

# CHALLENGING DISCRIMINATION IN FOOTBALL

## A GUIDE FOR CLUBS

**PAWB**  
**EVERYONE**



# ABOUT THIS GUIDE:

At the Football Association of Wales we are aware that social inequality is constantly producing new forms of discrimination that are, unfortunately, also reflected in football and stadiums.

We continue to see incidents of discrimination at all levels of the game and acknowledge that more must be done to tackle all forms of discrimination in football.

We have developed a new PAWB equality, diversity and inclusion Strategy 2021-26, which outlines our commitment and objectives in creating a more equal game in Wales.

We constantly strive to identify and understand these issues in order to effectively shape our commitment and approach to promoting equality, diversity and inclusion and challenge all forms of discrimination.

By eliminating discrimination from the game it will provide a more enjoyable and welcoming environment for all to participate in.

Our core vision in the PAWB equality, diversity and inclusion Strategy is a game that is for **EVERYONE, EVERYWHERE** in Wales, where each individual can participate and strive to be the best version of themselves.

We all play a key role in endeavoring to achieve this vision and can play an important part in tackling discrimination and inequality in football.

This guide provides Clubs advice and information on recognising, responding and reporting discrimination when it occurs both on and off the field.

Featured in the guide is a range of practical recommendations, so that Clubs can be proactive in their approach through campaigning and education to raise awareness of anti-discrimination to Members of the Football Family in Wales.

It is all our responsibility to continually educate ourselves and be allies to underrepresented groups to work towards a diverse and equal game that reflects all communities across Wales.

We need everyone's support throughout the football family, together, we can all make a difference.

**#TOGETHERSTRONGER**

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**PAWNB**



# RECOGNISING & RESPONDING

# RECOGNISING & RESPONDING:

Discrimination is treating someone less favourably than someone else because of a protected characteristic. (See Non-Discrimination Regulations).

Discriminatory behaviour ranges from verbal abuse, physical attacks, exclusion from activities or opportunities and can occur in person or via social media. Discrimination can be conscious or unconscious, intentional or unintentional.

Some people do not feel confident in recognising discrimination and responding to victims or perpetrators of discrimination. What is important to understand is that if someone perceives that they have been treated differently because of a protected characteristic then an alleged incident has taken place.

This guide provides support for Clubs to be able to recognise, respond to and report discriminatory behaviour, in line with the FA Wales Non-Discrimination regulations.

## WHAT DOES DISCRIMINATION LOOK LIKE?

- Name calling, insults and discriminatory jokes / “banter”.
- Refusal to co-operate with someone because of a particular characteristic i.e. skin colour, religion or because of their sexuality.
- Provocative behaviour such as the wearing of discriminatory badges or crests, displaying discriminatory banners/flags or slogans. See FARE Network [Global Guide to Discriminatory Practices in Football](#).
- Ridicule of a person for religious or cultural differences.
- Discriminatory comments or gestures.
- Incitement to others to behave in a discriminatory way.
- Physical assault or verbal abuse and threat

## HOW SHOULD I RESPOND?

Any racially discriminatory behaviour or racial stereotyping is not acceptable in football, even when a someone says you it was just ‘banter’ or a joke, even when someone you think may have been victimised tells you it was ‘banter’. The definition of racist incidents is **"any incident which is perceived to be racist by the victim or any other person."** If you allow one or two people to joke about racial stereotypes you are effectively normalising discriminatory behaviour. Whilst those people may not think anything of a comment, another person they talk to might feel discriminated against. The intent behind language and actions doesn't necessarily alter the effect words and behaviour can have. By ignoring or dismissing discriminatory behaviour, or racial stereotyping, you are setting the precedent that it is ok to treat somebody less favourably because of their skin colour, nationality, religion or belief, or their culture group. You are also showing the suspected victim that you believe it is acceptable to receive racial discrimination.

# INTERNAL CLUB INCIDENTS

Incidents that occur internally should be recorded and logged (see our reporting racism in football guide for clubs).

## IMMEDIATE ACTION

It is essential that any incident is taken seriously and addressed immediately or as soon possible once an incident has been reported. Individual's involved may need to be separated and support provided to the victim.

The below table is a guideline to some immediate action that can be taken.

PERPETRATOR	VICTIM	BYSTANDER
<ul style="list-style-type: none"><li>• Explain clearly and calmly why the behaviour was wrong.</li><li>• Avoid shaming the behaviour; some individuals may not be aware that it was unacceptable.</li><li>• Seek assurance that the individuals understand wrongdoing.</li><li>• Obtain an apology.</li><li>• Inform the clubs equality lead / safeguarding officer in writing and verbally (maintain a record of this) for them to report and log the incident.</li><li>• If the perpetrator intended to hurt the victim then follow the clubs Behaviour Policy.</li></ul>	<ul style="list-style-type: none"><li>• Confirm clearly and calmly why behaviour was wrong.</li><li>• Reassure and offer the opportunity to talk about it and their feelings. This may be at a later stage as victims of racial abuse are sometimes reluctant to talk about the experience at the time but may talk about it later.</li><li>• Encourage the victim to report any future incidents.</li><li>• Explain how the incident has / will be dealt with.</li></ul>	<ul style="list-style-type: none"><li>• Make sure anyone listening or overhearing the incident knows the words and actions were wrong and unacceptable.</li><li>• Reaffirm the club's stance on anti-racism and discriminatory behaviour.</li></ul>

## LONGER TERM ACTION

The club should follow their bullying / discrimination procedures and set out an appropriate action plan and where necessary follow disciplinary procedures.

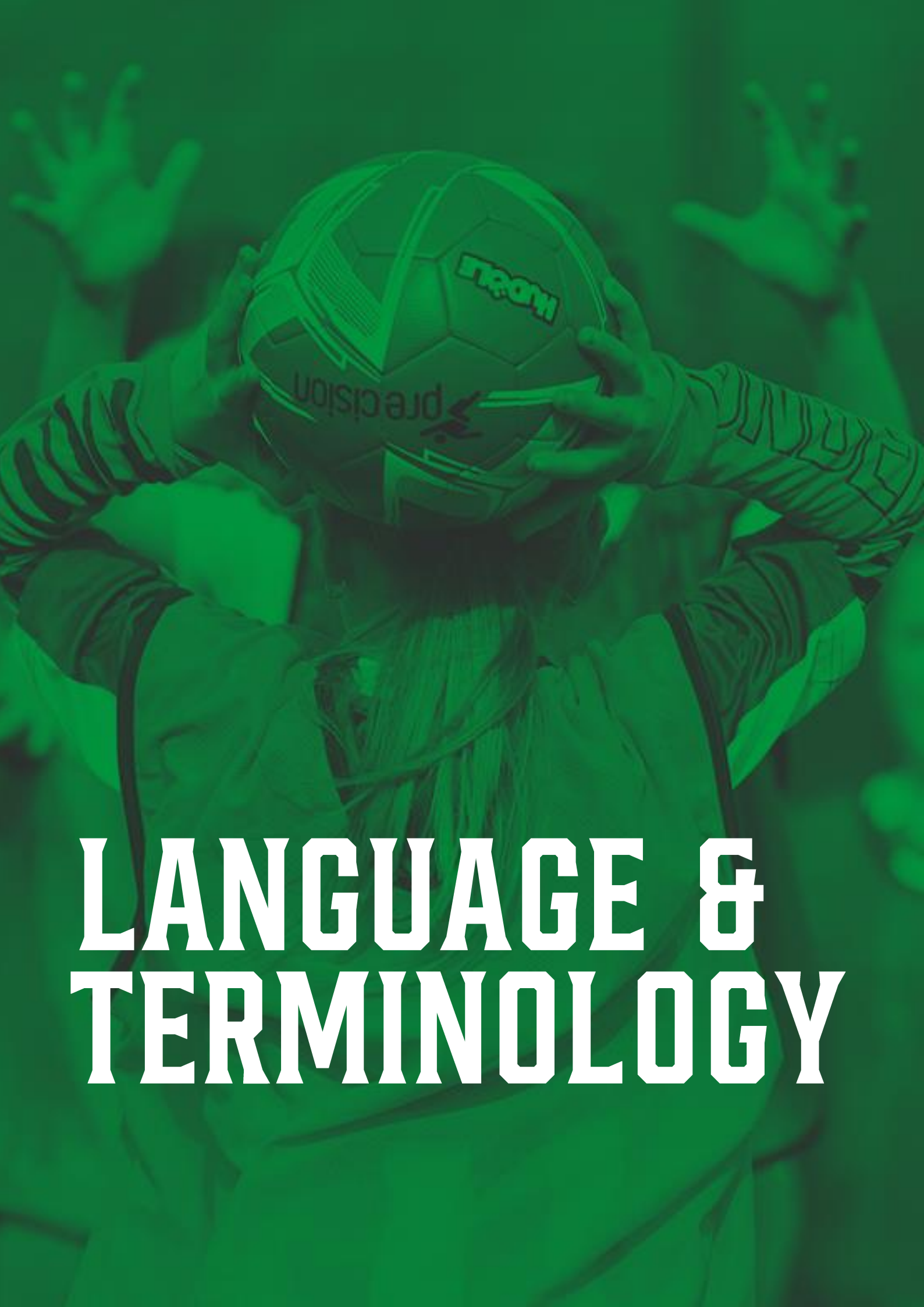
Any action plan should involve an element of education for the perpetrator(s) and in most circumstances may highlight the need for wider education for all players and / or club officials.

There are a range of resources available that can be used for educational sessions.

Clubs can also get in touch with the FAW Equality, Diversity & Inclusion Manager to enquire about a workshop or to request further support.

## EXTERNAL INCIDENTS/MATCH DAY INCIDENTS

Incidents that take place on a match day or that relate to an external individual or club/organisation should be reported to the relevant authority, this includes any targeted abuse on social media. (See Recognising & Reporting chapter.)



# LANGUAGE & TERMINOLOGY



# LANGUAGE & TERMINOLOGY:

## WHY IS LANGUAGE IMPORTANT?

- Language is a very powerful method of structuring attitudes.
- Language and terminology can hugely influence how people perceive themselves, others, and the world around them.
- Language and terminology can contribute to the creation and perpetuation of stereotyping and belief systems.

## WHAT CAN YOU DO TO HELP?

- Develop your own awareness of, and sensitivity to, the oppressive and discriminatory potential of language.
- Be aware of what is acceptable and unacceptable and why.
- Acknowledge that certain language and words are unacceptable regardless of whether or not they are intentionally used to hurt. The intent behind language doesn't necessarily alter the effect words can have.
- It is everyone's responsibility to challenge and report all use of discriminatory language, regardless of intent, following the reporting discrimination in football guidelines.

## USEFUL DEFINITIONS

**Discrimination** – is when someone is treated differently because of a Protected characteristic.

**Race** – The term 'race' is a social construct used to classify people. Originally race was based on a false belief that biologically there were different species of humans.

**Ethnicity / Ethnic group** - is a category of people who identify with each other based on similarities such as common ancestry, language, society, culture or nationality.

**BAME** – acronym used to describe people from a Black, Asian and Minority Ethnic background. A now more accepted term is Ethnically Diverse Communities.

**Prejudice** - involves 'pre-judging' someone and is used to describe the negative attitudes some people have towards certain groups.

**Homophobia** - The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people.

**Transphobia** - The fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity.

**Xenophobia** is "attitudes, prejudices and behaviour that reject, exclude and often vilify persons, based on the perception that they are outsiders or "foreigners".

# WHAT IS ACCEPTABLE OR UNACCEPTABLE?

The following section is a guideline based on the use of language. Please be aware that derogative language is included in this section with the intention for this guide to be used for educational purposes only and to support Club Officials in identifying derogative language for reporting.

## \*ACCEPTABLE TERMS

### COLOURED

Historically used in a derogatory way to separate and segregate black people. White people decided this was the word that should be used to describe anybody who was not white, which also implies that to be white is 'normal' or default.

### BLACK

Black is a term that describes a skin colour. Some people may feel uncomfortable about saying black but it is acceptable as a descriptive term.

### WHITE

White is a term that is used to describe and "classify" people with white or pale/fair skin.

### NIGGER/NIGGA

Originated as a term referring to black people as a variation of the Spanish/Portuguese noun negro and descends from the Latin adjective Niger meaning 'black'. Historically nigger was used as an intentionally derogatory word as early as the 17th C. It has accompanied the slave trade, innumerable lynching's, castrations, beatings, acts of arson, and other racially motivated attacks against black people. The slave trade alone saw an estimated 22-55 million deaths of black people.

The term is a complicated word as hip-hop culture has tried to re-appropriate it as a term of endearment to mean 'friend'. However even when people talk about appropriating the word its history still exists. The word is inextricably linked with violence and brutality on black people's self-worth and physical abuse. No amount of appropriating can erase that. Allowing anyone to use this word to describe someone is unacceptable.

### HALF-CASTE

Historically used to describe people of mixed race or ethnicity. It is derived from the Latin castus, meaning pure. In other words, half-caste meant a person that was half-pure. In Australia, the term half-caste was widely used in the 19th and 20th C British Commonwealth Laws to refer to the offspring of White Colonists and Aboriginal Natives. Laws stated that the Australian government could seize such children and forcibly remove them from their parents.

### MIXED RACE / MIXED PARENTAGE / MIXED HERITAGE

'Mixed parentage', 'mixed heritage' and 'mixed race' are acceptable alternatives to describe a person's ethnicity. However, when using 'mixed race', it is important to remember that 'race' is a social construct and there are not different races within humanity.

## **GYPO / PIKEY**

These are derogatory terms to describe Gypsies or Travellers often used to describe someone who is scruffy, creating negative associations with gypsies. Pikey derives from pike, which meant to “go away from, to go on” and related to the words turnpike (toll-road) and pike-man (toll-collector).

## **GYPSY, ROMA, TRAVELLER**

The terms Gypsy, Roma or Traveller may be appropriate but proceed with caution as there are many different Gypsy and Traveller groups.

## **PAKI**

This term is not acceptable. During the 1970's and 80's Britain was faced with a wave of racist violence. This included 'Paki-bashing' gangs for whom 'Paki' meant any person who was presumed to be from South Asia or of South Asian descent because of their skin colour. People from different age groups and backgrounds were murdered or physically and verbally attacked.

## **PAKISTANI/ASIAN**

Pakistani is the correct term for the nationality of a person from Pakistan. Pak means 'pure' in Urdu and Persian and stan is the Persian word meaning 'place of'. Hence the name Pakistan means land of the pure. The 'i' was added to ease pronunciation. People from an Asian background sometimes refer to themselves as 'brown', which is an acceptable descriptor, along with the term Asian.

## **CHINKY**

Chinky (also chink) is an ethnic slur referring primarily to a person of Chinese ethnicity, although it is sometimes used to refer to people of other Asian descent, or to people who have physical features that are characteristic of many Asian people.

## **CHINESE**

Chinese is the correct term for the nationality of a person from China. China is the English translation for Zhongguo, believed to have become popular in the mid-19th C.

## **PERSON WITH A DISABILITY - DISABLED PERSON/PEOPLE**

'Person with a disability' is inappropriate as it assumes that the person has the disability; disabled people are disabled by their environment. Under the Equality Act 2010 a disabled person is someone who has a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities. Under social model thinking, the person is disabled by oppressive barriers of attitude, structures and environments in society. 'Disabled people/person' is more acceptable as it recognises the social oppression and environment that disables the person.

## **THE DISABLED / THE DEAF / THE BLIND ETC**

To call any group of people 'the' anything is to dehumanise them. Use blind people, deaf people or disabled people.

## **CRIPPLE / INVALID**

The word comes from Old English *crypel* or *crepel*. These, in turn, come from old (Middle) German 'kripple' meaning to be without power. Referring to a person as being in-valid or not a valid person is also disempowering. These words are extremely offensive. Use disabled person.

## **HANDICAPPED**

Handicap means having an imposed disadvantage. It's origin comes from going "cap in hand" and begging. Use disabled person.

## **ABLE-BODIED / NORMAL - NON-DISABLED PERSON**

Avoid able-bodied/normal person as the opposite of disabled; 'Disability' is not a description of a personal characteristic. A disabled person is not a 'person with a disability' as the person does not own the disability in the way that someone might be 'a person with brown hair'. Consequently, the opposite of 'disabled' is not 'able-bodied' or 'abled', but 'non-disabled' or 'enabled'.

## **CONFINED TO A WHEELCHAIR, WHEELCHAIR-BOUND - A WHEELCHAIR (WHEN REFERRING TO THE PERSON WHO USES IT) - A WHEELCHAIR USER.**

Use wheelchair user, Wheelchair users see their wheelchair as a means of mobility and freedom, not something that restricts them, apart from problems with lack of access. Avoid the mentally handicapped.

## **AFFLICTED BY, SUFFERS FROM, VICTIM OF - HAS (NAME OF CONDITION OR DISABILITY)**

Disabled people are not victims because this implies they are consciously singled out for punishment. Similarly, the word sufferer can imply someone upon whom something has been imposed as a punishment.

Use person who has / person with... these are neutral terms, unlike victim. In this way we can denote difference between illness, difference, and social oppression. We cannot assume that an impairment comes with pain. Unfortunately we can assume that difference leads to the oppression of marginalised groups caused by enduring negative stereotypes.

## **MENTALLY HANDICAPPED, MENTALLY DEFECTIVE, RETARDED, SUBNORMAL, SIMPLE - LEARNING (OR INTELLECTUALLY) DISABLED PERSON**

These terms are not acceptable and portray a person in a negative and derogative way. Use person with a learning difficulty.

## **DWARF(ISM) / MIDGET - A PERSON WITH RESTRICTED GROWTH OR SHORT STATURE**

Dwarfism is a medical or genetic condition that results in a stature below 4'10," When used in a non-medical sense, it can be considered offensive. Avoid the term *dwarf* unless it is being used in a medical context. Use a person with restricted growth or short stature. Only refer to a person's short stature if it is relevant.

The term *midget* was used in the past to describe an unusually short and proportionate person. It is now considered derogatory. Also avoid using the term vertically challenged.

## **AN EPILEPTIC, DIABETIC, DEPRESSIVE, ETC. - A PERSON WITH EPILEPSY OR SOMEONE WHO HAS EPILEPSY, DIABETES, DEPRESSION, ETC.**

Avoid labelling people by a medical condition. Do not categorise them collectively. Use for example, 'a person with epilepsy'.

## **SPASTIC - A PERSON WITH CEREBRAL PALSY**

The term spastic is outdated and now seen as insulting and offensive. Use a person with cerebral palsy.

## **MENTAL PATIENT, INSANE, MAD - A PERSON WITH A MENTAL HEALTH ISSUE**

These terms are outdated and have been used with negative connotations over time. They are insulting and offensive. Use a person with a mental health issue.

## **THE DEAF, DEAF, AND DUMB; DEAF MUTE - A PERSON WHO IS DEAF AND / OR HARD OF HEARING**

These terms are now seen as insulting and offensive, particularly the word dumb, that is now often used as to mean stupid. You may see deaf written as "D/deaf", due to how the individual identifies. A Deaf person is often profoundly deaf, uses sign language and identifies as part of the Deaf community. People who are hard of hearing or have gradual hearing loss, would usually use the term "deaf". It is good practice to use both in written format.

## **THE BLIND, VISUALLY IMPAIRED - A PERSON WHO IS BLIND OR PARTIALLY SIGHTED PERSON**

The word "blind" is grouping everyone together but separating from the rest of society. The word impaired is seen as negative, as it is referring to what the person cannot do.

## **FITS, SPELLS, ATTACKS - A PERSON WHO HAS SEIZURES**

Use of these terms are outdated and negative. Its important to focus on the person first.

## **THE AUTISTICS - NEURODIVERSE PEOPLE**

Using the term "the" is grouping everyone together but separating from the rest of society. Use neurodiverse people. Neurodiverse conditions also include, but not limited to ADHD, dyslexia, dyspraxia, dyscalculia and Tourette's syndrome.

## **HIDDEN DISABILITY - NON-VISIBLE DISABILITY**

Hidden disability could imply that a person is trying to 'hide' or is ashamed, but it just cannot be seen. An example is someone with Crohn's disease or diabetes.

## **BI**

Bi is an umbrella term used to describe an emotional, romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, bi-curious, queer, and other non-monosexual and non-monoromantic identities.

## GAY

Refers to man who has a romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian.

## HOMOSEXUAL

This might be considered a more medical term used to describe someone who has a romantic and/or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used and accepted.

## FAGGOT / POOF / RENT BOY

These terms are derogative and have been used negatively predominantly towards gay men and boys.

## LGBTQ+

The acronym for lesbian, gay, bi and trans. The Q in Q+ refers to Queer, which is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBT community (racism, sizeism, ableism etc). Although some LGBT people view the word as a slur, it was reclaimed in the late 80s by the queer community who have embraced it. It can also refer to Questioning, which is the process of exploring your own sexual orientation and/or gender identity. To represent those who do not identify with one of the letters in the acronym, a plus sign is often used. This can include intersex, asexual, demisexual, non-binary, gender fluid, pansexual, polyamorous, questioning and many more.

## TRANSGENDER MAN

A term used to describe someone who is assigned female at birth but identifies and lives as a man. This may be shortened to trans man, or FTM, an abbreviation for female-to-male. Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

## TRANSGENDER WOMAN

A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shortened to trans woman, or MTF, an abbreviation for male-to-female. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, cross dresser, non-binary, genderqueer (GQ).

## CISGENDER

Cisgender refers to someone whose gender identity matches the sex they were 'assigned' at birth. This might include physical gender cues (hair or clothing) and/or behaviour which is historically or culturally associated with a particular gender.

## NON-BINARY/AGENDER/GENDERQUEER

An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

EVERYONE



# REPORTING DISCRIMINATION



# REPORTING DISCRIMINATION

## WHY REPORT SUSPECTED RACIST INCIDENTS?

- Reporting demonstrates discrimination is not acceptable in football, promoting a positive ethos where **everyone** is valued and given equal opportunities.
- Reporting gains trust and confidence and it is important that victims know that any incident they report will be taken seriously and investigated fully and fairly.
- By not reporting incidents, discriminatory attitudes by the perpetrator may continue to be unchallenged and victims may remain unsupported and effected.
- Reporting helps identify any patterns of racist incidents, allowing clubs and football associations to develop strategies to prevent or challenge issues of racism and to monitor the success of those they have put in place.
- Reporting can identify training needs for players, coaches, club officials and referees.
- Reporting suspected racist incidents promotes the elimination of discrimination and the fostering of good relations between persons who share relevant protected characteristics and persons who do not share it.

## WHAT IF THE PERSON DID NOT UNDERSTAND THEIR BEHAVIOUR WAS DISCRIMINATORY, SHOULD YOU STILL REPORT AN INCIDENT?

- Absolutely, any incident of discrimination should be reported to ensure that it is dealt with appropriately regardless of an individual's intent or understanding. Reporting incidents that do not lead to punishment are still crucial to identify training needs.
- Reporting an incident does not have to equate to a punishment. However, if a person is found guilty then consequences must follow in line with the rules and regulations especially if the perpetrator understands their actions.

## PROACTIVE ACTION:

- Implement an action plan – See 10-Point Plan.
- Appoint a designated equality lead in your in your club; this could be the safeguarding officer or club secretary. It will be their responsibility to monitor and report racist incidents.
- Proactive pre match stadium announcement – see 3-Step procedure for script.
- Ensure the club has an internal incident reporting form and record log.
- Ensure everyone is familiarised with the reporting procedures of both the Club and the FAW.
- Ensure everyone is aware of the FAW Non-Discrimination Regulations along with anti-discrimination charters and relevant codes of conduct.
- Provide training opportunities for club officials to develop their understanding of discrimination and techniques of how to challenge discrimination in their roles.
- You can also get advice and support from the FAW's Equality, Diversity and Inclusion Manager or for serious incidents the police.

## WHAT TO DO WHEN AN ALLEGED DISCRIMINATORY INCIDENT OCCURS:

- During a match, a club official should report the incident to the match official who will follow the Laws of the game if they witness any discriminatory abuse. The match officials will include the incident in their match report, irrespective of if they have heard or witnessed the incident.
- If the match official has heard or witnessed the incident, they have a duty to deal with the issue immediately (as per Law 12 Fouls and Misconduct of the laws of the game.)
- The referee has the power to, stop, suspend, or abandon the match for discriminatory natured offences regarding spectators. (as per Law 5.3 Powers and Duties.)
- Inform verbally and electronically to the designated equalities lead in your club immediately after the match or as soon as possible for internal incidents.
- Complete your club's incident report form (or log) and forward it to the equalities lead.
- If the incident is internal the equalities lead should check the recording and reporting data to see if the perpetrator has been involved in any earlier incidents.
- If the incident has taken place on or off the field and involves another club/individual(s) or external person, the report should be sent by your equalities lead or club secretary.
- Inform and enlist the support of parents / supporter groups or external organisations if necessary.
- The equalities lead should advise and inform relevant club officials of the ongoing investigation and provide information on how to support the victim of the incident.
- Keep a record of how the club has responded and the actions you have taken, along with the outcomes of the investigation.
- You should report any incident of a serious nature, or which could be considered a hate crime, to the police by calling 101. For further advice contact the FAW's Equality, Diversity and Inclusion Manager.

## WHERE TO REPORT A DISCRIMINATORY INCIDENT:



### EMAIL

[Reportit@faw.co.uk](mailto:Reportit@faw.co.uk)



### ONLINE

[www.faw.org/reportit](http://www.faw.org/reportit)



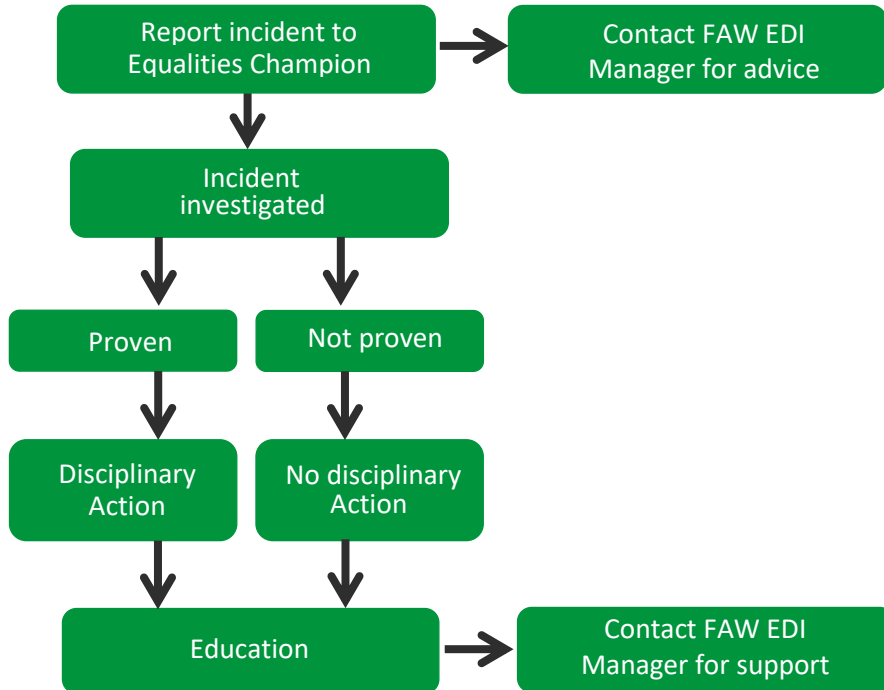
### POST

Send a completed Incident Reporting Form (see appendix) to:

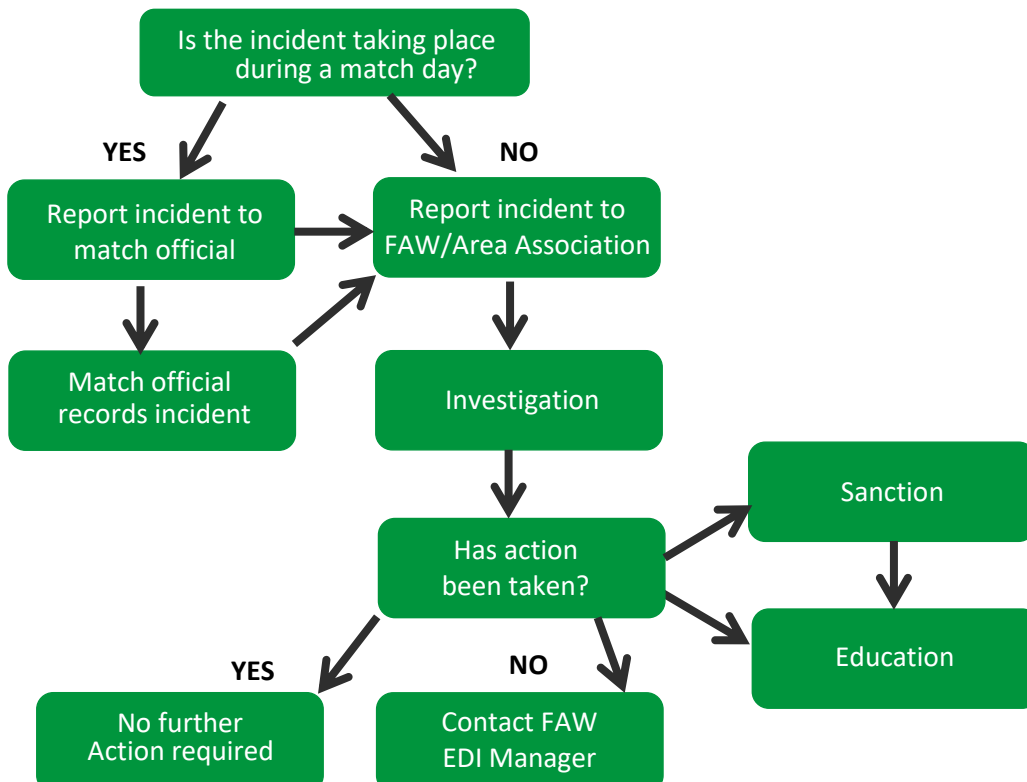
Equality, Diversity & Inclusion Manager  
The Football Association of Wales  
Hensol,  
Pontyclun,  
CF72 8JY

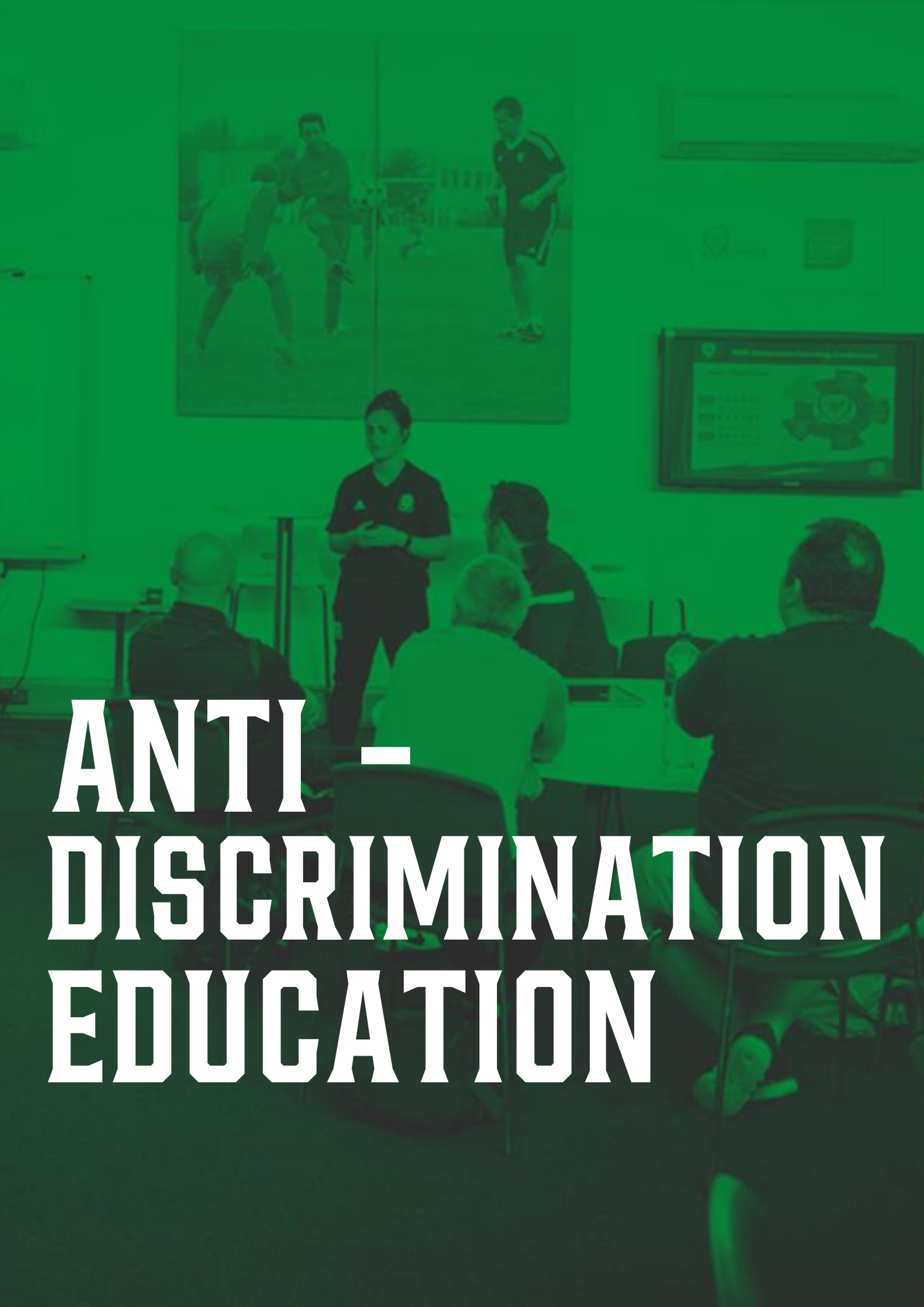
# DISCRIMINATORY INCIDENT REPORTING VISUAL GUIDE

## REPORTING AN INTERNAL INCIDENT



## REPORTING AN EXTERNAL INCIDENT



A woman in a dark polo shirt stands at the front of a classroom, addressing a group of people seated at tables. The room is decorated with sports-related posters, including one of a soccer player and another of a basketball player. A framed certificate or document is visible on the wall to the right. The entire scene is overlaid with a semi-transparent green filter.

# ANTI - DISCRIMINATION EDUCATION

# ANTI-DISCRIMINATION EDUCATION

As part of the Challenging Discrimination in Football Education Program we will be working with our Equality Partners to provide a range of educational webinars, workshops and panel discussions throughout the season for the football family in Wales.

The program aims to increase the awareness of discrimination and will provide support and resources to educate everyone within the game on how to challenge and report discrimination both on and off the field.

The program will provide an opportunity for Clubs, Players, Coaches and Match Officials to develop their understanding of discrimination and discuss issues that are prevalent in football at all levels so that individuals are well equipped to take positive action.

The workshops are practical and engaging and will provide further support for individuals and Clubs in promoting equality and inclusion with the objective of creating an inclusive environment where everyone is welcome and feels that they belong.

## EDUCATION PROGRAM CALENDAR

Educational workshops and events will be published on the FAW PAWB website and promoted on FAW social media channels.

Please contact [PAWB@faw.co.uk](mailto:PAWB@faw.co.uk) to enquire about up and coming workshops and event.

## EQUALITY CHAMPION TRAINING PROGRAM

We have established an Equality Champion role for Clubs to designate a representative to take part in a workshop on developing Equality Diversity & Inclusion at their Club. A part of this program is a “train the trainer” tutor training workshop to upskill individuals to deliver training to their Club Members on Anti-Discrimination. The “train the trainer” program is also available to Club Coaches and Officials/Volunteers.

Please contact [PAWB@faw.co.uk](mailto:PAWB@faw.co.uk) to enquire about up and coming “train the trainer” workshops.

## WORKSHOP RESOURCES

Anti-Discrimination workshop resources are provided as part of the Equality Champion Training Program and are also available on the [FAW Academy Education Portal](#), the PAWB website or available on request by contacting [PAWB@faw.co.uk](mailto:PAWB@faw.co.uk)

## WORKSHOP ENQUIRY & SUPPORT

If you require support or wanted to enquire about arranging an anti-discrimination workshop at your Club please contact:

[PAWB@faw.co.uk](mailto:PAWB@faw.co.uk)



**CAMPAIGNING  
AGAINST  
DISCRIMINATION**

# CAMPAIGNING AGAINST DISCRIMINATION

## SHOW RACISM THE RED CARD'S MONTH OF ACTION



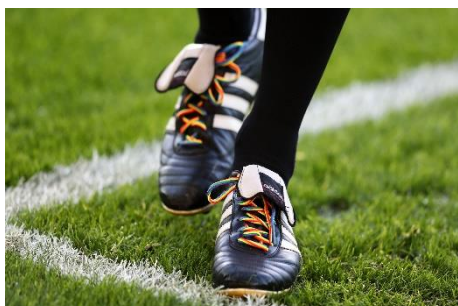
Each October clubs in Scotland and Wales show their support for Show Racism the Red Card during a match day action as a vehicle to deliver an Anti-Racism message to the community through the power of sport. The Football People action weeks aims to unite supporters, Clubs, ethnically diverse communities and those affected by discrimination to raise awareness and tackle discrimination in football.

The action weeks challenge racism and celebrate the contributions of all individuals that strive to make football a game for all, regardless of who we are, where we are from and what our beliefs are. In addition to increasing the awareness of SRtRC's work, the 'day of action' will also help Clubs highlight the work that they are already doing to promote equality and tackle racism.

To find out more about the SRtRC Month of Action Visit:

[SRtRC Action Weeks](#)

## STONEWALL'S RAINBOW LACES CAMPAIGN



Stonewall's Rainbow Laces Campaign celebrates the impact that sport has on LGBTQ+ people, and the impact that LGBTQ+ people have on the sport, and highlights how we can all play our part in making sport everyone's game.

To find out more about the Rainbow Laces Campaign Visit:

[Rainbow Laces Campaign](#)

## FAW CAMPAIGNS



The FAW's #NoTo... and Report IT Campaigns aim to challenge discrimination in football and raise awareness of the reporting procedures so that when incidents take place they are reported immediately.

Clubs can support the campaigns by sharing the FAW's Report IT Campaign resources online and with Club Members.

To find out more about the FAW's Report IT Campaign contact:

[Pawb@faw.co.uk](mailto:Pawb@faw.co.uk)

# CAMPAIGNING RESOURCES



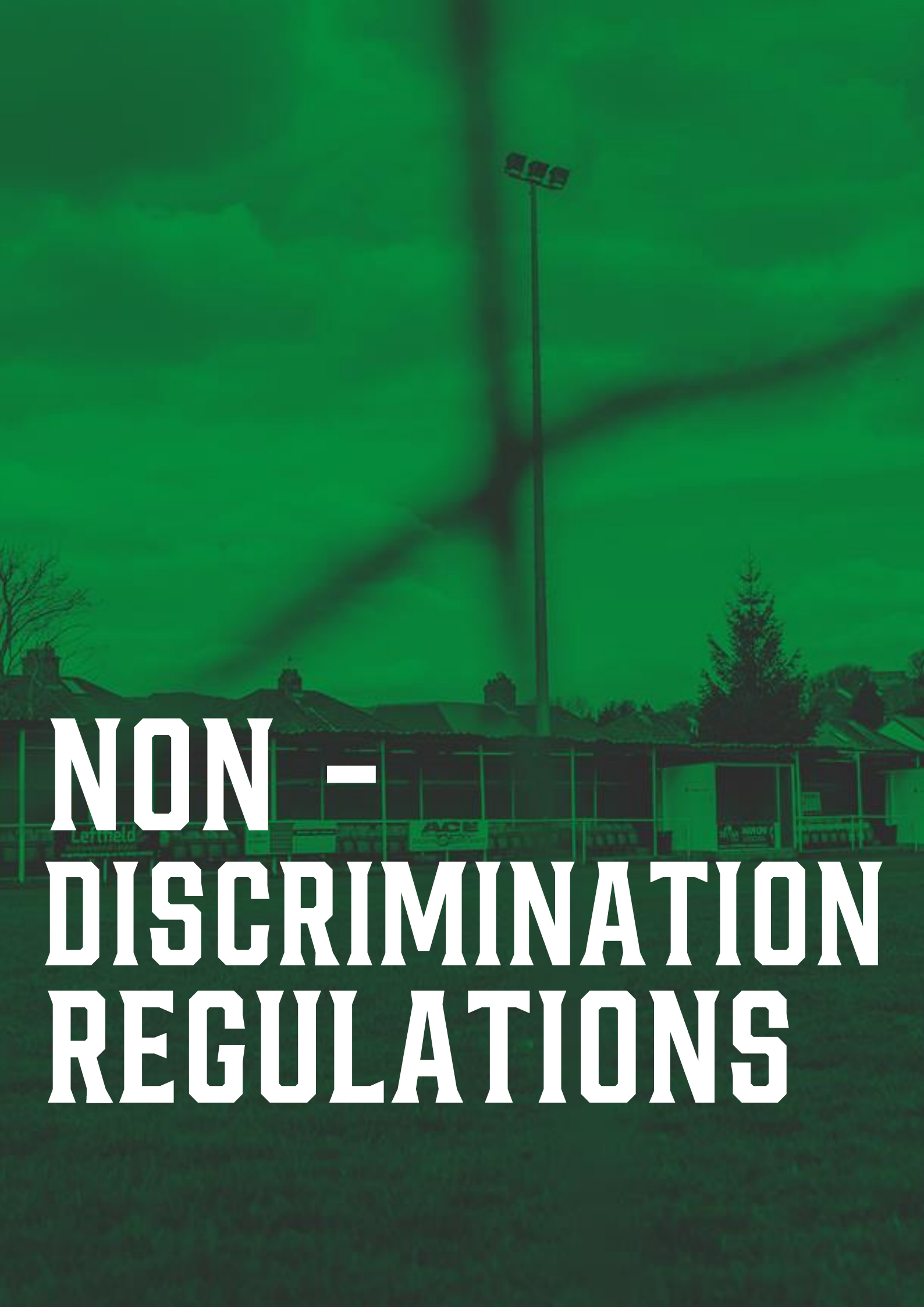
Clubs are encouraged to be proactive in highlighting their anti-discrimination stance throughout the season through supporting our Equality Partner awareness campaigns such as Rainbow Laces or Show Racism the Red Cards Month of Action during matchday activities and via the Clubs social media channels.

To support Clubs we have developed a range of campaign resources to highlight Anti-Discrimination and raise awareness of the FAW reporting procedures.

## DOWNLOAD RESOURCES

FAW campaign resources (including our Equality Partner campaign resources) can be downloaded [HERE](#).





**NON -  
DISCRIMINATION  
REGULATIONS**

# NON-DISCRIMINATION REGULATIONS 04G(IV)

1. This Regulation is to address the growing culture of discriminatory attitudes and behaviours including, but not limited to, the use of words and/or actions within and/or connected to the game of football regulated by the Association. It is the Association's intention to take vigorous action against this deplorable trend by imposing strict sanctions against Members and/or Subordinates who are found guilty of any of the offences detailed below. This Regulation is set out in accordance with Article 58 of the FIFA Disciplinary Code and Article 14 of the UEFA Disciplinary Regulations.

2. Where there is evidence of an offence as specified under this Regulation, the Member and/ or Subordinate concerned will be charged with a Disciplinary Offence as set out under FAW Rule 38 and the matter dealt with in accordance with the provisions set out in Section E of the Rules.

3. Where a Member and/or Subordinate is found guilty of a Disciplinary Offence as set out under FAW Rule 38 for any of the offences specified under this Regulation, the following shall apply:

3.1 Any Member and/or Subordinate who offends the dignity of a person, group of persons or any Country, either directly or indirectly through contemptuous, discriminatory or denigratory words or actions concerning, but not limited to;

- 3.1.1. age;
- 3.1.2. disability;
- 3.1.3. gender;
- 3.1.4. gender reassignment;
- 3.1.5. skin colour;
- 3.1.6. race;
- 3.1.7. religion or belief;
- 3.1.8. sex;
- 3.1.9. sexual orientation;
- 3.1.10. language;
- 3.1.11. ethnic, natural or social origin;
- 3.1.12. political opinion; or
- 3.1.13. wealth

shall be sanctioned by the FAW.

3.2 Regardless of whether or not a charge is found proven, the panel may, at their absolute discretion, order that all parties to the alleged breach attend a mandatory Challenging Discrimination In Football Workshop (**CDIF**) workshop.

3.3 Where a player or official breaches Clause 3.1, they shall be suspended for at least 10 matches. If the perpetrator is a player, a fine of at least £500 shall be imposed. If the perpetrator is an official, the fine shall be at least £750. In exceptional circumstances, the suspension and/or the fine may be suspended in full or in part at the absolute discretion of the panel. A fine shall not be applicable to any Junior Player or Academy Player.

3.4 Where a player is under the age of 16 at the time of the alleged breach, they shall be given a suspension of at least 10 matches but this suspension may be suspended in full or in part at the absolute discretion of the panel and only invoked if the individual is found proven of another breach of these Regulations whilst under the age of 16, or if the individual fails to attend a CDIF workshop as ordered by a Disciplinary Panel.

3.5 Where several persons (officials and/or players) from the same club or association simultaneously breach Clause 3.1, or there are other aggravating circumstances, the team concerned may be deducted three points for a first offence and six points for a second offence; a further offence may result in demotion to a lower division. In the case of matches in which no points are awarded, the team may be disqualified from the competition.

3.6 Where supporters of a team breach Clause 3.1 at a match, a warning, a fine of at least £750 and/or a partial or full ground closure shall be imposed on the club concerned regardless of the question of culpable conduct or culpable oversight. Clubs that reoffend, or in the case of a serious offence, may be sanctioned with point deductions, expulsion from a competition or demotion to a lower division.

3.6.1 Supporters who breach Regulation 3.1 hereabove shall receive a Ground Suspension of at least two years.

3.7 The offences and fines referred to in these clauses are not exhaustive and the Disciplinary Panel is empowered to levy additional sanctions after considering the seriousness of the offence.

**4.** In determining whether the dignity of a person or group of persons has been offended, the Disciplinary Panel will be entitled to draw reasonable inferences, that is to say, there is no requirement to identify an individual who was offended at the time the comment or action was made or published. In finding a matter to be proved, it will be open to the panel to conclude that by their very nature, the comments and/or actions made, offend the dignity of a person or group of persons.

**5.** Referees shall have the power to stop, suspend or even abandon a match if an incident of a discriminatory nature occurs. For a first incident the referee may stop a match and a public warning given. For a second incident the referee may suspend the match for a period of time. If the discriminatory behaviour has not ceased, and after coordination with any security / safety officers present, the referee may abandon the match.

5.1 If a match is subsequently abandoned by the referee because of discriminatory conduct, the match may be declared forfeit.

\*Non-Discrimination Regulations as of June 2021 - To the extent there is any discrepancy between this guideline document and FAW Rules and Regulations, the most current FAW Rules and Regulations shall apply.



# 10-POINT PLAN

# 10-POINT PLAN

1. Issue a statement saying that discrimination will not be tolerated (see 3-step procedure), spelling out the action that will be taken against those who engage in discriminatory chanting. The statement should be printed in all match programmes and displayed permanently and prominently around the ground.
2. Make public address announcements condemning discriminatory chanting at matches. (see pre-match announcement script)
3. Make it a condition for season-ticket holders that they do not take part in racist abuse.
4. Take action to prevent the sale of racist literature inside and around the ground.
5. Take disciplinary action against players who engage in discriminatory abuse.
6. Contact other associations or Clubs to make sure they understand the association's or club's policy on racism.
7. Encourage a common strategy for stewards and police to deal with discriminatory abuse.
8. Remove all discriminatory graffiti from the ground as a matter of urgency.
9. Adopt an equal opportunities policy in relation to employment and service provision.
10. Work with all other groups and agencies, such as the players' union, supporters, schools, voluntary organisations, youth clubs, sponsors, local businesses, police and other public authorities, to develop proactive programmes and make progress to raise awareness of campaigning to eliminate abuse and discrimination.



# 3-STEP PROCEDURE

# 3-STEP PROCEDURE FOR DISCRIMINATION:

## PROCEDURE OVERVIEW

### IN CASE OF SERIOUS DISCRIMINATORY INCIDENTS:

#### 1 – MATCH STOPPED

- a. When the referee becomes aware (in particular if they are informed by the match delegate through the fourth official) of discriminatory behaviour (especially discriminatory chants, insults and screams, banners, etc.) and if in their opinion, this discriminatory behaviour is of a strong magnitude and intensity, they shall, in application of Law 5 of the Game, stop the match and ask for an announcement to be made over the public address system (in the languages of both teams) requesting the public to immediately stop such discriminatory behaviour.
- b. The match may resume only after the announcement has been made. (see following script).

#### 2 – MATCH SUSPENDED

- a. If the discriminatory behaviour does not cease once the game has restarted (i.e. step 1 was ineffective), the referee shall suspend the match for a reasonable period (for example 5 to 10 minutes) and request the teams to go to the dressing rooms. The match delegate shall, through the fourth official, assist the referee in determining whether the discriminatory behaviour has ceased following step 1.
- b. During this period, the referee shall again ask for an announcement to be made over the public address system requesting the public to immediately stop such discriminatory behaviour and warning them that this may even result in the match being abandoned.
- c. During this suspension, the referee shall consult with the match delegate, the security officer and the relevant police and stadium and security authorities on the possible next steps, in particular, the possibility to abandon the match.

#### 3 – MATCH ABANDONED

- a. If the discriminatory behaviour does not cease after the game has restarted (i.e. step 2 was ineffective), the referee shall, as a very last resort, definitively abandon the match. The match delegate shall, through the fourth official, assist the referee in determining whether the discriminatory behaviour has ceased following step 2.
- b. However, any decision by the referee to abandon a match in such circumstances shall only be taken after all other possible measures have been implemented and the impact of abandoning the match on the security of the players and the public has been assessed by means of a full and extensive consultation with the match delegate, the security officer and the relevant police and stadium security authorities. In principle, abandoning the match is subject to the agreement of all parties involved.

# STADIUM ANNOUNCEMENT SCRIPT

## PRE-GAME ANNOUNCEMENT

Welcome everybody to our football stadium. Please remember that in football there is no place for discrimination.

Enjoy the match.

## FIRST ANNOUNCEMENT

Attention please – This is an important security announcement:

Because of discriminatory behaviour amongst spectators which is interfering with the game, the referee has indicated that they may have to suspend the match.

discrimination in football stadiums will not be tolerated. Please be in no doubt that the game will be suspended and may be abandoned if the behaviour continues amongst spectators.

Help everyone enjoy the game and say No to discrimination!  
Thank you.

## SECOND ANNOUNCEMENT

Attention please – This is an important security announcement:

Because of continuing discriminatory behaviour amongst spectators, the match has been suspended for X minutes (5 to 10). The teams will go back to their dressing rooms.

We remind you once again that discrimination in football stadiums will not be tolerated. If discriminatory behaviour amongst the crowd continues, then the match will be abandoned and appropriate disciplinary or criminal sanctions will be taken against the spectators and clubs involved.

We repeat that this match will be abandoned if there is continuing discriminatory behaviour amongst spectators.  
Thank you.

## THIRD ANNOUNCEMENT

Attention please – This is an important security announcement:

We regret to inform you that, because of continuing discriminatory behaviour amongst spectators which is interfering with the game, the referee has decided to abandon the match.

We repeat: this match has been abandoned. All spectators are now requested to leave the stadium in an orderly fashion.

In the interests of safety, all spectators are also asked to take their time when leaving the ground and to follow the instructions of the stewards and security personnel.

Further statements on the consequences of the abandonment of the match will be made by the club on its website in the following days.



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# EQUALITY & ANTI-DISCRIMINATION POLICY

# EQUALITY & ANTI-DISCRIMINATION POLICY

\_\_\_\_\_ Football Club is responsible for setting standards and values to apply throughout the Club at every level. Football belongs to and should be enjoyed by anyone who wants to participate in it.

## **Aim**

This policy aims to create an inclusive environment where everyone is treated fairly and with respect and can take part in and enjoy our activities. It ensures the Club provides access and opportunities for all members of the community.

## **Implementation**

A Club Official will be designated as an “Equality Champion” who will be responsible for the implementation of this policy and for achieving any equality related actions resulting from it. A member of the Board will also be appointed as an “Equality lead” and will ensure that equality is included as an agenda item at Board meetings when appropriate and that the Board considers equality issues when making decisions.

## **Commitment**

Our commitment is to confront and eliminate all discrimination and to provide equal opportunities for all.

\_\_\_\_\_ Football Club is committed to a policy of equal treatment of all its Members and requires all members to abide and adhere to these policies and the requirements of the Equality Act 2010.

\_\_\_\_\_ Football Club in all its activities will not discriminate or in any way, treat anyone less favourably on grounds of age, ability or disability, gender, gender reassignment sex, sexual orientation, marital status, ethnic, natural or social origin, skin colour, race, religion or belief, language, political opinion, or wealth.

The Club will ensure it treats people fairly and with respect and that it will provide access and opportunities for all Members of the community to take part in and enjoy its activities.

\_\_\_\_\_ Football Club operates a zero-tolerance approach to discrimination whether physical, emotional or verbal and will not tolerate harassment, bullying, abuse or victimisation of an individual or group of people on the above grounds.

\_\_\_\_\_ Football Club commits itself to take complaints seriously and will immediately investigate any claims of discrimination on the above grounds when brought to its attention, in whatever context it occurs. All complaints where necessary may be passed to external organisations, such as the police or football authorities. Where found to be the case, appropriate immediate action will be taken to stop such behaviour and any disciplinary sanctions will be imposed as appropriate, to hold perpetrators to account.

\_\_\_\_\_ Football Club are committed to providing ongoing training and awareness-raising events, to promote the eradication of discrimination and promote equality in football.

\_\_\_\_\_ Football Club will monitor the representations of the club's officers and members regarding information such as age, gender, ethnicity, sexual orientation, religion

or belief, and disability and will take positive action where under-representation and or inequalities exist in meeting the aims and commitments set out in the equality policy. Monitoring will also include assessing how the commitments in the equality policy, are working in practice, reviewing them annually, considering and taking action to address any issues that arise.

\_\_\_\_\_ Football Club will review employment practices and procedures frequently to ensure fairness, and also update all policies to take account of changes in the law.

This policy is fully supported by the Clubs Board and Officers.

Policy approval date: \_\_\_\_\_

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## **APPENDIX – Relevant legislation and forms of unacceptable discrimination**

### **Discrimination has been legally defined through the Equality Act 2010.**

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a law which harmonised where possible, and in some cases extended, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or are with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

#### **Direct discrimination**

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

#### **Indirect discrimination**

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

#### **Associative discrimination**

Discrimination can also occur when someone discriminates against someone because they associate with another person who possesses a protected characteristic. An example of this is if 'A' does not give 'B' – a job applicant, for example – the position, even though they have met all of the competencies for the role, just because 'B' has told 'A' they have a partner with one or more Protected Characteristics.

#### **Discrimination by perception**

Discrimination by perception can occur when someone discriminates against an individual because they think they possess a particular protected characteristic and this applies even if the person does

not actually possess that characteristic. An example of this is if 'B' is selected for redundancy by 'A' because they perceive 'B' to have a progressive condition i.e. they are disabled.

### **Discrimination arising from disability**

It is unlawful when a disabled person is treated unfavourably because of something connected with their disability and such unfavourable treatment cannot be justified. This type of discrimination only relates to disability.

### **Harassment**

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

### **Victimisation**

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

### **Bullying**

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

For further information and advice on the Equality Act visit:

<https://www.equalityhumanrights.com/en/equality-act-2010/what-equality-act>

A green-tinted photograph of a soccer ball on a grass field with a goal net in the background. The ball is in the lower right corner, and the net is in the upper left. The text 'APPENDIX' is overlaid in the center.

# APPENDIX

# INCIDENT REPORT FORM

You can report an incident of discrimination at any level of the game in Wales by filling in the reporting form below. Alternatively, you can complete an Incident Report form online at [www.faw.cymru/reportit](http://www.faw.cymru/reportit)

**Name:**

**Position at the club (coach, player, club official, parent, supporter, other):**

**Contact number:**

**Email:**

**Club name:**

**Please explain the incident providing as many details as possible.**

**Fixture at which incident took place (If applicable):**

**Age group of players (e.g. U-10s / senior)**

**Were the match officials made aware of the incident? (If applicable)**

**Did the match officials take any action in response to the incident? (If applicable)**

**Were any other club officials made aware of the incident? (Including the oppositions – if applicable)**

**Were there any other witnesses to the incident?**

**Have you contacted anyone else to inform them about the incident? (Area association / Police?)**

Please provide details of who else you have contacted.

**Any additional information?**

**Please send the completed form:**

Email: [ReportIT@FAW.co.uk](mailto:ReportIT@FAW.co.uk)

Post: The Football Association of Wales,  
Hensol, Pontyclun, CF72 8JY



# PRE MATCH ANNOUNCEMENT SCRIPT

Welcome everybody to our football stadium.

Please remember that in football there is no place for discrimination.

Enjoy the match.



# FAW EQUALITY PARTNERS



SHOW  
RACISM  
THE  
RED  
CARD

**Show Racism the Red Card** is an anti-racism education charity, established in England in January 1996 to harness the high-profile nature of footballers as anti-racist role models to educate against racism throughout society in the United Kingdom.

Website: [www.theredcard.org/](http://www.theredcard.org/)

Social: [@theredcardwales](https://twitter.com/theredcardwales)



network  
**fare**

**The Fare network** is a network set up to counter discrimination in European football. The network was set up in Vienna, Austria, in February 1999 after a meeting of football supporters' groups, football players' unions and football associations.

Website: [www.farenet.org](http://www.farenet.org)

Social: [@farenet](https://twitter.com/farenet)



Stonewall  
Cymru

**Stonewall** is a lesbian, gay, bisexual, and transgender rights charity in the United Kingdom

Website: [www.stonewall.org.uk](http://www.stonewall.org.uk)

Social: [@StonewallCymru](https://twitter.com/StonewallCymru)



Football  
v  
Homophobia

**Football v Homophobia** exists to challenge discrimination based on sexual orientation, gender identity and expression at all levels in football. As an international initiative FvH engages in campaigning, education, advice and guidance, research, policy consultation and capacity building.

Website: [www.footballvhomophobia.com](http://www.footballvhomophobia.com)

Social: [@FvHtweets](https://twitter.com/FvHtweets)



Level  
Playing  
Field  
For disabled sports fans

**Level Playing Field** offer support, information and advice on a range of topics around disabled spectators access and this is offered to spectators, Clubs, Disabled Supporter Association's, NGO's and other interested parties.

Website: [www.levelplayingfield.org.uk/](http://www.levelplayingfield.org.uk/)

Social: [@lpftweets](https://twitter.com/lpftweets)



CAFÉ  
CENTRE FOR ACCESS TO  
FOOTBALL IN EUROPE

**Centre for Access to Football in Europe (CAFÉ)** works to improve access and inclusion for disabled people using the unique power of football.

Website: [www.cafefootball.eu/](http://www.cafefootball.eu/)

Social: [@CAFÉfootball](https://twitter.com/CAFÉfootball)



AMNESTY  
INTERNATIONAL

**Amnesty International** is the world's leading human rights organisation, campaigning against injustice and inequality everywhere.

Website: [www.amnesty.org.uk](http://www.amnesty.org.uk)

Social: [@AmnestyUK](https://twitter.com/AmnestyUK)



WIF  
WOMEN IN  
FOOTBALL

**Women in Football** aims to improve women's representation at all levels of the game by challenging discrimination and lobbying for change in the sport industry

Website: [www.womeninfootball.co.uk](http://www.womeninfootball.co.uk)

Social: [@WomeninFootball](https://twitter.com/WomeninFootball)

The Football Association of Wales

Hensol, Pontyclun, CF72 8JY

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