



## Judicial Committee

### Minutes

Date of Meeting: Monday 1<sup>st</sup> June 2020, 7pm-8:30pm

Venue: Microsoft Teams

**Attendees:** Louise Dorling (Chair), Becky Greaves (Secretary), Tony Sharples, David Lando, Kwadjo Adjepong, Peter Barnes, Carl Long (LFA), Harley Manning (LFA)

#### **Apologies:**

#### **1. Welcome**

L. Dorling welcomed everyone to the meeting, the first Judicial committee meeting to be held virtually since the coronavirus lockdown began. B. Greaves volunteered to take the minutes of the meeting.

#### **2. Minutes and Matters Arising**

It was agreed that as L. Dorling would be unable to sign the last set of minutes, she would email B. Greaves to confirm they had been approved by the committee.

There were no matters arising from the previous meeting and the committee approved the February Meetings minutes.

It was noted that this was the third Judicial Committee Meeting whereby Karen Green was not present. L. Dorling asked B. Greaves to email K. Green to see if she wished to remain on the committee and to feed this back.

#### **3. London FA Discipline Team Update**

B. Greaves took the committee through the changes to the discipline department following the departure of Ezekiel Teya and Richard Berry, and the appointments of Isabella Borg (Investigations Officer) and Harley Manning (Football Services Administrator – Discipline) who has made an internal move from the LFA's Delivery Team.

H. Manning has been in post since the beginning of April, however a start date has not yet been confirmed with Isabella due to lockdown and uncertainties around when football will be played again.

B. Greaves also explained that C. Long was currently on furlough leave.

K. Adjepong enquired as to whether staff being on furlough was having an impact on the discipline department. B. Greaves confirmed that as there are no games being played, the team had caught up on all investigations prior to C. Long being furloughed. H. Manning has already become a trained secretary so between H. Manning and B. Greaves the team had been able to continue to arrange and



hear non-personals. The team are looking forward to having C. Long back, but at present, everything is in hand.

#### **4. Current case load and investigations**

B. Greaves confirmed that C. Long had concluded all open investigations prior to being furloughed.

A comparison between the 2018/19 case load v 2019/20 was displayed within the presentation deck which will be circulated along with the minutes of the meeting.

T. Sharples asked why there had been an increase in discrimination cases this season. Whilst it is unclear, there could be several reasons for this. Clubs and leagues are becoming more aware of the reporting processes available to them which could be having an impact on people being more confident in the process. With the introduction of the Regional Discipline Officer, Fraser Williamson, who has been working closely with the LFA Discipline team, the time it takes us to investigate and charge, as well as to hear serious cases, has fallen drastically throughout the season, again, raising people's confidence levels in reporting. It is impossible to say whether there has been an overall increase in discriminatory comments being used in football at this time. The FA and the CFA are expecting a spike in new and/or historic cases following the unlawful killing of George Floyd in America.

#### **5. Training and trained panel members update**

B. Greaves provided an overview of the trained panel members and explained the positive recruitment exercises with a local legal firm as well as a new partnership with the London Met University which should help us to further improve the number of independent panel members we have on board as well as increasing the levels of diversity amongst the panel members.

**Action:** D. Lando asked B. Greaves to re-send the wing assessment to him.

#### **6. Discipline Panel Member Training**

L. Dorling provided the committee with a run down on the discipline training which was held in May. L. Dorling felt it was an excellent session. K. Adjepong felt the format of the training was good, and that carrying out the training online worked well. He also said it was nice to meet the new staff.

#### **7. AOB**

There no further business to discuss.

**Date of Next Meeting:** 23rd September @ 7pm via Microsoft Teams

**Date of Next Full Discipline Panel Training:** 14<sup>th</sup> October @ 7pm – provisional date. To be confirmed once we know when the start of the season will be.

L. Dorling thanked everyone for their attendance.

Name of Chair: \_\_\_\_\_ Signed by Chair: \_\_\_\_\_ Date: \_\_/\_\_/\_\_