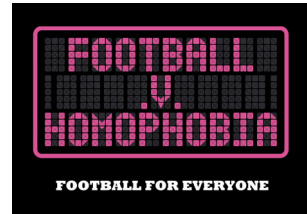




FOOTBALL V. HOMOPHOBIA TOOLKIT

County FAs



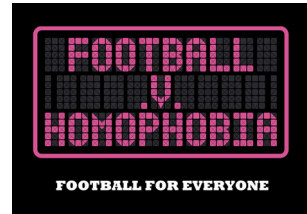


Proud to be working with our partners:



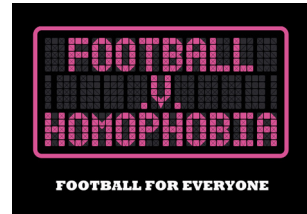
Show Racism the Red Card





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Let's join forces this February onwards to combat homophobia

As this country's national sport, football has a duty to try and tackle national issues where it can have a positive impact.

The scope of the game – and interest in it – means it reaches into communities in every city, town and village in England. In turn, as the game's governing body, The FA has a key role to play in bringing football together to combat any barriers – whether perceived or real – to enjoying the nation's favourite game.

One of these barriers is discrimination – whether on the grounds of race, ability, faith, social status, age, gender, gender reassignment or sexual orientation.

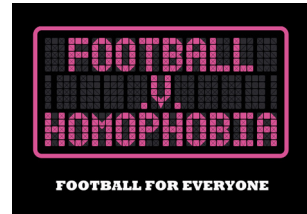
The FA runs and endorses campaigns to challenge all these forms of discrimination. This 'toolkit' is focused on ways we can all tackle homophobia: discrimination based on sexual orientation and transphobia: discrimination based on gender identity.

We've chosen February onwards as the month to promote 'Football v Homophobia' campaign, and it would be great to enlist your support and influence.

Why February onwards?

Because that's the month in 1961 when Justin Fashanu was born, to date the only British-based footballer to come out as gay. Tragically, he took his own life in May 1998, but his legacy lives on in the form of The Justin Campaign, with which The FA has partnered to promote the 'footballvhomophobia' campaign; and as February is LGBT History Month, it's a great opportunity to raise awareness of homophobia and transphobia and to kick start your work for the rest of the year.





How can you get involved?

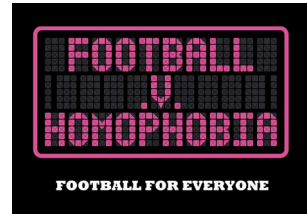
Simply by using some – or all – of the resources in this toolkit. Each of them can be customised to your organisation and will send out a positive message to the community you serve.

Who's already on board?

Organisations across the domestic game are all supporting 'Football v Homophobia' month:

- » The Football Association
- » The Premier League
- » The Football League
- » PFA (The Professional Football Association)
- » LMA (The League Managers Association)
- » Kick It Out
- » Show Racism The Red Card
- » County Football Associations
- » The Referees Association
- » The Gay Football Supporters Network

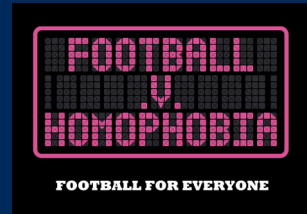




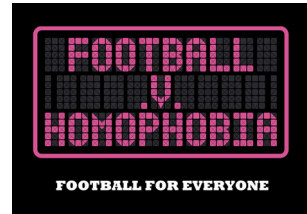
The FA is committed to tackling all forms of discrimination, including homophobia and transphobia. Our LGB&T Action Plan, 'Opening Doors and Joining In' and our progress report, 'Where Are We Now?' have information about our work as part of English Football's Inclusion and Anti-Discrimination Action Plan 2013–17, all guided by our Inclusion Advisory Board.

Reaching out to the LGB&T community is a key component in this work – and one which will be ongoing.

We look forward to your support, and if you have any queries, please refer to the **Contacts** page at the end of this toolkit.



1 HOMOPHOBIA AND TRANSPHOBIA -- THE FACTS



These bullet points give some context to the reasons for the FvH campaign:

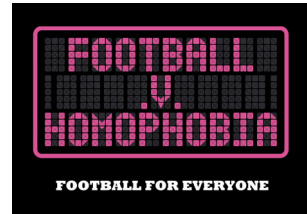
- » Around 6-8% of the population in the UK are thought to be lesbian, gay, bisexual or transgender (LGB& T).
- » LGB&T communities perceive football to be unfriendly and unsafe. 14.3% of LGB&T people surveyed by the National Union of Students in 2012 said that homophobia, biphobia, or transphobia had put them off participating in sports like football.
- » Evidence from the National Centre for Social Research and the Equality and Human Rights Commission suggests that around 24% of gay men have actively avoided sports such as football because they perceive it to be unsafe.
- » 'Leagues Behind – Football's Failure to tackle anti-gay abuse' (Stonewall 2009) one in four fans think football is 'homophobic'
- » 'Leagues Behind – Football's Failure to tackle anti-gay abuse' (Stonewall 2009) People experience homophobia in both grassroots and professional football: 64% of LGB people feel that homophobia affects their participation in football, while 70% of fans have heard homophobia in football within the last five years.
- » 'Out For Sport' reported in June 2012 that 75% of Trans respondents perceived there to be a problem with transphobia in sport. A staggering 80% of respondents claimed to have experienced both homophobia and transphobia in sport. 79% stated that the perception of the problem of transphobia in sport was enough to dissuade them from participating.
- » The FA's own data shows that in 2009 12% of grassroots stakeholders reported experiencing homophobia.
- » Many people still use homophobic terms such as 'gay', 'poof', 'faggot' and 'you're playing like a girl' without thinking that what they are saying has an impact on those around them, and without realising that what they are saying, or in fact, hearing, is homophobic – and in fact illegal (Equality Act 2010).



6-8%

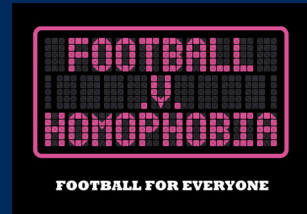
of the population in the UK
are thought to be lesbian, gay,
bisexual or transgender.



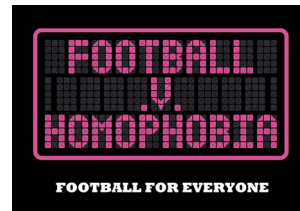


- » Making football environments welcoming of LGB&T people therefore is not just a matter of doing the right thing. It's also about increasing supporters, selling more tickets and more merchandise. Consumer research shows exceptional levels of brand loyalty amongst LGB&T consumers; so engaging LGB&T people in your club could prove beneficial in the long term.
- » FvH is not a new campaign. Although in its infancy, It runs throughout the year, but is given a focus in February.
- » In Europe, FvH is backed by FARE (Football Against Racism in Europe) and works alongside individuals and clubs across the continent.

Further reading on these facts can be found on pages 31 and 32.



2 SUGGESTED ACTIVITIES



In February 2012, The FA launched 'Opening Doors and Joining In', its action plan 2012-2016 for including LGB&T people in football: www.thefa.com/football-rules-governance/equality/lgbt-football

The action plan covers key areas of commitment to increasing LGB&T participation in – and enjoyment of – football.

County FAs have a unique role in cascading The FA's action plan and leading the **Football v Homophobia campaign** in grassroots football. Clearly, CFAs also have a role in making football as welcoming and inclusive of lesbian, gay, bisexual and transgender people as possible. Both CFA staff and Board members have a part to play in this.

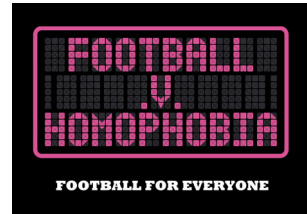
Below are some suggested actions your County could take as part of your commitment to the six pillars of the 'Opening Doors and Joining in' action plan – and the **Football v Homophobia campaign**.

1. Education

- » Access The FA's Football v Homophobia LGB&T inclusion workshop.
- » Arrange a consultation event with key representatives from the local LGB&T community.
- » Write an article for your county newsletter.

2. Visibility

- » Use a splash page on your county website or post an article about your support for FVH on your website.
- » Use the FVH twibbon in social media during February and march.
- » Link with the campaign via your facebook page www.bit.ly/fvhpage.
- » Follow the campaign on Twitter at FvH tweets. The FVH team will follow you back.
- » Dedicate a game to Football v Homophobia (see case study of Kent FAs County Cup Final).
- » Encourage community clubs to email the FVH team with any actions they have taken for FVH and communicate stories via your county website and social media.
- » Run a simple FVH competition via your county website and social media, giving away Football v Homophobia goodies to the winner.



3. Partnerships

- » Run a 'Just Play' session in partnership with local LGB&T organisations.
- » Run a Football v Homophobia tournament and approach your local LGB&T football clubs to take part.
- » Find a list of local LGB&T organisations at www.lgbtconsortium.org.uk/directory, and a list of LGB&T clubs in the back of this guide.

4. Recognition

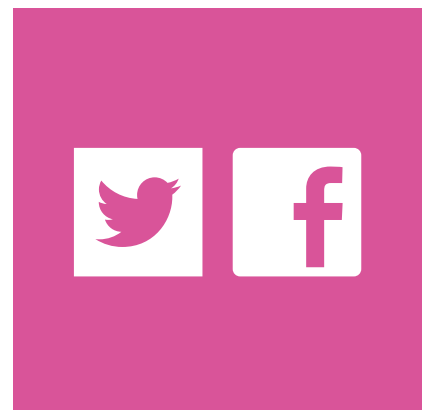
- » Celebrate the achievements of clubs and leagues in your county on the action that is taken for Football v Homophobia

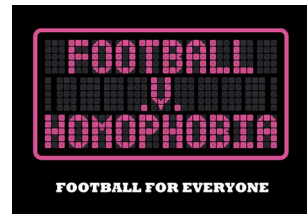
5. Reporting Discrimination

- » Remind clubs, leagues and referees that homophobic and transphobic language is not tolerated in football. Encourage them to cascade this information.
- » Remind clubs and players of The FAs reporting line: **Tel 0800 085 0508** (e-mail FootballForAll@TheFA.com).

6. Monitoring

- » Evaluate everything that you have done on Football v Homophobia as a county. What did you set out to achieve? What did you actually do and did you achieve on your objectives?
- » Write up a case study of the practical activities that was initiated for FVH and send this to the FVH team on info@footballvhomophobia.com. The team will profile your case study on their website and through social media.





Youth football

County FAs can play a unique role in messaging the Football v Homophobia campaign to youth football. The average age of coming out in the UK has now dropped to 15 years of age and evidence suggests that young people who are transgender may know this at a much earlier age.

Accordingly, it is likely that some young people involved in youth football may be questioning their sexuality or gender identity, or already know that they are lesbian, gay, bisexual or transgender.

It is perhaps no surprise then, that homophobic bullying is rife in schools. Stonewall, the UK's LGB&T Human Rights organisation, reported earlier this year that:

- » Homophobic bullying continues to be widespread in Britain's schools. More than half (55 per cent) of lesbian, gay and bisexual pupils have experienced direct bullying.
- » The use of homophobic language is endemic. Almost all (99 per cent) gay young people hear the phrases 'that's so gay' or 'you're so gay' in school and 96 per cent of gay pupils hear homophobic language such as 'poof' or 'lezza'.
- » Homophobic bullying has a profoundly damaging impact on young people's school experience. One in three (32 per cent) gay pupils experiencing bullying change their future educational plans because of it and three in five say it impacts directly on their school work.

While little comparable research has been undertaken in youth sport, we can see the cost of homophobic and transphobic bullying to pupil achievement in this research and we must ask ourselves the question: if we leave homophobic bullying and language unchecked in youth football, what are the consequences for our young LGB&T players in terms of their skill development, ambition and pathway in the game?





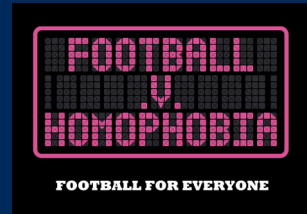
Sadly, statistics show that young LGB&T people are three to six times more likely to self-harm than heterosexual young people, and that an estimated 40% of all young LGB&T people self-harm or attempt suicide at least once. The evidence for trans adults suggests that these rates may be even higher for trans young people.

It is crucial, therefore, that youth football environments can send positive messages about LGB&T people.

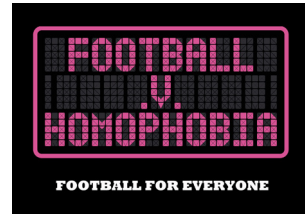
Here's some ways CFAs can take the lead on the Football v Homophobia campaign in youth football:

- » Provide a link to the Child Protection and Sport Unit's Briefing on homophobia in Youth Sport to all FA Charter Standard clubs and ask them to think about how homophobic language and bullying may be affecting their players www.nspcc.org.uk/inform/cpsu/resources/briefings/homophobic_bullying_in_youth_sport_wdf81288.pdf.
- » Find out how you can link with local schools/colleges on any anti-homophobia initiatives they are delivering or any events they have planned for LGB&T History Month (which also takes place in February).
- » Provide a football coaching session to a local LGB&T youth group during February and March.
- » Invite young people from your local LGB&T youth group to consult with you about their experiences of football and youth/school sport. See what you can learn about how to make your services more accessible. A database of LGBT youth groups in your area can be found at www.lgbtconsortium.org.uk/directory.
- » Encourage junior leagues to carry the FvH banner during February and March.





3 TOOLKIT RESOURCES AND TEMPLATES



Media release

Please modify where appropriate, and don't forget to add a supporting quote from a CFA spokes person.

-----[INSERT NAME OF COUNTY FA]----- supports Football v Homophobia

During February, **[INSERT COUNTY FA NAME]** is putting its weight behind an international campaign to combat homophobia.

The campaign, entitled 'Football v Homophobia' (FvH) aims to unite fans, players, communities, grassroots teams, professional clubs and the Football Authorities in opposing homophobia and prejudice against LGB&T (Lesbian, Gay, Bisexual, Trans) people in football.

FvH is endorsed and supported by The FA, PL, FL, PFA, LMA and Kick It Out. Year round, FvH enables people to take action against prejudice and discrimination based on sexuality or gender identity in football, and to celebrate and welcome diversity in the game. This culminates in an international show of support in February to raise awareness of the issue and to showcase new and existing work.

[INSERT CFA NAME] is proud to offer its support for this initiative. Homophobia, prejudice and discrimination against LGB&T people in football are unacceptable. As the governing body for football in **[LOCATION]**, it is our duty to create safe and inclusive environments and opportunities in football for everyone. Together with FvH we will work to improve football for LGB&T fans, players, members of staff and anyone involved with the game. We will work with, educate and lead our teams throughout the county on work around homophobia and LGB&T discrimination, and for the benefit of our communities, work towards a game in which everyone can be proud to participate.

[INSERT CFA SPOKES PERSON NAME] said: **[INSERT QUOTATION HERE – OR MAKE THE ABOVE PARAGRAPH A QUOTE]**

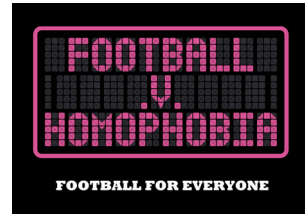
Some examples of activities being undertaken by the **[INSERT CFA NAME]** to support the FvH campaign during February include:

[INSERT ACTIVITIES, LOCATIONS AND DATES]

You can find out more about these events by visiting our website at **[website]**.

To find out more about the Football v Homophobia campaign, please visit

www.footballvhomophobia.com



Website article

Again, please modify where appropriate, and perhaps add in the supporting quote used in the media release.

-----[INSERT NAME OF COUNTY FA]----- supports Football v Homophobia

This month is 'Football v Homophobia' (FvH) month and [INSERT CFA NAME] is supporting it in every way it can.

FvH is an international initiative uniting fans, players, communities, grassroots teams, professional clubs and the Football Authorities in opposing homophobia and prejudice against LGB&T (Lesbian, Gay, Bisexual, Trans) people in football. The initiative is endorsed by The FA.

Year round, FvH enables people to take action against prejudice and discrimination based on sexuality or gender identity in football, and to celebrate and welcome diversity in the game. This culminates in an international show of support in February to raise awareness of the issue and to showcase new and existing work.

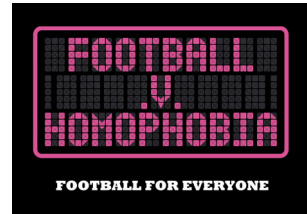
The campaign has only been around since 2010 but has still managed to generate global attention! Fans and teams around the world, from Croatia to Mexico have taken part and across the UK there has been a massive show of support. [INSERT FA NAME] are incredibly proud to announce that this year we are backing the initiative too.

[INSERT CFA SPOKES PERSON NAME] said: [INSERT QUOTATION HERE]

The issue of homophobia and LGB&T discrimination has long been an issue in football. In fact, the only professional football player who came out as gay, Justin Fashanu, had an intense struggle with his sexuality and how it was received in the game. Sadly, Fashanu took his own life in 1998 and his story is a testament to how homophobia, whether intended or not, can have fatal consequences.

Over a decade on football shows the promise of progress on the issue, however homophobia is still very much present; heterosexual players continue to suffer homophobic abuse and there is a lack of LGB&T visibility in the game at all levels. Stigma on the issue is such even players have felt unsafe to express inclusive opinions.

Ends



Website article (continued)

Again, please modify where appropriate, and perhaps add in the supporting quote used in the media release.

Any change must start with education and **[INSERT CFA NAME]** recognises its duty to lead the way on raising awareness about homophobia and LGB&T discrimination with our teams and anyone involved in football throughout **[LOCATION]**.

LGB&T people can be anyone and are everywhere. Sons, daughters, mums, dads, aunties and uncles can be LGB&T. LGB&T people are in all walks of life. They are receptionists, doctors, bus drivers, physios and yes, even footballers.

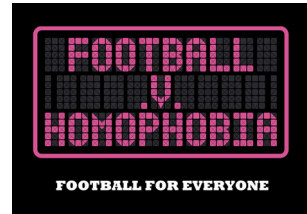
[INSERT CFA NAME] believes in a game where LGB&T people can be seen and heard, and appreciated for their contribution to the game in whatever shape or form. In our capacity as the governing body for football in **[LOCATION]** and through the FvH campaign and working closely with the FvH team throughout the year, **[INSERT CFA NAME]** will work to create safe and inclusive football environments for everyone, regardless of sexual orientation or gender identity.

We would also encourage anyone involved with football throughout **[LOCATION]**, whether you're a player, an official, club member, fan or supporter to help us create a safe and inclusive environment for everyone by standing up to prejudiced or discriminatory behavior like homophobia and other hate speech or chanting. If you witness any of this behaviour, please report it to the County Football Association **[DETAILS FOR RELEVANT CFA CONTACT]**.

As part of the FvH celebrations, on **[DATE, TIME, LOCATION]**, **[TEAM NAME]** will be holding **[DETAILS OF EVENT]** to celebrate FvH. Please come on down and support the event and show everyone that **[INSERT TEAM NAME]** is no place for hate or bigotry. You can find out more about this event by **[HOW TO FIND OUT MORE]** or visiting our website at **[website]**. To find out more about the Football v Homophobia campaign, please visit www.footballvhomophobia.com.

Follow FvH on Twitter: [@FvHTweets](https://twitter.com/FvHTweets)

Like FvH on Facebook: www.bit.ly/fvhpage



Newsletter article

Here's a template article to include in your newsletter detailing your support for the FvH initiative and how people involved in football throughout your County can get involved.

This month is 'Football v Homophobia' (FvH) month and **[INSERT CFA NAME]** is giving the campaign its full support.

FvH is an international initiative uniting fans, players, communities, grassroots teams, professional clubs and the Football Authorities in opposing homophobia and prejudice against LGB&T (Lesbian, Gay, Bisexual, Trans) people in football. The initiative is endorsed by The FA.

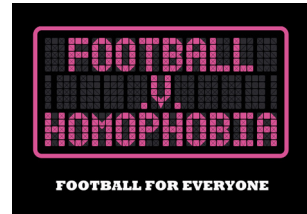
Year round, FvH enables people to take action against prejudice and discrimination based on sexuality or gender identity in football, and to celebrate and welcome the contribution of Lesbian, Gay, Bisexual and Transgender people to the game. This culminates in an international show of support in February to raise awareness of the issue and to showcase new and existing work.

The campaign has only been in existence since 2010 but has still managed to generate global attention! Teams and fans around the world, from Croatia to Mexico have taken part and across the UK there has been a massive show of support.

[INSERT CFA NAME] is proud to announce that this year we are backing the initiative too. **[INSERT SPOKESPERSON NAME]** said: **[INSERT QUOTATION HERE]**

[INSERT CFA NAME] recognise our moral, legal and social duties football in **[LOCATION]** to set an example throughout our communities by promoting the best elements of the game, protecting the right of everyone to participate and making football as inclusive and safe as possible for all those looking to get involved. The message is clear: whoever you are, if you're a player, coach, fan, referee, whatever your role in football, if you're lesbian, gay, bisexual, trans or not, football in **[LOCATION]** is for you and the **[INSERT CFA NAME]** will work tirelessly to make sure it's both accessible and safe.

Ends



Newsletter article (continued)

Here's a template article to include in your newsletter detailing your support for the FvH initiative and how people involved in football throughout your County can get involved.

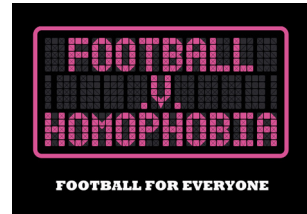
Homophobia and prejudice and discrimination against LGBT people are bad for the game and **[INSERT CFA NAME]** is committed to creating safe and inclusive football environments for everyone, regardless of sexual orientation or gender identity. Through the medium of FvH and by engaging with and working closely with other LGBT communities and groups, the **[INSERT CFA NAME]** will lead the way on educating widely on homophobia and LGBT discrimination and why it has no place in football in **[LOCATION]**.

[INSERT CFA NAME] would encourage anyone involved with football throughout **[LOCATION]**, to help us create a safe and inclusive environment for everyone by standing up to prejudiced or discriminatory behaviour like homophobia and other hate speech or chanting. If you witness any of this behaviour, please speak to a nearby steward at a match, the police, a club official or the referee, contact KickItOut or **[CONTACT DETAILS FOR RELEVANT CFA CONTACT]**.

As part of the FvH celebrations, on **[DATE, TIME, LOCATION]**, **[TEAM NAME]** will be holding **[DETAILS OF EVENT]** to celebrate FvH. Please come on down and support the event and show everyone that **[INSERT TEAM NAME]** is no place for hate or bigotry. You can find out more about this event by **[HOW TO FIND OUT MORE]** or visiting our website at **[website]**. To find out more about the Football v Homophobia campaign, please visit www.footballvhomophobia.com.

Follow FvH on Twitter: [@FvHTweets](https://twitter.com/FvHTweets)

Like FvH on Facebook: www.bit.ly/fvhpage



Online/social media messaging

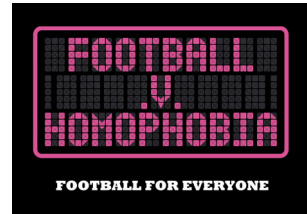
On this page are a few quick ways you can promote Football v Homophobia (FvH) online – using your current social media and website. It doesn't have to take long, just a tweet, post, link or article can make a huge difference in getting FvH out there.

Your website/e-newsletter

- » Got a links page? Add a link to the FvH website www.footballvhomophobia.com.
- » Have space for banner advertising? Get in touch and the FvH team can provide with a FvH banner to the exact size you need jen@footballvhomophobia.com.
- » Write a post/news article about FvH (see template on p.21 for all the text you need – just copy and paste.
- » Send out an e-newsletter to your supporters? Add a link to the FvH website or an article. Or pop our logo on there to show your support.

Twitter

- » Follow FvHtweets on Twitter (our official feed) and Retweet (RT) our tweets when you see them.
- » Tweet your followers to follow FvH.
- » Got something you think we'd like to know? Tweet us [@FvHTweets](https://twitter.com/FvHTweets).
- » Having that Friday feeling? Give us a #FF (Follow Friday) and we'll return the favour.
- » Use the FvH Twibbon (little FvH graphic) on your Twitter profile picture to show your followers you are supporting FvH.



Online/social media messaging

Facebook

- » Join FvH Facebook page at www.bit.ly/fvhpage.
- » Put a link to the FvH page on your page.
- » Supporting FvH in some way, maybe holding an event or getting players to wear FvH t-shirts? Tell the FvH team and their supporters about it on their page. Just post some info, a link and photo if you have one (don't forget to tweet them about it too).

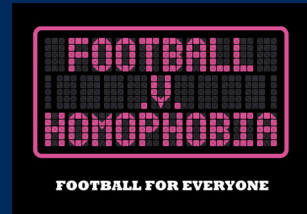
YouTube

- » There's no doubt about the power of video and now with smartphones, it's even easier to film a soundbite or part of an event. Passionate about FvH? Get a player, manager, coach, fan to say a few words about why it's so important. Film it. Upload it to your own YouTube channel and tell us about it. If you aren't on YouTube, send us the video and we'll add it to our site at www.youtube.com/footballvhomophobia.

FvH website

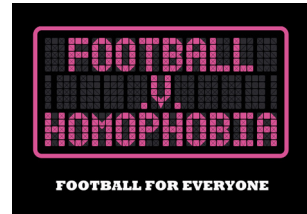
- » Holding an event to support FvH? Add it to the events calendar on FvH website, this will enable the FvH team to help you promote your event. Visit www.footballvhomophobia.com/events and fill in the online form.

If you're supporting FvH in any way, big or small, tell us and the world via social media



4 CASE STUDIES

Here's an excellent example of some great work undertaken by one County FA to tackle homophobia and LGB&T discrimination in the game.



Kent FA Football Club

What they did:

The Kent FA used its Senior Cup Final to introduce fans, players, officials and VIPs to the message of 'Football v Homophobia'.

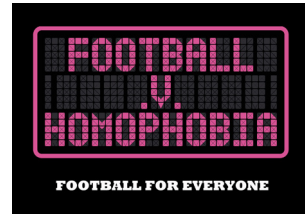
The game took place on Tuesday 24th April at the impressive Princes Park, home of Dartford Football Club and saw Hythe Town FC take on hosts Dartford FC.

The Kent Senior Cup Final is the most prestigious of all the County's Cup finals and this was capitalised on by Kent FA to reiterate the importance they place on equality issues in football.

How they did it:

Kent FA was one of the first CFAs to pilot the FA's Tackling Homophobia and Transphobia workshops currently being offered to all CFAs. After their training, the team put a dedicated person forward to lead on 'Football v Homophobia' project work internally. Project lead, Stephanie Gadd sat down with Kent FA Chief Executive Paul Dolan to discuss how best to promote the campaign.

In recognising that it was the first year that Kent FA had been involved with the FvH campaign, and therefore totally new to their audience, they decided on a simple promotional strategy to make the best of the 'Football v Homophobia' message.



Kent FA made the most of the promotional resources available by:

- » Requesting both competing teams to wear FvH t-shirts whilst warming-up before the game.
- » Placing FvH placards up around key areas of the ground as visual prompts for the campaign (reception of the ground, changing rooms, VIP foyer, bar and viewing galleries).
- » Displaying large banners on the pitch during the pre-match handshake.
- » Including an article on FvH in their matchday programme.

Impact:

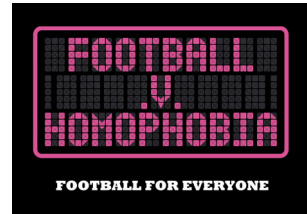
“The event was a huge success. Over 1,300 people attended the event and were exposed to FvH promotion.

“We had very good feedback about the article in the programme and lots of comments from the general public enquiring about the FvH campaign, which suggested we met our aim of raising the profile of the issue.

“Over 500 matchday programmes were sold at the event and there was no homophobia-related chanting from the stands either, which was positive. We also followed up the event by promoting the FvH campaign in all the post-match press both on our website, via our Ezine and social media sites.

“We currently have 1,110 followers on Twitter and 135 followers on Facebook and our Ezine goes out to over 5,000 of our key stakeholders every month.”

Stephanie Gadd, Kent FA Development Officer.



What they learned:

Kent FA liaised with the FvH team about what was available in terms of resources and they readily supplied FvH placards, banners and t-shirts.

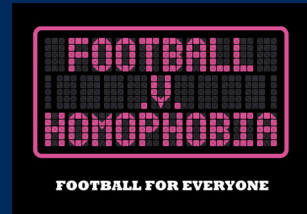
They also supplied a template matchday programme article, which was useful. Creating a strong partnership between the organisation and the Kent FA was the key to the success of the project. It enabled County FA staff to plan the promotion effectively and get maximum exposure for the campaign with our key stakeholders.

"We learnt a great deal from the project. Firstly we learned what resources are available to support promotional events and how best to use these resources to reach different target audiences.

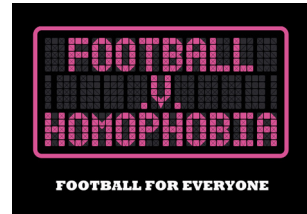
"It was also good to explore how we can incorporate the FvH campaign into our existing work programmes through the training day.

"Hopefully this will provide a useful platform from which we can launch future FvH projects. We intend to use our experience this year to inform the planning of future events with professional clubs."

Stephanie Gadd, Kent FA Development Officer.



5 CONTACTS



Campaign Organisations

The FvH campaign

Megan Worthing-Davies

Co-Director

megan@footballvhomophobia.com

Lou Englefield

Co-Director

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General enquiries

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Gay Football Supporters Network (GFSN)

Allan Simpson

secretary@gfsn.org.uk

Just a Ball Game?

Lindsay England

Founder

info@justaballgame.co.uk

Kick It Out

Roisin Wood

Director

roisin@kickitout.org

Show Racism The Red Card

Ged Grebby

Chief Executive

ged@theredcard.org

footballv
homophobia
.com

Football Authorities

The Football Association

c/o The Equality Team

FootballForAll@thefa.com

The Premier League

info@premierleague.com

The Football League

enquiries@football-league.co.uk

Professional Football Association

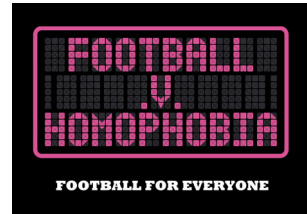
info@thepfa.co.uk

The League Managers Association

lma@lmasecure.com



6 GLOSSARY OF TERMS



To clear up any ambiguity:

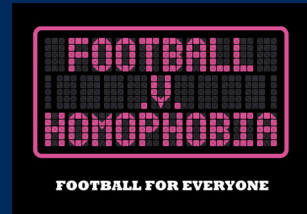
- » Lesbian: a woman who is attracted to other women.
- » Gay: a man or a woman who is attracted to people of the same gender.
- » Bisexual: someone who is attracted to people of the same and opposite genders.
- » Trans is an umbrella term used to describe people whose gender identity and/or expression differs from that they were assigned at birth

Sexual orientation is different from gender identity. Sexual orientation refers to whom someone is attracted to. Gender identity refers to whether an individual feels comfortable in the gender they were assigned at birth.

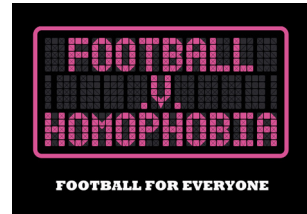
LGB&T is an acronym commonly used to capture the community of Lesbian, Gay, Bisexual and Trans people.

- » Homophobia can be characterised as a range of negative attitudes and feelings towards homosexuality and people who are identified as or perceived as being homosexual.
- » Biphobia can be characterised as a range of negative attitudes and feelings towards bisexuality and people who are identified as or perceived as being bisexual.
- » Transphobia can be characterised as a range of negative attitudes and feelings towards transpeople or people whose gender identity and/or expression differs from the identity they were assigned at birth.





7 FURTHER READING



Sport

Child Protection and Sport Unit, Briefing Paper on Homophobic Bullying in Youth Sport

http://www.nspcc.org.uk/inform/cpsu/resources/briefings/homophobic_bullying_in_youth_sport_wdf81288.pdf

Stonewall research into LGB people's experience of football

http://www.stonewall.org.uk/documents/leagues_behind.pdf

National Union of Student survey into experiences of students and sport (2012)

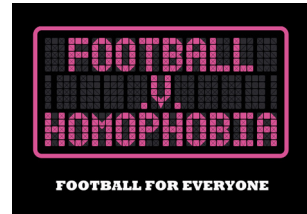
<http://www.nus.org.uk/en/campaigns/lgbt/outinsport/>

Interesting survey from Scotland on the experiences of LGB&T people in sport

www.outforsport.org.uk

Kick It Out anti-discrimination homophobia film. Contact Kick It Out to use this free resource

<http://www.kickitout.org/1057.php>



General

Stonewall research into the experience of young LGB pupils in school (2012)

[http://www.stonewall.org.uk/at_school/education_for_all/quick_links/
education_resources/7956.asp](http://www.stonewall.org.uk/at_school/education_for_all/quick_links/education_resources/7956.asp)

Stonewall's statistics on the estimated number of LGB people in the UK

http://www.stonewall.org.uk/at_home/sexual_orientation_faqs/2694.asp

Information from Stonewall about the average age of young LGB people 'coming out'

http://www.stonewall.org.uk/media/current_releases/4867.asp

Article from the LGBT press on self-harm

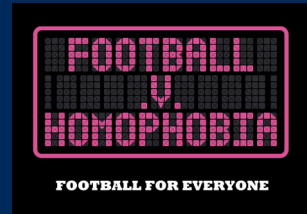
[http://www.pinknews.co.uk/2008/03/10/hidden-lives-self-harm-and-the-lgbt-
community](http://www.pinknews.co.uk/2008/03/10/hidden-lives-self-harm-and-the-lgbt-community)

The Lesbian and Gay Foundation's Guide into Sexual Orientation Monitoring

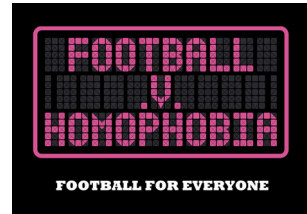
<http://www.lgf.org.uk/policy-research/SOM/>

EHRC paper on sexual orientation in the public domain

[www.equalityhumanrights.com/uploaded_files/research/research40_so_
moving_forward.pdf](http://www.equalityhumanrights.com/uploaded_files/research/research40_so_moving_forward.pdf)



0 POTENTIAL PARTNER ORGANISATIONS



National:

Gay Football Supporters Network (GFSN)

Allan Simpson

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www.gfsn.org.uk

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www.vmfc.co.uk

London & South East England:

Stonewall Football Club

chairman@stonewallfc.com
secretary@stonewallfc.com
treasurer@stonewallfc.com
Jamie@stonewallfc.com
www.stonewallfc.com

Titans Football Club

Ed Connell

Manager

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Leftfooters FC

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Phoenix FC (East London)

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