ASIANS IN FOOTBALL

DEVELOPING ASIAN FOOTBALL

NEWSLETTER ISSUE 2
As the governing body of football, The FA has a duty to make the game more inclusive. Not only that, we have committed through the Inclusion and Anti-Discrimination Plan to take steps that will make change happen. The under representation of Asian communities across the whole game has been recognised as a priority area for The FA and through this newsletter, alongside a number of other activities and strategies, we hope to affect change.

Clearly, such change will not happen overnight. Real change will involve all of the game’s stakeholders working collectively to continue to break down barriers and make sure football truly is accessible for everyone who wishes to get involved.

Alex Horne, General Secretary The Football Association
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The efforts of British Asians working in football were recognised at the Asian Football Awards 2013, which took place at Wembley Stadium on 8 October. The event was preceded by a video message of support from FA General Secretary Alex Horne and among the big winners on the night were Swansea City and Wales defender Neil Taylor, Cardiff City’s Kim Bo-Kyung, Tottenham doctor Shabaaz Mughal (who helped save the life of Bolton Wanderers’ Fabrice Muamba), Brentford FC scout Manisha Tailor, Wigan Athletic FC scout Irfan Kawri and grassroots coach Baljit Singh.

The Feyenoord and Norway midfielder Harmeet Singh won a Special Recognition honour, while highly rated Yan Dhanda, aged just 14 and the first player of Indian origin ever to sign for Liverpool FC, won the Up and Coming award. Presenters of the 16 awards included high-profile representatives from British football and media, such as England internationals Gary Lineker, Dion Dublin and Ray Parlour, BBC TV presenter Manish Bhasin and the PFA’s Brendon Batson. Bhangra singing sensation Juggy D performed on the night.

Speaking at the event, Batson said: “Asian football is in a great place. England are on the lookout for talent. Talent is the only currency you need. We want to see young players coming through. There is an untapped pool of talent. The importance of these awards needs to be recognised at all levels. For every player fortunate to play at the elite end, they started at grassroots level. We need to support the development of grassroots football and increase the level of participation. This will help Asian football grow. We need to see greater numbers in the academies. We want those people involved in Asian football to progress to become charter standard clubs.”

Other FA staff that were part of the judging panel were Director of National Game and Womens Football Kelly Simmons, Inclusion Projects Coordinator Kevin Coleman and FA consultant Brendon Batson and supporting were FA Director of Football Governance and Regulation Darren Bailey, Head of Equality and Child Protection Sue Ravenlaw and Equality Manager Funke Awoderu.

The Asian Football Awards aims to improve the awareness of the positive impact made by Asians within the UK football industry and to engage with organisations and individuals to help increase participation levels. Awards founder Baljit Rihal said: “I can proudly say that the Asian Football Awards has already encouraged more Asians to get involved in every aspect of the game, and will continue to do so. Our vision remains to support the growth of UK Asians in football. “Since our inaugural event last year, the support from across the industry has been astonishing, but we are not just concerned with increasing Asian participation on the field. Our aim is also to help make the hierarchies of organisations that govern football more reflective of the society within which we live.”

Check out the awards website at www.AsianFootballAwards.co.uk
The first ever event focusing on talent identification with predominantly Asian coaches took place at St. George's Park on 27 September and was a resounding success.

As an integral of English football's Inclusion and Anti Discrimination Action Plan, the day aimed to develop greater understanding of the principles of talent identification and to seek to network the Asian coaches in to the existing football networks.

More than 40 Asian coaches attended the day at The FA’s National Football Centre, St. George’s Park, with delegates’ experience levels ranging from Level 1 up to UEFA A Licence. Set up in partnership with Birmingham County FA and The Black and Asian Coaches Association, the event, which will be repeated in London and the north of the country, was non-exclusively targeting Asian coaches as part of a wider range of activities designed to address the under-representation of Asians across the game. Squaring the circle of local Asian clubs and coaches with County FAs and professional clubs will increase the chances of talented Asian players being more visible.

Providing coaches with an idea of best-practice in talent identification, the Asians in Football Talent ID day concept will encourage more coaches to become involved in this sector of the game. Over the longer-term, networking those coaches with professional and semi-professional clubs will help bring more Asian players into the higher echelons of the game.

Speaking at the event were a number of leading experts and role models from the world of football including England Under-19 manager Noel Blake, West Bromwich Albion legend Brendon Batson, The FA's player advisor Craig Simmons and Dr Colin King from The Black and Asian Coaches Association, who ran a workshop on talent identification. UEFA A Licence coach Taff Rahman discussed the skills of identifying exciting prospects at grassroots and youth level. Batson MBE, an FA representative who also played for Arsenal and Cambridge United spoke about The FA’s COACH Bursary Programme, which has funded 120 BAME coaches in the past two years to take the next level of their coaching qualifications.

A large number of attendees were affiliated to the Zesh Rehman Foundation. Rehman, who currently plays for Kitchee in Hong Kong, has represented Pakistan at international level since 2005 and spent seven years in English football playing for Fulham, Brighton, Norwich, QPR, Bradford and Blackpool.

He founded this charity to work with the UK’s Asian population and help them become better represented across football – not only on the pitch but among match officials, coaches, administrators, media and as supporters. If you would like more information on this initiative or any of The FA's equality work, please contact The FA's Equality Team via Equality@TheFA.com
TALENT IDENTIFICATION

TALENT ID AT THE TOP

Talent ID is clearly a key area for Asians in football, making sure that Asian players have the chance to be seen but also getting knowledgeable Asian coaches a place on the map. We met with Irfan Kawri, the highest-placed and possibly only Talent ID officer from an Asian background at a professional club with Wigan Athletic. Irfan started his playing career at Rochdale FC and was a youth team trialist at Bradford City, played in the Conference for Leigh RMI and represented Zambia at Under-20 level. He coached at Rochdale Academy and still coaches the youth/reserve team at Macclesfield while he works towards his FA badges. From a working-class background and growing up on a northern council estate with his Indian father and Zambian mother, Irfan has an outlook on the game that we were keen to hear more of.

Irfan is hot off being recognised for his work at the recent Asian Football Awards at Wembley, and we asked Irfan how he got into scouting, as it is a pathway not obvious to the man on the street. He said: “I learned the skills when I started doing opposition team assessments at Rochdale FC for the youth team on FA Youth Cup opponents and for the first team. I then got a position with Scout7 who are the pro game’s leading scouting provider. There I really developed and progressed as an opposition scout and at the same time I completed team assessment reports for the first team at Barnsley. I got recruited by Wigan Athletic as an ex-colleague of mine at Scout7 put in a good word.

“I have never come across another person from an Asian background working at first-team level as a scout in the pro game so obviously I’m a rare breed, however this has never been an issue and has no advantages or disadvantages. I have never had and don’t expect any special treatment as I believe we are all equal.”

Asian under-representation is an issue across the whole game, not just Talent ID, and this is something that Irfan is well aware of and has a view on: “People have discussed many potential reasons why there is an under-representation of Asians in the game. For me there is no one clear reason to it, but you can’t say it’s just racism and have this negative mindset of thinking people are racist towards you. I have had so many positive experiences where the support and help I’ve received has been from mainly white British people and they have treated me the same as everyone else.

“You need to go out there, be positive and make things happen for yourself because if you have talent, have a good work ethic, be persistent and get the right advice and be surrounded by the right people, you will be successful in life. Role models are imperative though and having someone in the Premier League or playing for England would have a really positive effect.”

Irfan is very positive about the future: he has seen the bad times when racism and discrimination were rife in both professional and grassroots football and he is more positive about the current situation. “There is definitely some progress being made, for a start more Asians are actually playing the game than before and parents are slowly supporting their children towards the game whereas with the first and second generation this was extremely rare. I still feel there needs to be more integration, where the Asian communities and white British community integrate more, as this can help overcome social barriers which I feel are still an issue.”

Finally we asked Irfan about the professional game, his area of expertise. We wanted to know if he saw many Asian players on the periphery of the game who might one day make it and who was the best Asian player he had seen? “It is difficult to say who the best player I’ve seen is as I’ve come across plenty, especially lately being a first-team scout. When I was working as an academy scout at Rochdale there were not many Asian lads playing in the junior competitive leagues, so I never got to see many. However there was one Asian lad from Bolton who I actually did some personal coaching with called Umar Chadat who definitely had talent and potential to play at a high level but unfortunately he got released from Bolton at 16.”
FEATURE INTERVIEW

ADIL NABI ON ENGLAND, FAITH AND CHICKEN

Adil Nabi is one of the brightest young stars of the game. A British Asian from a Pakistani family, he grew up in Aston, Birmingham and is one of five brothers, two of which also play at West Bromwich Albion. We spoke to Adil shortly after he was recognised at the recent Asian Football Awards.

Adil, when did you first play the game?

My dad was not like other Asian dads pushing us into cricket, he would always have us playing football and when I was seven years old he took me to West Brom’s community coaching sessions just to have fun. He thought I had some talent after watching me play so I can say that I was first spotted by my dad. It was during these sessions that I was spotted by the coaches at Albion and was asked to come train with them and the rest as they say is history.

Does being one of the only pro Asian players have its advantages or disadvantages?

I know a lot is made of the fact that I am Asian but I don’t think it gives me any advantage or disadvantage, it’s my ability that gives me an advantage. The fact I am one of the only Asians at a Premier League club really pushes me in everything I do, so all the young Asian players, both male and female are motivated to think “Well if Adil can do it so can we”. West Bromwich Albion recently unveiled a statue of “The Three Degrees”, Albion stars Laurie Cunningham, Brendon Batson and Cyrille Regis. They were pioneers who paved the way for today’s black footballers. Nothing would give me more pleasure than to pave the way for the future young Asian footballers. Honestly speaking, I can’t say being Asian has ever mattered to me or the club.

Does your club recognise the cultural or religious needs you might have?

Being Muslim, I have certain dietary needs and like most players I enjoy my chicken. Thankfully West Brom is fantastic at providing Halal food. The whole footballing industry has changed with the influx of overseas players from diverse cultural backgrounds pushing clubs to recognise and accommodate their needs. I think the work being done like that of the Association of Muslim footballers (AMF) in the making of the Muslim Premier League, are great initiatives, and bring issues to a more mainstream audience. Ramadan and Eid are recognised by the club but as a professional I have a responsibility too, so like this year Ramadan fell during pre-season, which is a crucial part of the season, I never asked for any time off. The club was very much aware it was Ramadan and put a training plan together to make it easier for me.

Who is the best player you have ever played with?

I have played with a lot of good players and I learnt a lot from them but if you really pushed me I would have to say that probably the best player I’ve played with is Nicolas Anelka. He’s a fantastic footballer and a great person, I’ve learnt so much from him.
You are already an FA Level 2 coach at just 19. Do you see yourself moving into coaching when you retire?

Football is much quicker, more creative and players are stronger than at any time in the history of the game. As a player anything that helps me to be more aware of the latest philosophies and techniques can only benefit me. Being a Level 2 coach at 19 is great because I am showing others out there that even as a professional footballer, I have not put all my eggs in one basket. I would love to coach and manage one day but I think it’s a little premature to be talking about retiring now!

As a role model for English, Asian and Muslim players do you feel any extra pressure or responsibility?

I don’t feel any added pressure. In fact I feel privileged to be considered a role model. I think there is a need for more role models that kids can look up to both on and off the pitch. I believe that you need certain characteristics to be a good player and these same characteristics are needed to be a good human being.

What do you think is the biggest factor affecting Asian under-representation in football?

There isn’t one single factor affecting Asian under-representation in football, but I do think that a lack of awareness of opportunities and a lack of engagement with Asian communities is a big issue. English football’s Inclusion Plan hopes to bring more Asians into the game, and if delivered well, should go a long way in addressing this. There also needs to be more promotion of Asians in the game in the mainstream media, I mean it’s fantastic having this newsletter for Asians in football, but we need to highlight role models in the mainstream media.

How important do you think it is to have Asian players in the professional leagues as role models?

I’ve already represented England at Under-17 and scored twice on my debut, it was a great feeling to wear the Three Lions and it’s a feeling I fully intend on experiencing with my senior debut. I think if the Asian players in the professional game were given the exposure for what they have achieved you would see a massive effect on the game holistically. The recent Asian football awards were great for giving that exposure.

Even though you are young, you’ve been in grassroots and professional football most of your life. Have you seen the issues facing Asians change much in that time?

I am young in age but in terms of being involved with the games it’s been over 11 years so I would say that I have a good insight. The biggest change I have seen is that the Asian community now believes they have every right to be involved in the game at every level. The young kids out there now see players like me and believe that they too can make it. Yes we still have a long way to go but in my time we have come a long way and who’s to say that like “The Three Degrees”, me and my brothers won’t pave the path and way and open the floodgates to other Asians in football. I believe we are at a tipping point, just look around at what’s going on. My dream would be inshallah to score the winner in the World Cup final for England from a ball played through to me by a young Asian who was inspired from reading this interview into believing that Asians can play football.
Promoting the game to Asian females is as much a priority as the male game. This month we are looking at a new female only grassroots Desi Division in Harrow, north-west London, that is aimed at bringing more Asian females into the game. The competition has been set up by Sheena Hirani, a young Asian player and coach who is non-exclusively targeting Asian females.

Sheena is 25 and has just completed her FA Level 2 coaching qualification. From living in north-west London to East African Asian parents and working for Barnet FC and QPR community Trust as a casual coach, Sheena combines her football activity with being a Level 3 personal trainer. The fact that her local Asian community have been very supportive has been positive but why did she want to set up the league in the first place?

Sheena said: “I wanted to set up the Middlesex Women’s Desi league to give Asian females an opportunity to play. With the help of Middlesex FA and Harrow Council the division was created to encourage more females from Harrow and Brent to participate in football. The difficulty I faced in starting up the league was to get teams to commit to the project. The league organisers decided to start on a small scale by having four teams involved in the project to engage their reaction. The league was a success and the feedback we received was positive and the next league will launch early in the new year. The league is open to all girls and women’s teams and is a fun and friendly five-a-side format. As league co-ordinator I would like to get more teams from all backgrounds involved.”

One of the keys to addressing the under-representation of Asians across the game is understanding why this void exists. Sheena said: “There are various reasons I think why Asians are under represented in football both in playing and running the game. I think the two main barriers are cultural and the barriers that the Asian community is faced with generally. Not all Asian parents support their child in pursuing a career in football, and some encourage their children down a different career path as they don’t see that football will get them anywhere.

“This might be down to lack of publicity surrounding the many Asian role models who are already involved in the game. Those Asians who are either playing or help running the game have had to overcome barriers to have their voice heard. There are still barriers that young Asian players are faced with that stop them playing in the top flight of football. I believe in order to tackle this issue the Asian community has to continue to work with the FA and other governing bodies to make a difference as there are so many worthwhile projects already out there. If I could change one thing it would have to be the structure of the game from grass roots to the top flight. I can coach a talented child in primary school but what happens with that child’s talent is the next question? The right systems need to be put in place to ensure that this talent is nurtured in the correct way and the gap between grass roots and elite football is bridged.”

Identifying Asian role-models is a recurring theme to this area of football. Almost all commentators on this subject think a lack of role models is debilitating to progress. We asked Sheena who her footballing role model was: “My role model is Hope Powell because she’s done a great deal for the women’s game. She has stood her ground in a male dominated sport and implemented important changes that have made the women’s game what it is today.”

Alongside the Desi League, Middlesex County FA Women’s League also offers a Friendly Division which offers 11-a-side football for those female teams who do not want to commit to weekly fixtures, intensive training and administration. The Friendly Division offers a safe platform for new players or returning players and was launched in October 2013 with eight teams currently registered. Following the success of the Desi Division there are now plans to expand to beyond eight teams. Ciara Allen from Middlesex County FA said: “Participation in female football has grown dramatically across Middlesex over the last year and the county FA are doing everything we can to offer flexible formats of the game which are designed to recruit and retain players. The Desi Division has been a fantastic programme and alongside the newly formed Friendly Division, we are pleased to offer an innovative approach to re-engaging females.”

To get involved, contact Ciara Allan, from Middlesex County FA Football at Ciara.Allen@MiddlesexFA.com or Sheena Hirani on Sheens19@hotmail.com
This month Dr Zaf Iqbal, first-team doctor at Liverpool FC talks about the do's and don’ts match day nutrition.

I am often asked what and when is the best time to have food before a football game? There isn’t a magic food which will ensure success and a kebab won’t give you the added advantage you hope for, certainly not on the football pitch anyway. Most of the energy utilised during competition comes from food consumed in the days prior to the event. However the pre-match meal is vital for energy stores during long exertion such as a 90-minute football game. The best time to have the pre-match meal is around three hours before any exercise, to allow for the clearing of food from the stomach. After you have eaten it takes at least two hours for food to be digested so exercising earlier than this means that your blood is being shared between being used for digestion and the exercising muscles.

The type of food is important too, so as to be easily absorbed and give vital energy to the working muscles. The pre-match meal needs to be composed largely of carbohydrates which help with replacing energy stores in the liver and muscles. For ease of digestion and clearance from the gastrointestinal tract, the fat and fibre content should be kept low. Examples of ideal foods for the pre-match meal include pasta, grilled chicken, steak, salmon, mashed or sweet potato, peas, carrots, cereals, toast, fresh fruit juices and low-fat fresh salads. At the end of a game the emphasis should be on replacing muscle energy stores quickly so fruit, protein milkshakes and even low-fat pizza are suitable. If you really need a kebab, save it for after the game!

Alongside this is the question of what is the best drink before, during and after a game of football and how much should one consume? Good hydration is essential for anyone exercising to maximise performance, reduce risk of injury and improve recovery. Studies have shown that even a two per cent decrease in body weight through water loss, (possible by sweating on a hot day in one hour), can cause up to a 20 per cent decrease in performance. Calculating how much fluid an individual needs varies and can be measured more accurately by regular assessment of the body weight during exercise and in different environments. An alternative method is to check urine colour and volume!

However as this is impractical for most people, a rough guide is to have 300-500ml of fluid 15-30 minutes prior to exercising and then take approximately 150-200ml every 10-15 minutes during exercise, depending on the conditions. Usually cold fluids are more palatable during exercise. It is important that the fluid leaves the stomach quickly and so the drink needs to have a glucose content of less than 10 per cent. If the drink contains higher glucose concentrations then this may inhibit gastric emptying. Therefore a mango lassi with its high sugar concentration is definitely not the ideal rehydration drink of choice for a sportsman, as it will just sit at the bottom of your stomach. Water is fine if exercising for less than 90 minutes but an isotonic drink is recommended if it’s for a longer period. After exercise it’s important to rehydrate/replenish glycogen (the way body stores energy in muscles) stores as quickly as possible. This is achievable with a high carbohydrate sports drink and the only time you should consider a mango lassi.
Kick It Out, football’s equality and inclusion campaign has recently hired a new reporting officer. Anna Jonsson deals solely with reporting cases of discrimination in football and working with the game’s authorities to make sure incidents are followed up. We asked Anna a bit more about her background in football and discrimination and her pathway to Kick It Out.

Anna was born in the Sweden city of Helsingborg, which is a prominent football town and at the age of six started playing football in an all-boys team. At nine, she started a girls’ team within the same club and continued to play until 18 when a knee injury put a stop to her playing.

After the injury Anna got involved with an international peace education organisation called CISV where she had the opportunity to work in international programmes that help participants become active global citizens. After a degree in Strategic Communication Anna took a gap year to travel, then started working for a project in Sweden called “Football Against Racism” as education manager. The idea was to influence football in Sweden to work more proactively on equality and inclusion issues, mainly through education. It was during that work that Anna came into contact with Kick It Out’s work in England.

Anna soon moved from Sweden to England to work at Kick It Out, and we asked her about her first impressions of English football.

She said: “I am impressed with the awareness of anti-discrimination work and the issues surrounding it in England. I think that in Sweden there is a perception that in Scandinavia we are way ahead of other countries when it comes to equality, but since coming to England I have quickly revised my opinion. Sweden has been dealing proactively with gender equality and homophobia for many years now, but when it comes to race equality English football has come further.”

“The main support I can provide as Kick It Out’s reporting officer is to help with incidents and raise complaints that occur with the club or the governing body concerned. A key task for me is to make sure that all complaints are dealt with confidentially and that appropriate action is taken. If someone wants to make a complaint, I can provide guidance, as well as general support, to the individual complainants throughout the process.”

With The FA’s focus around Asians in football always being centred on the English game, it is always useful to put this in the context of the bigger picture of European and world football. How prominent Asian and South East Asian communities are in football and Sweden specifically, a country whose liberal society is often held up as a pioneer, was something we were keen to question Anna on.

“That is quite a difficult question for me to answer,” she said. “In Sweden, race is not spoken about in the same way and there are no official statistics on how diverse groups participate in the game. Generally in Sweden it is unusual to pinpoint participants’ race, sexuality or religious beliefs due to a fear of stigmatising diverse groups. With that said, football is the biggest sport in Sweden for both females and males with a lot of local clubs encouraging young people to join, making it one of the most inclusive sports compared to others. However, I am quite certain that we are struggling with similar issues and that we need to raise awareness around it.”

The best way to get involved with Kick It Out’s work is to make direct contact with them. The campaign runs various projects at the elite and grassroots level which look at addressing the issue of under representation of particular communities in the game. Kick It Out’s Mentoring and Leadership Project, and the links they have with initiatives such as The FA’s COACH scheme, the Black and Asian Coaches Association (BACA), the Zesh Rehman Foundation (ZRF) and Chelsea’s Search for an Asian Star project are key when it comes to doing this. We would encourage anybody who wants to get in touch with Kick It Out to either call their office on 0207 253 0162 or email info@kickitout.org.
## JOBS IN FOOTBALL

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*Kick It Out’s Rishi Jain and Coach Manisha Tailor at the campaign’s mentoring conference earlier in 2013*
The last funding round of 2013 for The FA Small-Sided Football Development Fund is soon approaching. The fund specifically supports the growth of small-sided football and is looking for projects that support diverse communities as a priority market for The FA under its commitment to the Inclusion and Anti-Discrimination Plan. Applicants for this fund need to be FA affiliated small sided football providers.

Projects can apply for a maximum of £10,000 and the total project cost could be higher where additional partnership funding is secured. It is important to note that funding for capital costs (e.g. buildings and infrastructure) are not eligible for funding. Applicants are encouraged to consult with the SSF Development Fund Manager prior to submitting their application as well as consulting with their local County FA.

All projects must be able to commence delivery within three months and must be completed within 12 months of The FA Funding Panel approval. The following dates confirm the funding round deadlines for 2013:

**Round 2 – Friday 6 December 2013**

For more information on the fund and to apply please go to: [www.TheFA.com/my-football/player/ssf-development-fund](http://www.TheFA.com/my-football/player/ssf-development-fund)

The FA have just announced a new €100,000 (£85,000) fund for projects developing BAME female football. The money, granted by UEFA from their womens fund is for projects between £5,000-25,000 of up to six months in length and that will be completed by December of 2014.

The application form and information will be available shortly on the FA website.

The application window for the grants will be from 17 December to 17 January 5pm 2014. For more information please email beinspired@TheFA.com
McDonalds are currently offering cash grants of between £500 to £2500 including VAT for a single project from affiliated clubs with at least one youth team.

Examples of things McDonald’s will support include, but are not limited to:

• Club facilities, grounds-keeping tools, training courses, pitch hire, mini-vans and washing machines; whatever your club and team could significantly benefit from.

Examples of things McDonald’s will not support include:

• Advertising and promotions, fundraisers, kit/team wear, club trips/tours, holiday training camps and club personnel wages/expenses e.g. fuel.

No grant will be awarded for work that has already been completed prior to an application being submitted and approved. Applications for grants will be considered by a McDonald’s panel of judges, including a representative from The FA.

Application period – opens October 1st closes 31st December 2013

Link: www.mcdonalds.co.uk/ukhome/Sport/Football/Investment/small-grant.html

An additional £40 million has been invested in the Inspired Facilities grant scheme which will enable it to offer funding to community sports projects across England for another three years. The Inspired Facilities scheme, part of Sport England’s Places People Play programme, is currently accepting applications for Round 5.

The scheme is part of Sport England’s goal to deliver a London 2012 legacy of increased mass participation in sport. Community and voluntary organisations from across England can apply now for grants of between £20,000 and £50,000 to refurbish and improve existing facilities, or develop an existing building for sports use in the community. At least 70% of the available funding available is set aside for these groups. Local authorities, statutory bodies and education establishments such as schools, can apply for grants between £20,000 and £150,000. The funding is intended to breathe new life into tired facilities that can be unattractive, expensive to run and difficult to maintain. There is also money available to convert existing buildings into venues that are suitable for grassroots sport.

Groups can apply for the funding as long as they can show:

• How their project will keep and, ideally, attract more people to sport.

• Their local community wants and needs the project.

• How the project will cover its running costs and remain open for sporting use for years to come.

The deadline for applications for Round 5 is 16 December 2013.

Full details can be found on the Sport England website
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Contact

Equality and Child Protection Department
P: Wembley Stadium, PO Box 1966, London SW1P 9EQ
E: Kevin.Coleman@TheFA.com