

Respect

This was the No.1 priority emerging from the biggest opinion survey to date of grassroots football in England.

It was carried out in late 2007 and directly informed The FA's National Game Strategy, published in March 2008.

Respect will ensure a safe, positive environment for everyone to enjoy football. From the start it will have an impact on the following areas:

Referee recruitment and retention: By tackling abuse towards match officials, we hope to reduce the stream of referees understandably leaving the game.

Participation within youth football: Abuse and pressure from the sidelines needs to stop if we are to ensure young children enjoy, stay and progress in the game.

Coaching and player development: An encouraging and player-centred approach is vital if we are to improve coaching standards - particularly for the key 5-11 age-group. It's simple: better coaches produce better players.

Safeguarding children: Everyone in football has a duty of care towards children - ensuring they are able to play football in a safe, enjoyable environment free of abuse, bullying and discrimination.

Background -

The FA is committed to tackling behaviour across the whole game. Improving overall disciplinary performance (of which behaviour is a key part) is one of the fourteen milestones in the new FA Vision. The FA has been working with its professional and national game partners to develop a number of initiatives to address both on pitch and sideline behaviour.

Launch -

The Respect Programme was launched at the FA Community Shield match between Manchester United FC and Portsmouth FC. The Marketing and Communication Divisions planned the launch. Activities included the use of the Wembley perimeter boards and big screen, match day programme, media briefings and a dedicated Respect section on The FA.com website.

Professional Game -

The FA has been working with the Premier League, Football League, PFA, LMA and the PGMO to develop the following practical steps in the professional game:

- The Referee to use the captains to help manage behaviour.
- Referees to apply Law 12 and deal firmly with any open show of dissent.
- Pre-match briefing involving the referee, captain and a senior member of the coaching staff.
- A focus on improving behaviour in the technical area including prohibiting the use of TV and other monitors.
- PL Codes of conduct – Chairmen and Managers.
- Both teams to line up and shake hands with the opposition and match officials prior to KO to set the sporting tone.

National Game -

The referee using the captains in the management of behaviour and the firm application of Law 12 will be adopted across the whole game. In addition there are some specific national game practical steps which have been shaped by 7 pilot CFAs. These are:

- Codes of Conduct – the promotion of codes of conduct for players, spectators/parents, managers and referees with appropriate and clear sanctions.
- Designated Spectator Areas – the 'roping off' of pitches to keep spectators away from the sideline

Implementing Respect within the National Game -

(a) The referee 'using the captains in the management of behaviour' and the application of Law 12

- o Information booklet to be distributed to every referee
- o To be embedded into future referee training courses
- o E-comms to every referee on database (21,500)
- o Section on FA.com including educational video clips.
- o Referee Workshops (optional) for Referees in 'Respect Leagues'
- o Information in FAMOA magazine

(b) Respect Guides and Codes of Conduct

o Downloadable codes on The FA.com

o Leagues registering as a 'Respect League' can apply for a Respect Pack which includes the following materials:

1. League information guide

2. Club information pack

o Information guide on Respect 'practical measures'

o Guidance on codes and what sanctions a club/league/County FA/The FA can take

o Captain's guidance leaflet on their role

o Code of conduct sign-up sheets – players, coaches, club officials

o Code of conduct laminates for dressing rooms and to display to spectators/parents

o Captain's armband displaying Respect wording

(c) Designated Spectator Areas

o The opportunity for leagues adopting the Respect programme to purchase barriers at a significantly reduced cost. The product retails on the open market at £150. The FA has negotiated a cost of £65 plus distribution costs.

o The FA is in discussions with the Football Foundation regarding offering a grant aid scheme with a 50% reduction for leagues in the Respect programme.

The Professional Game roll out -

Professional game initiatives being communicated at the PGMCO conference, PL and FL pre- season management meetings and broadcast briefings to gain support for the Respect programme. There will also be a reinforcement of the Respect message at the PL pre -season launch.

The National Game roll out -

The FA will:

• Liaise with the Football Conference, Northern Premier, Southern and Isthmian Leagues and the remainder of the National League System to agree relevant initiatives appropriate for each level of the game.

• Liaise with the FA Women's Pyramid of Football Leagues.

• Directly communicate to all leagues and referees on the database.

• Lead the launch of the campaign and raise awareness of how clubs, leagues, coaches and players can get involved in Respect – media launch week of 4th August.

• Produce the materials for The FA.com and the League/ Club packs.

• Produce CFA Guides and Referees Guides to Respect.

• Produce promotional materials to be used in 'free' advertising space allocated by The FA's commercial and broadcast partners, e.g. tray liners in McDonald's restaurants and film content for ITV Local.

• Produce and promote three promotional videos (target audience five million viewers)

• Brief the CFAs via the County Support Groups and provide new weekly updates on MYFA.

• Organise the training for CFA 'Lead Officers'

• Agree roles and responsibilities with the CFA – CEO, Development, Welfare and Referees.

• Produce a three hour workshop for Referees in 'Respect Leagues'

• Distribute the league packs in conjunction with the CFAs.

• Work with the Football Foundation and Purchasing Dept to develop a grant aid scheme for designated spectator areas.

HAMPSHIRE FA

ANTI-DISCRIMINATION POLICY FOR FOOTBALL

1. As the governing body of the national game, The Football Association (The FA) is responsible for setting standards and values to apply throughout the game at every level. Football belongs to and should be enjoyed by, everyone equally. Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.
2. The FA is an equal opportunities employer. We are committed to equality of opportunity within our own organisation and to encouraging similar commitment from every organisation or individual acting within the game.
3. Equality of opportunity at The FA means that in all our activities we will not discriminate, or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes:

- The advertisement of jobs
 - The selection of candidates for employment or promotion
 - Job location or working environment
 - Pay and employment terms and conditions
 - Internal training and development activities
 - External coaching and education activities and awards
 - Football development activities
 - Selection for representative teams
 - Appointments to honorary positions
4. The FA will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and will work to ensure that such behaviour is met with appropriate disciplinary action in whatever context it occurs.
5. The FA is committed to the development of a programme of ongoing training and awareness-raising events and activities in order to promote the eradication of discrimination within its own organisation and in the wider context, within football as a whole.

RACISM

If you receive racist abuse, or see or hear someone making racist comments or gestures, you should report it – to a steward or the police; to a teacher or coach; to the club if you are a fan; or to the local authority if it occurs on your local council pitch.

Racist abuse at football matches is against the law, so the police and stewards should take action. Referees should act if the abuse comes from players, and your league or county FA should look into the matter. Make note of the incident and let Kick It Out know what's happened too.

The Kick It Out Hotline Number is: 0800 169 9414.

Find out more – there's lots of information around about racism in football and the history of black footballers. Perhaps you could write an article for your school magazine, suggest a project to your history or citizenship teacher, or even create a play about the experiences of some black players. You could find out about black players from your local area, and learn what their experiences were like, even those who didn't make it to the top. Who knows, you may uncover a forgotten star! Perhaps it could be an ICT project – there are lots you can uncover using the Internet. You could start with the Kick It Out website – www.kickitout.org. Why not visit your local club and check out what it is doing to tackle racism. You could even make a few suggestions?