An FA Independent Disciplinary Commission Sitting by WebEx On Wednesday 03 June 2020 In the matter of:

Mark Crane	
(Personal Hearing)	
MIDITEEN DE ACONO	_
WRITTEN REASONS	

Commission Members:

Miss. Arshia Hashmi (Independent Chair)

Mr. Keith Allen (Independent Panel Member)

Ms. Vicky Collins (Independent Panel Member)

Mr. Mark Ives, Head of Judicial Services, acted as secretary to the Commission.

These written reasons contain a summary of the principal evidence before the Commission and do not purport to contain reference to all the points made, however the absence in these reasons of any particular point, piece of evidence or submission, should not imply that the Commission did not take such point, piece of evidence or submission, into consideration when determining the matter. For the avoidance of doubt, the Disciplinary Commission has carefully considered all the evidence and materials furnished with regard to this matter.

Introduction

1. By charge letter dated 27 March 2020, Mr Mark Crane, the National Futsal League Secretary and Oxford City Lions Futsal, was charged with Misconduct for a breach of FA Rule E3(1) – Improper Conduct, including foul and abusive language.

- 2. The charge arose as it was alleged Mr Crane used abusive and/or insulting language towards FA staff between 11 February 2020 and 22 February 2020, via email and social media, namely Twitter.
- 3. The language alleged to have been used by Mr Crane included
 - a. "gentlemen I'm sorry, but I believe this idiot is your responsibility. Please sort her out!" by way of an email of 12 February 2020, from Mr Crane to FA staff Steve Day, The FA Head of Grassroots Football Development, and John Folwell, the FA Head of Grassroots Coach Development, when referring to FA staff member Tina Reed, the FA Futsal Project Officer and Futsal Competitions Officer:
 - b. "Tina is an officious and obnoxious buffoon" and "we're all sick of her nonsense" by way of an email of 20 February 2020, again from Mr Crane to FA staff Mr Folwell and Mr Day, when referring to FA staff member Ms. Reed; and
 - c. "The impolite answer is that the competition is run by officious FA imbeciles" by way of a Twitter message posted from Mr Crane Twitter account, on 21 February 2020.
- 4. Mr Crane denied the charge, by way of Charge Response Form dated 31 March 2020, and requested a personal disciplinary hearing.
- 5. Due to restrictions during the Coronavirus pandemic, the disciplinary hearing was conducted by way of WebEx on 03 June 2020. For ease of administering the process after each County witness had given evidence, they left the hearing and were instructed to have no contact with the other witnesses in the case, until the hearing had concluded.

Preliminary Matter

6. At the outset of the hearing, Mr Crane clarified that there were no conflicts of interest that he was aware of and that he was satisfied for the hearing to proceed with the Commission members and Secretary to the Commission.

Background

- 7. On 12 February 2020, Ms. Reed sent an email to Mr Crane requesting a list of players who has transferred to a new club in the 2019/2020 season to ensure adherence to Article 15 of the FA Futsal Cup Competition Regulations. The email was also sent to Jason of the National Futsal Series, with the Futsal Cup e-mail address of the FA copied in. The email was sent by Ms. Reed at 5:42pm.
- 8. At 7:33pm, Mr Crane responded to Ms. Reed advising he could not provide the information at short notice as he was about to leave for a trip to Spain. He also requested clarification as to which elements of Article 15 of the Regulations were relevant to the request and further, criticised the length, complexity and wording of the Regulations. In responding to Ms. Reed, Mr Crane copied in Ms. Reed's line manager at the time, Mr Folwell, Mr Folwell's line manager Mr Day, along with five other email addresses.
- 9. At 7:39pm, he forwarded Ms. Reed's initial request to both Mr Folwell and Mr Day, with the body of his email simply reading "Gentlemen I'm sorry, but I believe this idiot is your responsibility. Please sort her out!"
- 10. On 20 February 2020, Ms Reed wrote to all clubs within the FA Futsal Cup Competition, via e-mail, to advise of the fixtures for round 2 of the competition. In doing so, she marked 6 of the clubs with an asterisk, noting that these clubs would be included in the competition pending an investigation into their failure to meet player eligibility criteria for the competition. One of the clubs marked in such a way was Oxford City Futsal Club.
- 11. Later that same day, Mr Crane forwarded Ms. Reeds' e-mail to Mr Folwell and Mr. Day, with the contents of his email reading:

Gentlemen

Please see below.

Tina is an officious and obnoxious buffoon. Is she seriously threatening clubs with disqualification from the FA Futsal Cup because they fielded fewer than 12 players on a weekend with storms that carried Met Office warnings?

If not, then what exactly does "Pending an investigation into clubs failing to meet player eligibility criteria" mean?

We're all sick of her nonsense (and that includes people I've spoken to from both NFL and NFS clubs).

Best wishes

Mark

- 12. On 21 February 2020, Mr Crane, via his Twitter account, responded to a question and posted "The polite answer is because these teams fielded fewer than 12 squad members (for a 5 a side match, travelling through a storm) The impolite answer is that the competition is run by officious FA imbeciles! Gateshead have also been disqualified for the same reason". At the time that the screenshot was taken, the Twitter post had generated six likes and one retweet.
- 13. The FA Futsal Committee ultimately took the decision to expel Oxford City Futsal Club and others from the FA Futsal Cup. This decision to expel was challenged before an FA Appeal Board and considered by the Appeal Board on 20 April 2020. By way of letter of 28 April 2020, the decision of the Appeal Board to uphold the appeal and reinstate Oxford City Futsal Club into the competition was relayed to the FA Futsal Committee and Oxford City Futsal Club.

Evidence

- 14. The documents available to the Commission when considering this case consisted of:
 - a. Charge letter of 27 March 2020;
 - b. E-mail correspondence between Tina Reed (FA Futsal Competitions Officer) and Mr Crane, dated 12 February 2020;

- c. E-mail correspondence between Mr Crane and John Folwell and Steven Day, dated 12 February 2020;
- d. E-mail correspondence between Mr Crane, John Folwell, Steven Day and Tina Reed, dated 20 February 2020;
- e. Twitter screenshot, dated 21 February 2020;
- f. E-mail correspondence between Oxfordshire FA and Tina Reed, dated 09 and 19 March 2020;
- g. E-mail correspondence between Oxfordshire FA and Oxford City FC, dated 19 and 20 March 2020;
- h. E-mail correspondence from Mr Crane to Oxfordshire FA setting out his initial response to the charge against him, dated 19 March 2020;
- i. E-mail correspondence between Oxfordshire FA and Mr Crane, dated 20 March 2020;
- j. Completed Charge Response Form, dated 31 March 2020;
- k. Letter from Mr Crane, to Oxfordshire FA, dated 31 March 2020;
- E-mail correspondence from Mr Crane to Oxfordshire, including the FA Appeal Board decision concerning the FA Futsal Cup Competition, dated 28 April 2020;
- m. Mr Crane's defence statement, dated 31 March 2020, including e-mail correspondence between Mr Crane and FA staff regarding the 2019/2020 FA Futsal Cup, and correspondence from Mr Crane to Mark Bullingham (CEO of the FA) and Greg Clarke (Chairman of the FA), dated 05 March 2020; and
- n. The FA Futsal Cup Competition Rules 2019/2020.
- 15. The Commission heard oral evidence from Steven Day who advised that he received a concerned message from Ms. Reed and forwarded this to HR and also forwarded the emails from Mr Crane to Mr Day and Mr Folwell of 20 February to Mark Ives at the FA for advice on how to proceed.. The Commission understand that Mr Day had forwarded the emails from Mr Crane to the FA for advice and for it to take appropriate action, if any. The FA referred the matter to Oxfordshire FA for investigation. As a

- result of the investigation, the charge which is the subject of this hearing was raised against Mr Crane by Oxfordshire FA.
- 16. Mr Day did not share the emails giving rise to the charge with Ms Reed. He did however, also refer them to the FA's HR department and a general complaint made by Ms Reed to seek advice. Mr Day has only really worked with Mr Crane this season, from when the Futsal Series launched in September 2019.
- 17. Mr Day has worked closely with Ms Reed as part of the Development Team. Mr Folwell is the line manager of Ms Reed, Mr Folwell's role changed in February 2020 and as a result, Mr Day has worked more closely with Ms Reed. He is regularly involved in development and catch up meetings with Ms Reed.
- 18. The Commission also heard from Mr Folwell. Mr Folwell was the Senior National Development Manager until the end of February 2020. His current title is FA Head of Grassroots Coach Development.
- 19. Mr Folwell has had contact with Mr Crane via email, telephone, WhatsApp messaging service and in person. He has a good working relationship with Mr Crane despite them having different views on some matters. Mr Folwell began working with Mr Crane in Mr Folwell's previous role as Senior National Development Manager. They first met in April or May 2019 and their working relationship became closer when Mr Crane became the manager of the Futsal League; as Mr Crane adopted a more formal role within the Futsal League, the contact between them became more regular.
- 20. Mr Folwell has a healthy working relationship with Ms Reed. Ms Reed was initially employed on a fixed term contract in August 2019 but this has since been extended by a period of 6 months, expiring at the end of this season. Mr Folwell has also previously worked with Ms Reed and they have a structured formal working relationship.
- 21. The Commission then heard from Ms Reed. Ms Reed explained that at the time of complaining of Mr Crane's behaviour, she had not seen the two emails that give rise

- to the charge against Mr Crane. She saw Mr Crane's Twitter post directly and forwarded this to Mr Day.
- 22. Her complaint regarding Mr Crane's behaviour was as a result of responses she had received from him and emails she had seen that were directed at her colleagues from Mr Crane directly or via others. Mr Crane e-mails included deeming Ms Reed's emails as "nonsense", generating "a good laugh" and deeming her organisation of the Futsal Cup Competition as an "embarrassing shambles". Her main issue at that stage was the general tone of his correspondence when dealing with her and her colleagues.
- 23. Ms Reed felt that Mr Crane's comments and frustration appear to be directed at her personally rather than the competition or the competition's regulations. They have had lots of exchanged communications via e-mail; Ms Reed has never spoken with Mr Crane using any other channel. She first had contact with Mr Crane around this time last year. She is usually contacting Mr Crane, as well as other clubs, leagues, the NFL and the NFS in order to pass on information as part of her job role but felt that Mr Crane's tone when responding is rude, unacceptable, and directed at her personally despite this. She also submitted Mr Crane's interaction with her has always been of this nature.
- 24. Ms Reed also reported that she is aware of correspondence that states that clubs were fined by her; she made clear that they were not fined by her but as a result of non-compliance or otherwise as part of her job role. She has also had sight of e-mail correspondence from Mr Crane advising her to "stop harassing clubs". She is also aware that Mr Crane has spoken with venues that she is in contact with regularly and in doing so, he is speaking ill of her. She feels that Mr Crane is trying to ruin her reputation and discredit her within the futsal community.
- 25. Ms Reed is not aware of any complaints against her that are similar in nature to Mr Crane's views of her work. She has a "perfectly fine" working relationship with both Mr Folwell and Mr Day.

- 26. The Commission then heard from Mr Crane in defence of the charge against him and in doing so, relied upon the contents of his hearing bundle and defence statement.
- 27. Mr Crane, within his written response to the charge against him, raised a 'technical ground for dismissal' of the charge. In doing so, he relied upon the wording of the charge letter i.e. "charged with FA Rule E3 Improper Conduct (including foul and abusive language). Mr Crane relies upon the use of the word "and" in this section of the charge letter, as opposed to the use of the word "or" and avers that he cannot be found guilty of a charge of using foul AND abusive language and on this basis, the charge against him should be dismissed.
- 28. Further, Mr Crane relies on the Oxford English Dictionary definition of "abusive" as "treating someone with cruelty or violence, especially regularly or repeatedly, or speaking to someone in an insulting or offensive way".
- 29. For the avoidance of doubt, the Commission reminded itself that the wording of FA Rule E3(1) as per the FA Handbook 2019/2020 is as follows:

GENERAL BEHAVIOUR

3 (1) A Participant shall at all times act in the best interests of the game and shall not act in any manner which is improper or brings the game into disrepute or use any one, or a combination of, violent conduct, serious foul play, threatening, abusive, indecent or insulting words or behaviour.

The Commission is therefore satisfied upon a literal reading of FA Rule E3(1), a participant shall, as a result of using any one, or a combination, of the above listed characteristics be acting in a manner which is improper and brings the game into disrepute.

30. Turning to the use of "abusive" within FA Rule E3(1), the Commission note, and are in agreement with, the Oxford English Dictionary definition of "treating someone with cruelty or violence, especially regularly or repeatedly, or speaking to someone in an insulting or offensive way" and note that FA Rule E3 goes as far as encompassing

"insulting" words or behaviour. The Oxford English Dictionary defines "offensive" as "causing offence; insulting; disgusting; aggressive; (of weapon) for attacking" and as a noun, as an "aggressive attitude, action or campaign".

31. Where Mr Crane disputes the Commission's literal reading of FA Rule E3(1), the Commission draws Mr Crane's attention to Regulation 4 of the Disciplinary Regulations which states:

GENERAL

4 The bodies subject to these General Provisions are not courts of law and are disciplinary, rather than arbitral, bodies. In the interests of achieving a just and fair result, procedural and technical considerations must take second place to the paramount object of being just and fair to all parties.

The Commission is satisfied that the details of the charge and the understanding of the charge were clear from the outset.

- 32. Dealing firstly with the Twitter post, Mr Crane avers that the term "officious imbeciles" is not abusive, nor unreasonable. It is simply direct and blunt language and in his view, is no different from the FA Appeal Board's decision of 28 April 2020 in which it was found that the FA Futsal Committee had acted unreasonably and excessively, in expelling Oxford City Futsal Club from the FA Futsal Cup Competition. Mr Crane relies on Oxford Dictionary definition of "officious" as "assertive of authority in a domineering way, especially with regard to trivial matters" and the word "imbecile" deriving from the Latin "imbecillus", which means "weak" or "feeble". Further, reliance is also placed on the Cambridge Dictionary definition of "imbecile" as "a person who behaves in an extremely stupid way" and the Collins Dictionary which states "If you call someone an imbecile, you are showing that you think they are stupid or have done something stupid."
- 33. Turning to the emails of 12 and 20 February 2020, to Mr Folwell and Mr Day, Mr Crane avers that these were private emails and as such, a space for him to be able to criticise openly and further, the complaint by Ms Reed is not based on these two emails

therefore they should not be considered when determining the outcome of the charge against him. Mr Crane considers the complaint by Ms Reed, and the charge against him, to be mutually exclusive. This is not the case; charges raise as a result of written communication and/or social media posts are based on their contents and whether, when viewed objectively, the content can itself be considered improper, as opposed to relying on any specific views of a complainant. Therefore, it matter not whom the complainant was but rather, on an objective reading of the content of the written communications.

- 34. Mr Crane explained how the County FA staff, with whom he has had a number of dealings, are always prompt and courteous in their responses whereas, he finds a small number of staff at the FA to be deceitful and unreasonable. He encourages clubs and individuals to complain or at times, acts on their behalf in his dealings with the FA.
- 35. He accepts that he has a patronising tone at times, and this is confirmed in his own email to Mr Day and Mr Folwell of 12 November 2019, but that he would not have to adopt such a tone if people agreed with his views; and stated that "it is not easy for an unpaid volunteer to get paid people to do their jobs properly". He accepted that he can be "less than kind" at times to get things done and he is always as direct in other correspondence. Mr Crane advised that he is generally polite on first communications on behalf of others but can become "less than pleasant" when others are "wrong, deceitful or make decisions which are not evidence based". He also accepted that he can become "pissy" if people don't respond to his communications; the Commission took this to mean that he can become exasperated, annoyed and argumentative.
- 36. Mr Crane avers that his frustration at Ms Reed's email of 12 February 2020 requesting player lists arose as he felt that Ms Reed was making the request unnecessarily when she should be able to check for this information herself using the records available to her. Mr Crane felt that Ms Reed, as part of the FA Futsal Committee is not simply implementing the FA Futsal Cup Competition Regulations but rather, was involved in creating the Regulations.

Submissions

37. By way of submissions, Mr Crane reiterated that the Twitter post was inseparable from the FA Appeal Board's decision of 28 April 2020, and that no reasonable person would find the post to be foul or abusive. He further re-iterated that he did not consider the emails to be the nub of Ms Reed's complaint and in any event, they were considered private emails and in sending them he was simply trying to sort out the situation for the benefit of futsal.

Burden of Proof

38. The burden of proof is on The FA to prove the charge. The applicable standard of proof is the balance of probability. The balance of probability standard means that the Commission is satisfied an event occurred if the Commission considers that, on the evidence, the occurrence of the event was more likely than not.

Findings

- 39. There is no dispute regarding Mr Crane being the author of the emails of 12 and 20 February 2020, nor any dispute as to whether or not it was Mr Crane that posted the Twitter post of 21 February 2020. As such, the Commission was mindful that the issue to be determined was whether or not, on the balance of probabilities, the words used in Mr Crane's emails of 12 and 20 February 2020, and/or the Twitter post of 21 February 2020, amount to a breach of FA Rule E3(1).
- 40. Dealing firstly with the Twitter post of 21 February 2020, the Commission consider the use of the term "officious imbeciles" to be insulting and/or abusive, by virtue of its use to describe someone as having limited mental capacity, in this context, those running the FA Futsal Cup Competition, therefore FA staff.
- 41. It is not lost on the Commission that the word "imbecile" was once deemed a category of intellectual disability, referring to a limited mental capacity, and when no longer accepted by way of professional use, went on to become a derogatory term. As such, the Commission find that Mr Crane is somewhat fortunate that the initial charge against him was not categorised as an aggravated breach of FA Rule E3(1) under FA Rule E3(2) by virtue of its reference to a protected characteristic, namely disability.

- 42. The Commission unanimously find that Twitter post falls foul of FA Rule E3(1) and therefore results in improper conduct on the part of Mr Crane in posting the same. This finding is sufficient for the Commission to find the charge against Mr Crane proven however, for the avoidance of doubt, the Commission went on to consider the emails of Mr Crane of 12 and 20 February 2020.
- 43. Mr Crane's assertion that the emails were private emails and therefore should not be considered are dismissed. It was a matter for the recipients to do with them what they wished and in case, they were clearly deemed inappropriate by at least one of the recipients, so much so that they were sent to the FA's HR department for advice and further, forwarded to the FA's Judicial Services Department for appropriate action to be taken.
- 44. Mr Crane, in his email to Mr Day and Mr Folwell was clearly making a complaint to The FA executive with an instruction to the Executive to "please sort her out." Sending an email to an official body in this way cannot reasonably be considered as private not can there be a reasonable expectation of privacy.
- 45. It is of note that Mr Crane's use of the word "idiot" within his email of 12 February 2020 is indeed synonymous of "imbecile" as per the Cambridge Dictionary and by virtue of this, is also deemed by the Commission to fall foul of FA Rule E3(1). From the contents of that particular email, it is clear that Mr Crane is making reference to Ms Reed directly.
- 46. Turning then to the email of 20 February 2020, Mr Crane states "Tina is an officious and obnoxious buffoon" and "We're all sick of her nonsense". It is clear that the comments within this email are once again directed at Ms Reed directly and the intention in the use of these particular words are to portray her in an insulting manner.
- 47. In light of the above, the Commission unanimously found Mr Crane's emails of 12 and 20 February 2020 to also fall foul of FA Rule E3(1) and therefore amount to improper conduct on the part of Mr Crane. Accordingly, the charge of Misconduct for a breach of FA Rule E3(1) Improper Conduct is found **PROVEN**.

Plea in Mitigation

48. Mr Crane, by way of plea in mitigation, stated that his emails of 12 and 20 February 2020, and Twitter post of 21 February 2020 were communicated with only honourable intentions to do the right thing by futsal.

Sanction

- 49. The Commission took into account the FA Guidelines on Sanction.
- 50. This was Mr Crane's first breach of FA Rules, and there was no other record of misconduct. The Commission took this into consideration, by way of mitigation, when determining sanction.
- 51. The Commission also took into consideration the following aggravating features of the case Mr Crane's two senior positions within futsal and further, the timescale across which his two emails and Twitter post took place, namely, a period of 8 days.
- 52. The Commission seriously considered the imposition of a sporting sanction and save for the mitigating factors, not least his previous record, determined a financial sanction to be more appropriate in the circumstances given the two positions that Mr Crane holds in futsal and the impact any sporting sanction would have on the National Futsal League and Oxford City Futsal Club.
- 53. The Commission agreed on a starting point of £300 by way of a financial penalty; this was reduced to £250 taking into consideration both the mitigating and aggravating features of the case as set out at paragraphs 50 and 51, above.
- 54. Whilst it is the emails from Mr Crane of 12 and 20 February 2020, along with his Twitter post of 21 February 2020, which give rise to the charges against Mr Crane, the Commission noted that such language was frequently used by Mr Crane during e-mail communications with various other individuals. Examples of such are set out below:
 - a. "As further context, I attach a lengthy email trail in Appendix A which shows that I and others had previously and repeatedly warned both Steven Day and John Folwell for several months that organisation of the FA Futsal Cup, led by Ms Reed, was an

incompetent shambles. As an aside, these messages show that my style of writing in private emails is frequently blunt and to the point, particularly after I have not received coherent, consistent, or credible responses to previous questions or challenges (or in the case of Mr Day usually no response at all). Interestingly, none of the earlier emails in Appendix A has been raised in the evidence against me, despite my use of similarly blunt language. The final emails in this chain, which have been used as evidence against me, were therefore the culmination of extensive correspondence during which FA executives paid inadequate attention to the incompetent and officious way in which the FA Futsal Cup was developed and organised this season by Ms Reed (FA Futsal Cup Operations Manager) and her committee colleagues." - Letter from Mr Crane, to Oxfordshire FA, dated 31 March 2020;

- b. "Sorry about this nonsense, but these monkeys need to be put back in their cage if you expect us to work with them constructively." Email correspondence from Mr Crane to Mr Folwell on 11 November 2019, regarding The Governance Team at the National Futsal Series;
- c. "However, issues such as this undermine our trust in the goodwill of NFS officials and adversely affect our ability to work with you constructively to help grow English futsal. I find this regrettable, but it is entirely due to your league's interference in our league's affairs. To put it bluntly: please mind your own business and invest your efforts in building up the NFS rather than taking silly pot shots at the NFL." and "I understand that Tina's email still isn't working, so please pass this message on to her by some other means and ask her to stop harassing clubs with teams in both leagues."

 E-mail correspondence from Mr Crane to Adam Jones, Governance Officer at the National Futsal Series, dated 11 November 2019;
- d. "I picked this issue up because clubs are complaining on our Whatsapp group and I want to help them. Also, some of them seem to think that I know what I'm talking about and can get things done...and finally, several clubs find Tina an officious pain in the arse and don't want to have to deal with her!" E-mail correspondence from Mr Crane to Mr Folwell, dated 10 December 2019;
- e. "It's about time that the chairman of the futsal committee was made to understand that his committee is the servant of the FA, the FA is the servant of its constituent leagues, and the leagues are the servants of their constituent clubs. Graeme's little committee is therefore the servant of the servant of the servant. However, instead of

this he struts around as if he is the authoritarian master of all he surveys and has the divine right to impose his incoherent and self-serving views on others." – E-mail correspondence from Mr Crane to Mr Folwell, copying in Mr Day, dated 29 January 2020;

f. "This is the sort of nonsense from Tina that clubs are currently experiencing." and "We all know that organisation of the FA Futsal Cup has been an utter shambles this year, largely as a result of Tina's officious incompetence. The best way forward now would be for her to shut the hell up and let a team field any player who is not cup-tied. Clubs had to submit a list of 30 players at the start of the competition and this should be sufficient.

I'm sorry to come across as an angry grump (again!). This anger isn't directed at you two personally but at the small-minded, time-wasting nonsense spewed out by a very small number of widely-reviled FA futsal colleagues.

My NFL management committee colleagues and I don't receive a penny for what we are doing to try to keep a large part of English futsal staggering along. We don't have time to deal with this sort of agenda-driven shit from incompetent idiots such as Reed, Dell, and Birkett, all of whom are amply compensated by the FA." - E-mail correspondence from Mr Crane to Mr Folwell and Mr Day, dated 13 February 2020;

- 55. Whilst the Commission considered the charge against Mr Crane proven solely on the basis of his two emails and Twitter post, it took the view that had such email correspondence, as that listed above, been made available to the FA or indeed Oxfordshire FA, Mr Crane would no doubt be facing much more serious charges due to his continuous and frequent use of such abusive and/or insulting language towards others and indeed when referring to others. Mr Crane may therefore wish to reflect on the points made by the Commission and the impact of his language moving forward, if for no other reason than to prevent further challenges in the future.
- 56. The Commission therefore sanctioned Mr Crane as follows:
 - a. Fined the sum of £250; and
 - b. Warned as to his future conduct.

- 57. The Commission is satisfied the sanction imposed on Mr Crane is fair, reasonable, proportionate and within the FA Guidelines.
- 58. The decision is subject to the right of appeal under the relevant FA Regulations.

Arshia Hashmi (Chair)

Keith Allan

Vicky Collins

06 June 2020