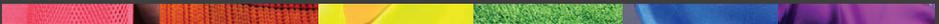


# The FA OPENING DOORS AND JOINING IN



WHERE ARE WE NOW?



## MESSAGE FROM OUR GENERAL SECRETARY



I am proud to be part of an organisation working to champion equality for lesbian, gay, bisexual and transgender (LGB&T) people and to ensure that homophobia and transphobia are stamped out of football.

In February 2012, The FA launched *Opening Doors and Joining In*, a whole-game action plan for football working towards wider inclusion of LGB&T people.

And as the 2013/14 season gets underway, we would like to share and celebrate a few of our successes with you, as well as look to the year ahead.

We want football to be free of homophobia and transphobia, so that everyone can feel free to take part in and enjoy football, whoever they are.

With your support, we can make that happen.

Alex Horne, General Secretary,  
The Football Association

## 1. EDUCATION

So far we've:

- piloted LGB&T and anti-homophobia workshops with county FAs, and The Amateur Football Alliance has started to roll out workplace diversity awareness training across The FA Group.
- developed toolkits for professional clubs, county FAs, clubs and leagues showing how they can support Football v Homophobia, The FA's chosen awareness campaign.
- encouraged 150 clubs to sign up to Football v Homophobia as part of our anniversary year.

In season 2013/14 we will:

- work with county welfare officers to raise awareness of homophobia and its relevance to welfare management.
- work with young people to raise awareness of homophobia in youth football.
- attach mandatory equality education to the new minimum five-match ban for on-field discrimination and as part of sanctions for off-field offences.
- publish guidance on trans engagement for football.
- work in partnership with The Football League to develop and deliver a pro-game workshop programme over the next three years.
- roll out equality workshops to senior pro-players.

## 2. VISIBILITY

So far we've:

- championed the Government Charter on Homophobia and Transphobia in Sport with 92 English league clubs, The Referees' Association and 10 county FAs.
- worked with former pro players to build support for LGB&T footballers through an anti-homophobia film.
- promoted a clear message of support for professional players who want to come out as lesbian, gay or bisexual.
- gained support from MPs and other partners for our work.

In season 2013/14 we will:

- work with county FAs to map out where LGB&T people play football locally, helping us to more effectively target campaign resources.
- promote and celebrate LGB&T football and related events through TheFA.com.
- identify and raise awareness of LGB&T issues by working with role models in football.
- develop trans inclusion and anti-discrimination.

### 3. PARTNERSHIPS

So far we've:

- worked with organisations including Kick It Out, Football v Homophobia, Justice for Gay Africans, Pride London and GFSN, and have backed the London 2018 Gay Games bid.
- promoted Football v Homophobia as part of London Pride 2012.

In season 2013/14 we will:

- continue to work with key LGB&T partners and build new relationships.
- work with the League Managers Association to gain public support from Premier and Football League managers for LGB&T inclusion.
- establish a collaborative working relationship with Stonewall.
- raise awareness of LGB&T inclusion through Club England and England Fans.

### 4. RECOGNITION

So far we've:

- engaged young people and raised awareness through the Sussex-based 'Tackle homophobia' project.

In season 2013/14 we will:

- work to achieve a place in the top 100 of Stonewall's Workplace Equality Index 2015.
- officially recognise those who have made a considerable effort to tackle homophobia and transphobia as part of The FA's Football v Homophobia 150 celebration.

## 5. REPORTING DISCRIMINATION

So far we've:

- supported Kick It Out on the development of their new reporting phone app.
- worked with clubs, leagues and supporter organisations to highlight spectator misconduct and review policies.

In season 2013/14 we will:

- campaign to highlight why it's important for individuals to report discrimination.
- produce a series of short films showing how discrimination should be reported.
- share good practice with regard to match day operations and management policies on reporting and dealing with incidents.

## 6. MONITORING

So far we've:

- demonstrated real progress at county and grassroots level through work with county FAs including Kent, Manchester, Middlesex and Surrey.

In season 2013/14 we will:

- establish The FA Inclusion Advisory Board to steer English Football's Inclusion and Anti-Discrimination Plan 2013-17.
- initiate a football-wide workforce equality monitoring programme.

## PARTNER ORGANISATIONS

The Football Association  
FA Equality Team  
Football Governance & Regulation  
[www.TheFA.com](http://www.TheFA.com)

County Football Associations  
[www.thefa.com/GetIntoFootball/CountyFA/CountyContacts](http://www.thefa.com/GetIntoFootball/CountyFA/CountyContacts)

Football Development  
County Development Managers  
or Football Development Officers  
[www.thefa.com/GetIntoFootball/CountyFA/Football%20Development](http://www.thefa.com/GetIntoFootball/CountyFA/Football%20Development)

Get into Football  
[www.thefa.com/GetIntoFootball](http://www.thefa.com/GetIntoFootball)

Professional Footballers' Association  
[www.thepfa.com](http://www.thepfa.com)

League Managers Association  
[www.leaguemanagers.com](http://www.leaguemanagers.com)

Premier League  
[www.premierleague.com](http://www.premierleague.com)

The Football League  
[www.football-league.co.uk](http://www.football-league.co.uk)

Athena Sport  
Race Strand  
Diversity & Citizen Focus Directorate  
15th Floor, Empress State Building  
Lillie Road, London, SW6 1TR  
020 7161 2864

Gay Football Supporters Network (GFSN)  
[www.gfsn.org.uk](http://www.gfsn.org.uk)

Kick It Out  
[www.kickitout.org](http://www.kickitout.org)

Pride Sports  
[www.pridesports.org.uk](http://www.pridesports.org.uk)

Stonewall  
[www.stonewall.org.uk](http://www.stonewall.org.uk)

Stonewall FC  
[stonewallfc@hotmail.com](mailto:stonewallfc@hotmail.com)

Football v Homophobia  
[www.footballvhomophobia.com](http://www.footballvhomophobia.com)

For more information, advice, and  
guidance, or to get involved, contact:  
[Equality@TheFA.com](mailto:Equality@TheFA.com)



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London, SW1P 9EQ

The LGB&T Action Plan can be downloaded in full at:  
[www.TheFA.com/TheFA/WhatWeDo/Equality/Homophobia](http://www.TheFA.com/TheFA/WhatWeDo/Equality/Homophobia)

