



The FA
**OPENING
DOORS AND
JOINING IN**



*The FA Action Plan for including
lesbian, gay, bisexual and trans (LGB&T)
people in football 2012-2016*



Alex Horne, FA General Secretary (centre) with Richard Bevan, left, Chief Executive of the League Managers Association and Greg Clarke, right, Chairman of the Football League at the Prime Minister's reception at no.10 Downing Street to discuss homophobia and transphobia in sport (June 2011).

“The FA and its stakeholders are committed to giving everyone the opportunity to take part in and enjoy football, whatever their gender, ethnicity, religion, faith, sexual orientation, ability or disability. We’ve seen real progress over the last 20 years when it comes to tackling racism and that’s something football should be proud of. We also remain committed to our long-term goal of removing discrimination, such as homophobia, out of the game.”

Alex Horne, General Secretary, The FA

‘WE ALL HAVE A COLLECTIVE RESPONSIBILITY’



Over the past 15 years football has made enormous progress tackling racism from the grassroots to the highest levels of the nation’s favourite game. We can rightly be proud of the excellent work of the football family and our partners, but just as we remain committed to combating racism, we all have a collective responsibility to eradicate all forms of discrimination from the game.

Since becoming Chairman of The FA, I have been impressed by the commitment of all in football, from the grassroots to the professional game, to ensuring that football remains accessible to everyone. As the nation’s favourite game it is essential that football is open to all, irrelevant of race, gender, ethnicity, sexuality or any other factor. It is this essential commitment that underpins The FA’s Equality objectives

and I am pleased to share with you our Action Plan for Inclusion and Anti-Homophobia.

This plan highlights not only The FA’s belief that football must be accessible to all, but that any form of Homophobia or Transphobia will not be accepted within our game. The plan will see the football family work in partnership with the Lesbian, Gay, Bisexual and Trans (LGB&T) community stakeholders including Kick It Out (KIO), Stonewall, Pride Sports, The Justin Campaign, The Gay Football Supporters Network, the Police and the Crown Prosecution Service (CPS).

The FA has a moral obligation to provide a safe environment for those who play, watch, coach, officiate and administer the game, as well as protecting the game’s integrity and implementing our legal responsibilities. This plan and our subsequent work will also:

- Promote a positive, inclusive image and reputation of the game, its participants and supporters;
- Preserve player and participant welfare;
- Encourage future generations of participants from all communities to come into the game, whether as a players, match officials, supporters, coaches or administrators/volunteers.

Tackling Homophobia and Transphobia in football is about fulfilling our obligation to serve the communities we represent and to create an environment where the LGB&T communities can be actively involved, without the fear of discrimination and prejudice.

Football’s response to combating racism has demonstrated that a collective approach with partners from inside and outside the football family is effective. Just as we joined together to combat racism, we all have a collective responsibility to ensure that football remains accessible to all and to combat homophobic and transphobic abuse in the game. In June 2010, the football family made a public commitment to this work, with the signing of the Government Charter, Tackling Homophobia and Transphobia in Sport: The Charter for Action.

We are now ready to build on this commitment. This Action Plan indicates how The FA will lead this work. I look forward to producing an end-of-season report as feedback to the football community at large on the progress we make.

David Bernstein
Chairman, The Football Association



Prime Minister David Cameron at no.10 Downing Street to discuss homophobia and transphobia in sport (June 2011).



Jason Hall, Founding Director, The Justin Campaign with Lynne Featherstone MP, Parliamentary Under-Secretary of State (Minister for Equalities), Home Office and Government Equalities Office

‘WE ARE COMMITTED TO ENCOURAGING MORE LGB&T TEAMS AND PLAYERS TO PLAY AND PARTICIPATE IN MAINSTREAM FOOTBALL’

The FA has invested £200m over a four-year period into the National Game Strategy.

The strategy set out four goals: to grow participation, raise standards and improve behaviour, develop better young players and run the game effectively. This is underpinned by a major investment in the paid and volunteer workforce and in facilities.

Tackling homophobia and providing opportunities for lesbian, gay, bisexual & trans people is key in ensuring we deliver on our overall vision of providing everyone with a positive footballing experience in a fun, safe and inclusive environment.

We are committed to encouraging more LGB&T teams and players to play and participate in mainstream football. We will offer a variety of playing opportunities from clubs based 11-a-side and recreational 5-a-side, through to the new FA Mars Just Play Centres offering opportunities for everyone to play whatever their level and experience.

We will continue to build on our Respect programme, recognising that we all have a collective responsibility to provide a positive environment where everyone can enjoy their football free from any abuse.

We want to encourage coaches from the LGB&T community into the FA’s coaching structures through positive targeted initiatives with our partners including the delivery of a Level 1 LGB&T course.

We will deliver bespoke educational workshops in conjunction with County Football Associations (CFAs) to enhance awareness of LGB&T engagement. We have already seen some excellent work by Middlesex, Manchester, Sussex and Kent CFAs. We will build on this over the next four years.

Finally, we will work with the LGB&T community to identify & develop referees & will run LGB&T referee courses.

We are committed to delivering on the above activities with our partners over the next four years and will report on our progress annually.

Kelly Simmons

Head of National Game, The Football Association



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1. INTRODUCTION AND PRINCIPLES:

The Action Plan for promoting LGB&T inclusion is an integral part of The FA's current strategic plan. One of the goals of this plan is to ensure 'Football for everyone'. The Action Plan sees the grassroots and professional games work in partnership.

To ensure complete alignment, the Action Plan also helps fulfil one of The FA's over-arching governance and regulation strategic objectives:

- to provide a safe environment in which to play, coach, manage, officiate, administer and watch the game and to, maintain the game's integrity and implement moral and legal responsibilities.

The Action Plan also fulfils part of our overall equality objective, which is:

- to promote inclusion, widen diversity in the game and address discrimination in all its forms.

Apart from underpinning The FA's duty of care towards the game, the equality work to be undertaken will also:

- promote a positive, inclusive image and reputation for the game, its participants and supporters;
- preserve player and participant welfare;
- encourage future generations of participants from all communities to come into the game whether as players, match officials, supporters, coaches or administrators/volunteers.

Irrespective of... sexual orientation
How The FA ensures sexual orientation is no barrier to football participation, progress or enjoyment.

TheFA.com/FootballforAll/Homophobia

10-point plan:

6. Lobby: We'll work with Government and international football authorities to change any legislation/regulations to support the involvement of gays and lesbians in football.
7. Fund: FA funds have been secured to actively support and promote the following activities:
 - Producing information leaflets such as this one;
 - Appointing well-known Ambassadors to help tackle homophobia;
 - Keeping the gay and mainstream media informed about our work.
8. Promote key messages: We'll do this by:
 - We will use as many communication channels as possible to let people know what we are doing to combat homophobic abuse and discrimination.
9. Conduct research: We will conduct relevant research to inform our future thinking and activities.
10. Monitor and evaluate: Keep holding a mirror up to our work to ensure it is effective and positive. And change it if not.

The FA's 10-point anti-homophobia plan, published in 2006

2. BACKGROUND

The FA has been actively working on inclusion and tackling discrimination for many years. A 10-point plan '*Irrespective of sexual orientation*' was published in 2006, covering the areas below.

The 2011-16 plan builds on this earlier work. It will provide visible and measurable evidence of The FA's objectives every season.

2006 10-POINT PLAN:

1. The FA must lead and own

The FA fully accepts the positive leadership role it can take to promote inclusion and tackle homophobia.

Key actions to date:

- The FA, working with the football authorities, established a football-wide advisory group to deliver the core principles of this 10-point plan.
- Given football is the national game and is embedded in our society, The FA is working closely with government and its agencies to use the power of football to encourage positive change.



2. Educate

The FA will embed issues such as homophobia and transphobia into training courses to raise awareness of equality, to change inappropriate attitudes and to celebrate diversity.

Key actions to date:

- The 'Kick Homophobia Out of Football' film was commissioned as part of The FA's approach to address homophobia in football. The decision was based on the intelligence gathered with stakeholders from the LGB&T communities in football and more widely. The film is now in the public domain.
- The FA has delivered training in 'Handling Discrimination Cases' for the County FAs (CFAs) to help them manage discrimination allegations. Over the past four years, approximately 410 people have been trained. Homophobic abuse is explicitly addressed in the training. The FA's Disciplinary Department supports CFAs with individual cases, as required.
- Working with 'Kick It Out', the Professional Footballers' Association (PFA) and the Premier Football Leagues, football scholars (16-18 year olds) are trained in all areas of diversity awareness, including sexual orientation and the effects of homophobia in football.
- The FA's anti-discrimination partner 'Kick it Out' offers an Equality Standard accreditation programme to professional clubs. This includes tackling homophobia and how to engage with local gay communities.
- The FA's Equality Workshop is promoted throughout grassroots football. The workshops are attended by coaches, volunteers and administrators and they cover homophobia, its impact on local engagement and delivery.
- Coach Educators have attended 'Equity In Your Tutoring' Training.
- Specific training has been undertaken with referees on Fouls and Misconduct (Law 12 of Association Football). Training has focused on dealing with the use of offensive, insulting and abusive language.
- The FA's long-term Respect programme states within its Codes of Conduct: 'Never engage in, or tolerate, offensive, insulting or abusive language or behaviour'. Additional guidance makes it clear that this includes homophobic abuse.

3. Sanctions

The FA will apply sanctions for homophobic abuse, which is outlawed under Law 12 of the Laws of the Game. It is a red card offence and referees are trained to manage situations where it arises.

Key actions to date:

- For misconduct charges the sanction can be increased if there are aggravating factors; homophobic abuse is listed as an aggravating factor. For a first-time offence the sanction is doubled; it is trebled for a second offence and so on.
- Sanctions are also imposed through the Ground Regulations, which set out the rules of entry to each stadium. These were amended in 2007-08 season. The Regulations specify behaviours which are not acceptable. These include: threatening behaviour, foul or abusive language, racial, homophobic or transphobic abuse, chanting or harassment and the chanting of anything of an indecent or racist nature.

4. Encourage reporting

The FA will encourage reporting of all forms of discrimination, including homophobic discrimination and abuse, via a dedicated phone number and e-mail address:

Tel: 0800 085 0508

Email: reportdiscrimination@TheFA.com

All reported allegations will be investigated and appropriate action will be taken if an incident is proven.

Key actions to date:

- The homophobic abuse of Sol Campbell in the 2008-09 season was a high-profile example of how The FA will act swiftly and responsibly. An immediate press response was made, condemning all offensive chanting and underlining The FA's commitment to investigating complaints. The FA and relevant partners (clubs, the Premier League, the police and the Crown Prosecution Service) worked collaboratively to secure the successful prosecution of many cited offenders (including Football Banning Orders).
- The Crown Prosecution Service appointed regional football officers to support the process of securing convictions and banning orders working with the Crown Prosecution Service. The FA will use the 'Kick Homophobia Out of Football' film to ensure these officers are briefed on issues surrounding homophobic abuse.





- Wembley Stadium, as the national football arena, should lead by example and always demonstrate good practice. Wembley has implemented a Code of Conduct for all visitors to the Stadium. This Code applies in addition to the Ground Regulations and requires spectators to conform to the following:
 - › No standing;
 - › No swearing;
 - › No smoking;
 - › No aggressive behaviour;
 - › No inappropriate behaviour;
 - › No racist and homophobic chanting.

Wembley’s commitment is made visible and accessible via:

- › Increased signage within the concourses promoting the in-house stadium texting alert service;
- › Visual messages on the concourse TVs;
- › Visual messages on the stadium’s giant screens;
- › Public announcements from the match announcer and on the public concourses;

Homophobic chanting is taken very seriously. Offenders are liable to ejection from the stadium and criminal prosecution.



5. Work in partnership

The FA will work with its partners to provide advice and guidance to professional bodies and with grassroots clubs.

Key actions to date:

- Positive and productive partnerships have been formed with organisations including:
 - › The Gay Football Supporters Network (GFSN), which promotes the support and participation of gay men and women in football. It also acts as a medium for LGB&T football supporters to meet.
 - › Kick it Out, Pride Sports, The Justin Campaign and Stonewall who work throughout the football, education and community sectors to challenge discrimination, encourage inclusive practices and work for positive change.
- Other key partners include:
 - › The Football Authorities;
 - › The Advisory Group for Tackling Football Homophobia;
 - › The UK Football Policing Unit;
 - › The Crown Prosecution Service;
 - › Athena Sport, a unit within the Metropolitan Police Service, which has a specific remit to address Hate Crime in sport;
 - › The Police Service
- The Football Authorities are part of the All-Agency Review Team (AART), which involves the Premier League (PL), the Football League (FL), the Professional Footballers’ Association (PFA), the Football Foundation (FF), the League Managers’ Association (LMA), League Football Education (LFE) and the Football Conference.

The AART’s role is to co-ordinate the approach to managing, dealing with and promoting anti-discrimination in football.

6. Lobby

The FA will work with government and international football authorities to change any legislation/regulations in support of the involvement of LGB&T people in football.

Key actions to date:

- The FA attended and offered feedback to:
 - › ‘The National Strategy for combating homophobia in football’ which was facilitated by the European Gay & Lesbian Sport Federation (EGLSF) on the 5 March 2010 in Manchester.
 - › The 2nd EGLSF Conference, Football Against Homophobia, Berlin 21-23 May 2010. The conference brought together Lesbian and Gay activists and primarily focused on future challenges.
- The FA is working collaboratively with the Government Equalities Office and has signed (in June 2011) ‘Tackling Homophobia and Transphobia in Sport: The Charter for Action!’



The Charter has four principles:

1. We believe that everyone should be able to participate in and enjoy sport – whoever they are and whatever their background.
2. We believe that sport is about fairness and equality, respect and dignity. Sport teaches individuals how to strive and succeed, how to cope with success and disappointment, and brings people together with a common goal.
3. We are committed to making these values a reality for lesbian, gay, bisexual and transgender people. We will work together, and individually, to rid sport of homophobia and transphobia.
4. We will make sport a welcome place for everyone – for those participating in sport, those will work with all these groups to ensure they have a voice, and to challenge unacceptable behaviour.

The Premier League, Football League, Professional Footballers' Association (PFA) and League Managers Association (LMA) signed the Charter in June 2011. In October 2011, Wycombe Wanderers FC became the first football club to sign the Charter, intended to rid football of homophobia and transphobic abuse.

7. Fund

The FA will seek to secure funds for strategic developments.

Key actions to date:

- Funding of research projects to PhD level to inform The FA's equality work;
- Funding of information and workshop materials to support The FA's overall equality programme, including social inclusion and tackling homophobia;
- Financial or human resource support for programmes undertaken by organisations with whom The FA is in partnership

8. Promote key messages

The FA will distil and then disseminate key messages which promote LGB&T inclusion and tackle homophobia.

Key actions to date:

- Information leaflets produced to promote the 10-point action plan. The leaflets were distributed throughout the football family in England and via like-minded organisations to their respective audiences.
- The FA is working with well-respected role models, such as Paul Elliott (former Chelsea FC player) and Dave Ravel (openly gay referee) Mark Bright (Former Player and Football regulatory Authority member) to help tackle homophobia & transphobia.
- Ongoing updates to and through the gay and mainstream media to inform about the work being undertaken to tackle football homophobia & transphobia.
- Regular press statements to support The FA's work – and activities undertaken by partner organisations.



9. Conduct research

The FA will sponsor relevant research and act upon relevant external research undertaken to inform activities.

Key actions to date:

- The FA is sponsoring a PhD student to undertake a review of the available material in this area – and to gather empirical data from a range of people within football.
- Research has been used to inform guidance on: future inclusion work with non-heterosexual footballers, and on tackling homophobic and biphobic bullying within the game.

10. Monitor and evaluate

The FA will monitor the effectiveness of its actions.

Key actions to date:

- All activities undertaken as part of the original 10-point plan have been subject to rigorous scrutiny over the last five years.
- Where appropriate, refinements have been made to the 10-Point Plan and learning's incorporated to take forward into future activities.
- New strategic approach is being adopted and this is covered in the next section.



3. THE 2012-16 ACTION PLAN FOR PROMOTING LGB&T PEOPLE INCLUSION IN FOOTBALL

The Plan's objective is stated at the start of this document, and continues to guide all FA work in this area:

- to promote inclusion, widen diversity in the game and address discrimination in all its forms.

This objective is underpinned by six delivery themes:

1.	Education
2.	Visibility
3.	Partnerships
4.	Recognition
5.	Reporting
6.	Monitoring

The FA's Advisory Group for Tackling Homophobia (AGTH) is responsible for charting progress against these themes, keeping work on track and ensuring relevance to the overall objective.

It is important to draw a clear definition between the **strategy** employed to implement each delivery theme and specific tactical **actions**:

- The strategy is the overall method which will be used to turn the delivery theme into reality;
- The actions are specific tasks to be taken in line with the strategy.



“It would be naive to think discrimination in and around football has gone away. It would be equally unacceptable if people in football turned a blind eye to the issue. Former players such as myself have a key role in voicing their opinions to eradicate discrimination of any type from football, so everyone can enjoy the world’s greatest game.”

Paul Elliott, FA Ambassador and former professional footballer, MBE

How will we deliver and what will success look like?

1. Education:

Strategy: By embedding inclusion and homophobia as part of The FA's Education programme.

Actions	What does success look like?
1 Incorporate the 'Kick Homophobia Out of Football' film into the Stewards Training Programme and disseminate guidance notes to trainers	Guidance notes produced and disseminated to support the new training package delivered by Stadium or Safety Officers. - To seek endorsement from The Football Safety Officers' Association and the Football Licensing Authority
2 Work with Running Sport, Sport England's education arm, to embed the 'Kick Homophobia Out of Football' film in its 'Club For All' online workshop programme, which is sport-wide. The aim is to widen understanding of the issues raised and its relevance to grassroots club development	Film incorporated and fully integrated as part of The Running Sport Club For All 3-hour workshop aimed at all grassroots sports clubs
3 Update The FA's Equality Education Programme to include LGB&T engagement. This means ensuring there is dedicated time within the programme on inclusion and anti-discrimination, including homophobia. It also means ensuring these issues are covered within the Generic Tutor Programme Updates and CPD training	LGB&T section revised and relevant to practical engagement. To run a Continuous Professional Development (CPD) session for Lead Mentors in the programme and for the Equality Education Programme (EEP) Tutor workforce
4 Develop materials to facilitate learning among the 1,200-strong FA Learning tutor workforce, mainly communicated via the dedicated Tutor Website	Relevant and appropriate materials produced and disseminated to the 1,200-strong FA tutor workforce
5 Collate and share FA-commissioned findings on homophobia in football with key partners involved in shaping our plans. This will include sharing other research from European partners and UK-based partnership organisations	Scheduled commissioned findings shared with key partners
6 Look at the needs of young LGB&T people working in partnership with Stonewall and other football stakeholders	Key issues, barriers, challenges and opportunities identified to inform future work



7	Actions	What does success look like?
7	7. Identify and train tutors at Football League Clubs to deliver the Professional Game Equality Workshop and to provide the necessary guidance on homophobia and its effects on people and learners attending the workshop	Tutors trained to deliver the Professional Game Equality Workshop at a number of Football League clubs who can then deliver the workshop within their own club and at other local Football League clubs. CPD events to cover guidance to support tutors
8	8. Work with the League Managers Association (LMA) as a partner in supporting key campaign messages through its membership base	Key messages from campaign activities are supported by managers from the Premier League and Football League
9	9. Work with the LMA and Professional Footballers' Association (PFA) to raise awareness and educate its membership on inclusion and anti-homophobia	Managers are provided with relevant and appropriate education guidance to inform, raise confidence and its relevance to their membership
10	10. Work via the Premier League and other stakeholders on training for stewards as part of the 'On the Ball' training package.	All stewards fully aware of how to deal with homophobic incidents and ensure a welcoming environment for all fans
11	11. Work via the Premier League and the PFA on the Scholars training programme	Scholars are aware of homophobia and its effects, comfortable with their sexuality and that of their team-mates
12	12. Work via the Premier League to develop a set of guidance notes on homophobia as part of a review of training for Club staff	Club staff understand homophobia and other prejudice, and the importance of dealing with these issues properly
13	13. Work via the Premier League and its clubs to embed 'Get On with the Game' initiative which works to ensure a welcoming environment for all fans and supports key messages	Premier League clubs recognised as a welcoming place for fans and supporters by the LGB&T and wider football communities
14	14. Promote the Premier League kids. getonwiththegame.com which educates primary school children about bullying (including cyber bullying) and other social issues	Primary school children more aware of the issues and realise that football is a welcoming place





“As our national sport, football has a pivotal role to play in tackling homophobic discrimination, and indeed, any form of discriminatory behaviour. In turn, the game’s governing body in England, The FA, has a specific leadership role to play. It’s great to see The FA accept and embrace that role and act upon behalf of the whole game.”

Mark Bright, FA Ambassador, TV commentator and former professional footballer



2. Visibility

Strategy: By working in partnership with LGB&T campaign/lobby organisations on general awareness of LGB&T issues in football.

Actions	What does success look like?
1 Work in partnership with The Justin Campaign on its Football v Homophobia International Day in February 2011	FA joint Press Release for 2011 & 2012 Campaign working in partnership with The Justin Campaign and Kick It Out
2 Using FA communication channels, widely promote activities and events undertaken by partner organisations and County FAs as part of LGB&T History Month in February 2012 & 2013	FA joint press release with partner LGB&T organisations. To secure the support of 15 key County FAs including football-related activities or messages
3 Map out affiliated and unaffiliated levels of LGB&T engagement in football to inform future strategies and associated actions to address LGB&T visibility in football	Results and findings from audit carried out

3. Partnerships

Strategy: By engaging with and proactively with partners such as KIO, Pride Sports, The Justin Campaign, Stonewall, GFSN, The Police, the Crown Prosecution Service (CPS) and The European Gay, Lesbian Sports Federation (EGLSF).

Actions	What does success look like?
1 Include LGB&T organisations in the distribution of tickets for England internationals played at Wembley Stadium	LGB&T organisations included in the FA’s ticketing policy aimed specifically at community groups with real visibility of LGB&T football clubs/fans attending England internationals staged at Wembley
2 Work with anti-discrimination partners on LGB&T engagement in the planning for the 2012 KIO Weeks of Action	Bi-monthly meetings initiated as a platform to update on the work of The FA and to ensure future objectives are informed by The Police and The CPS
3 To work and engage specifically with partners from the football authorities and wider legal framework such as The CPS, The UK FPU (Football Policing Unit) and The Police	Regular meetings with partners
4 Work via the Premier League to support the commitments of the Government Charter Tackling Homophobia and Transphobia in Sport: The Charter for Action	All clubs signing the Government Charter Tackling Homophobia and Transphobia in Sport: The Charter for Action
5 Work with the LMA membership base to encourage and support clubs to sign the Government Charter, Tackling Homophobia and Transphobia in Sport: The Charter for Action	Messages of support from Managers as part of the general communication and campaign undertaken in support of Clubs signing the Charter Tackling Homophobia and Transphobia in Sport: The Charter for Action



“Working in partnership and using trusted communication channels are key to the success of the Action Plan.”

Funke Awoderu, Equality Manager, The Football Association





“It’s simple really. Football is for everyone, all the time. Any barriers – whether real or perceived – to participating in football in any role must be removed. This isn’t ‘someone else’s job’ – it’s all of our personal responsibility.”

Hope Powell, England Women’s National Coach

“The issue of homophobia is a key strand of our activity across both professional and grassroots game. Working with key partners, our role is to ensure it’s a topic that remains high on the agenda.”

Peter Clayton, Chair of The FA’s Advisory Group for Tackling Homophobia (AGTH) and Chief Executive, Middlesex County FA



4. Recognition

Strategy: By ensuring The FA recognises and celebrates successful examples of good practice that lead towards positive change.



Actions	What does success look like?
1 Recognise achievements/ successes by clubs/organisations who are widening LGB&T representation	Clubs/ organisations are officially recognised through key events or communications measured each season
2 Circulate a regular progress report monitoring progress against all the delivery themes in this document	A progress report is prepared and circulated to key stakeholders as an update on key successes at the end of each season
3 To join the Diversity Champions Programme and promote its charter mark	A workplace plan developed and owned by the FA Senior Management Team

5. Reporting discrimination

Strategy: By ensuring anyone who wants to share in football, whether they play, watch, coach, referee, officiate or volunteer, should do so free from any form of discrimination or hatred based on their individual characteristics or background. Homophobic and transphobic behaviour should not be tolerated on the field of play, at work or in/around stadia.

The FA will work with key stakeholders to encourage the reporting, monitoring and tracking of discrimination and hate crimes at all levels of the game.

Actions	What does success look like?
1 Work with KIO and other partners to raise awareness of where/how to report hate crimes.	Public-facing guidance which acts as a confidence measure and is widely promoted through partners and stakeholders
2 Compile and report on season-end intelligence gathered from professional and grassroots football by the On- and Off-Field Regulation Team.	Season-end report collated and analysed.
3 Work alongside LGB&T stakeholders to review the regulatory frameworks in relation to homophobia and hate crime. From this, to consider any changes or amends through the relevant committees and/or the Football Regulatory Authority (FRA).	Briefing paper drafted and discussed through the relevant football channels
4 Work with the Premier League and Kick It Out to make continuous improvements to the complaints process	Streamlined and effective complaint process with swift resolutions and actions





“The GFSN is all about getting LGB&T people involved in football, whether that’s by supporting a favourite team, playing in an completely LGB&T friendly environment or being one of the many grassroots volunteers. For too long LGB&T people have felt disenfranchised from the game and we provide a way back in. We’re keen to work with The FA and the rest of the football world to ensure the game is welcoming to all and that LGB&T people never feel excluded.”

Chris Basiurski, GFSN Chair

6. Monitoring

Strategy: By ensuring this actions contained in this plan are tracked and monitored. From the monitoring, The FA’s Senior & Executive Management Team, The Advisory Group for Tackling Homophobia and the County FAs will build good-practice case models which can influence change and attitudes.

Actions	What does success look like?
1 Evaluate The Football v Homophobia International Day 2012 and share findings/learnings/case studies.	Briefing paper compiled to qualify the impact of Football v Homophobia annually.
2 Compile half-yearly updates on progress to The FA’s Senior & Executive Management Team.	Half-yearly updates compiled and presented to The FA’s Senior & Executive Management Team highlighting success, challenges and risks
3 Monitor and track reported hate crimes in professional and grassroots football with a particular focus on homophobic , biphobic and transphobic abuse gathered by the On- and Off-Field Regulation and Disciplinary Team. Share findings with the relevant partners.	Findings presented to stakeholders
4 Premier League to review complaint monitoring system	Ability to identify trends and address issues more effectively





From left: John Hurst (Manchester County FA), Lou Englefield (Pride Sports) and Paul Miler (International Gay & Lesbian Football Association)

“Working with The FA to challenge homophobia, get more LGB&T people into football and to increase the visibility of those already participating in the game is a great opportunity and a great challenge. We are delighted to be part of an initiative in which a National Governing Body is taking the lead to make sport more inclusive of LGB&T people.”

Lou Englefield, Director, Pride Sports.

4. FA GRASSROOTS DELIVERY PARTNERS

DELIVERY PARTNER 1: PRIDE SPORTS

Pride Sports is the UK’s LGB&T sports development and equity organisation. Its launch in 2006 marked the culmination of 10 years’ sports development and activity within Manchester’s LGB&T community. Now working across all sport and throughout the UK, Pride Sports has two strategic aims:

- To challenge homophobia in sport
- To increase participation in sport by the LGB&T community

Over five years, Pride Sports has achieved significant outcomes both in growing LGB&T sport in the UK and in challenging homophobia in mainstream sport.

PRIDE SPORTS AND FOOTBALL

Pride Sports has delivered a range of football-based projects since its launch. These have included street football projects for young people in areas of chronic anti-social behaviour, soccer camps for LGB&T young people, as well as support and coaching for youth teams to compete in international LGB&T football competitions. Pride Sports has been represented at a number of debates and panel discussions on homophobia and LGB&T participation in football. Earlier this year, Pride Games 2011 played host to the International Gay and Lesbian Football Association (IGLFA) European Cup, which was sponsored and supported by the FA.

Key achievements include:

- Training, consultancy and advice in LGB&T inclusion and challenging homophobia for National Governing Bodies of Sport, County Sports Partnerships and other sports stakeholders.
- The UK’s annual LGB&T multisport festival, Pride Games, which includes a small-sided football tournament delivered in partnership with Manchester FA.
- An annual LGB&T Youth Games event (the only LGB&T Youth Games in the world).
- The inaugural National LGB&T Sports Summit, a conference which brought together representatives from National Governing Bodies of sport with LGB&T community sports organisers.
- An anti-homophobia rugby league initiative in which Championship side Sheffield Eagles wore a bespoke ‘Homophobia Tackle It!’ kit during a league match.



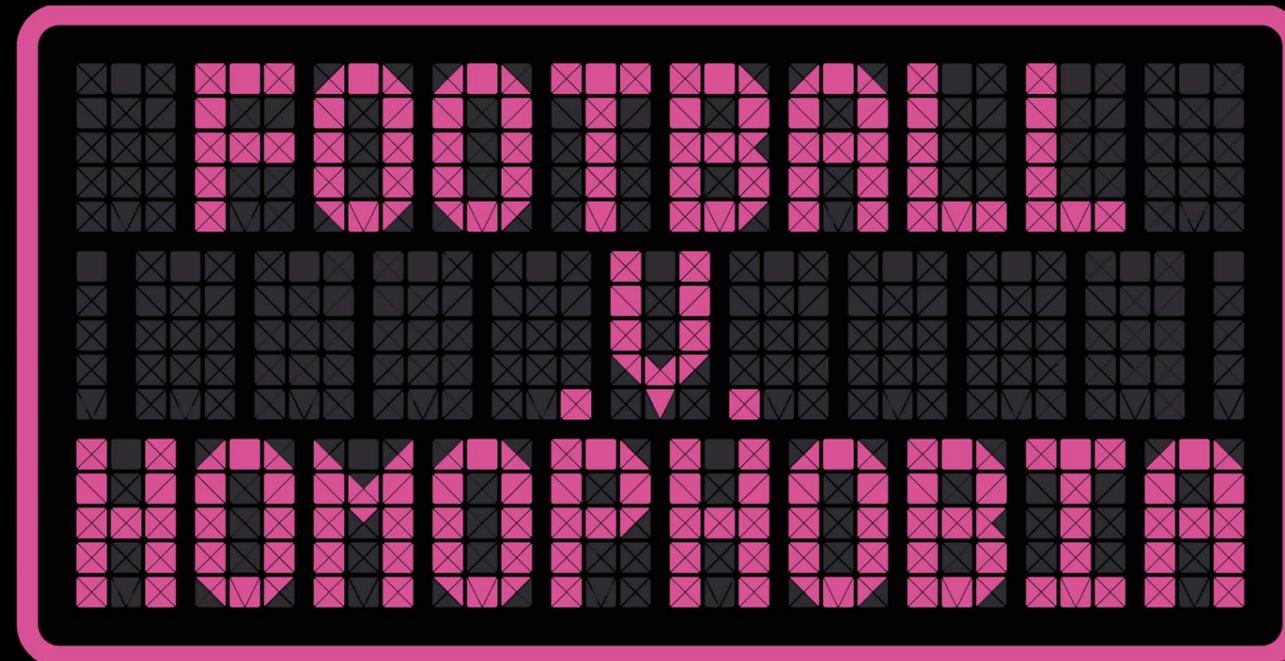
WORKING WITH THE FA

Pride Sports is delighted to be working with The FA to deliver key aspects of its Action Plan. Pride Sports firmly believes in the power of football to connect with and engage children, young people, and adults and to promote inclusion and diversity as intrinsic and valued elements of the game.



“The Justin Campaign is excited by The FA’s planned work in tackling homophobia in football at grassroots level. We fully support their initiatives, which will provide solid foundations for real change in the national game.”

Jason Hall, Founding Director, The Justin Campaign



FOOTBALL FOR EVERYONE

DELIVERY PARTNER 2: THE JUSTIN CAMPAIGN

The Justin Campaign is an organisation which challenges discrimination and prejudice against LGB&T people in order to create welcoming and inclusive football environments.

The campaign’s objectives are as follows -

- ▶ To raise the participation of LGB&T people in football at a grassroots level;
- ▶ To foster an environment where professional football players can feel comfortable being open about their sexuality;
- ▶ To engage with youth and adults through the use of sport and academia with the aim of eliminating discrimination and prejudice against LGB&T people;
- ▶ To work strategically with partners to influence government, policy makers and statutory services to promote healthy lifestyles and well-being among LGB&T people;
- ▶ To creatively challenge the negative stereotypes that surround LGB&T people through Arts and Culture;
- ▶ To actively challenge by any civil means any form of prejudice and discrimination on the grounds of sexual orientation and gender identity.

FOOTBALL V HOMOPHOBIA (FvH)

FvH is The FA’s chosen campaign to tackle homophobia and prejudice against lesbian, gay, bisexual and transgender people in grassroots football. FvH was launched in 2009 by the Justin Campaign. The Justin Campaign uses the arts, education and football to challenge discrimination and prejudice against LGB&T people in order to create welcoming and inclusive football environments. Our vision is that football and wider society values the contributions made by all people regardless of their gender and sexuality.

The Justin Campaign uses FvH to work around the year to enable people to take action against homophobia in football and to celebrate and welcome diversity. Through the message of FvH, the Justin Campaign provides support, communication materials, education and training to enable anyone - including fans, LGB&T communities, grassroots teams, professional football clubs and football authorities – to communicate and promote inclusivity and unity. FvH culminates with a week of action around the 19 February where there is an international show of unity to stand up against homophobia and prejudice against LGB&T people in football.

In 2011, there were approximately 40 grassroots events marking FvH, including eight international events. Highlights included a match bravely organised by NRG Women’s Sports Club in the Ukraine, a football competition in Barcelona which saw a number of high-profile local politicians and council members attend, and a photo call at Congress House in London which was attended by TUC General Secretary Brendan Barber and MP Angela Eagle.

FvH was also publicly backed by UEFA. In the UK professional game, 12 clubs marked the occasion.

Our aim is to build FvH into a well-known international campaign that galvanises and brings people together to take a stand against homophobia, biphobia and transphobia in football. We look forward to a day when FvH is a regular fixture on the international football calendar and when the contribution of LGB&T people is welcomed in all football environments.

WORKING WITH THE FA

Forming a partnership with The FA is hugely important to the Justin Campaign’s aim of creating welcoming and inclusive football environments. It gives the campaign the opportunity to connect with both the top end and grassroots levels of football. Working with County FAs is central to creating long-term changes in the game and this will be a key priority in the campaign’s work with The FA.



“Kick It Out continues contributing to the work being done across all levels of the game in eradicating homophobic attitudes and actions, and to reach a higher level of acceptance and visibility. Working with key partners, our role is to ensure it’s a topic high on the agenda, and, using the blueprint laid down from our work in tackling racism, dealt with just as effectively.”

Lord Herman Ouseley, Chair of Kick It Out, football’s equality and inclusion campaign



DELIVERY PARTNER 3: KICK IT OUT

Background

Kick It Out is football’s equality and inclusion campaign. Part of the organisation’s remit is to educate groups and individuals within the game on the negative impact of homophobia, an issue that Kick It Out has seen increase in recent years, from reports received.

This has been manifested in high-profile incidents involving professional players and complaints from fans about widespread homophobic chanting in football grounds. Homophobia is a strand of work addressed within Kick It Out’s Equality Standard framework for clubs.

Community support

Kick It Out works with a number of community organisations to help strengthen and develop, offer support and to advise on publicising initiatives. These include the Gay Football Supporters Network (GFSN), the Justin Campaign, offering support in its formative years and to its annual Football v Homophobia (FvH) campaign weeks and Pride Sports.

This approach has been taken to a strategic level by developing links with Stonewall and the Government Equalities Office. In 2009, Kick It Out, in association with The FA, appointed advertising agency Ogilvy to produce a film aimed at raising awareness around the topic. To supplement this, guidance notes were produced for teachers and educationalists to utilise and gain a greater understanding of the issues.

Raising the debate

Kick It Out’s annual *One Game, One Community* weeks of action, a dedicated three-week period of activity in October, acts as an opportunity to debate the subject of homophobia in football by bringing together governing bodies, players and individuals from the Lesbian, Gay, Bisexual and Transgender (LGB&T) community and to offer support to grassroots tournaments and initiatives.

Panel discussions in 2008 at the then FA headquarters in Soho Square and at Brighton and Hove Albion FC in 2009 proved effective in raising the debate, both on an industry level and more widely through subsequent media pick-up. This format was also replicated in 2011, with an event held to mark LGB&T History Month in Manchester.

The panel included representation from The FA, the Professional Footballers’ Association (PFA) and key community stakeholders. Kick It Out and the PFA also deliver scholars’ training at Premier League and Football League clubs with homophobia providing a key section within the content.



Manchester IGLFA Tournament 2011

5. FOOTBALL CASE STUDIES

CASE STUDY 1

MANCHESTER FOOTBALL ASSOCIATION

'Village Manchester FC' was established in Manchester in 1996. From humble beginnings with a few friends meeting each week to play 5-a-side, they eventually decided to form an 11 v 11 team and enter a local Manchester Sunday league. Motivation was, in part, to prove a point against a common view that a gay team could not compete in a predominantly straight league but more importantly – win, lose or draw – the club was a focal point for all involved to enjoy the game, stay healthy and socialise together.

Over the past five years, Manchester FA has supported the great work of those volunteers at the club to help the club develop and evolve. This support includes:

- Funding for new training equipment including training balls, bibs and nets;
- Funding to help volunteers become fully qualified FA coaches at Level 1;
- Assistance in developing the structures around the club and attaining FA Charter Standard status in 2009 (the first LGB&T club to do so).

This work has resulted in the following positive developments:

- Improvement in training methods and facilities (and therefore improving players);
- Year-on-year growth in player participation numbers over the past four years (now 40+);
- Creation of a 2nd team to accommodate player participation demands;
- Creation of an Equality Policy through The FA Charter Standard process to underpin the clubs;
- Inclusive approach to playing the game (a number of 'straight' players now represent the club too).



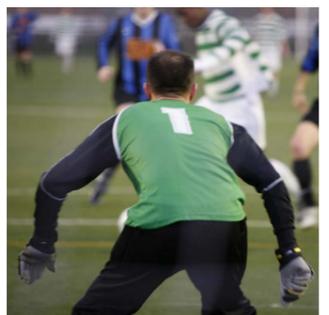
IGLFA inaugural European Cup

Following an approach from Village Manchester FC and the International Gay & Lesbian Football Association, Manchester FA supported the organisation of the inaugural IGLFA Euro Cup in Manchester. The event was held at Manchester University Sports Ground in Fallowfield and showcased some of the best gay and lesbian football clubs and was attended by 16 LGB&T teams from across Europe including Italy, Denmark, Sweden, Czech Republic, Spain, Ireland and of course England.

Manchester FA supported the event by:

- Providing support in securing the venue and negotiating the costs;
- Providing funding to assist with the costs involved in hiring the venue;
- Working with partners Umbro to secure sponsorship in the form of supplying the official match ball for the competition;
- Working with partners Kick it Out to provide literature and promotional material to insert into participant welcome packs;
- Promotional support to highlight the event via County FA communications channels.

The event was a massive success with over 300 participants attending plus many more supporters. It has helped raise the profile of LGB&T football in Manchester and following positive feedback from the IGLFA, they are keen to organise a similar event in the future. They have also suggested that inviting a couple of straight teams from local leagues in Manchester to compete would be a great idea to assist in breaking down barriers.





Stonewall FC won the gold medal for football at the Gay Games in Cologne, Germany in 2011

CASE STUDY 2

STONEWALL FOOTBALL CLUB

Background

In March 1991, a gay amateur footballer living in London put an advert in a gay publication asking for like-minded people to join him in a kickabout. He wanted to encourage gay men to play competitive football and was amazed by the number of replies he received.

Stonewall Football Club was born, the first gay men's football club in the UK and now the most successful gay football club in the world.

The club joined the Sportsman's Senior Sunday Football League that same year and have grown to the extent that they run up to four teams in a season.

The club plays against straight opposition in the Middlesex County Football League, Premier Division (Step 7 of the non-league football pyramid), the AFA West End Sunday League and the friendly London Unity League with extra fixtures in the GFSN Cup rounds. There are regular training nights, 5-a-side nights, football tours and social evenings. A full and dedicated committee manages all club affairs.

Achievements and milestones

Aslie Pitter (pictured, left, with MBE), was recognised in the 2011 new year's Honours List for helping to tackle homophobia after helping set up London-based Stonewall FC almost 20 years ago.

20th club anniversary celebrations, Soho London

FA Ambassador Paul Elliott was the guest of honour at Stonewall FC's 20th Anniversary, which was attended by Peter Clayton, Middlesex CEO, Jim Taylor, Chairman of Middlesex FA, Tony Sharples, Chairman of London FA and Funke Awoderu, The FA's Equality Manager.



Aslie Pitter, MBE

Stonewall FC Chairman Liam Jarnecki says listening to someone of Paul Elliott's stature speaking to them was a landmark event in the club's history. "Paul spoke very wisely and well, around themes of prejudice and other challenge in sport and really recognised our achievements on and off the pitch," said Liam.

Stonewall FC are the current British, European, World and Gay Olympics Champions.

The club has accumulated a vast array of success, which in the last three years alone have included:

2011	EuroGames – Gold Medallists, Division 1 Rotterdam
2011	EuroGames – Silver Medallists, Division 2 Rotterdam
2011	IGLFA European Cup – Winners, Manchester
2011	West End League (London) A.F.A – Sportsmanship Shield, Winners
2010	Gay Games – Gold Medallists, Cologne
2009	IGLFA World Championships – Division 1 Gold - Washington DC
2009	Middlesex County League – Division 1 Runners Up - London
2008	IGLFA World Championships – Division 1 Gold - London
2008	IGLFA World Championships – Division 2 Silver - London
2008	EuroGames - Gold Medalists – Division 1 - Barcelona
2008	EuroGames - Gold Medalists – Division 2 - Barcelona
2008	London Pride Tournament – Winners - London

Prior to the above, Stonewall FC has consistently won or been runners-up in numerous domestic and international football tournaments and leagues.

CASE STUDY 3

GAY FOOTBALL SUPPORTERS NETWORK (GFSN)

Background

The GFSN was formed in 1989 as a result of growing desire amongst LGB&T people, in the days before the internet and social media, to meet and socialise with other LGB&T football supporters. The GFSN currently has over 650 members and is arranged into three distinct strands: supporting, playing and campaigning.

Today, it is much more than a social network of supporters; GFSN strives to create a safe and tolerant environment for LGB&T people who love football and give them a chance to get involved in the game in an atmosphere free from homophobia. GFSN sees no contradiction between our sexuality and our love of the game and recognise, that football can be used to spearhead acceptance of LGB&T people in society.

The GFSN mission is: "to promote the support and participation of LGB&T people in football; to establish a social network for LGB&T football supporters; to encourage the formation of LGB&T teams for players of all abilities; and to campaign against homophobia in football, with a view to creating a safe and tolerant environment and to gain the respect and recognition for gay involvement in football."

The GFSN National League

The GFSN National League is the world's only national football league aimed at the LGB&T community. Many of the teams have gay, lesbian, straight, bisexual and transgender members. By the 1990s a number of gay football clubs were forming across the UK, primarily to offer LGB&T people in their local region the opportunity to play football in a welcoming and friendly environment. As the teams grew in size, tournaments and friendly fixtures were organised and eventually, the League was established.

Attitudes

'Gay men don't like football and they can't play it. All women who play football must be lesbians.'

These have been the most common stereotypes towards LGB&T people and football and one of the biggest successes of the GFSN is in challenging these assumptions. By helping to create a high profile in the LGB&T press and mainstream media, and with being highly-visible at Pride events across the country, it has become much more widely accepted that being gay or not has nothing to do with someone's sporting likes or abilities.

Campaigning against homophobia in football

At present, there are no 'out' professional players, homophobic chanting is still heard and LGB&T people still feel disenfranchised. As the largest collective of LGB&T football supporters in the UK, the GFSN is in a unique position and its contribution is vital in engaging with the LGB&T football community. An example came in 2006 with the partnership between The FA and the GFSN, where GFSN members became 'liaison officers' with professional clubs to assist them in implementing the revised ground regulations.

In recent years, GFSN members have assisted The FA on the 2018 FIFA World Cup™ bid, have acted as mentors in the Kick It Out diversity campaign and had representation on the advisory groups of The FA, Kick It Out, London FA and Football Foundation as well being fans' representatives for clubs including Liverpool, Aston Villa and Arsenal. The network is currently assisting the Government to implement its anti-homophobia in sports charter.

Self-segregation?

Is this just self-segregation? The GFSN feels its presence is necessary to provide a safe environment for LGB&T people many of whom felt disenfranchised from the sport and who needed somewhere else to play.

It also provides an important social network for our members, many of whom have found lasting friendships and even relationships with fellow members. While the campaigning and the message is important, the truth is that no-one in the GFSN would be involved at all if it wasn't, at its heart, fun.

The future

It has been said that the GFSN is working towards becoming obsolete. Perhaps one day there won't be a need for organisations such as the GFSN, but that day will only be when there are no barriers in football. In the meantime, GFSN continues to strive to create a safe and tolerant environment for LGB&T footballers/supporters, playing its part to ensure that football is truly for all.





CASE STUDY 4

THE METROPOLITAN POLICE – ATHENA SPORT

Background

Athena Sport is a small team established, amongst other sport initiatives, to deal with and advise on all issues of Hate Crime in Sport. Through its work, good links and working relationships have been made with key organisations such as The Football Association (The FA), The Football League, (FL), Professional Footballers Association (PFA), Kick it Out, Show Racism the Red Card and the Gay Football Supporters Network (GFSN) in dealing with homophobia in football.

Athena Sport involvement in ‘Tackling Homophobia in Football’

In 2004, along with The FA, Athena Sport instigated the first tackling Homophobia in Football summit meeting. This summit was a ‘closed’ meeting and invites were only sent out to those with a special interest who could identify the issues. This was followed by an open conference in 2005 held at The Ricoh Arena, Coventry, with the aim to explore ways of eradicating homophobia which has no place in football.

Athena Sport along was also involved with the training of FA staff who handle calls to their ‘Report Abuse and Discrimination Line’.

At the start of the 2007/08 football season the ground regulations set out by The FA were amended to include homophobia as a specific offence:

Racial, homophobic or discriminatory abuse, chanting or harassment is strictly forbidden and will result in arrest and/or ejection from the Ground. The Club may impose a ban for one or more matches.

With this alteration, Athena Sport in June 2007 briefed the meeting of London Football Intelligence Officers and Liaison Officers, highlighting the change to ground regulations. They were also advised to link in where necessary with their borough LGB&T Liaison Officers and also advised that the GFSN will be appointing their own club liaison officers. Community Safety Units at the relevant boroughs were also briefed of the change in ground regulations. In August 2007 Athena Sport attended and took part in the GFSN Liaison Officer Training. Through participation in The FA’s at the Tackling Homophobia Advisory Group, the MPS were asked to be the principal sponsors of the International Gay and Lesbian Football Association World Club Championship 2008, hosted in London by Leftfooters Football Club, whose organisers are also key players in the GFSN.

Wider examples of MPS/Athena Sport engagement to effect change

In December 2006, Athena Sport were contacted by Chelsea Football Club for advice on potential homophobic abuse that was being planned by Arsenal football supporters towards Ashley Cole for their fixture being shown live by Sky Sports on 10 December. The team attended planning meetings and involved the LGB&T Independent Advisory Group. Leaflets and posters were printed and distributed before the game. Also press releases were sent out quoting senior figures from both clubs advising that any supporters taking part in homophobic abuse/chanting will be liable for ejection, arrest and conviction which will probably lead to a Football Banning Order. Widescale homophobic abuse was avoided and it was acknowledged by the Match Commander that “In the end football won and all the papers and news I have seen are talking about the match and not the behaviour of supporters. To me this is validation of the steward/policing operation”.

Another example arose in January 2009, following the Portsmouth v Tottenham Hotspus match at Fratton Park. Earlier in the season, Sol Campbell was subjected to a barrage of homophobic and racist chanting from Tottenham fans and there was concern that the player may face similar chanting at the return fixture. In conjunction with The FA a meeting was held with senior officials from both clubs, Hampshire and MPS Police Officers, Kick it Out and The PFA. A policing plan and media strategy was agreed which prevented wide-scale abuse. This format has now been adopted by The FA as standard where intelligence suggests any form of hate abuse is planned.

Most grounds are now mainly policed inside by stewards and for many fans they are the first point of contact for complaints. The Steward Training package has been revised by the Football Authorities and there is a greater emphasis on what constitutes abuse of any kind. This message is also emphasised at pre-match police briefings.

Recently Athena Sport have been a part of the reformed National Advisory Group Tackling Homophobia and have played a key role in developing The FA Action Plan for promoting LGB&T inclusion in football and instigated and advised on the protocols to be used when a player, manager, official or administrator comes out or is outed.

Through football there is a real opportunity, as it did in the early nineties with racism, for the game to take the lead in the education of what constitutes homophobia behaviour and how it can be challenged.

Racial / Homophobic Abuse



Racial / Homophobic Abuse is not tolerated at Chelsea FC.

Any person taking part in such activity is liable to ejection, arrest and prosecution.





6. CONTRIBUTORS TO THE FA'S ACTION PLAN

Many organisations have united under the banner of The FA's Advisory Group for Tackling Homophobia (AGTH). All have contributed to the development of this plan.

The FA's Advisory Group on Tackling Homophobia (AGTH):

- Peter Clayton, Chair (Chief Executive Middlesex County FA);
- Matt Ancell (Athena Sports, Metropolitan Police Service);
- Sam Dick (Policy Lead officer at Stonewall);
- Louise Englefield (Pride Sports);
- Alison Vaughan (Kick It Out);
- Rizwan Ahmed (Senior Social Worker at Birmingham City Council);
- Stephen Frost (LOCOG);
- Chris Basiurski (Chair of the Gay Football Supporters Network);

In addition to The FA, the Football Authorities are also invited to attend Advisory Group meetings and the PFA and LMA both attend.

LINKS TO PARTNER ORGANISATIONS

If you would like to find out more about the work of the organisations mentioned in The FA's for promoting lesbian, gay, bisexual and transgender (LGB&T) inclusion in football, please see contact details below:

The Football Association

FA Equality Team
Football Governance & Regulation
Wembley Stadium
Wembley
London HA9 0WS
Tel: 0844 980 8200
www.TheFA.com

County Football Associations

TheFA.com/GetIntoFootball/CountyFA/
CountyContacts

Football Development

County Development Managers
or Football Development Officers
TheFA.com/GetIntoFootball/CountyFA/
Football%20Development

Get into Football

TheFA.com/GetIntoFootball

Athena Sport Project Officer

Race Strand
Diversity & Citizen Focus Directorate
15th Floor, Empress State Building
Lillie Road
London SW16
Tel: 020 7161 2864

Gay Football Supporters Network (GFSN)

PO Box
Milton Keynes
MK8 9WQ
www.gfsn.org.uk

Kick It Out

4th Floor
1 - 5 Clerkenwell Road
London EC1M 5PA
Tel: 0207 253 0162
www.kickitout.org

Pride Sports

6 Selborne Road
Manchester M21 0BL
www.pridesports.org

Stonewall

Tower Building
York Road
London
SE1 7NX
www.stonewall.org.uk

Stonewall FC

stonewallfc@hotmail.com
Tel: 07896 620513

The Justin Campaign,

info@thejustincampaign.com
Tel: 07896 620513
www.thejustincampaign.com
www.footballvhomophobia.com



WE ARE ALL WINNERS

The PFA is committed to tackling the issue of homophobia in football. As a union we are here to support our members regardless of age, faith, gender, ethnicity, disability, sexuality or race. As one of Stonewall FC's Diversity Champions we want to ensure that our policies and practices are as inclusive as possible. We have devised a poster campaign, with the support of the other football agencies that sends a clear message to players and supporters 'Gay or Straight, We Are All Winners'. The PFA/Premier League Diversity training programme for scholars addresses homophobic stereotypes and unacceptable homophobic language. We are active members of The FA 'Tackling Homophobia' group and also work closely with the Government Equalities Office and TUC Equalities Groups.

Please contact info@thepfa.co.uk for further information



When you
are part
of a team
you are
never on
your own

Football is committed to tackling homophobia

SUPPORTED BY



www.kickitout.org



www.TheFA.com

FA 5890

The FA
**OPENING
DOORS AND
JOINING IN**

