



## FOR DISCUSSION: A 10 POINT PLAN TO COMBAT RACISM IN FOOTBALL

1. The Football Association (FA) and the Professional Footballers' Association (PFA) to support the formation of a Black Players Association (in house or independent). The FA and PFA to support the hosting of an annual conference for black players, managers, referees and coaches to address racism in the football industry, and to be attended by leaders within the industry. This is in line with establishments such as the Metropolitan Black Police Association.
2. The Department for Digital, Culture, Media and Sport (DCMS) to lead a formal public inquiry in to racism and discrimination in football. The inquiry should have measurable and accountable recommendations to help shape the progression of the football governance system. Similarly to The Francis Report, a report of the Mid Staffordshire NHS Foundation Trust Public Inquiry (in Adult Health and Social Care), which changed the way that stakeholders approached policy, governance and representation; so too should this inquiry shape football. The inquiry should review any inequalities in the funding patterns within grassroots football including any disproportionate access to modern facilities such as 4G football pitches; from a BAME perspective. In addition to the inquiry, a strategy or Government guidance should be developed to provide a mandates for new ways of working.
3. The FA to support the creation of a National Grassroots BAME Football Forum (in house or independent) to further champion the marginalised voices of frontline communities.
4. The FA to have specific grassroots football representation (non-professional and non-elite) at all levels of decision making Boards. This is to include working groups set up to develop key documents for mass governance, such as the County FA (CFA) Code of Governance.
5. The CFA's to have proportionate representation per population from BAME members on their Boards and Councils. This should form part of the FA's key performance indicators and be linked to the allocation of funding.
6. To encourage greater numbers of prosecutions for racism within football, the CFA's should work with their Local Police force to create a seamless pathway for hate crimes such as racism to be reported directly to the Police. This could be in the shape of a fit for purpose electronic form, app or checkbox that allows for consent to be given by the victim, to send the alleged offence to the Local Police all within one process.
7. The FA and CFA's to produce data and intelligence on the current landscape of allegations and charges of racism at a Local level and to make this public. This should include a year on year comparison of the number of cases, as well as identifying the locations and clubs of perpetrators and victims across all affiliated clubs. This will identify key hot spot areas that can later be targeted for educational reform.
8. The FA and the CFA's to enforce the punishment of a lifetime ban to any adult that is found to have racially assaulted a minor (a young person under 18). In particular, those adults registered to a club.
9. The FA working in partnership with the Premier League to set targets and requirements for clubs to progress in addressing racism through training, employment and spectator initiatives. In addition, to encourage professional clubs to develop targeted BAME initiatives in their local cities through their community Trusts/ Charities.
10. The FA and CFA's to increase internal targets of BAME employees in leadership roles beyond current targets.