



The Football Association's Commitment To Support Victims Of Discrimination

The Football Association believes that **all** acts of discrimination are offensive, abusive and harm the dignity of the individuals that are subjected to them. We know that discrimination can affect an individual's mental health, sense of well-being and have wide ranging negative impacts not only on that individual, but on others around them.

We are incredibly sorry that you feel you have been the victim of discrimination. Nobody should be in fear that they could be discriminated against whilst participating in any football related activity. We will support you and we will thoroughly investigate any allegations and wherever possible, raise charges against those who commit such offences.

In recognition of the potential impact on individuals who receive discriminatory abuse, the FA partner with Sporting Chance to make support available to football Participants aged 14+ who experience such abuse (directly, indirectly or through online platforms).

In addition to this provision of support to you, we are investigating the allegation that has been made in relation to FA Rule E3.2 / E4.

The Support Available

This FA funded provision is specifically designed for you, as you are the victim of discriminatory abuse. If you are a member of the Professional Footballers Association or League Managers Association, you will have access to alternative routes of mental health and wellbeing support and this support does not therefore cover you if you are a member of either of these Associations.

This offering, which will be delivered by Sporting Chance, offers you mental health and emotional well-being services. Sporting Chance operate through a national network of therapists, counsellors, and psychiatrists. The preferred method of support is face-to-face meetings/counselling, located within 45-minutes travel of where you live. However, in cases where this is not possible the support can be delivered via virtual platforms.

Your therapist will be qualified and experienced in supporting you to deal with the impact of discriminatory abuse.

Although there is rarely a one-size-fits-all approach, the general outline of the support will be as follows:

- You will have access to between one and six counselling sessions in any rolling 12-month period, with extra sessions considered on an exceptional basis.
- The sessions will begin with an assessment of how the incident has affected you, followed by a confidential and safe talking space with a skilled therapist.
- The session will then focus on assisting you in contextualising the incident in the context of your broader life.
- This will be followed by teaching on self-care.

Whilst you are receiving this offer as the investigation into the incident/s commences, this will not be the only time the support is offered. The County FA will again offer this support when the disciplinary matter concludes but should you feel this support would be beneficial retrospectively you remain eligible to access the offer.

The treatment episode is a specific intervention intended to offer targeted support and a space for learning for those directly affected by discrimination. As such, one intervention (of up to six sessions) will be offered in any rolling 12-month period.

If it would be helpful to speak with someone to better understand the offer or you would like to access this support, then please call 07780 008877 between 9am and 5pm on a weekday. Alternatively, you can email support@sportingchanceclinic.com or your County FA will gladly talk through and explain the support on offer.

'THE MENTAL HEALTH PEOPLE FOR PROFESSIONAL SPORTSPEOPLE'

Honorary Life President: **Tony Adams** MBE.

Patrons: **Sir Elton John, Kate Hoey MP, Lee Dixon, Tony Smith, Sir AP McCoy, Dame Kelly Holmes**

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