



COMMUNITY TRUST

At The Heart Of The Community

Global Equality & Diversity: Conference 2019

Football & Discrimination

Principal Partner



www.cact.org.uk











Hate Crime offences increased 123%
(2012/13 – 2017/18)

Source: Citizens UK, 2019



Hate Crime

- **Disability:** 41% (2018 - 19)
- **LGBT:** 78% (2014 - 19)
- **Race:** 48% (2015 - 17)
- **Religion:** 40% (Muslims 52%) (2016 - 18)

(Sources: Home Office; CPS; BBC: Stonewall)



Raheem Sterling (Manchester City & England)



“Black C **t”



**Paul Pogba
(Manchester United & France)
Marcus Rashford
(Manchester United &
France)**

**“Rashford you
chimney
sweeping n*****
with a cotton
picking family
history”**





Eniola Aluko (Juventus & England)

“... ensure [your] Nigerian relatives [do] not bring Ebola to [our] match at Wembley”



- England International (100+ Caps)
- Sports and Entertainment Lawyer
- Chelsea
- Charlton



Mohamed Salah (Liverpool & Egypt)



- **“Salah, you f***king
Muslim C**t”**
- **Altered photograph
with a superimposed
‘suicide vest’**



Bulgaria v England

Monday 14 October 2019

- Fascist political symbolism
- Monkey chanting



Source: <https://www.bbc.co.uk/sport/football/50048932>



- **Historic (?)**
- **UEFA's Three-Step Protocol**



Source: <https://www.bbc.co.uk/sport/football/50048932>



Football England and Wales 2018 - 19

- **Racism - 67%**
- **Faith - 75%**

(Source: Kick it Out, 2019)



Football Authorities

- **FA: EDI Plan 'In Pursuit of Progress' (2018 – 21)**
- **PL: Equality Standard (3 Progressive Levels)**
- **EFL: Equality Standard Code of**





Campaigning Organisations: Challenging Discrimination

- **Kick it Out**
- **Fans For Diversity**
- **Football Against Racism in Europe**

- **Women in Football**
- **Football v Homophobia**
- **Level the Playing Field (Disability)**



FA: 'In Pursuit of Progress



- **'Diversity' Data**
- **Advanced Level of the Equality Standard for Sport**
- **FA Inclusion Advisory Board (IAB)**
- **Anti-Discrimination Regulations**



FA: 'In Pursuit of Progress'

1. Reporting Discrimination

2. Robust Regulations and Sanctions

Further information, visit: www.TheFA.com/football-rules-governance/discipline



EFL – Equality Code of Practice

1. Accountability
2. Policy
3. Legal Compliance
4. Behaviour
5. Education and Training
6. Reporting and Managing Incidents
7. Awareness Raising and Communication
8. Workforce
9. Fans
10. Activities
11. Consultation and Relationship Building
12. External Verification and Endorsement





English Football League (EFL) New Regulation

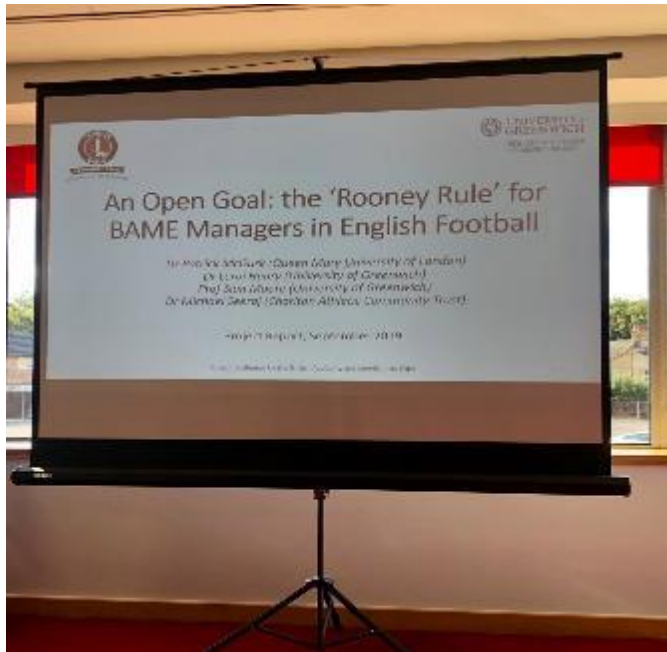
Voluntary Recruitment Code ('Rooney Rule')

- **Positive Action – under-representation of 'BAME' Staff in Senior Positions**
- **Shortlist at least 1 'BAME' candidate**
- **Piloted 2016/17**
- **Mandatory June 2019**



An Open Goal: the 'Rooney Rule' for BAME Managers in English Football

(September 2019)



Queen Mary University of London
University of Greenwich
Charlton Athletic Community Trust
Paul Mortimer (London FA)



Findings

'Grounds for Optimism'

- **Clubs willingness to embrace ('at worst' - 'caution' towards the VRC)**
- **Board-level commitment to change**
- **Helped create conditions to embed fairer and more inclusive recruitment practices**



- **Improvements in recruitment and selection processes**
- **Club leadership teams making strategic choice to prioritise ‘Diversity’**
- **The EFL has shown ‘commendable courage’**





- **Football Reflects Society**
- **Football Authorities Pro Active**
 - **Promoting Equality**
 - **Increasing Diversity & Inclusion**
- **‘Rooney Rule’**



Discrimination is increasing - a lot being done

But, still a lot, lot more to do . . .





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