

The FA



FOR ALL

**FA Council Annual Report
2023 - 2024**

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Introduction

As part of our comprehensive review of the role, structure, operations, and governance of the FA Council, we committed to communicating its activities and performance across the game on an annual basis. We are pleased to share the first FA Council Annual Report for the 2023/2024 season.

The FA Council is a vital component of The FA's governance structure. Its role is to "futureproof the game for all." With its 125 members, the Council provides strategic input that shapes The FA's response to issues that impact the sustainability of football.

The Council's structure is intentionally designed to reflect the priorities of the entire game. Through its broad representation, we ensure a 'voice for all' across football, addressing the needs and concerns of every stakeholder in the game.

Our members represent a carefully curated mix from County Associations, Clubs, the Premier League, the English Football League, the National League System and the Women's Game. They also represent Education, Disability and Youth Football, Match Officials and a range of stakeholders from across the ecosystem, including the Football Supporters' Association (FSA), the League Managers' Association (LMA) and the Professional Footballers' Association (PFA).

The 2023/2024 FA Council Annual Report highlights progress from the Council Review, details our strategic initiatives, updates on The FA Cup tournaments, covers people changes and includes 17 summary reports from FA Committees. These reports illustrate the breadth and depth of activities that support our game. So many Council members contribute their time to these Committees, and for that, we are extremely grateful.

In full transparency, this 2023/2024 FA Council Annual Report will be published on The FA website.

Debbie Hewitt MBE
FA Chair

FA Council Annual Report 2023-2024

CHAIR'S REPORT

The FA Council has had a busy year, undertaking a comprehensive review of its governance powers, committee terms of reference, membership composition, and identity. The 51 proposals that emerged from the 2022/2023 Council Review represent the most significant structural and governance changes in our 160-year history. These reforms reflect many recommendations from the Fan-Led Review of English Men's football.

The past 12 months have marked a pivotal stage in the evolution of FA Council as we began implementing the reforms outlined in this Review.

As well as the Council Review agenda, the FA Council met 5 times during the season, including an extraordinary meeting to vote on the proposed reforms.

COUNCIL REVIEW HIGHLIGHTS

Beginning in September 2022, the Council Review reaffirmed its purpose to 'future proof' football. Its mandate was confirmed as providing meaningful input into the strategic opportunities and challenges that face football and prioritising the attention and resources of The FA.

Having voted through extensive changes with an average 98% approval rating, Council spent much of the season implementing the following six key projects. Four have been completed and two will continue into the 2024/2025 season: -

1) National League System (NLS) Board

Historically, The FA's governance has been structured into two tiers to reflect support for both amateur and professional football. Moving forward, our structure will add a middle tier to reflect the importance of the National League System. Much of this is semi-professional and its clubs support a significant part of youth football. Central to this structural revision is the creation of a new NLS Board and various sub-committees. The project team is currently developing its membership, structure, and funding implications.

2) Integration of the Men and Women's Game

While The FA has successfully grown the women's game at all levels through stand-alone governance, the Council agreed that, for the next phase of growth, it is important to integrate governance into our central structures. That will enable The FA to have a single point of view on the many opportunities and issues that consistently impact both the men's and women's game. The integration process will be phased, starting in the 2024/25 season.

3) Council Constitution

This key governance project oversaw the implementation of the constitutional changes required to formally approve the Council Review proposals. This project is now complete.

4) Committee Governance

This project set out the governance charter and mandate for all Committees, including an update to all terms of reference. It also included a specific review of membership composition and Chair succession with a focus on skillsets, experience and independence. This project is now complete, and Committee succession will become business as usual.

5) People and Culture

The FA Council introduced a People and Culture Committee which included the appointment of 11 members, developing its terms of reference, and creating two sub-committees to address Reward and Recognition as well as Council and Committee Member Appointments. This project is now complete, and the activities of this Committee will become business as usual. It was decided to delay a project on FA Club Membership because of its interdependency with other work streams and this project will be integrated into the work of this Committee.

6) Council Identity

The method of informing and communicating with Council has been enhanced through the design, delivery and rollout of a new digital Portal. More practical attire for Council representatives at football games has also been introduced. While minor changes have been made to our Wembley Suite hospitality offering, more radical changes will take place before the 2027-28 Season to accommodate the substantial growth in Fellowship members (an honorary position granted to some former Council members). The work of this project will now be taken forward by the People and Culture Committee.

A significant debt of gratitude goes to the committed and hard-working members of Council who have not only led the initial Review but are working together to implement the strategic reforms.

We are particularly pleased to note that this Council Review, along with its subsequent implementation, was undertaken in-house by the voluntary commitment of Council members.

Alongside the Council Review and Implementation workstreams, our Council meetings now comprise working sessions which have focussed the Council members on several important topics.

STRATEGIC HIGHLIGHTS

Heading

In 2022, The FA became the first national association to successfully adopt the International Football Association Board (IFAB) trial to remove deliberate heading in grassroots football at the U12 level and below. The FA first introduced the IFAB trial in England following steps to bring in heading guidance in 2020, and then implemented guidance in training across every level of the professional and amateur game in 2021.

After two seasons of the IFAB trial in English football, the FA Council participated in consultations to introduce a new Rule to phase out deliberate heading in matches across all affiliated grassroots youth football between U7 and U11 level. This will be implemented over the next three seasons until 2026/2027. The scope includes all leagues, clubs, and affiliated school matches, starting with U7-U9 level in the 2024/2025 season, expanding to U10 in 2025/2026, and U11 in 2026/2027.

The introduction of the new Rule follows a wide-ranging consultation process with various representatives across the grassroots game, including the National Game Board, the Football Development Committee, and the wider County FA network.

The gradual introduction of the new Rule will support players' transition as they adapt to the absence of deliberately heading the ball in grassroots youth football matches. As grassroots players move from primary to secondary school, heading the ball will be reintroduced at this natural transition point in their U12 season.

Throughout this period, The FA will research, review, and analyse implementation of this reform to improve the experience for players and referees. The FA Council will continue to monitor and contribute to the evolution of the training guidance to ensure it meets the needs of the game. This includes

providing coaches and players with innovative technical support to prepare for the transition into heading the ball in youth matches.

Participant Behaviour

A range of new sanctions at the grassroots level, including points deductions, were introduced from the start of the 2023/2024 season. At the professional level, match officials were empowered to take appropriate disciplinary action when necessary. The FA Council strongly supported these measures, and our mid-season update in February demonstrated their positive impact on the game.

There is still much to do to improve participant behaviour, and we will keep all options under review throughout the coming season.

The Future Direction of the Women's Game

Council has been regularly updated about the women's professional game. At the beginning of the season, we had a presentation on Project Moonshot, the strategy to grow the women's game and subsequently, later in the season, an update of progress on the mission to create the most distinctive, competitive and entertaining professional women's football club competition globally. The establishment of an independent NewCo is now complete and it will take over the running of the women's professional game league competitions this coming season.

The FA Disciplinary and Judicial Process and Discrimination Guidelines

It is crucial for Council to understand how The FA's investigation and judicial processes operate so that when high profile cases are reported in the media, Council members are aware of the processes followed and can communicate as appropriate within their networks. In July 2023, the Council received a detailed overview about how The FA learn and revise processes in line with case experience. They also heard about a new framework of sanctions where a breach of Rules has been found.

FA Coach Education

A core FA role is to support the education needs of our coaching workforce. The skills, knowledge and experience within the Council's membership provided an opportunity to discuss our future provision, focussing on the skills and knowledge that coaches need to develop players and methods to provide development opportunities. Council's input was invaluable in shaping the education services for coaches and has directly led to piloting a new approach in six County FAs. The Council will continue to monitor this pilot until the best programme is made available.

Men's FA Cup Replays

One of the more challenging topics in the 2023/2024 season was the decision to remove Round 1 to Round 4 Men's FA Cup replays. As this was an FA Board and Professional Game Board matter, Council was not part of the decision-making process, but Council did discuss the issue following The FA's announcement.

England is the only major European footballing nation with three domestic cup competitions to fit into the calendar (Emirates FA Cup, Carabao Cup and EFL Trophy), and in the context of an increasing number of club games in FIFA and UEFA competitions, congestion and player welfare have become a growing concern for all clubs, not just those in the Premier League.

We understand the historical importance of replays as part of the storytelling, romance and legend of the Cup. While we recognise the strength of views from some fans, it is important to remember that the David v Goliath 'magic of the Cup' is not changing. Any one of the 745 competing teams can still win and lift the Cup. The removal of replays does not change this.

While the pressure on the calendar has been the driver for change, we are working through the FA Cup prize fund to ensure that lower league clubs are not financially disadvantaged as a result of the format change and that the FA Cup remains the best loved and most watched domestic knock-out competition.

Other Strategic Sessions and Annual Updates

Other notable discussions and annual updates centred around a wide range of topics including:

- Agent's Regulations
- The proposed Government Independent Regulator
- The FA's 2024-28 Strategy and progress on Grassroots Football Strategy
- The FA Youth Council
- The FA Financial Accounts
- The Casey Review of the UEFA 2020 Euros Final
- Preparations for the 2024 UEFA Men's Euros.

Council has provided valuable input to other issues including a new policy on lighting the Wembley Arch and the development of our new Diversity and Inclusion Strategy.

THE PEOPLE AGENDA

Charlton and Hope Awards

We were delighted to launch two inaugural Council Awards this year to recognise excellence in the game. The Charlton Award, named after Sir Bobby Charlton, is the Professional Award and it reflects his significant legacy to the game.

The Hope Award, named after Charlotte Hope, is the Grassroots Award, honouring a young volunteer who tragically lost her life last year and was a formidable force in using football to positively change the lives of those less fortunate.

Both Sir Bobby and Charlotte are the posthumous recipients of the inaugural awards. It was both emotional and a privilege to award Sir Bobby's widow, Lady Norma, and Charlotte's parents, Neil and Helen, with this special trophy to recognise the remarkable endeavours of their beloved family members.

In addition, all Council members had the opportunity to make two nominations for the 2023/24 season, for the Professional Game and Grassroots. Nominees could include anyone in football making a substantial contribution to futureproofing the game.

We were delighted to announce **Lotte Wubben-Moy** of Arsenal and England fame as the winner of the Charlton Award. Lotte is recognised for her ambition to leave football and society in a better place. Alongside her success on the pitch, judges noted the momentous role she has played in securing equal access to football for girls.

We were also delighted to announce **Jason Land**, Lincolnshire FA's Disability Ambassador, as the winner of the Hope Award. Judges unanimously felt that Jason deserves recognition for the impressive role he has played in the development of disability football. Partially sighted himself, he has been involved in disability football for over 24 years as a player, coach, club committee member and league committee member. He is also Grimsby Town's Sports and Education Trust Disability and Inclusion Lead.

Council Leavers

Thanks go to our colleagues who have stepped down from Council this season. Long servers Mervyn Leggett BEM (Vice-President), Jack Pearce MBE (Divisional Representative and Vice-President), Barry Chaplin (West Riding FA), Andrew Neville (Divisional Representative) and John Nixon (EFL) have given many years of valuable input to Council, and we are very grateful for their individual contributions.

Mary Guest (Oxford University FA) and John Little (Cambridge University FA and Vice President) will be stepping down as part of the membership review of Council. As these two FA entities have had a seat on Council from its earliest days, we'd like to thank both Mary and John for the professional contribution to these membership reforms and their personal contributions over their time on Council.

Wasim Haq, BAME Football Community representative stepped down from Council, with this role becoming part of the Football Community Representative group.

Terry McCosh will be stepping down as Wiltshire FA representative, to be replaced by Simon Russell and Steve Kavanagh and Neerav Parekh step down as EFL representatives.

Jordan Liburd will step down as Chair of The FA National Youth Council and will be replaced by his successor Thomas Lamberth.

We thank Wasim, Terry, Steve, Neerav and Jordan for their contributions to the Council.

Former Council Members

On behalf of all Council colleagues, the Executive team and the FA Board, I also want to pay tribute to those former members of Council that passed during the year. Their wisdom and experience helped to make The FA what it is today, and we will be forever grateful for their interest, commitment and camaraderie. Each will be sadly missed.

- Bill Coad (representative for Cambridgeshire FA 1993 - 2009)
- Chris Davey (representative of Devon FA 2008 - 2017)
- John Elsom (Divisional Representative 2001 - 2013)
- Anthony Hughes (representative for the Southern League 2016 - 2023)
- Keith Lamb (representative for the Premier League and EFL 2007 - 2016)
- David Morrall (representative for Steps 5 & 6 of the Male National League System 2017 -2020)
- Gordon Snell (representative for Essex FA 1994 - 1999) and
- Richard Tur (representative for Oxford University FA 2002 - 2021)

Along with legions of English fans and supporters, we also regret the sad passing of several former England players - Sir Bobby Charlton, Maddy Cusack, Trevor Francis, John Hollins, Chris Bart-Williams, Stan Bowles, Larry Lloyd and Francis Lee, and Former England coach Terry Venables.

They each leave not only a positive legacy to the game but enriched many people's lives.

FA CUP TOURNAMENTS

It has been another tremendous year for our FA Cup competitions. The Emirates Men's FA Cup saw an exhilarating final with Manchester United beating Manchester City 2-1 in a repeat of last year's derby. Similarly, The Adobe Women's FA Cup saw Manchester United beat Tottenham 4-0 to pick up their very first FA Cup. A double header for Manchester United, one of only 5 teams to achieve this in the history of these two great cups.

The FA Youth Cup saw Manchester City U18s beat Leeds United U18s with a convincing 4-0 win.

The FA Vase featured Romford v Great Wakering Rovers, with Romford delivering a 3-0 victory. The FA Trophy featured a hotly contested match between Gateshead and Solihull Moors which went to penalties after a normal time score line of 2-2. Gateshead won by the narrowest of margins, 5-4.

The FA Sunday Cup was held at the Bet 365 Stadium in Stoke and saw Trooper FC come back from the early lead taken by Home Bargains, to beat them 2-1.

Congratulations to all participants. We'd like to thank the FA Challenge Cup Committee and the National Game Competitions Committee for the substantial work put in to delivering these fantastic competitions, as well as the Executive team for their work in supporting the two Committees.

The Disability Cup Final weekend took place in June at St George's Park. It brought the thrills, skills, and extraordinary passion of para players at the top of their game, with six cup finals across one weekend, including the Partially Sighted (Birmingham Futsal v Scorpions Futsal), Amputee (Everton FC v Portsmouth FC), Blind (The Royal National College for the Blind v West Bromwich Albion Blind FC), Cerebral Palsy (Chelsea Foundation v Norwich City Community Sports Foundation FC), Powerchair (Aspire PFC v West Bromwich Albion PFC) and Deaf football (Farsley Celtic Deaf FC v St. John's Deaf FC).

Our congratulations to the winners - Scorpions Futsal, Portsmouth FC, West Bromwich Albion Blind FC, Norwich City Community Sports Foundation FC, West Bromwich Albion PFC, St. John's Deaf FC respectively.

I would like to thank the Disability Committee for their oversight of these inspiring tournaments and the contribution to the fans. Equally, much thanks to the Executive team for their sustained efforts in leading the progression of the para game.

THE 2024-2025 SEASON

As we look forward to next season, alongside our regular business, Council will be focused on the next phase of implementing reforms. These include strategic aspects such as the development of the Independent Regulator, participant behaviour (on and off the pitch), evolution of The FA's commercial revenues, the County review of County FAs, and the development and investment in St George's Park.

Council members have also proposed a series of annual education sessions on issues to be rolled out next season. These sessions will cover handling social media, and optimising equality, diversity, and inclusion.

Finally, I want to record my appreciation for the continued work, dedication, and commitment of my Council colleagues. Each member is playing a fundamental role in futureproofing the game.

Debbie Hewitt MBE

FA Chair

16 July 2024

**Council Expenditure
Season 2023 -2024**

Current Council Expenditure	2023 -2024 £k	2022-2023 £k
Attendance Allowances - Council	56.6	57.6
Attendance Allowances - Committees	161.8	220.2
Travel	99.3	114.4
Accommodation	32.7	39.0
Council Tickets and Hospitality	384.9	256.4
* Ambassadorial Duties	10.7	22.9
**Council Meetings - Event Costs	26.3	23.6
Recognition Awards	11.0	1.0
***Council Staff and Admin Costs	144.0	140.0
TOTAL	927.4	875.1
Fellowship Expenditure		
Fellowship Tickets and Hospitality	116.0	72.7
GRAND TOTAL	<u>1,043.4</u>	<u>947.8</u>

* These are the costs associated with Council Members who travel with various England teams to represent The FA at matches and tournaments

** Including technology and catering

*** Notional time allocated for FA Chair, Company Secretary and Admin support

Overview

These are the direct costs associated with running Council and the associated Fellowship programme. They do not include any indirect allocation of costs. We publish them in the spirit of transparency. They are unaudited.

Council Members can claim an allowance for attendance at meetings of The FA Council or any committees to which they are appointed. In addition, they can claim any travel and subsistence expenses which they incur, to attend meetings. We have seen a reduction in the attendance allowances for committees from the previous to the current season mainly due to a reduction in the number of committees within our governance structure, which was part of the Council Review.

Council Members and Fellowship Members can attend England and FA matches held at Wembley Stadium, including a guest. We have identified a notional cost for tickets and hospitality which has enabled us to produce an overall cost for matches attended in the season. The increase in costs between the 2022/2023 and 2023/2024 season relates to the number of matches held, with 8 matches held in 2022/2023 and 12 in 2023/2024.

The Fellowship of Council is an honorary membership scheme first introduced in 2017 and awarded to some former Council members who meet minimum length of service criteria. As the number of members of the Fellowship increases annually, we will see an increase in the costs associated with match tickets and hospitality. We have introduced changes to the benefits that go with membership of the Fellowship so that from 2032 we will start to see a reduction in these costs.

Richard McDermott
FA Company Secretary
16 July 2024

Council Members 2023-24

FA Chair

D Hewitt MBE (2022)

Chief Executive Officer

M Bullingham (2019)

Divisional Representatives

1. G Perry (2021), Ashington FC
2. M Turner, (2022) Accrington Stanley FC
3. A Shaw (2009, 2012), Altrincham FC
4. *Vacant*
5. P Douglas (2021), Rotherham Utd FC
6. A Neville (2013), Leicester City FC
7. C Johnson (2021), Aveley FC
8. C Reeves (2012), Poole Town FC
9. A Sharpe (2017), Wingate & Finchley FC
10. JD Pearce MBE (2001), Bognor Regis Town FC (Vice-President and Vice-Chair)

County Association Representatives

Amateur Football Alliance - J Leese (2018)
Army – G Brookland (2023)
Bedfordshire - A Young (2023)
Berks & Bucks - J Horsley (2022)
Birmingham - K Shoemake (2022)
Cambridgeshire - P Hill (2020)
Cambridge University - Dr J A Little (1999) (Vice-President)
Cheshire - C Garlick (2018)
Cornwall - G Lee (2005)
Cumberland - B Snowdon (2023)
Derbyshire - F McArdle MBE (2008)
Devon - T Sampson (2017)
Dorset - S Whittle (2009)
Durham - JC Topping (2007)
East Riding - J Suddards (2013)
English Schools - M Robinson (2022)
Essex - A Chaplin (2021)
Gloucestershire - R Schafer (2013)
Hampshire - N Cassar (2017)
Herefordshire - P Tompkins (2015)
Hertfordshire - P Mallett (2016)
Huntingdonshire - MC Frost (2005)
Independent Schools - S Abbott (2022)
Kent - G Petts (2020)
Lancashire - D Flory CBE (2023)
Leicestershire & Rutland - J Dunmore (2023)
Lincolnshire - S Jaehrig (2019)
Liverpool - I Wild (2021)
London - Y Harun BEM (2021)
Manchester - C Bridgford (2016)

Middlesex - JRW Taylor (2015)
Norfolk - M Banham (2021)
Northamptonshire - N Griffin (2022)
North Riding - B Casterton (2020)
Northumberland - S Ord (2020)
Nottinghamshire - E Oram (2007)
Oxfordshire - C Kane (2023)
Oxford University - M Guest (2021)
Royal Air Force - Sq Ldr J Ochuodho (2023)
Royal Navy - S Johnson (2014)
Sheffield & Hallamshire - M Gilmour (2021)
Shropshire - D Simpson (2007)
Somerset & Avon - P Chaplin (2020)
Staffordshire - A Evans (2022)
Suffolk - R Neal (2021)
Surrey - S Lockyer (2023)
Sussex - T KT Win (2007)
Westmorland - P Ducksbury (2018)
West Riding - B Chaplin (2012)
Wiltshire - T McCosh (2021)
Women's Football Conference - S Hough MBE (2000) (Vice-President) and H Miller (2023)
Worcestershire - N Trigg (2023)

Representatives of The Premier League

P Barber OBE (2018), Brighton & Hove Albion FC
R Caplehorn (2016), Tottenham Hotspur FC
R Britain (2019), Manchester Utd FC
C Crown (2021), Brentford FC
N Randall KC (2020), Nottingham Forest FC
R Garlick (2014-2016, 2022), Arsenal FC
D Mistry (2023), Premier League

Representatives of The English Football League

R Parry (2019), Football League (Vice-Chair)
J Nixon (2013), Carlisle Utd FC
S Curwood (2016), Fleetwood Town FC
Z Webber (2021), Norwich City FC
N Bausor (2022), Middlesbrough FC
S Kavanagh (2023) Millwall FC
N Parekh (2023) Barnsley FC

Joint Representatives of The Premier League and English Football League

F Robinson (2016)
P McCormick OBE (2015)

Other Representatives

The National League - M Ives (2021) and S Thompson MBE (2013-2014, 2015-2016, 2021)
The Northern Premier League - M Harris (2016)
The Southern League - D Martin (2011-2014, 2023)
The Isthmian League - N Robinson (2008)
Referees' Association - D Crick (2013)
Professional Game Match Officials Limited – B Steinhaus-Webb (2023), H Webb MBE (2023)
League Managers' Association - L Gordon (2023)

Professional Footballers Association - M Molango (2022)
Supporters' Representative - C Paouros (2021), T Greatrex (2018)
Independent Non-Executive Directors - K Tinsley OBE (2017), T Score (2022), J McAnuff (2022), M Esiri (2022)
Inclusion Representatives - N Walsh (2021), D Davies (2023)
Disability Football Representative - C Chaytors (2008), D Clarke OBE (2017)
British Universities College Sport - S Bell-Minogue (2023)
Association of Colleges - Professor J Maher (2019)
FA Youth Council - J Liburd (2023)
BAME Football Communities – W Haq (2021)
National League System Steps 5 and 6 - D Richmond (2020)
Futsal and small-sided football - G Dell (2017)
FA Women's Super League and FA Women's Championship Representative - L Sanders (2020)
1 woman nominated by National Game members and selected by the National Game's Main Board Directors - S Walters (2017)
National Game Football Communities - J Khan, C Gordon, A Baker, Dame R Shah DBE, K Mundy, A Ajibola (all 2021)

Total Voting Members: 114

Non- Voting

Life Vice-Presidents

G Thompson, OBE, JP (1979), Sheffield & Hallamshire FA
JJ Waterall (1986), Nottinghamshire FA
CJ Saunders (1982), Independent Schools FA
MM Armstrong (1985), Huntingdonshire FA
PS Hough (1988), Dorset FA
D Henson (1986), Devon FA
B Walden (1991), Northamptonshire FA
CB Taylor (1991), Barnsley FC

Vice-Presidents

BJ Adshead (1997), Staffordshire FA
MR Leggett BEM (1992), Worcestershire FA
PJ Clayton (1997), Middlesex FA

Total Non- Voting Members: 11

Total Members: 125

Committee Reports and Chairs

Disability Football Committee– Colin Chaytors

Football Regulatory Authority – Lord David Wolfson

Inclusion Advisory Board – Deji Davies

People and Culture Committee – Debbie Hewitt MBE

Referees’ Committee – David Crick

Women’s Football Board – Sue Hough MBE

Women’s Super League & Women’s Championship Board – Dawn Airey CBE

Professional Game

Professional Game Board – Peter McCormick OBE

FA Challenge Cup Committee – Peter McCormick OBE

National League System

Alliance Leagues Committee – Mark Harris

Leagues Committee– Mark Frost

National Game Competitions Committee – Nick Robinson

Grassroots

National Game Board – Sue Hough MBE

Affiliated Associations Committee – Colin Bridgford

Facilities Expert Advisory Committee – Peter Ducksbury

Football Development Committee – Professor Jo Maher

Futsal Committee – Graeme Dell

Disability Football Committee 2023-2024

Chair

Colin Chaytors – Disability Football Representative

Members

David Clarke OBE – Disability Football Representative
Chris Gordon – NG Community Representative
Sue Hough MBE – Women’s Football Conference
Shan Jaehrig – Lincolnshire FA
Jimmy Khan – NG Community Representative
Andrew Marriott – Independent
Matt Pounder – Independent
Dame Robina Shah DBE – NG Community Representative

Co-opted Members

Ray Ashley – Activity Alliance
Jeff Mostyn – AFC Bournemouth

Purpose of the Committee

The Committee’s role is to consider all policy matters relating to the development of disability football and to oversee the development of disabled players through the FA Disability Football Pathway from grassroots through to elite level. Participation targets is a key role for the Committee, supporting any changes in approach that may be required.

The Committee also has responsibility for proposing amendments to the Rules and Regulations affecting disability football and its associated competitions, appointing members as required to Local Organising Committees of international tournaments held in England and representing The FA as appropriate.

Sub Committees

- The FA Disability Cup
- Player Pathway

Number of Meetings

Meeting	2023-24	2022-23
Disability Football Committee	4	4
FA Disability Cup	5	6
Player Pathway	0	3

Activities and Achievements - Season 2023-24

During the season we have considered a wide range of topics, including: -

- Disability participation – achieving a 24% increase over the season and exceeding the KPI target by over 700 players.
- Developing the support package available to clubs.
- Launching the Journey to Inclusion Workshop - attracting approximately 500 attendees from 300 grassroots clubs to the various events.
- Launching the Journey to Inclusion Fund to support County FAs address gaps in participation at a local level.
- Coach education – with over 1500 people completing the revamped Coaching Disabled Footballers Learners e-module.

- Recruited a network of 56 FA Disability Football Ambassadors and 28 Regional Disability Coach Mentors.
- Launch of Comets – the entry level participation programme for 5–11-year-olds, which has attracted 137 applications from clubs in the first season.
- Improved links to walking football and continued expansion of the associated programme.
- Launch of the Disney inspired Shooting Stars SEND and Project B1 resource for schools.
- Continued expansion and development of the FA Disability Cup as England’s primary disability football competition.
- Elite squad performance – achieving four podium finishes and improving the international ranking of six of the squads, as well as launching the England Women’s B1 programme.
- Increased investment in Para football and growth of the Para Performance Team.
- Further development of the ‘Talent Pathway’ with the introduction of a revised performance model, talent system profile and introduction of the multi squad camp model.
- Launch of the inaugural Player Performance Awards.
- Enhanced player welfare and support programmes.
- Elite coach development plan.
- Online talent referrals.
- Finance and potential partnerships.
- The greater alignment of practices across FA Divisions.

Objectives – Season 2024-25

As well as looking at the overall funding of disability football moving forward, the Committee has identified the following key objectives for the coming season: -

- Recruit new co-opted and independent committee members who can support the objectives and vision for the committee.
- Performance-manage activities designed to meet the FA objective of increasing participation in football.
- Launch of the new disability strategy for 2024-28 now fully embedded within FA Strategy.
- Develop new national partnerships (e.g. Special Olympics GB) to help drive growth in participation.
- Increase the impact of the committee and its membership on the wider game to influence the inclusion of disabled people.
- Establish an elite support sub-committee, recruiting highly skilled members and developing a clear set of objectives for its work and the promotion of Para football.
- Ensure the sustainability of the work on the talent pathway and if necessary, source additional funding.
- Develop an increased audience for elite football for disabled players through work with broadcast partners.
- Expand the Comets programme – with a target of 600 club opportunities by 2028.
- Engage with communities on identifying priorities for increasing inclusion of neurodiverse people in football.

Colin Chaytors
Chair, Disability Football Committee
16 July 2024

Football Regulatory Authority 2023-2024

Chair

Lord David Wolfson - Independent Commissioner

Members

Mark Ives – NG Representative, National League
Nick Robinson – NG Representative, Isthmian League
Alex Baker – NG Community Representative
John Topping – NG Representative, Durham County FA
Zoe Webber – EFL, Norwich City FC
Rebecca Caplehorn – PL, Tottenham Hotspur FC
Peter McCormick OBE – PL
Paul Douglas – EFL, Rotherham United FC
Sir Ian Johnston – Independent Commissioner
Shola Ameobi – Independent Commissioner
Genevieve Gordon-Thomson – Independent Commissioner

Purpose of the Committee

The FRA is established by The FA Board to be the regulatory, disciplinary and rule-making authority of The Association. The FA Board delegates to the FRA the powers to administer and exercise, on behalf of The Association, the powers and functions of The Association contained in Rules E to L (inclusive).

Sub Committees

- Disciplinary Sub Committee – This committee is convened to discuss disciplinary issues in the grassroots game and report back to FRA.
- Stakeholders Consultation Group – This is a consultation group comprising representatives of the Premier League, EFL, National League, Women’s Super League, Professional Footballers’ Association, League Managers’ Association and Professional Game Match Officials Limited. The group convenes to discuss disciplinary issues affecting the professional game.

Number of Meetings

Meeting	2023-24	2022-23
FRA	6	7
Disciplinary Sub Committee	5	5
Stakeholder Consultation Group	4	6

Activities and Achievements - Season 2023-24

During the season the FRA has:

- Considered and approved changes to FA Rules. These have included:
 - (i) Mandatory EDI reporting for all professional men’s and women’s clubs.
 - (ii) Phasing out of deliberate heading at the youngest levels of the game.
- Considered and approved changes to FA Regulations. These have included:
 - (i) New FA Football Agents’ Regulations (as a consequence of the new FIFA Football Agents’ Regulations).
 - (ii) A new penalty points system for grassroots discipline.
 - (iii) New sanction guidelines for offences against Match Officials at grassroots level.

- (iv) A new power of retrospective action where a player deliberately handles the ball resulting in a goal.
- (v) Updated Change of Control provisions for the National League.

- Discussed current disciplinary and integrity issues affecting both the professional and grassroots game.
- Confirmed updates to The FA's policy on media comments.
- Considered the impact of the Participant Behaviour programme. Much of this work was undertaken by the Disciplinary Sub-Committee.
- Discussed key disciplinary and integrity cases and case statistics.
- Ratified the appointments of Judicial Panel Members.

Objectives – Season 2024-25

For next season the FRA will:

- Monitor The FA's handling of disciplinary and integrity cases.
- Consider whether any changes are required to FA Rules, Regulations, policies or procedures in relation to discipline and integrity.
- Consider whether any changes are required to sanction guidelines for certain offences.
- Review the outcome of any significant disciplinary cases.
- Review the appointment process for the Judicial Panel alongside the Independent Judicial Panel Chair.

Lord David Wolfson
Chair, Football Regulatory Authority
16 July 2024

Inclusion Advisory Board 2023-2024

Chair

Deji Davies - Football Communities Representative

Members

Sanjay Bhandari MBE – Kick it Out (KIO)

Chris Paouros – Independent

Nuala Walsh – Independent

Purpose of the Committee

The Committee is the strategic advisory group for the FA Board and Executive across the breadth of the EDI (Equity, Diversity and Inclusion) landscape, supporting and steering the creation and delivery of The FA's EDI strategy.

Sub Committees

None

Number of Meetings

Meetings 2023/24	2023/24	2022/23
Inclusion Advisory Board (IAB)	4	4

Activities and Achievements - Season 2023-24

Following the hire of the new Chair in October 2022, the first phase of modernising the IAB was initiated, and saw the terms of reference revised and the membership reduced from 12 to 6 (the current group is 4, with room for 2 more hires). We moved away from a membership that was underpinned by representing protected characteristics to individuals who have the broader skills and experience to support and challenge The FA Leadership in strategy development and be ambassadors for our work in the game.

Over season 23-24, the second phase of IAB modernisation was completed, following consultation with core stakeholders including the FA Board. Following this process, a bench of EDI experts was established, available to be called upon to advise the IAB/FA Board on highly sensitive, complex topics as they arise. This has already provided highly effective in navigating the debate on transgender and faith.

During the season we have:

- Debated and helped to shape the early workings of The FA 24-28 EDI strategy.
- Provided The FA Board with input to FIFA's global anti-racism strategy.
- Provided counsel on a range of key areas in the sphere of inclusion. For example: Our partnership with LGBTQ organisations and the nature of our support for specific campaigns going forward like Rainbow Laces, establishing working relationships with bodies tackling the lack of Black and Asian representation across the game and reviewing our transgender policy alongside an independent consultation process.
- Participated in think tank discussions aimed at tackling underrepresentation of ethnic minorities in refereeing, coaching and senior executive roles across the game.
- Maintained a strong relationship with the Chair of KIO through his role on the Committee, KIO is the most influential anti-discrimination body in football and both organisations benefit from the other being successful.
- Nominated 2 IAB members (including Chair) to sit on the leadership group with the FA CEO, to advise and support the Executive in delivering the first football authority Leadership Summit later in 2024.
- Nominated 2 IAB members to sit on the FA Council Group of 6 to oversee implementation of the wide-ranging Council reforms in consultation with the FA Chair.

- Discussed and agreed a membership number and meeting cadence to ensure the Committee remains nimble and able to respond to live topics at short notice.

Objectives – Season 2024-25

With the updated terms of reference now bedded in, focus returns to establishing greater connectivity with areas of the game which historically have not been represented strongly enough at IAB level historically, namely grassroots football and disability football. We plan to address this via one new appointment with grassroots football expertise and more formalised interaction with the Disability Football Committee.

Alongside our business-as-usual activities, we have set ourselves the following objectives: -

- Establish strong links with Disability Football Committee - Attendance of Colin Chaytors at Autumn IAB meeting and vice versa re Deji Davies.
- Appoint new IAB member with grassroots football expertise during first half of the new season.
- Play a core role in ensuring that mandatory reporting in the professional game can be used as a platform to drive actions that improve representation on the stubborn challenges in the professional game, starting with the Leadership Summit in November.
- Work with FIFA to help integrate anti-racism strategy across the game globally, should the opportunity present itself.
- Contribute to the curation of EDI training for all Councilmembers.

Deji Davies

Chair, Inclusion Advisory Board

16 July 2024

People and Culture Committee 2023-2024

Chair

Debbie Hewitt MBE – Chair, The FA

Members

Alex Baker – NG Community Representative

Paul Barber OBE – Premier League, Brighton & Hove Albion FC

Samantha Bell-Minogue – British Universities Colleges Sport

Neil Cassar – Hampshire CFA

Lindsay Gordon – League Managers’ Association/Coaches

Tom Greatrex – Football Supporters’ Association

Yashmin Harun BEM – London FA

Steve Johnson – Royal Navy FA

Jordan Liburd – Youth Council

Steve Thompson MBE – National League

Zoe Webber – EFL, Norwich City FC

Purpose of the Committee

The Committee’s role is to ensure that the skills and capabilities of Council are appropriate to meet its long terms objectives ensuring that Council, all the various Committees and its membership reflect all areas of football and to be a guardian of the culture.

Ensuring that Council is a high performing, inclusive and modern organisation that adds meaningful value to the development of football.

Sub Committees

- Appointments
- Reward and Recognition

Number of Meetings

Meeting	2023-24	2022-23
People & Culture	3	N/A
Appointments	2	*1
Reward & Recognition	1	N/A

*This was the previous Membership and Appointments Committee, replaced by the People and Culture Committee.

Activities and Achievements - Season 2023-24

The Committee was formed during the season as part of the Council review. Members applied to join and were selected based on relevant experience, ensuring that candidates bring skills which reflect the committee’s responsibilities, stakeholder representation, number of committees served on and a balance of Council service.

The Committee held its inaugural meeting in November 2023, where it agreed its Terms of Reference, including the appointment of two sub-Committees to share the workload between Appointments and Reward & Recognition.

During the season we have discussed and agreed: -

- The recruitment and appointment process for the new Council Member positions which have been created as part of the Council review, ensuring that the new members bring complementary skills, experience, and diversity to the current Council membership.
- Guidance and recommendation criteria for stakeholders of any new appointees to Council.
- Agreeing the number and appointment process for the new Football Community Representative roles to be appointed to Council.
- Review of the Committee appointment process and appointment of individuals onto the various committees.
- Council Member induction.
- Oversight of Council's training and development programme.
- The guidelines and selection criteria for the Ambassador programmes for the England Development Teams, FA Cup competitions and for grassroots football.
- Criteria and benefits of the Council Fellowship going forward, including entitlement, benefits, and entitlements of spouses.
- Principles and selection process for Honorary Membership of The FA.
- Council Members' allowances and expenses policy.
- Establishment of the Charlton and Hope Awards.
- Recognition of the passing of former Council Members and high-profile players.
- Input to the Council Code of Conduct, social media and the Wembley Arch Policy.
- The format of Council's Annual Report.

The Committee has also now taken over the work of the Council Identity Group and the Membership of Council project.

Objectives – Season 2024-25

As promised when we set up this Committee, we will give new members the opportunity to contribute next season and intend that a small number of Committee members will be rotated, giving other Council Members the opportunity to participate.

Alongside our business-as-usual activities, we have set ourselves the following objectives: -

- Creation and roll out of the Council Portal.
- Implementation of Council training, including EDI training for all Council members.
- Review of Council culture.
- Oversight of the Wembley Suite experience.
- Management of Council Fellowship programme post 2027 (additional 50+ members joining).
- Carry out a review of the Committee's effectiveness.

Debbie Hewitt MBE
Chair, People & Culture Committee
16 July 2024

Referees' Committee 2023-2024

Chair

David Crick - The Referees' Association

Members

Aji Ajibola – NG Community Representative
Alex Baker – NG Community Representative
Barry Casterton – North Riding CFA
Andy Chaplin – Essex CFA
Barry Chaplin – West Riding CFA
Philip Hill – Cambridgeshire CFA
Tom Sampson – Devon CFA
Bibi Steinhaus-Webb – Professional Game Match Officials Limited
Sarah Walters – NG Representative
Howard Webb MBE – Professional Game Match Officials Limited

Observers

Maurice Armstrong – Life Vice-President
Jarnail Singh Gill

Purpose of the Committee

The Committee's role is to be responsible for all aspects of work encompassed by FA Referee Regulations, to work alongside the Referees' Department to promote good practice in all areas of the game on which match officials have a bearing, and to champion the various elements of the current FA Referee Strategy, which includes recruitment, retention, development from the grassroots game (County FA level) through to the professional game.

Working Groups

- Refereeing Equality For All (REFA) – led by Shelley Alexander and a joint group with PGMOL which is an under-represented group discussion forum.
- FIFA List planning – set up during the season to identify and map out the pathway for individual match officials with the potential to reach the FIFA List (initially until 2030).

Number of Meetings

Meeting	2023/24	2022/2023
Referees' Committee	4	4
FIFA List Planning	3	3
REFA	Monthly	Monthly

Activities and Achievements - Season 2023-24

The Committee is a mandatory requirement for a National Association to have under FIFA Statutes, reporting originally to FA Council but now directly to the Board.

The successful launch of the Refereeing Strategy has resulted in much good work being undertaken and each pillar has Referee Committee Champions to support the staff in achieving the aims set. Very pleasingly, the targets in most areas have been exceeded through the unstinting efforts of so many people around the country to whom we offer both thanks and congratulations. One of the most significant moves forward has been to amalgamate the lists of match officials at Step 1 with those at National Group level within the PGMOL. This is a significant step towards speeding up the pathway through the system.

Clarity has been provided and recorded on a number of different matters including additional retention criteria for FIFA match officials, and which post-holders are eligible to sit on various UEFA Panels.

The season has seen a break in tradition inasmuch as two of our meetings have been held away from Wembley; one at Warwick University (where we had the meeting in the morning and a productive 'Away Day' session in the afternoon) and the other at Stockley Park (where we were shown around the VAR Hub).

During the season we have had useful insightful presentations on: -

- Report on Poor Participant Behaviour (covering 2022-23).
- Heading for young footballers.
- EDI work being undertaken by both The FA and PGMOL.
- The work being undertaken by REFA.
- The referee pathway for women and its challenges.
- Direction of travel on sanctioning guidelines for Season 2024-25.

These have helped the members understand the issues far more such that better decisions can be made, when necessary.

The Referees' Committee also initiated changes to the Referees' Regulations to strengthen the action that The FA and Affiliated Associations can take against referees, observers and referee coaches who commit misconduct in respect of their registration as referees

Objectives – Season 2024-25

Alongside our business-as-usual activities, our objectives will include: -

- To bring the Committee up to full strength.
- Assigned individual champions who align with the pillars set out in the Referee Strategy to continue to support the good work being done and to encourage more participation from volunteers by making them feel valued.
- To continue to work on succession planning.
- Reviewing recruitment and retention in the grassroots game.
- To see whether having a small number of additional ambassadors would help the work of the Committee and/or department.
- Keep under review the 'Merit Table' system for referees.
- Support The FA Strategy 2024-2028.

David Crick
Chair, Referees' Committee
16 July 2024

Women's Football Board 2023-2024

Chair

Sue Hough MBE – Women's Football Conference

Members

Baroness Sue Campbell DBE – Director, Women's Football

Sandi Dosanjh – Chair, Women's National League Board

Danielle Every – Independent

Jason Lee – Professional Footballers' Association

Harriet Miller – Women's Football Conference

Elaine Oram – Chair, Women's Pyramid of Football

Eartha Pond – Independent

Gail Scott-Spicer – Independent

John Taylor – Chair, Women's Talent Development

Purpose of the Board

The Board's role is to ensure that the women's and girls' strategy is developed and delivered to the highest standard. The remit of the Board is to oversee all aspects of the women's game – participation, coaching, refereeing, talent pathway, England teams, competition pyramid, commercial, marketing and communications. The Barclays Women's Super League and Barclays Women's Championship are managed through a separate Board.

Sub Committees

- Women's National League Board
- Pyramid of Women's Football
- Women's Talent Development

Number of Meetings

Meeting	2023-24	2022-23
Women's Football Board	5	7
Women's National League Board	11 (4 x full strategic meetings, 7 discipline decision meetings)	4
Pyramid of Women's Football	5	5
Women's Talent Development	1	5

Activities and Achievements - Season 2023-24

During the season we have discussed and agreed: -

- The strategy and budget for the women's game 2023-24.
- The strategy to drive equal access for girls in schools and clubs.
- The development and implementation of the new talent pathway including Discover my Talent, Emerging Talent Centres (ETCs) and Professional Game Academies (PGAs).
- The development of the England youth team pathway and received reports on the senior England team preparation.
- The coaching strategy for the women's game.
- The refereeing strategy for the women's game (excluding the Women's Super League and Women's Championship which is managed by Professional Game Match Officials Limited).
- The marketing and communications strategy including campaigns such as 'Let Girls Play'.

- Monitored and supported the Women's National League Board strategy.
- The development of the 2024-2028 Women and girls' strategy.
- The integration of the Women's Football Board into the new FA Board structure.

Objectives – Season 2024-25

Alongside our business-as-usual activities, we have set ourselves the following objectives: -

- To launch the 2024-28 women's and girls' football strategy and brief all key stakeholders on our four-year plans.
- To transfer the reporting structure of the Women's National League Board to the new Pyramid Board (working title) and to continue the preparations for the integration of the remaining work of the Women's Football Board into the National Game and Professional Game Boards for 2025-26.
- To induct and support the new Director of Women's Football into her role.
- To ensure that the Board play their part in sustaining and driving the culture of the women's game as it continues to evolve and develop.

Sue Hough MBE

Chair, Women's Football Board

16 July 2024

Women’s Super League & Women’s Championship Board 2023-2024

Chair

Dawn Airey CBE - Independent

Members

Mark Bullingham – FA CEO

Baroness Sue Campbell DBE – FA Director of Women’s Football

Rebecca Caplehorn – Tottenham Hotspur FC

Ellis Clark – Blackburn Rovers FC

Svenja Geissmar – Arsenal FC

David Gregson – Independent Non-Executive Director

Sue Hough MBE – FA Board

Adrian Jacob – Chelsea FC

Aaron Little – Sheffield United FC

Dame Liz Nicholl DBE - Independent Non-Executive Director

Lee Sanders – Durham FC

Purpose of the Board

The Board is the decision-making body for the top two tiers of the women’s professional game, the Barclays Women’s Super League (BWSL) and Barclays Women’s Championship (BWC). The Board was established to oversee the implementation of the women’s professional game strategy (2020 – 2024) with a vision to build the best professional women’s sports leagues in the world underpinned by three strategic pillars; recruit and develop world class talent, maximise, and engage audiences and grow commercial revenue and financial sustainability.

Sub Committees

- Legal Advisory Group
- Executive Operational Committee
- BWSL & BWC Commercial Committees
- Broadcast Sub Committee

Number of Meetings

Meeting	2023-24	2022-23
BWSL & BWC Board	4	4
Appointments	2	N/A

Activities and Achievements - Season 2023-24

In November 2023, all BWSL and BWC clubs unanimously agreed with the formation of an independent company (NewCo) to lead the growth and development of the women’s professional game. Each club who participates in the top two tiers of women’s football acts as shareholders. With the appointment of a CEO, Nikki Doucet, the Board is overseeing the transition from The FA to the NewCo.

At the start of the season, the Board approved the budget with all operating costs now covered entirely through the league’s revenue and has continued to ensure alignment to the women’s professional game strategy.

In April 2024 Barclays Women’s Championship representatives, Lungi Macebo (Birmingham City FC) and Maggie Murphy (Lewes FC) stepped down from the Board. They were replaced by Ellis Clark (Blackburn Rovers FC) and Aaron Little (Sheffield United FC)

During the season we have discussed and actioned: -

- A review of the Karen Carney Review recommendations and proposed next steps.
- Approval of the 2024-25 match calendar.
- Approval of amendments to the League Cup prize fund.
- Approval of amendments to the PGA licence.
- Approval of changes to Competition Rules, Licence and Regulation.
- A review of changes of control for participant clubs.
- A review of the Trans People in Football Policy.
- A review of the Club Culture and Environment Survey with a deep dive on player welfare and safeguarding.
- A review and approval of the Health Partners / medical Insurance provision.
- A review of the proposals for financial sustainability measures within the leagues.
- A review of the recommendations from the Governing Body Endorsement working group.

Objectives – Season 2024-25

With the transition of the leagues to a new independent company planned for the start for the 2024-25 season, the current Board will be disbanded ahead of the start of the new season. The new company will establish its own Board outside of FA governance.

The FA will retain one seat on the new company's Board as part of a Special Share agreement between the National Governing Body and the NewCo, which puts a number of safeguards in place to protect the integrity and growth of the international and domestic game.

Dawn Airey CBE

Chair, Women's Super League & Women's Championship Board

16 July 2024

Professional Game Board 2023-2024

Chair

Peter McCormick OBE – Premier League

Members

Rick Parry – EFL Chair

Paul Barber OBE – Premier League, Brighton and Hove Albion FC

Rebecca Caplehorn – Premier League, Tottenham Hotspur FC

Cliff Crown – Premier League, Brentford FC

Peter Ridsdale – EFL, Preston North End FC

Jez Moxey – EFL, Burton Albion FC

Steve Kavanagh – EFL, Millwall FC

Tom Greatrex (Football Supporters' Association) and Mark Ives (National League) are standing observers at meetings.

Purpose of the Board

The Board is established as a committee of the FA Board and the FA Board has delegated power, subject to its ultimate decision, to undertake a number of functions including the following:

- All administrative and operational issues relating to the FA Cup and the FA Community Shield, together with the FA Youth Cup, including the level of and conditions for distributions to clubs from the First Round Proper onwards.
- In relation to the England men's representative U19, U21 and senior teams, administering the representative and ambassadorial roles at these matches.
- Deciding on the allocation and disbursement of the Professional Game Distributions, as defined in The FA constitution.
- Making recommendations to the FA Board in relation to all aspects of the Professional Game.

Sub Committees

- FA Challenge Cup Committee (see separate report).
- Youth Sub-Committee, dealing with the operation of Academies including licences.
- The Panel of Ambassadors.

Number of Meetings

Meeting	2023-24	2022-23
Professional Game Board	6	6

Activities and Achievements

- Managing the FA Cup, including some functions delegated to the FA Challenge Cup Committee.
- Distributing prize money and other income from the budget.
- Managing Youth Development and the Academy Licensing System, in conjunction with the Professional Game Academy Audit Company.
- Liaising with Professional Game Match Officials Limited and receiving reports from Howard Webb and his colleagues.
- Managing the FA Youth Cup, having taken over that exercise in season 2023-24.

Objectives – Season 2024-25

- Continuing to manage the FA Challenge Cup, working with the FA Challenge Cup Committee.
- Continuing to manage the Academy Licensing regime in conjunction with the Professional Game Academy Audit Company.
- Continuing to encourage the best possible refereeing standards across the Professional Game, in conjunction with Professional Game Match Officials Limited.

Peter McCormick OBE

Chair, Professional Game Board

16 July 2024

The FA Challenge Cup Committee 2023-2024

Chair

Peter McCormick OBE- Premier League

Members

Professional Game:

Paul Barber OBE – Premier League, Brighton and Hove Albion FC

Neil Bausor – EFL, Middlesbrough FC

Rebecca Britain – Premier League, Manchester United FC

Rebecca Caplehorn – Premier League, Tottenham Hotspur FC

Steve Curwood – EFL, Fleetwood Town FC

Paul Douglas - EFL, Rotherham United FC

Steve Kavanagh – EFL, Millwall FC

National Game:

Brian Adshead – FA Vice-President

Peter Clayton – FA Vice-President

Andrew Shaw – Divisional Representative

John Topping – Durham County FA

Tom Greatrex (Football Supporters' Association) is a standing observer at meetings.

Purpose of the Committee

To exercise functions delegated to it by the Professional Game Board in relation to administrative and operational issues relating to the FA Challenge Cup and the FA Youth Challenge Cup.

Sub Committees – Not applicable

Number of Meetings

Meeting	2023-24	2022-23
FA Challenge Cup Committee	4	4

Activities and Achievements - Season 2023-24

- Noting fixtures and results.
- Monitoring the commercial and marketing activities in relation to the FA Challenge Cup and FA Youth Challenge Cup.
- Dealing with breaches of the Rules of the competitions, especially with regard to the fielding of ineligible players.
- Planning for next season's competitions, including entry criteria, round dates and club eligibility.

Objectives – Season 2024-25

- To supervise a successful and well-run FA Challenge Cup competition and FA Youth Challenge Cup competition.
- To monitor and receive regular reports on the commercial and marketing activities in relation to the FA Challenge Cup and FA Youth Challenge Cup.
- To deal with any disciplinary issues arising from matches in the competitions, in particular the fielding of ineligible players.

Peter McCormick OBE

Chair, FA Challenge Cup Committee

16 July 2024

Alliance Leagues Committee

2023-2024

Chair

Mark Harris - Northern Premier League

Members

Graham Brookland – Army FA

Tom Greatrex – Football Supporters' Association

Mark Ives (Vice-Chair) – The National League

Craig Johnson – Divisional Representative, Aveley FC

Mark Frost (Leagues Committee Observer) – Huntingdonshire FA

David Martin – Southern Football League

Jack Pearce MBE – Divisional Representative, Bognor Regis Town

Chris Reeves – Divisional Representative, Poole Town

Nick Robinson – Isthmian Football League

Aron Sharpe – Divisional Representative, Wingate and Finchley FC

Andy Shaw – Divisional Representative, Altrincham FC

Steve Thompson MBE – The National League

Purpose of the Committee

To control and manage football at Steps 1 to 4 of the National League System and to ensure that the constituent leagues comply with the Regulations.

- To control all promotion, relegation and other issues relating to the movement of clubs within Steps 1 to 4 of the National League System.
- To manage the relegation of clubs from Step 4 of the National League System in conjunction with the Leagues Committee.
- To be responsible for the development and implementation of the National Ground Grading criteria document as far as it affects Steps 1 to 4 of the National League System.
- To propose changes to Rules and Regulations which affect Steps 1 to 4 of the National League System, after relevant consultation, including periodic reviews of the Standardised Rules (in conjunction with the Leagues Committee).
- To manage the organisation and administration of the England C and FA Representative XI team and to represent the FA at matches.
- To liaise with other committees on matters affecting Steps 1 to 4 of the National League System where such committees have no representation from this level of the game.
- To appoint members to sub-committees and working groups as may be established from time to time.

Sub Committees

- Stadium Accreditation
- Allocations
- Rules & Regulations
- Groundshares (working group only).
- Non-league player contract (working group only).
- NLS Safeguarding (working group only).

Number of Meetings

Meeting	2023-24	2022-23
Alliance Leagues Committee	4	4
Stadium Accreditation sub-committee	10	5
Rules and Regulations sub-committee	2	2
Allocations sub-committee	2	1
Groundshares working group	1	N/A
Non-League player contract working group	N/A	2
NLS Safeguarding working group	N/A	2

Note

The Stadium Accreditation sub-committee had many more meetings this season compared to last, due to the implementation of the new digital Stadium Power tool and new Stadium Accreditation processes. However, this has been addressed through the introduction of delegated authority which will mean less operational decisions for the sub-committee to make going forward.

Activities and Achievements - Season 2023-24

- The committee has overseen the introduction of the new Stadium Power tool and management of Stadium Accreditation procedures.
- The committee has provided input into the following additional working groups.
 - National League System Strategy
 - National League System Board
- The committee has overseen club allocations at National League System Steps 1-4.
- The committee has recommended changes to Rules & Regulation changes for the 2024-25 season.
- The committee has overseen implementation of the new FA Safeguarding policy across National League System Steps 1-4 including, but not limited to, licensing.
- The committee has worked with the FA Executive to develop a National League System EDI ambassadors' programme.
- The committee has worked collaboratively with Leagues committee colleagues to review groundshares and bring forward agreed recommendations for change.

Objectives – Season 2024-25

- To maintain and enhance working relationships with other stakeholders under the aegis of the new National League System Board, especially integration with the women's game.
- To review existing Security of Tenure requirements for clubs at National League System Steps 1-4, including those on CISWO (i.e. ex-mining) land.
- To finalise recommendations for enhanced club financial reporting at National League System Steps 1-4.
- To ensure that recommendations from the National League System Strategy are implemented effectively and proportionately.
- To oversee Phase 2 of Stadium Accreditation including league and club education.
- To establish formalised and robust liaison with the FA Refereeing Department, especially around officials' fees.
- To bring greater clarity around league vacancies and the reprieves process for clubs.

Mark Harris

Chair, Alliance Leagues Committee

16 July 2024

Leagues Committee 2023-2024

Chair

Mark Frost - Huntingdonshire FA

Members

Denise Richmond – Vice Chair – Step 5 & 6 Leagues Representative

Barry Chaplin – West Riding CFA

Philip Chaplin – Somerset CFA

Neil Griffin – Northamptonshire CFA

Mervyn Leggett – FA Vice President

Paul Mallet – Hertfordshire CFA

Richard Neal – Suffolk CFA

Gavin Perry – Divisional Representative – Ashington FC

David Simpson – Shropshire CFA

John Suddards – East Riding CFA

Ian Wild – Liverpool CFA

Chris Conlon – Step 5 & 6 Leagues Co-opted Member

Mark Harris – Observer from the Alliance Leagues Committee

Purpose of the Committee

- To control and manage football at Steps 5-7 of the National League System and to ensure that the constituent leagues comply with the agreed Regulations.
- To promote, assist and monitor leagues beneath the National League System as required.
- To control all promotion, relegation and other issues relating to the movement of clubs within Steps 5 to 7 of the National League System and of clubs wishing to enter the National League System.
- To manage the promotion of clubs from Step 5 of the National League System in conjunction with the Alliance Leagues Committee.
- To be responsible for the development and implementation of the National Ground Grading criteria document (Stadium Accreditation) insofar as it affects Steps 5 to 7 of the National League System.
- To propose changes to Rules and Regulations which affect Steps 5 to 7 of the National League System and below, after relevant consultation, including periodic reviews of the Standardised Rules (in conjunction with the Alliance Leagues Committee) and the Standard Code of Rules.
- To represent The FA at matches involving English Teams participating in the UEFA Regions Cup.
- To liaise with other committees on matters affecting Steps 5 to 7 of the National League System where such committees have no representation from this level of the game.
- To appoint members to sub-committees and working groups as may be established from time to time.

Sub Committees

- Step 6 Review Group

Appointments to other Sub Committees

- Stadium Accreditation Sub Committee
- Rules & Regulations Working Group
- National League System Board Working Group

Number of Meetings

Meeting	2023-24	2022-23
Leagues Committee	3	3
Step 5 & 6 Leagues Forum (National)	3	2
Step 5 & 6 Leagues Forum (Regional)	5	N/A

Activities and Achievements - Season 2023-24

The season commenced following the 2023 allocations for Steps 5 & 6 taking into account appeals against the allocations. For the first time in the history of Step 5, at the conclusion of the 2023-24 season, there was automatic promotion of two teams from each of the 16 Step 5 divisions into Step 4. Previously, there was only one team promoted from each Step 5 division. As with other divisions within the National League System now at Step 5, the division winners will be promoted, plus the winners of divisional play-offs from teams finishing second, third, fourth and fifth.

Following publication of the allocations, we received observations from Leagues that in certain areas they were unhappy that we had been unable to allocate the 16 divisions at Step 5 and 17 divisions at Step 6 with equal numbers of teams per division. In September 2023 we hosted a meeting of representatives of each of the Leagues concerned and asked how they would have allocated the clubs differently. It became obvious that there were many regional variances, hence we hosted five regional sub meetings. The outcome was that Leagues requested divisions of 18 to 22 wherever possible but had no strategy as to reaching a different allocation. This information was also fed into our Step 6 Review Group.

We held consultations with representatives of the Step 5 and 6 Western League and the Step 6 and 7 South West Peninsular League to see if there was any chance to resurrect the merger of the Leagues to ease the geographical difficulties within the area, however, this turned out not to be a viable option and so we will continue to support both Leagues as best we can.

We had two representatives who sat on the National League System Board Working Group.

The Committee monitored the data from the Step 1 to 6 Stadium Accreditation Sub Committee, where all clubs at Steps 1 to 6 had their grounds assessed during the season and discussed how this affected clubs at Steps 5 and 6 plus the Step 7 clubs seeking promotion to Step 6.

A representative from the Committee together with a representative of the National Game Competitions Committee will represent the FA in Finland in August with the 2024 FA Inter-League Cup winners, the Arthurian League, competing in the UEFA Regions Cup.

The final season of the Leagues Committee concluded with the allocations of teams to Steps 5 and 6 plus relegations and promotions from Step 6 to 7, with appeals by clubs challenging their allocations.

This will be the final season of the Leagues Committee, which for 2024-25 will form the new Step 5 and 6 Operational Committee of the National League System Board. In closing I would like to thank the FA Executive for their tireless work assisting the Committee to manage its remit, and to thank those members of the Committee who have either retired from Council or who will be unable to form part of the new Steps 5 and 6 Operational Committee for their commitment to and support of the Leagues Committee.

Mark Frost
Chair, Leagues Committee
16 July 2024

National Game Competitions Committee 2023-2024

Chair

Nick Robinson - Isthmian Football League

Members

Neil Cassar – Hampshire CFA
Adam Evans – Staffordshire CFA
Mark Harris – Northern Premier League
Craig Johnson – Division Representative
Steve Johnson - Royal Navy FA
Geoff Lee – Cornwall CFA
David Martin – Southern Football League
Denise Richmond – Steps 5 & 6
Roy Schafer – Gloucestershire CFA
Steve Thompson MBE – National League
Paul Tompkins – Herefordshire FA (Vice Chair)

Purpose of the Committee

The Committee's role is to ensure the smooth running of the FA Trophy, FA Vase, FA Sunday Cup and FA Inter-League Cup competitions and to deal with any Rule Breaches arising from those competitions.

Sub Committees

- Disciplinary
- Rule Changes

Number of Meetings

Meeting	2023-24	2022-23
Committee	3	3
Disciplinary	13 cases	
Rule Changes	1	1

Activities and Achievements - Season 2023-24

The Committee was formed during the last Council review to bring together the separate committees which had controlled the competitions previously. Members are appointed according to skills with experience particularly in the National League System and prior service on the separate competition committees. This season Adam Evans was new to the Committee and David Martin replaced Anthony Hughes who stood down from Council due to ill health.

In Season 2023-24, the Committee had the responsibility for the Inter-League Cup which is held every other year.

The Committee held its first meeting in October 2023, where it agreed the appointment of the Chair and Vice Chair and gave devolved powers to the Chair and Vice Chair to make day-to-day decisions as required for the well running of the competitions. The draws for the early rounds for the Trophy, Vase and Sunday Cup competitions had previously been drawn by the Chair and Vice Chair, or supervised by them via Teams.

During the season the Committee have discussed and agreed:

- The FA Trophy – whether extra time should be played in the Final as at present or removed completely. The Committee decided to retain the current provisions, with extra time being the default position unless the participating clubs agreed to no extra time.
- The FA Vase – similarly the issue of extra time in this competition was considered and a similar decision reached.
- Whether the use of temporary dismissals (sin bins) should be applied in the Vase and agreed that they should in order to reflect the provisions the clubs face in league matches.
- The rules for substitutions in each competition and discussed whether these should be reviewed for future seasons, in light of information that Steps 1 to 4 were considering changing their rules. It was agreed that each competition should reflect the provisions at each Step of the NLS.
- The issue of representation at matches and the meeting of reasonable expenses for such attendances.
- The suggestion of a new competition for clubs below the NLS. It was felt that this was a benefit and met a demand in an area which had not previously been catered for with a cup competition. It was suggested that this could replace the Inter-League Cup if the rules of the UEFA Regions Cup so allowed. The Chair agreed to raise this at the next NGB meeting for future discussion.

The Committee, through the Disciplinary Sub-committee, dealt with Rule breaches throughout the season and details are as follows:

- FA Trophy – two breaches;
- FA Vase – seven breaches – two clubs removed from competition
- FA Sunday Cup – one breach;
- Inter League Cup – 17 Leagues entered, three removed from the competition, including one of the Finalists who were replaced by the losing semi-finalist at short notice.

The Committee were also responsible for certain draws of each competition. In the Trophy and Vase, this entailed an initial meeting face-to-face to draw the initial two rounds and then three subsequent rounds in the Trophy and four in the Vase before the draws were conducted at TalkSPORT or in one case, at the headquarters of the Sponsor.

There were six draws for the Sunday Cup and three draws for the Inter League Cup. These were conducted by Teams with the Chair and/or Vice Chair joining the meeting to oversee the draw having agreed geographical regions beforehand.

The Committee will now be disbanded, with the Trophy responsibility passing to the Steps 1-4 Operational Committee and the Vase responsibility passing to the Steps 5-6 Operational Committee.

I do want to acknowledge the enormous workload which the Executive get through in maintaining these competitions. The support given to the Chair and Vice is outstanding and I do thank Chris Darnell, Gary Mellish and Scott Bolton for their work.

Nick Robinson
Chair, National Game Competitions Committee
16 July 2024

National Game Board (NGB) 2023-2024

Chair

Sue Hough MBE - FA Board and Women's Football Conference

Members

Jo Bladen – Independent Member (appointed mid-season)

Neil Cassar – Hampshire CFA

Colin Chaytors – Disability Football

Yashmin Harun BEM – London FA

Mark Ives – National League

Professor Jo Maher – Association of Colleges Sport

Nick Robinson – The Isthmian League

Kevin Shoemake – Birmingham FA

John Suddards – East Riding FA

John Taylor – Middlesex FA

John Topping – Durham FA

Lynsey Tweddle – Independent Member (appointed mid-season)

Sarah Walters – National Game Women's Representative

Thura Win – Sussex CFA

Jack Pearce MBE – Observer

Purpose of the Board

The NGB is established as a committee of the FA Board, with responsibility for the following elements of football at all levels below the EFL:

- The promotion and raising standards of participation, including men's and women's football (in conjunction with Women's Football Board) at eleven-a-side levels, small-sided football, Futsal, youth football, schools' football and disability football.
- The administration, governance and organisation of the game.
- The administration, oversight and monitoring of NGB funding of the game.
- Implementing and monitoring policies set by the FA Board relating to the development of players and coaches.
- Liaising on matters of policy with any other Committees or relevant bodies established in connection with refereeing, equality, safeguarding or any other issues.

Committees of the NGB

- Affiliated Associations Committee
- National Game Competitions Committee (will cease at the end of season 2023-24)
- Facilities Expert Advisory Committee
- Football Development Committee
- Futsal Committee (will cease at the end of season 2023-24)

Sub- Committees of NGB

- Shared Services (to be known as Business Efficiency Sub Committee)
- County Review of Counties (CROC)
- Step 7 Leagues (to be formed for Season 2024/2025)

Number of meetings

Meeting	2023-24	2022-23
Standard	5	5
Strategy (2 days)	2	2

Activities and Achievements - Season 2023-24

- Signed off the 2024-2028 Grassroots Strategy, setting out the five strategic priority areas and three strategic drivers for the game, aligned to The FA Strategy and informed by an extensive consultation in the summer of 2023.
- Agreed and signed off the National Game budget for season 2024-25.
- Agreed the season 2024/2028 KPI scorecard, ensuring alignment with the National Strategy and securing CFA buy in for the new approach.
- Discussed and agreed an approach for improving the performance management of our education partners to ensure strategic alignment and maximum value for money.
- Oversaw progress with the County Review of Counties, including sessions with the working group to discuss approach and next steps.
- Signed off elements of the ongoing Youth Formats Review, including a pilot on individual player dispensation, removing heading for U12s and making changes to formats with the aim of improving the game for all young players.
- Supported the development of a new offer for grassroots coaches, including an NGB subsidy for UEFA C, agreeing price points for UEFA B and C, feeding into a new model to support all coaches via a comprehensive menu of qualifications, CPD and a digital offer.
- Oversaw progress against our ambitions to improve facilities.
- Oversaw progress against the Volunteering Game Plan with significant progress made to support our army of volunteers.
- Oversaw the successful roll out of our new Affiliation system which has seen huge benefits and improvements for users.
- Conducted a deep dive session into risk ensuring our National Game Risk Register is up to date with robust mitigations in place for risks identified.
- Improved our NGB Governance with several sessions held to discuss reducing NGB from 15 members to 12, aspirations for the future Chair of NGB to be independent and discussing future ways of integrating women's and girls' football below Step 6 into the NGB.

NGB Effectiveness Review

In the summer of 2023, we completed an independent audit of the NGB, to review our effectiveness. Using the findings, we developed a live action plan to celebrate our successes and strengths and to draw out the areas for ongoing improvements. We plan to review our action plan in the first meeting of Season 2024-25 to ensure continued progress in the areas identified.

Objectives – Season 2024-25

It should be noted that from this season, the National League System will no longer report into the National Game Board.

The NGB will continue to oversee the key elements of the grassroots game, with a specific focus on the following priority areas:

- Implementation and launch of the 2024/2028 Grassroots Strategy.
- Performance management of progress against the 16 new National Measures of Success.
- Continue to oversee the County Review of Counties.
- Oversight of County FA and Education Partners performance against their strategies.
- Support and provide check and challenge for key strategic projects and programmes and policies within the following eight priority areas;

1. Improve playing choice and opportunities, for adult and youth including the eleven-a-side game and more casual opportunities to play for men, women and players with an impairment.
 2. Provide equal opportunities for women and girls (both team based and casual opportunities for women and girls, as well as ensuring the environment is safe, fun and inclusive).
 3. Improve and build more facilities.
 4. Tackle poor behaviour.
 5. Support our grassroots workforce, coaches, referees and volunteers, including the roll out of the new grassroots coaching offer.
 6. Develop thriving community clubs.
 7. Doing more to better “connect and serve” our grassroots participants (including improving our systems, making it easier to find information and opportunities to play and improving our customer service).
 8. Improving the game’s governance, this includes all safeguarding work within the National Game.
- Ongoing review and management of all national game risks.
 - Ongoing review of NGB effectiveness and improvements to NGB Governance.
 - Preparations for the integration of the Women’s game below Step 6 into the National Game Board.
 - Monitoring of the NGB Budget.

Sue Hough MBE
Chair, National Game Board
16 July 2024

Affiliated Associations' Committee 2023-2024

Chair

Colin Bridgford – Manchester FA

Members

Michael Banham – Norfolk FA
Peter Ducksbury – Westmorland FA
Colin Garlick – Cheshire FA
Martin Gilmour – Sheffield & Hallamshire FA
John Horsley – Berks & Bucks FA
Frank McArdle MBE – Derbyshire FA
Terry McCosh – Wiltshire FA
Sally Lockyer – Surrey FA
Greg Petts – Kent FA
Thura Win – Sussex FA

Purpose of the Committee

The role of the Committee is to perform, on behalf of the National Game Board, delegated functions in accordance with the Committees Terms of Reference. The Committee works with The FA's Executive to check, challenge and importantly support the work and direction of the grassroots strategy. The Committee's work and decisions directly impact those associations affiliated to The FA and specific focus relates to the 50 County FAs, ensuring a strong partnership culture.

Sub Committees

None

Number of Meetings

Meeting	2023-24	2022-23
Affiliated Associations Committee	4	4

Activities and Achievements - Season 2023-24

The Committee held its first meeting of the season in October 2023. Four new members had been appointed to join the Committee: Michael Banham, John Horsley, Frank McArdle and Sally Lockyer. The Committee's membership represents the skills required but is also representative and reflective geographically of the four regions.

During the season we have discussed and agreed the following:

- The operating and funding model of County / Other Football Associations including the setting of key performance indicators and various operating standards.
- Received updates and provided guidance on technology initiatives, including the developments within Platform for Football.
- Reviewed and approved IT service level agreements and received updates on such matters.
- Organising of conferences, seminars and meetings with County Football Association officials.
- Established a programme of training for County and other FA employees.
- Considered the provisions on administration, specifically Business Efficiency opportunities, such as safeguarding, discipline and finance.
- Considered relevant policies such as County FA expense policies, grievance and whistleblowing policies.

- Assisted with the development of key strategies and guidance manuals, specifically the provision of the new Grassroots Strategy and also revision of the Code of Governance and Finance manuals.
- Considered and approved the terms of the National Game Insurance Scheme on offer for the 2024-25 season.
- Assisted the development and approved the content of the annual State of Play survey, to be offered for completion by all County FA employees.
- Established and administered the County FA Recognition Awards Scheme.
- Provided the review and approval of County FA Articles of Association (where such Articles of Association require the approval of The FA).

Objectives – Season 2024-25

It is anticipated at least an additional two new members will join the Committee.

Alongside our business-as-usual activities in accordance with our terms of reference, we anticipate discussion on such items as: -

- Additional FA Grassroots Strategy KPIs relating to tackling poor behaviour and off-pitch volunteers completing CPD.
- Implementation of new learning and development opportunities for County FA employees.
- Review the National Game Insurance Scheme and FA recommended levels of cover.
- Provision of additional County FA guidance documents, specifically an Anti-Discrimination Standard.
- Establishment of Operating Standards, specifically the updated Equality Standard.
- Supporting County FAs with positive interventions to tackle poor behaviour.
- Further engagement of Business Efficiency opportunities.
- Consider all matters relating to the boundaries of jurisdiction of County Associations and Other Football Associations and recommend to the NGB as appropriate.

Colin Bridgford

Chair, Affiliated Associations' Committee

16 July 2024

Facilities Expert Advisory Committee 2023-2024

Chair

Peter Dicksbury - Westmorland County FA

Members

Chris Barry – The Football Foundation

Colin Chaytors – Disability Football

Mervyn Leggett BEM – FA Vice President

Greg Petts – Kent County FA

Fleur Robinson - Premier League / EFL Jointly Appointed Representative

Stephen Whittle – Dorset County FA

Purpose of the Committee

The Facilities Expert Advisory Committee is established as a sub-committee of the NGB and has delegated power to undertake the following functions:

- To support the development of facilities and technical standards across the National Game including; -
 - Football’s guide to floodlighting.
 - Football’s guide to changing rooms and clubhouses.
 - Stadium accreditation – the Committee have an advisory role in the Stadium Accreditation Programme, particularly on matters requiring technical guidance and with the development of technical guidance documents.
 - Football’s guide to 3G football turf pitch design principles and layouts.
 - FA 3G pitch register and 3G pitch testing (the Committee will provide advice as required on the register and on testing standards).
 - Football’s guide to pitch and goalpost safety and standards.
 - Ensure that Committee members have up-to-date training to provide support on technical standards (such as through industry visits, annual conference).
 - To provide input to the NGB as requested to ensure the facilities’ workforce is considered within activities to support volunteers, and to specifically provide oversight of any national awards covering the facilities workforce.

Number of Meetings

Meeting	2023-24	2022-23
Facilities Expert Advisory Committee	4	4

Activities and Achievements - Season 2023-24

The Committee met four times, twice on Teams and twice face to face, at the Sheffield Hub Site and at St. George’s Park, when members also took the opportunity to undertake training and development.

During the season we have:

- Reviewed the following technical documents: -
 - Grass pitch sizes and goalposts: although this is still to be concluded pending outcomes from the Youth Football Review.
 - Floodlighting.

- Worked with the Sports and Play Construction Association to provide information on the safe installation of goalposts.
- Worked with FA Legal over pitch run-offs following player injury.
- Supported the Football Foundation with improvements to the 3G Pitch Register.
- Feedback on the revised Sport England Design of Community Sport Facilities document.
- Looked at;
 - the use of Microplastics in Artificial Turf Pitches, particularly around current FIFA and European legislation and whether DEFRA will implement similar legislation in the UK.
 - 3G Pitch Testing

Objectives – Season 2024-25

The Committee will:

- Continue the business-as-usual cycle of guidance document review.
- Work with the Football Foundation to look at the future of Artificial Turf Pitches
- Work to ensure the future use of Microplastics is carried out in line with DEFFA requirements in a sustainable and cost-effective manner
- Work on an affordable 3G testing programme.

Peter Ducksbury

Chair, Facilities Expert Advisory Committee

16 July 2024

Football Development Committee 2023-2024

Chair

Professor Jo Maher – Association of Colleges Sport

Members

Susannah Abbott – Independent Schools FA
Sam Bell-Minogue - British Universities Colleges Sport
Jimmy Khan – NG Football Communities
Jonathan Leese (Vice-Chair) - Amateur Football Alliance
Jordan Liburd - Youth Council
Marvin Robinson – English Schools FA
Tom Sampson – Devon CFA
Kevin Shoemake – Birmingham CFA
Ben Snowdon – Cumberland CFA
John Suddards – East Riding CFA
John Topping – Durham CFA

Purpose of the Committee

To oversee the development of football within the National Game including:

- Sustaining and increasing participation including through mini-soccer, youth football, veterans’ football, walking football, flexible football, Futsal, recreational football, small-sided football, and the transition from youth to adult football.
- Reviewing and approving mixed football pilots (in consultation with Women’s Football Board as required).
- Raising standards and addressing abusive behaviour in youth and adult football.
- Player development at all ages.
- Coaching and coach education in youth and adult football.
- Volunteer workforce support and development in youth and adult football.

To oversee football development within education, including:

- To manage the relationships with the English Schools’ FA (ESFA) (including appointment of The FA Representative to the ESFA), Independent Schools’ FA (ISFA), British Universities Colleges Sport (BUCS) and Association of Colleges Sport (AOCS).

To oversee the development work and manage the relationship with the FA Youth Council.

Sub Committees

No formal sub-committees, but there is a Walking Football Advisory Group and Standard Code of Rules / Standard Code of Rules (Youth Football) (SCOR/Y) working group to provide insight and focused feedback.

Number of Meetings

Meeting	2023-24	2022-23
Football Development Committee	4	4
Walking Football working group	6	6
SCOR/Y Advisory Group	3	3

Activities and Achievements - Season 2023-24

The Committee was reconstituted at the start of the season to include the responsibilities of the

previous Youth Committee, as part of the Council review. The Terms of Reference were amended to reflect that the Football Development Committee covers SCOR/Y. To ensure a specialist focus, a SCOR/Y working group was set up and the Walking Football Advisory Group, from the previous season, was extended to support the strategy development.

During the season we have discussed and agreed: -

- The Youth Football Review – which was a key strategic focus of the season as it was the first major review of Youth Football for over ten years. Committee members were required to attend two exceptional meetings as part of the consultation phase and in the challenge phase of the work. The Futsal Committee also had members attend the consultation sessions to ensure input. After extensive consultation and a focused challenge meeting on in-game adaptations, members voted on and approved the Philosophy Values and Framework - in line with UN Convention Rights of the Child; the Phasing and Formats - aligning with the education sector and adding variety into format; in-game adaptations; Regulations – including a player dispensation policy for 2024-25 season; and Timelines for implementation until 2026-27 until fully mandated changes are implemented.
- The Heading Review ran separately, but concurrently, to the Youth Football Review and then the recommendations were brought back to ensure the age group transitions were aligned. Members voted on and approved the phased removal of heading via a game-wide removal across formats up until the U11 age group.
- Members were provided with an overview of the two proposed age group pilots, which were accepted by Committee.
- 17 changes to SCOR/Y were approved in time to progress with FRA timescales.
- Mixed football pilots continued under Committee Approval, while working to a final decision on future options.
- Members reviewed and were fully supported of the Walking Football strategic priorities.
- Education partners agreed to align reporting for 2024-25 season to the new Grassroots Strategy.

Objectives – Season 2024-25

Alongside our business-as-usual activities, we have set ourselves the following objectives:

- Ensuring the effective transition of Futsal to the Development Committee.
- Reviewing the implementation of the Youth Football review and feedback from the associated changes.
- Overseeing the phased removal of heading via a game-wide removal across formats up until the U11 age group.
- Education partners will focus on aligning reporting for 2024-25 season to the new Grassroots Strategy.

Professor Jo Maher
Chair, Football Development Committee
16 July 2024

Futsal Committee 2023-2024

Chair

Graeme Dell – Independent Futsal Representative

Members

David Henson – Life Vice President

John Waterall – Life Vice President

Brian Walden – Life Vice President

David Simpson – Shropshire FA

Luis Melville – Independent

Steve Mitchell – Independent

Simon Walker – Independent

Marvin Robinson – English Schools FA

Purpose of the Committee

- To oversee the governance and regulatory affairs of Futsal.
- Futsal development for players, coaches, referees and administrators across the jurisdiction of The FA.
- To work with FA Executive on all areas of and impacting Futsal.
- To oversee the SLA with stakeholder partner England Futsal for the delivery of development activities.
- To approve competition rules relating to the Tier 1 and Tier 2 competitions and any FA Futsal Cup competitions, and to be consulted on all matters relating to Futsal.

Number of Meetings

Meeting	2023-24	2022-23
Futsal Committee	4	4

Activities & Achievements

The Committee's activities have been restricted since COVID due to the significant reduction in funding assigned to Futsal. This has impacted our work and effectiveness during the season.

Despite this substantial limitation, the Committee recruited and integrated new independent members from 2022-23 to better reflect broader Futsal knowledge and in a move to further modernise the structure of the committee and its work and community representation.

The ongoing management of the service level agreement (SLA) with external stakeholder, England Futsal has, in the view of the Committee, been challenging to ensure The FA uphold their commitment to and support for the SLA.

The Committee developed the annual Futsal calendar to integrate domestic competitions with development activities, alongside UEFA and FIFA international windows. This is particularly important with many domestic Tier 1 players representing other British associations in these competitions.

The FA continue to provide an entrant into the UEFA Futsal Champions League which is the beacon of achievement for all participating Clubs in the Tier 1 competition. In demonstrating opportunity in the competition, we supported Champions (Bloomsbury Futsal) in 2023-24, with another new qualifier (Manchester Futsal Club) approved by the Committee to represent England in the 2024-25 edition.

The Committee worked with England Futsal to deliver a Youth Futsal Cup during the season, despite

funding challenges and in doing so presented competitive play opportunities to some 2,900 participants, albeit a substantial reduction due to funding limitations on the 2023-24 edition.

A change to the domestic transfer windows was negotiated and agreed for Futsal to better reflect the delayed start of the Futsal season by contrast to football.

Working with FA Education, the Committee have supported the Futsal coach education stream across both the grassroots and professional game with maintenance of the mentoring offer.

The Committee fully supported England Futsal to enter teams into the UEFA senior Men's and Senior Women's Futsal World Cup for 2024-25 and 2025 respectively. The women will travel to Moldova in October to play the hosts, Finland and Slovenia. The men's team will play in a four-team group with home and away legs against former double world champions Spain, as well as Bosnia and Herzegovina and Switzerland.

We facilitated promotion and relegation between Tier 2 and Tier 3 competitions for a fully conjoined competition pathway.

As part of our governance responsibilities, the Committee agreed and updated the Policies of the Futsal Committee as set out by the FA Futsal Regulations.

Futsal will benefit from an additional representative position for Council with immediate effect and a recruitment process will be run by National Game Board.

We have worked with Executive in the development of an SLA with the National Futsal Series to deliver the Tier1 and Tier 2 domestic competitions and is in its final stages of completion.

Ongoing challenges within some CFAs and within discipline exist due to the Committee's sense of a general lack of understanding across discipline and administration of the Futsal Regulation, nuances of Futsal versus football that resulted in a number of failed cases. In the view of the Committee, this has had a credibility impact for the game, referees and its governance. This matter is being worked through.

Following a decision of NGB, the Committee will cease to operate from the end of the 2023-24 season and its work embedded within the Football Development committee thereafter. All outstanding matters will transfer accordingly.

Graeme Dell
Chair, Futsal Committee
16 July 2024