress includes the following:

1. Launch of season two of our award-winning online series 'Football & Me'

The FA released the first series of **Football and Me** in July 2021, with a six-part video series featuring players, coaches and match officials of Asian heritage.

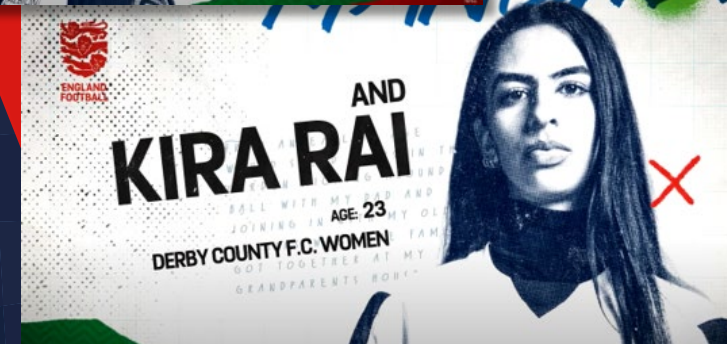
Following the recent historic victory for England at UEFA Women's EURO 2022, the second season of 'Football and Me' also coincided with the tournament and is designed to **inspire people within Asian and wider communities to participate in English football.**

The second series has featured:

- Kam Kandola, Wolverhampton Wanderers FC
- Maz Kouhyar, York City FC
- Kira Rai, Derby County WFC
- Miriam Mahmood, West Bromwich Albion WFC
- Ritan Mehta, Women's Lead Performance Doctor
- Alicia Tang, Senior England Women's Lead Physiotherapist
- Yasmin Saeed, Referee
- Irfan Kawry, Coach
- England fan groups Amar England and Apna England

With support from:

- Bukayo Saka, England Men's Senior player
- Demi Stokes, England Lioness





Bend It Like Beckham director Gurinder Chadha joins the community at Trafalgar Square to celebrate the rise of the women's game during the UEFA Women's EURO 2022.

2. Celebrating the rise of women's football: 20 years since Bend It Like Beckham

24 July 2022 saw The FA host a spectacular event at Trafalgar Square, celebrating women's football during the UEFA Women's EURO, in partnership with the Mayor of London and Greater London Authority. The day marked the 20th anniversary of the release of iconic football film 'Bend It Like Beckham' which featured the story of football fan Jess Bhamra.

Over 3,000 people joined us over the course of the day with a screening of the film, a guest appearance from the film's director Gurinder Chadha and panel sessions with Asian female footballers Maz Pacheco (Aston Villa WFC), Kira Rai (Derby County WFC) and Rosie Kmita (former professional player with West Ham Utd FC Women) as well as freestyle footballer Kaljit Atwal.

Former England Lionesses Fara Williams and Rachel Yankey also joined on the day to talk about their experiences in the game. The event closed with film cast members Ameet Chana and Shaheen Khan joining the stage to celebrate the film's landmark anniversary.

Derby County FC player Kira Rai speaking at an FA event.

PILLAR 5: COMMUNICATION, ENGAGEMENT AND EXPERIENCE *(continued)*

3. Connecting with communities through our 'Faith and Football' programme

Our faith and football programme grows from strength to strength and is designed to connect stakeholders across the game to football via their faith. The programme aims to unite communities and demonstrate that football is accessible to all communities regardless of background or social status.

This season's highlights include:

Hindu New Year and Diwali 2022



Neasden Temple, which is located just a mile from Wembley Stadium, opened in 1995 and welcomes thousands of visitors each year from various faiths and backgrounds. Head priest Swami Yogvivek welcomed The FA team and encouraged a future relationship between Wembley Stadium and the temple as two major landmarks and organisations in the Brent region. 2022's celebrations were also in tribute to the mandir's creator, His Holiness Pramukh Swami Maharaj, on the occasion of his centennial birth anniversary. Over 30,000 people attended the temple over two days of praying and giving thanks for the blessings of the year that has passed and asking for blessings in the New Year ahead.

Trustee of Neasden Temple, Girish Patel, added: "We're privileged to have members of The FA join thousands of devotees to celebrate Diwali and New Year at Neasden Temple. We hope that our friendship as Wembley and Brent neighbours will grow stronger." See more [here](#).

Ramadan 2023



This season saw us deliver the world's largest Iftar to date at Wembley Stadium, which played host to over 1,000 attendees during the holy month of Ramadan.

Partnering with Ramadan Tent Project for the fourth year, visitors from both the local area and beyond were first welcomed to Wembley Stadium by a selection of VIPs followed by a special panel featuring former England Women's star Rachel Yankey, former men's professional players Michael Chopra and Anwar Uddin, and Abu Nasir of our National Game Board.

There was then a call to prayer, which took place inside the bowl of Wembley Stadium, before the fast was broken and food served. The famous arch of Wembley was lit in teal colours marking the 10-year anniversary of the Ramadan Tent Project.

Vesak Day 2023



May 2023 saw The FA mark Vesak Day which is celebrated by Buddhist, Hindu and Jain communities. The term Vesak refers to the month of the Buddha's birth. It's a time when Buddhists celebrate the birth, awakening and final liberation of the Buddha. This followed our in-person event at Swindon Town in 2021. See our dedicated editorial on Vesak Day [here](#).

This season saw the release of our updated 'Belief in the Game' education tool designed to help stakeholders across the game to understand how faith interacts with football. It covers all major religions/faiths and is available [here](#).

PILLAR 5: COMMUNICATION, ENGAGEMENT AND EXPERIENCE (continued)

Vaisakhi 2023



April also saw us celebrate the Sikh festival of Vaisakhi at Wembley Stadium for the first time, marking the creation of the Khalsa. The prayer of Chaupai Sahib and Ardaas were delivered by representatives from Sri Guru Singh Sabha Southall Gurdwara inside the stadium bowl.

Guests enjoyed food provided by Midland Langar Seva Society before a host of attendees including The FA's Deji Davies and Dal Singh Darroch, Preet Gill MP (APPG Leader for British Sikhs) and Amandeep Singh from Basics of Sikhi providing an overview on the significance of Vaisakhi and its meaning.

Hosted by broadcaster Harpz Kaur and journalist Amrit Singh Mann of Sky News, the event focused on the contribution

of Sikhs to the game and featured the likes of current players Brandon Khela (Birmingham City FC), Reiss Khela (Leicester City), Kira Rai (Derby County WFC), Aston Villa first team sport scientist, Aman Shergill, the Premier League's Head of EDI Kuljit Randhawa, co-founder and Manager of Punjab Utd FC Gravesend Chipie Sian as well as former referee Jarnail Singh and FA Board member Rupinder Bains.

The event was opened by Qi-Rattan and closed by vocalist and performer Amrit Kaur. Wembley's arch was again lit in the orange colour of the Khalsa and guests from across the country revelled in The FA's first Vaisakhi event held at the stadium.



FA RULES & LAWS OF THE GAME: RELIGION & BELIEF

Football must be flexible and accessible to ensure it is open to all communities and faiths. Below are the rules of the game most relevant to faith communities. To see 'The Laws of the Game' as set out by IFAB, please go to this [link](#).

As part of The FA's commitment to providing equal opportunities for all to participate in football, Rule BS was amended in 2005 in order to include all religions:

RULE BS FOOTBALL AND RELIGIOUS OBSERVANCE

- A Participant cannot be compelled to play football on those occasions where religious observance precludes such activity, save where the Participant:
 - Has consented to do so on such occasions; or
 - Is registered as a player under written contract, which shall be taken as consent to play on such occasions unless otherwise provided for in the contract.
- Annually, when planning programmes, Competitions shall define and mutually agreed dates of such occasions.

Some common examples of Rule BS in practice are below:

A GRASSROOTS LEAGUE FIXTURE WHICH FALLS DURING RAMADAN

Under the above rules any fixtures that fall within Ramadan can be played either after sunset or after Eid (the celebration at the end of Ramadan). Some Muslims will have different interpretations and observance of Islam and therefore it is always advisable to consult with anyone affected by these changes in advance.

The Islamic calendar is slightly different to the Western calendar and typically Ramadan falls 11 days earlier each year.

A YOUTH CLUB'S FIXTURES FALLING ON A FRIDAY NIGHT OR SATURDAY MORNING

Jews observe the Sabbath from sunset on Friday to sunset on Saturday. Under Rule BS, if requested by that community, any club or league would be obliged to move those fixtures to a more convenient time for anyone observing the Sabbath.

CLOTHING

What players wear on the pitch is governed by FIFA. But what happens when a player wants to express their religious observance whilst still enjoying the beautiful game?

Below are the laws that are relevant and some frequently asked questions on this subject:

FIFA Law 4

THE PLAYERS' EQUIPMENT

Players are required to wear the following separate items:

- Jersey or shirt – if undergarments are worn, the colour of the sleeve should be the same main colour as the sleeve of the jersey or shirt;
- Shorts – if undershorts are worn, they are of the same main colour as the shorts;
- Stockings;
- Shin guards;
- Footwear.

ARTICLES OF FAITH

(taken from 'The Laws of The Game' The FA – [link here](#))

(1) Safety

Referees should ensure that players do not wear articles which may constitute a danger to other players or to themselves. Referees should set a good example by removing their own rings and jewellery.

Referees, however, should make allowances for articles of faith (e.g. a player of the Sikh religion wearing a Kara in a match), provided that they are not dangerous and that adequate covering be applied as protection.

The Equality Act 2010, the legal context

Under The Equality Act, 2010, many organisations, clubs and leagues will now have an obligation to operate in an inclusive and non-discriminatory way. The Equality Act covers all areas of diversity or 'protected characteristics' as they are known, these are:

- Race;
- Sex;
- Disability;
- Religion;
- Age;
- Sexual orientation;
- Gender Reassignment;
- Pregnancy;
- Marriage or Civil Partnership.

For more information and guidance on the Equality Act, click [here](#).

**PILLAR 5: COMMUNICATION, ENGAGEMENT
AND EXPERIENCE** *(continued)*

LOOKING AHEAD: OUR PLANS FOR THE 2023/24 SEASON

Our ongoing work will focus on:

1. Continuing to partner with selected Asian media and broadcasters to challenge perceptions by communicating with impact to the Asian population and beyond.
2. Delivering a third series of 'Football and Me' which expands into potential wider channels to reach a larger audience.
3. Deliver our Faith and Football programme across the country's largest faith groups.
4. Engaging with England fan groups across the Asian community and enhancing Asian fans' experiences when supporting England men's and women's teams at Wembley and other stadiums.
5. Researching and communicating significant advancements made by Asians across football in England – and celebrating their accolades.

A participant from the Football For Peace Centre in Bradford which is dedicated to providing playing opportunities for South Asian children.



REPORTING DISCRIMINATION

To learn more about reporting discrimination across our game, see our reporting pages [here](#).

TO ENSURE OUR NATIONAL GAME IS INCLUSIVE, WE ALL HAVE A RESPONSIBILITY TO STEP UP AND BLOW THE WHISTLE ON DISCRIMINATION. HERE'S HOW:

The grassroots game, disability game, women's pyramid and The National League System

If you've been the victim of or witnessed an incident of discrimination:

Report it via The FA at Football.ForAll@TheFA.com

Report it to Kick It Out through their online reporting form or via their reporting app available on both [iOS](#) and [Android](#). Alternatively, email Kick It Out at report@kickitout.org

For grassroots football - complete the online form you'll find [here](#), which also goes to the County FA. You can also contact the County FA directly. A full list of County FAs and contact details can be found [here](#).

Please note: If the incident occurs outside 'organised' football (i.e. in competitions not affiliated to the County FA), the County FA can still advise on what your next steps should be).

The professional game

The guidance below applies to domestic matches **not** at Wembley Stadium.

If you're a spectator at a professional match and witness discriminatory behaviour at any point whilst inside the stadium, please report it to the nearest steward or police officer.

Many professional clubs also offer fans at their stadium a confidential text service to contact during the match – similar to the one operated by Wembley Stadium.

If you're outside the stadium, on the way to/from a match or on social media – report it to Kick It Out through their [online reporting form](#) or via their reporting app available on both [iOS](#) and [Android](#).

Alternatively, email Kick It Out at report@kickitout.org

You should also report it to the police, either:

- In person
- By calling the local police on 101
- By completing the online reporting form you'll find [here](#).
- By calling 999 if you are in an emergency

You can also report to The FA at integrity@TheFA.com

Reporting discrimination on social media

Whether it's in connection with professional or grassroots football, if you see a post on social media you believe is discriminatory, there are three ways to report it. These are:

By contacting the site on which the post exists – see more information below.

Report it to Kick It Out through their online reporting form or via their reporting app available on both [iOS](#) and [Android](#). Alternatively, email Kick It Out at report@kickitout.org

By contacting the police, either:

- In person
- By calling the local police on 101
- By completing the online reporting form you'll find [here](#).
- By calling 999 if you are in an emergency

Reporting discrimination direct to social media companies:

As part of the collective of organisations across football, we believe that social media companies need to do more to prevent and tackle online abuse. We are leading the charge on this issue and we are currently lobbying the companies and working alongside the UK Government to bring about meaningful, positive change. You can read more about this work [here](#).

However, until we see the change that we want we can all play a role in highlighting posts that we believe breach the various social media companies' respective codes of conduct. There are reporting mechanisms for discrimination you may witness or are a victim of on some social media sites:

[YouTube](#) | [TikTok](#) | [Snapchat](#) | [Twitter](#) | [Facebook](#) | [Instagram](#)

To find out more about The FA's Asian Inclusion work, visit:
www.TheFA.com/AsianInclusion

To get in touch, please email:
asianinclusion@TheFA.com



FOR ALL

The Football Association
Wembley Stadium
London HA9 0WS
T: +44 (0)800 169 1863
F: +44 (0)800 169 1864
W: TheFA.com