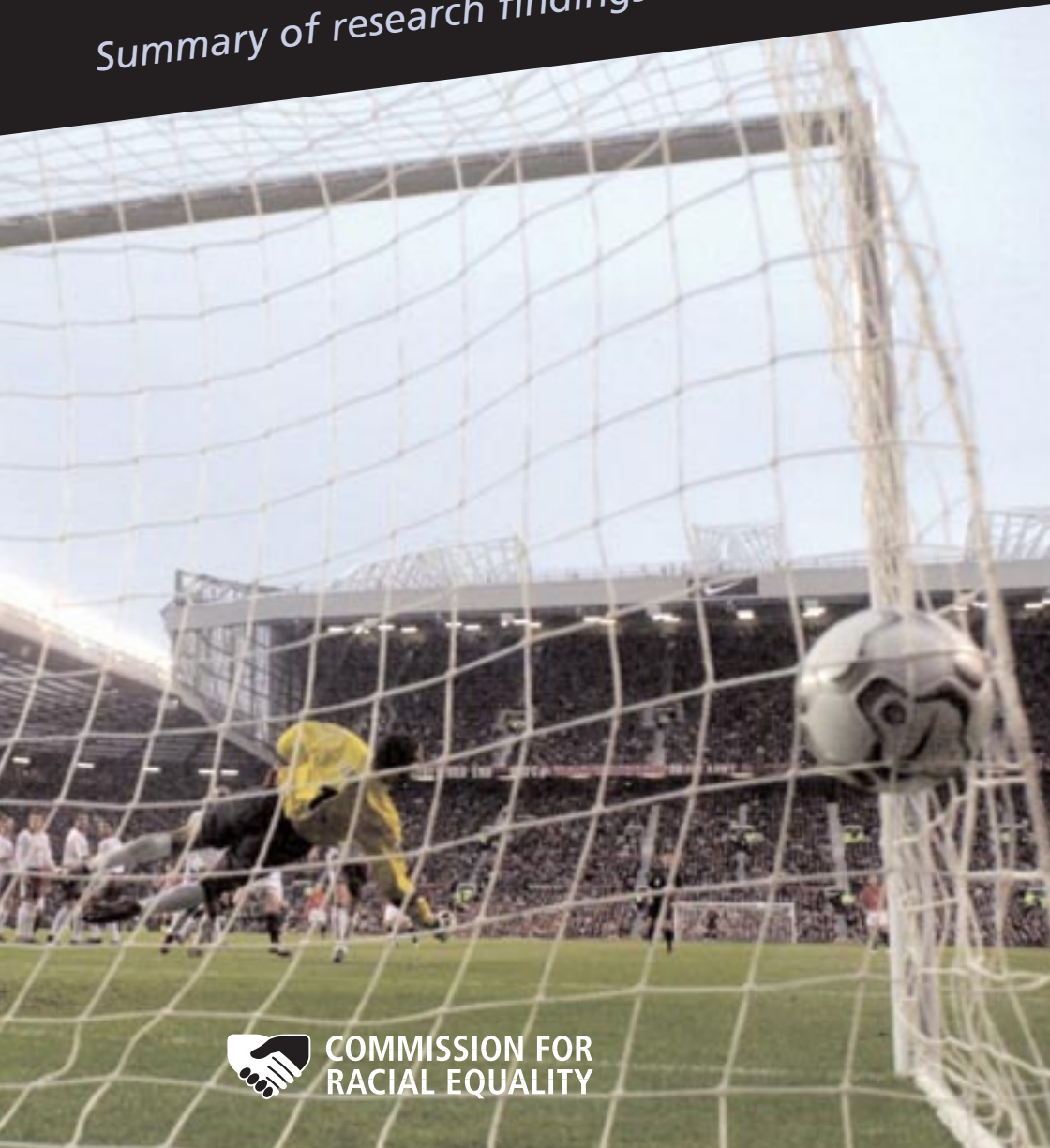


Goal: Racial Equality in Football

Summary of research findings and action plan



COMMISSION FOR
RACIAL EQUALITY

Ethnic minorities are under-represented in the boardrooms, on the terraces and, in some cases, on the field.



This leaflet summarises the findings of the Commission for Racial Equality's (CRE's) research report, *Racial Equality in Football*, and the resulting action plan.

The research, carried out by Leeds Metropolitan University in 2004, represents a determined effort by the CRE to assess equal opportunities in the football industry. The report is based on an analysis of the responses to a questionnaire sent to 92 FA Premier League and Football League clubs, 43

county football associations, and national bodies such as the Football Association, the Premier League, the Football League, the Football Foundation and the Professional Footballers' Association.

The results show that the football industry, with some exceptions, has not taken the question of equality of opportunity seriously. The CRE is committed to working with the industry to put this right.

No national football organisation follows best practice in recruitment and selection.

Key findings

- Ethnic minorities are severely under-represented in the boardrooms and governance arrangements of football clubs and national football organisations. Only one FA Premier League club reported having a non-white board director. There are no non-white members of the FA board or the 92-strong FA council. The under-representation of ethnic minorities extends to the terraces as well.
- Black players predominate at every level of the game, but there are hardly any Asian or Chinese players, at any level or in any age group. For example, in the academies run by the FA Premier League clubs, while there are six times the numbers of black players compared to their number in the population of England and Wales, Asian and Chinese players are significantly under-represented.
- The vast majority of professional football league clubs do not give their staff any training in equal opportunities.

- In the FA Premier League, only 32% of clubs train their staff; in Division One, 32%; in Division Two, 13%; and in Division Three, 9%.
- Too many clubs, particularly in the lower divisions, still have no equal opportunities policy, and where policies do exist, they tend to be very basic.
- Very few clubs formally monitor the take-up of promotion and training opportunities.
- No national football organisation follows best practice in recruitment and selection.

John Barnes is one of a small number of black players who have gone on from playing to coaching. None has yet made it to the boardrooms.

National football organisations have accepted that they need to change. Last year an All-Agency Review Team was set up to look at questions of ethics and sports equity, with representatives from the Football Association, the Premier League, the Football League, the Professional Footballers' Association, the League Managers' Association and the Football Foundation. The team has agreed a ten-point plan to tackle racism and promote and achieve equality of opportunity in all parts of the industry.

Good, but not enough. The football industry needs to rise to the challenge. It needs targets, and help in order to change.

The CRE has charged two special advisors with this role: Paul Elliott and Garth Crooks, both well qualified by their experience of the football industry to help secure a real commitment to change across the football sector. They will be monitoring and evaluating the response to the targets the CRE has set for the Football Association, the Premier League, the Football League, all clubs in the FA Premier League and Divisions One, Two and Three, as well as the Football Foundation, the Professional Footballers' Association and the county football associations.

A list of the key targets is given overleaf.



Key targets



CRE Special Advisors,
Paul Elliott (top) and
Garth Crooks.

- *For all:*
Sign up to Sport England's Equality Standard*,
by March 2005; reach Level 1, **by September 2005**;
and Level 2, **by April 2006**
- *For the Football Association, through the All-Agency
Review Team:*
Evaluate equal opportunities policies and provide
further support and guidance, **by September 2005**
- *For all:*
Review the recruitment and selection policy and
its application to managers, administrators, coaches,
trainers, scouts and football players, **by January 2006**,
and tackle any under-representation, **by July 2006**
- *For all:*
Review the recruitment and selection policy and
its application to membership of boards of directors,
councils and committees, **by January 2006**, and tackle
any under-representation, **by July 2006**

*This is currently being developed.

Details of all the targets the CRE has agreed with the industry are listed on the CRE website at (www.cre.gov.uk/football). The full report, *Racial Equality in Football*, is downloadable from the CRE website.



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