

LET'S  
KICK RACISM  
OUT OF  
FOOTBALL





## It is said that a week is a long time in politics! The same can be said for the week-to-week lifelong struggles in confronting the debilitating effects of racism, discrimination, exclusion and inequality.

Kick It Out, in its 20th year of leading such challenges in the football world, experienced an eventful time with the fallout from the Terry and Suarez incidents in October 2011.

What can be said with certainty is that change rarely occurs without the combination of confronting the indefensible and yielding a positive response from the powers that be. When those 30-plus players defied their clubs by not wearing the *One Game, One Community* weeks of action t-shirts in October 2012, they were rightly expressing their frustrations about the slow progress made with eliminating racism from all parts of the game, in spite of some notable improvements which have occurred during the past two decades.

While few people could convincingly say that football's authorities have reacted to the protestations with changes that satisfy the victims of racism in football, there have nevertheless been positive responses. Perhaps Jason Roberts, the Reading player, articulated best from a professional footballers perspective the challenges he wanted to be met and put these eloquently and sensitively to The FA, the PFA, the Premier League, Kick It Out and even to the Prime Minister, who convened a

summit which led to the production of the Inclusion and Anti-Discrimination plan, co-ordinated by The FA on behalf of the football authorities.

This demonstrated how purposeful protests pose challenges. Direct action across the whole of society to inequalities, injustices and unfair treatment, is the most effective way of challenging the status quo and must be done repeatedly to achieve the desired outcomes.

When Kevin-Prince Boateng, fed up with being racially abused, walked off the field of play during a friendly game, his AC Milan team-mates joined him as the referee and match officials failed to provide him with the protection necessary.

### **It shook the game to its foundations.**

The sudden realisation by the President of FIFA, Sepp Blatter, that the unthinkable had happened; black players at last decided to flex their muscles and use their powers to withdraw from the field of play, thereby stopping the game and demanding action to eradicate this unacceptable behaviour.





The result? FIFA, UEFA and The FA all introduced new tough measures to deal with discrimination and abusive conduct by players and fans, holding clubs and national associations to account. In that respect, Jason Roberts and Kevin-Prince Boateng can take deserved credit for their positive challenges to the status quo.

At Kick It Out, we salute and support all those who challenge unfair and discriminatory actions and attitudes. We work within and across the game, at every level, and with all authorities and agencies to fulfil the goal of making the experience of watching and playing football an enjoyable one.

This report is an account of the work we have done from August 2012 to August 2013. All successes achieved in football are for the benefit for all in football. Kick It Out works in partnership to contribute to such achievements.

We are grateful to all those who have joined with us to help change regulations, practices, conduct and attitudes, especially players and fans. We thank all our donors for their continued support and our trustees, staff and volunteers for their unstinting service. We were sorry to lose Paul Elliott from our board of trustees after 20 years of excellent service and delighted to welcome Leroy Rosenior, who brings excellent experience and qualities to Kick It Out.

As we enter our 21st year, I remain optimistic that, in spite of all the pressures in wider society in which prejudices, bigotry, poverty and hatred continue to thrive, football can overcome the excesses of nastiness which regrettably are still evident. In this regard I look to the leading players, progressive fans and the enlightened administrators to continue to challenge and confront inequalities and equally for those who have the power and resources to accept their share of responsibilities and to make the right decisions for fair and just outcomes.

**Lord Herman Ouseley**

Chair, Kick It Out





## **Grassroots and Community**

**Kick It Out realises the important role played by grassroots clubs in their local communities. Understanding different people's beliefs, their culture and the issues facing them can help make football more accessible and encourage them to get involved.**

Since its inception, the campaign has worked hard to build up trust from a diverse range of individuals, groups and organisations wishing to use the game as a way of developing strong community cohesion.

This was clearly demonstrated throughout the 2012/13 season as Kick It Out hosted local grassroots forums, contributed to community events and continued to support the equality work delivered by the 51 County Football Associations (CFAs).

### **A focus on faith**

Education is the key to breaking down faith-related barriers in the game as the topic comes more into the public consciousness due to the increase in high-profile footballers who publicly declare their religious beliefs.

Kick It Out sees this as a key part of its grassroots and community development work and ran a faith in football forum at Hillsborough supported by Sheffield Wednesday FC before two similar events were held in conjunction with the Jewish Museum, Osmani Trust, Maccabi GB, and Derbyshire CFA.

Kick It Out also sits on The FA's Faith and Football Group and helped to deliver a schools linking project with the Three Faiths Forum, an organisation promoting dialogue between different faiths and inter-faith activity.

### **Spreading the word at Non-League level**

Kick It Out has been striving hard to raise awareness of its work across non league football with sufficient progress made over the last year.

The campaign showed its support for Non League Day in October by distributing resources and promoting its grassroots and community projects at the Blue Square Bet South fixture between Bromley and Welling United.

The match received significant media exposure with Sky Sports News, BBC London, BBC 5live's Non League Football Show and the Non League Paper all covering the day's activity.

In March, the Ryman League embraced anti-discrimination messaging by linking up with Kick It Out for a weekend-long drive entitled 'Isthmian's Against Discrimination'.





Three matches across the Ryman Premier, Ryman Division One North and Ryman Division One South, were dedicated to Kick It Out with a total attendance of over 2,000 supporters.

### **Grassroots Guidance Group**

Kick It Out announced the launch of a new Grassroots Guidance Group in June.

The 10-strong group will work closely with the campaign's staff team and trustees to advise on current issues, scope out new areas and opportunities, and share best practice on dealing with discrimination.

Chaired by Dr Jim Lusted, a senior lecturer in sport studies at the University of Northampton, the group's members include Castlecroft Rangers FC chief executive David Brook, Haringey London Borough Council football development officer Abdal Ahmed and Bedfordshire CFA Racial Equality Advisory Group (REAG) member, Abu Nasir.

### **Serving the community**

Kick It Out has maintained its close working relationship with a number of key grassroots and community organisations.

The Black and Asian Coaches Association (BACA), the Disablement Association Hillingdon (DASH), Leicester Nirvana, Continental Star and AFC Wembley have all continued to collaborate with Kick It Out in the delivery of ongoing initiatives.

The campaign has also given its backing to the Zesh Rehman Foundation (ZRF) on its 'Sidelined-2-Sidelines' project, the Asian Football Awards (AFA) and the Muslim Women's Sports Foundation's (MWSF) Futsal referee courses.

### **County FAs**

All CFAs profiled their commitment to equality and diversity by working alongside Kick It Out.

Throughout the year, the campaign has sat on and supported the Racial Equality Advisory Groups (REAG) of Essex CFA, Birmingham CFA, London CFA, Kent CFA and Middlesex CFA, which have all evolved into Inclusion Advisory Groups (IAG).

The *One Game, One Community* weeks of action in October was promoted by the 51 CFAs running tournaments, panel events and workshops in conjunction with professional football clubs, local authorities, schools and community groups.

Highlights included Derbyshire CFA hosting its 'Faith in Sport: Does Your Faith Influence Your Sport?' forum, Shropshire CFA running its annual 'Kick It Out Cup' and Wiltshire CFA supporting a local diversity tournament with finalists getting to play at Swindon Town's County Ground. In addition, a host of CFAs lent support to the Raise Your Game series by offering venues, mentors and assistance in the communication of regional events.







## Mentoring and Leadership Project

**Kick It Out's Mentoring and Leadership Project continued to provide aspiring individuals eager to break into the football industry with job opportunities, work placements and qualifications during its third year, and the final term in which it was supported by the Equality and Human Rights Commission (EHRC).**

The Project looks to address gaps in representation across all levels of football and has seen participants go onto acquire positions with the Premier League, Birmingham County FA, Sports Interactive, West Bromwich Albion FC and Middlesbrough FC.

### New approach

2012 saw the Project undertake a new approach with a regional series entitled 'Raise Your Game' launched to give football hopefuls across the country an insight into the employment opportunities available throughout the game.

Held in conjunction with the Black and Asian Coaches Association (BACA), the events consisted of One:One mentoring sessions, Emergency First Aid, and Safeguarding and Child Protection training, and were delivered in Leeds, Gravesend, Wolverhampton, Manchester and Cobham during September, October and November 2012.

Sean Dyche, Terry Connor, Matt Murray and Phil Brown all gave their backing to the events by conducting professional transitional coaching sessions for attendees looking to

develop their own personal coaching education, and sharing the different experiences they had encountered during their journeys into professional sport. Lord Sebastian Coe, who was visiting Cobham, talked passionately about role models changing people's lives.

To bring the first series to a close, Kick It Out hosted the Raise Your Game conference in April 2013. Over 200 participants from across the UK were given the chance to meet and seek wisdom from leading names in the world of football including Garth Crooks, Fabrice Muamba, Clarke Carlisle, Rachel Yankey, Bradley Johnson, Marvin Sordell and Yannick Bolasie.

"The aim of the 'Raise Your Game' series has been to bring people together from all backgrounds to make them aware of the opportunities which are available in different areas of the game. The journey into football is a personal one. You never stop learning, no matter how old you are and where you are in life." Troy Townsend – Mentoring and Leadership Manager, Kick It Out



“You’re in the business of changing people’s lives. Sport is the most powerful vehicle I can think of which is able to do this. We need coaches and mentors to help unearth talent and act as role models to steer young people in the right direction.” Lord Sebastian Coe





## **Professional Game**

**The 2012/13 season highlighted the need for an independent review of the Equality Standard, which began a consultation process of football authorities, clubs and other key stakeholders. A new document which will be known as Professional Football's Equality Standard has been drafted and work continues on the roll-out process involved.**

To date, 13 of the 20 Premier League clubs have achieved a level of the current Equality Standard, or the former Racial Equality Standard, with West Bromwich Albion FC being the latest to pick up the accolade.

2013 saw the introduction of Kick It Out's Professional Game Guidance Group, which is represented by members from the Football League, Level Playing Field, the Football Supporters' Federation and the Professional Footballers' Association, as well as professional clubs from both the Premier League and Football League, and individuals working hard to promote inclusion and equality in the game. Events and activities up and down the country have seen new ambassadors from the professional game and supporters of the campaign attending seminars, conferences and workshops; these have included West Ham United co-chairman David Gold, ITV commentator Clive Tyldesley, and Fabrice Muamba to name but a few.

Work began on Kick It Out's free downloadable app, designed to help swifter reporting of discrimination from amateur to professional football, in November 2012.

Professional clubs played a crucial part in the development of the facility, by testing its reporting mechanism. This process involved close consultation with clubs and their Safety Officers, who received 'dummy' reports of abuse during live fixtures, to test its effectiveness.

The clubs provided vital feedback to Kick It Out to assist with the app's development. All 92 professional clubs took part in this process over a five-month period. The FA, Premier League and the Football League were all instrumental in making this happen.







## Media and Campaigning

**From the back pages to the blogs, Kick It Out continues to generate coverage across all media platforms. Communication is diversified by the increased use of social media. The Twitter feed has grown from a baseline of 15,000 to 28,000 and the Facebook page from 2,000 to almost 6,000 friends.**

As the topic of discrimination in football remains high on the sports news agenda, the organisation regularly contributes to this narrative, and communicates its position on a range of issues through the mass media, thanks to strong relationships with journalists. This coterie of contacts is updated regularly to reflect the global interest in Kick It Out.

This paid dividends in October when the *One Game, One Community* weeks of action was disrupted when leading black players refused to wear the campaign's t-shirt as a protest against what they saw as a perceived lack of action from the game's stakeholders in tackling discrimination in football. Whilst the boycott was not directed at Kick It Out per se, the first weekend of the fortnight-long campaign saw widespread refusal to carry the message and with it, a dent to the impact of this key event in Kick It Out's calendar. To counter this, support was generated and communicated publicly from the Sports Minister, to leading figures in football as well as civic organisations such as the Police and the Crown Prosecution Service.

Crucially, the organisation's links with key journalists was a deciding factor in garnering support for the campaign from both inside and outside the game. Articles from Ian Herbert from the Independent and Danny Taylor from the Guardian were two particular highlights amidst a swathe of media support. These articulately explained the role of Kick It Out as a campaigning charity but one which did not have the decision-making powers of the governing bodies. Both articles reached a combined circulation of around 600,000 with tens of thousands more seeing the articles online.

### Innovation

Innovative use of media was used to support other key initiatives; the 'Isthmian's Against Discrimination' campaign saw a link up with the Ryman League, which represents the third and fourth step of English football. It was the first time Kick It Out had aimed a dedicated period of activity at this level of the game. Three fixtures took place over one weekend in March and the initiative was promoted across non-league football media platforms. A social media campaign, which delved into online archives of players who





began at this level before progressing to the professional ranks, such as Cyrille Regis and Ian Wright, helped raise awareness of the initiative.

In addition, the Raise Your Game conference offered another opportunity to use both social and traditional media creatively. Twitter giveaways, 'real time' Q&A sessions with Clarke Carlisle and Norwich City's Bradley Johnson, sneak video previews of venue and mentors, and 'week in the life' feature articles with staff working behind the scenes at Premier League football clubs, all helped to generate a significant buzz ahead of the event. On the day itself, a live Twitter feed ran across television screens at the venue, giving mentors and mentees a chance to chronicle their day as it happened.





## **International**

**Kick It Out continues to play its part as a member of the Football Against Racism in Europe (FARE) network, joining 45 countries across the continent challenging abuse in all its forms.**

Kick It Out participated in the joint European Union and Council of Europe programme MARS - Media Against Racism in Sport, which sought to question the media's ability to include diverse and 'non-discriminative' approaches in the way it covered sport issues. This involved a work exchange between London and Paris and culminated in a short film being produced on the different approaches and attitudes to disability sport in the UK and France.

The organisation was also invited to lend its expertise at a one-day conference in the Serbian capital of Belgrade, in December 2012. Taking place as a

response to the racist abuse faced by the England Under-21s team when they played their Serbian counterparts in a Euro 2013 championship qualifier in the city of Krusevac, Kick It Out joined the Serbian ministries of interior, education, social care, sports and youth, and the Serbian Football Association.

The aims were to raise awareness among authorities and media, to provoke public debate in Serbian society, and to initiate co-ordinated activities among institutions tasked with monitoring and tackling discrimination in football.





## Player Engagement

**The engagement of professional players is often central to the success of Kick It Out's campaigns. To enhance the organisation's work with footballers, a Professional Player Consultant role was developed in October 2012.**

Highlights of Kick It Out's work with players include the formation of a Professional Player Guidance Group, the development and distribution of a professional player consultation and increased support from footballers at events.

### Private player consultations

Kick It Out's professional player consultant undertook a number of private and confidential meetings with footballers from a cross section of the game – from the Premier League to League Two, non league to the Women's Super League.

This helped the organisation begin to get a clearer picture and understand some of the feelings and frustrations they had with anti-racism work in football. Importantly, it also enabled positive feedback and a space to relay and share ideas.

One of the key proposals was presented by Clarke Carlisle, serving PFA Chairman at the time. He suggested that a player survey should be carried out to help shape its strategies and activities with professional footballers.

Other suggestions included;

- Closer consultation with players when planning initiatives and strategies.
- Increasing contact with players and building relationships.
- Working closely with the next generation of players.

### Professional Player Guidance Group

Having listened to the views of professional players, a guidance group was formed to help guide, advise and support Kick It Out's strategies, objectives and actions with regard to professional players, their clubs and national associations.

An application process was opened for former professional players to join the group. Vincent Pericard, the former Juventus, Portsmouth and Stoke City striker and France Under-21s, international, chairs the group and is joined around the table by the likes of Richard Langley, Jason Euell, Dean Furman, Nathan Ellington and, from the





women's game, Eniola Aluko, Chelsea Ladies striker and England Women's international, and, from Team GB's Cerebral Palsy (CP) team, Alistair Patrick-Heselton.

### **Professional Player consultation**

A professional player consultation has been sent to all 92 clubs and has been circulated and promoted by Kick It Out.

The survey will deliver an accurate picture of what abuse is taking place, and what players think about Kick It Out's work. It also provides players with an opportunity to support proposed actions to address under-representation and other prominent issues in the game.

The results of the consultation will be released in January 2014.

### **Reporting**

Kick It Out continues to report issues of abuse aimed at players to The FA and the Police, working closely with the PFA and clubs to offer footballers support where needed.

The volume of discriminatory abuse on social media has been a growing concern over the last few years. To address this Kick It Out has been reporting incidents – via the online hate crime facility, True Vision - and monitoring cases with the Police.





## Education

### **All of Kick It Out's work is steeped in education in one form or another.**

A season-long link up with Show Racism the Red Card (SRtRC) provided an effective way of getting the anti-discrimination message to school children, as well as scholars at Football League clubs, in a classroom environment.

Firstly, both organisations delivered a joint schools competition, with young people of all ages and abilities throughout England producing artwork, creative writing, film and music pieces with an anti-racism theme borne from working with educational resources in class.

In total 53 young people from 23 different schools received prizes in eight categories from presenters including The FA's Equality Manager Funke Awoderu and guest of honour, England Women's international Rachel Yankey. The prize giving ceremony took place at Chelsea FC, Stamford Bridge in April 2012.

In addition, the League Football Education (LFE) supported both organisations in delivering a series of equality and diversity training workshops to Football League scholars.

The sessions, delivered by Kick It Out Mentoring and Leadership Manager Troy Townsend and SRtRC patrons Paul Mortimer and Osei Sankofa, consisted of a number

of activities raising awareness on issues such as discrimination, stereotypes and under-representation within the game.

Co-ordinated by the LFE, a partnership between the Football League and the Professional Footballers' Association (PFA) responsible for managing the apprenticeship programme across 76 professional football clubs, the workshops were undertaken by scholars at Leyton Orient, Notts County, Luton Town, Coventry City, Millwall, Bristol Rovers and Bristol City during April and May.

"We see equality training as an important educational enrichment which helps apprentices to understand the differing strands of equality in everyday life," said Alan Sykes, chief executive at the LFE, emphasising the need for conducting equality training with the 16-18 year-olds.

Each workshop consisted of the scholars watching a 12-minute DVD focusing on homophobia, sexism, racism and disability abuse, and taking part in an interactive activity where they discussed the acceptable and unacceptable use of different terms.





Kick It Out also teamed up with the Kickz Cup which offered over 1,000 young people a chance to play at West Ham United's Upton Park stadium as part of a nationwide competition. 32 teams battled it out in May with West Ham, Birmingham City, Watford and Newcastle United winning the respective age groups. The initiative offers young people a chance to improve themselves, and in turn, help them improve their communities. As part of this, every player from each team attended a workshop on equality and inclusion, looking at discrimination based on race, disability, sexuality, religion and gender.





## One Game, One Community weeks of action

**Kick It Out's *One Game, One Community* weeks of action helped shine a light on the stellar work carried out by Premier League and Football League clubs, non-league teams, universities, colleges, schools, and grassroots and community groups.**

With certain matches falling either side of the official weeks of action dates (18-29 October) this year's first nominated fixture saw Tottenham Hotspur defeat Aston Villa at White Hart Lane on 7 October. Both sets of players warmed up in *One Game, One Community* t-shirts, coaching staff wore badges, club employees and stadium stewards donned stickers, and the matchday programme contained specific content on Kick It Out.

As well as this, the campaign's mascot 'Kio' was able to meet and greet supporters, a 'Report It!' advert was displayed on the big screen, and the stadium announcer spoke about the club's continued support of Kick It Out and directed fans to [www.kickitout.org](http://www.kickitout.org). This north London showcase was representative of activity taking place throughout the professional leagues during the period.

The weekend of the 20/21 October saw a glut of fixtures take place in the nationwide demonstration of support to the work undertaken by Kick It Out and its partners. In and amongst this, individual players made their feelings known about a lack of sufficient progress within the anti-discrimination field, choosing not to wear the *One Game, One Community* t-shirts. Whilst the concerns were

listened to, respected and acknowledged, this was offset by the vast majority of clubs getting into the weeks of action spirit.

With 92 matches dedicated to the weeks of action, a total of 1.3m fans travelled to football grounds up and down the country to get behind their teams, as clubs and projects throughout the grassroots level continued to display their support via exhibitions, seminars, tournaments and Q&A panels.

Particular highlights included an open forum on the influence of social media on the modern game at Birkbeck University London, a LondonEnglandFans debate reflecting on high-profile incidents which have occurred over the last 12 months, a seminar entitled 'Is Football Ready for an Out Gay Footballer?' in Derby, a sports careers mentoring day hosted by Leicester De Montfort University, and the northern launch of 'Think Again!', the educational resource designed to accompany The Y-Word, held at Old Trafford in conjunction with Maccabi GB and the Community Security Trust.



Over the course of the weeks of action, a total of 1,946 articles, spanning national and regional print, online media, and website blogs, and broadcast mentions running into the hundreds, focused on Kick It Out and its work across all areas of diversity, with widespread support given to the campaign by players, managers, supporters, administrators, journalists, and external partners.





## Fan Engagement

**This year saw Kick It Out calling on supporters across the country to give their views in the biggest ever fan consultation on tackling discrimination.**

Over 5,000 fans took part in the 'Tackling Discrimination' survey, carried out by Populus and supported by the Football Supporters' Federation, Supporters Direct, Level Playing Field and the Gay Football Supporters' Network, answering a series of questions to help Kick It Out form a blueprint for challenging unacceptable behaviour in future years.

Launched in October 2012, the survey revealed many fans were unclear about how to report incidents of discrimination and were scared of being singled out if they were seen to take action. Fans also called for reporting methods to be made clearer and for more options to be provided.

- Fans feel that progress has been made but there is still work to do in tackling discrimination and increasing diversity in football.
- The majority of football fans, from all backgrounds, think that tackling racism, homophobic abuse and abuse towards disabled people are important issues in football.

- 93%** believe it is important to tackle racism
- 84%** believe it is important to tackle homophobia
- 89%** believe it is important to tackle abuse towards disabled people

- The majority of fans see discrimination and abuse as unacceptable in the modern game, suggesting that it is an irresponsible minority who act in this way.
  - 92%** believe racism is unacceptable
  - 87%** believe homophobia is unacceptable
  - 84%** believe sexism is unacceptable
  - 92%** believe abuse of disability unacceptable
- The vast majority of fans know that Kick It Out is football's equality and inclusion campaign.
  - 62%** believe Kick It Out has made a difference
- While the majority of fans (**92%**) feel that progress has been made and that discrimination in football has reduced over the past 20 years (**51%**), three quarters of fans (**75%**) say that discriminatory language and behaviour and abusive language and behaviour are still a problem in football in the UK.
- When asked if they had ever witnessed discrimination when attending matches, three in 10 fans have witnessed racist (**31%**) or homophobic (**33%**) chanting aimed at other fans and nearly half have heard racist (**44%**) or homophobic (**45%**) abuse aimed at officials or players.





- Encouragingly, nearly half (**47%**) of all fans had never heard any discriminatory chanting aimed at other fans and a third (**33%**) had never heard any directed at match officials or players. Fans want a lot more to be done to tackle discrimination:
- The majority of fans want more to be done to fans caught acting in a discriminatory way.
  - 90%** support ejection from ground
  - 82%** support season-long bans
  - 67%** support compulsory education courses from the club
  - 63%** support life bans from the ground
- Fans see season-long bans (**81%**), ejection from grounds (**89%**), life bans (**75%**), better education and rehabilitation (**57%**) and tougher laws to punish fans outside grounds (**70%**) as the most effective measures to tackle discrimination.
- The vast majority of fans (**88%**) think tougher penalties should be applied for players who act in a discriminatory way.
- Fans say that more needs to be done by authorities, players and fans themselves to stamp out abusive behaviour by players (**80%**) and fans (**79%**) on social media.
- Fans do believe they have to self-police the right behaviour, with support from clubs. However, despite most fans feeling that clubs (**93%**), stewards (**90%**) and fans themselves (**88%**) are the most responsible for the regulation of behaviour in grounds, it is felt that all groups have a responsibility to act.
- There is also a job to do in showing fans how to report this behaviour. Only half of fans (**47%**) know about the various ways to report abusive or discriminatory behaviour and a third of fans (**39%**) believe that more should be done to promote how to do this.
- Popular measures to help effectively report and stop abusive behaviour in grounds were:
  - 74%** more consistent ejection of abusive fans
  - 73%** better stewarding
  - 40%** better education of fans
  - 40%** a reporting app for phones
  - 50%** a text reporting service





## Accounts

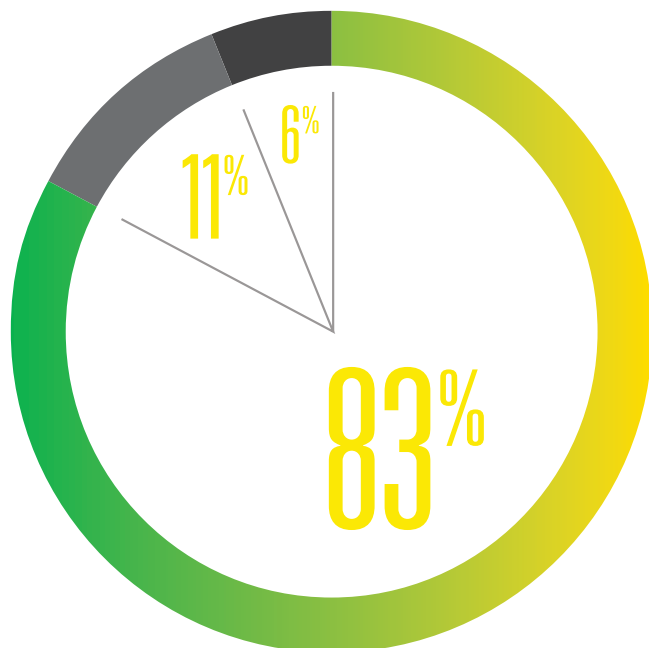
### Income Analysis 2012/13

|            |                                       |                 |
|------------|---------------------------------------|-----------------|
| <b>83%</b> | Core funding                          | <b>£517,668</b> |
| <b>11%</b> | EHRC Mentoring and Leadership Project | <b>£39,195</b>  |
| <b>6%</b>  | Investment income and other income    | <b>£66,437</b>  |

Total Income:

|                                     |                 |
|-------------------------------------|-----------------|
| Income relating to voluntary income | <b>£556,902</b> |
| Income from charitable activities   | <b>£66,398</b>  |

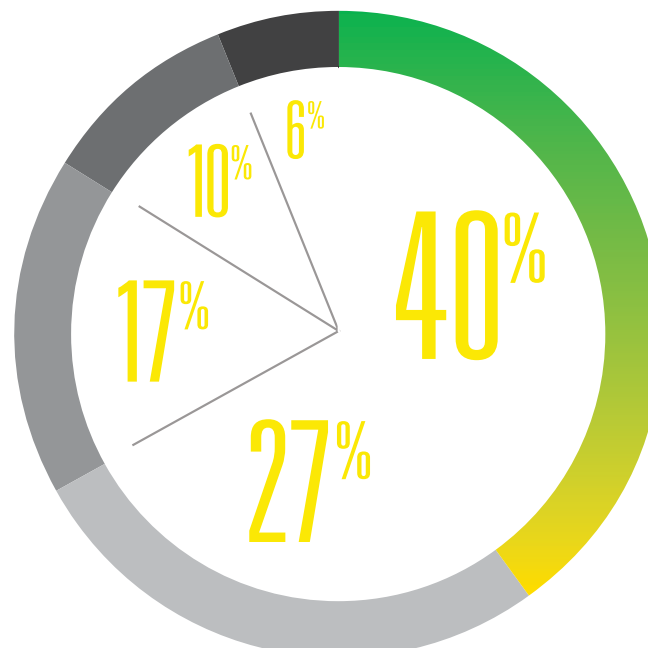
**TOTAL INCOME £623,300**



### Expenditure Analysis 2012/13

|            |                       |                 |
|------------|-----------------------|-----------------|
| <b>40%</b> | Professional football | <b>£198,307</b> |
| <b>27%</b> | Weeks of action       | <b>£131,455</b> |
| <b>17%</b> | Community             | <b>£83,701</b>  |
| <b>10%</b> | Grassroots football   | <b>£49,331</b>  |
| <b>6%</b>  | Governance            | <b>£29,292</b>  |

**TOTAL EXPENDITURE £492,086**







## Supporters

Premier League  
Professional Footballers' Association  
The Football Association  
Football League  
League Football Education  
Football League Trust  
League Managers Association  
Professional Game Match Officials Ltd  
Supporters Direct  
Football Supporters' Federation  
Level Playing Field  
Gay Football Supporters' Network  
Show Racism the Red Card  
Football Safety Officers' Association  
UK Football Policing Unit  
Muslim Women's Sports Foundation  
Football Unites, Racism Divides  
Black and Asian Coaches Association  
Department for Culture, Media and Sport  
The Community Security Trust  
Leicester De Montfort University  
Feltham Young Offenders Institute  
Trades Union Congress  
Deloitte  
Fédération Internationale de Football Association  
Football Against Racism in Europe network  
Make Positive

Salesforce UK  
Davenport Lyons  
Unison  
Communication Workers Union  
Kickz  
We Hustle  
Association of Chief Police Officers  
7 Bedford Row  
The Work Foundation  
Birkbeck University of London  
Women's Sports and Fitness Foundation  
Arvon Foundation  
The Arthur Wharton Foundation  
Pride Sports  
Justin Campaign  
Football v Homophobia  
The Football Foundation  
Sherry Design  
Maccabi GB

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