

Levels of BME coaches in professional football: 1st annual follow up report (October 2015)

**A report prepared by Dr Steven Bradbury (Loughborough University) on
behalf of the Sports People's Think Tank and the FARE network**

Introduction

The context

- Original SPTT/FARE network report published in November 2014
 - <http://www.farenet.org/wp-content/uploads/2014/11/We-speak-with-one-voice.pdf>
- Key findings:
 - Low levels of BME coaches in coach employment (3.4%)
 - Low levels of BME coaches in (high level) coach education (8%)
 - Key explanations for BME under-representation
- 1st annual update report: review of progress in October 2015
 - Ongoing evaluation (figures, initiatives, impacts 2014-2019)

Headline findings: coach employment

Table 1: BME coaches in senior coaching positions at professional clubs

Senior coaching positions	1 st September 2014	1 st September 2015
First team managers	2/92 (2.2%)	6/92 (6.5%)
First team assistant managers	3/92 (3.3%)	3/92 (3.3%)
First team coach	4/92 (4.3%)	4/92 (4.3%)
Reserves/U21 lead coach	5/92 (5.4%)	5/92 (5.4%)
U18s lead coach	2/92 (2.2%)	3/92 (3.3%)
Youth Academy Director	3/92 (3.3%)	2/92 (2.2%)
Overall (all senior positions)	19/552 (3.4%)	23/552 (4.2%)

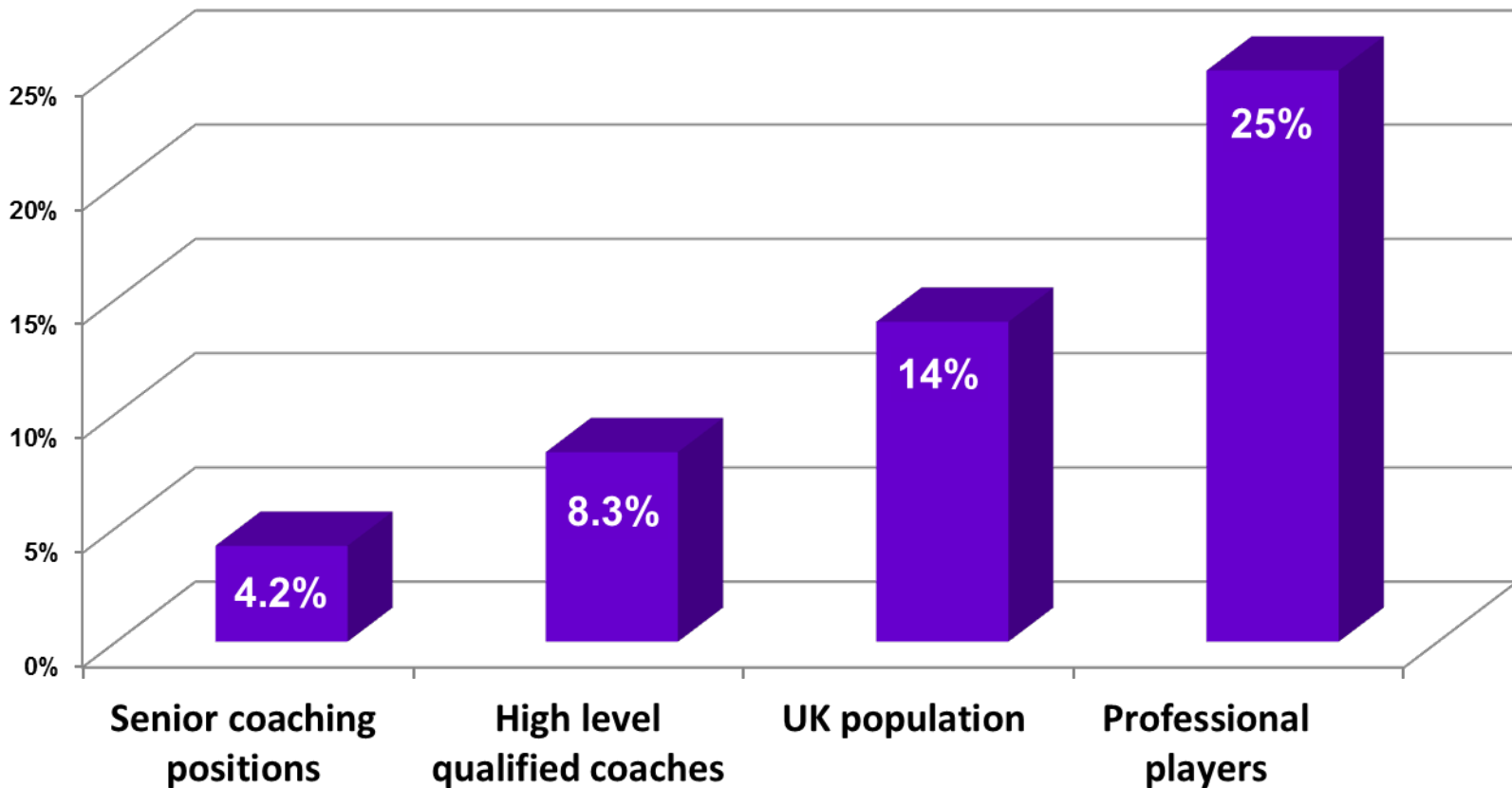
Headline findings: coach education

Table 2: BME coaches undertaking core coach education qualifications

Core coaching qualifications	Overall, up to 31st July 2014	1st August 2014 to 31st July 2015	Overall, up to 31st July 2015
FA Level 1 award	7.7%	11%	8%
FA Level 2 award	9.7%	11.4%	9.9%
FA UEFA B award	8.2%	14.6%	8.8%
FA UEFA A award	7.4%	2.5%	7%
FA UEFA Pro-License	6.9%	17%	7.7%
Overall (high level)	8%	11%	8.3%

Headline findings: overall BME representation

BME representation in football and society



Key explanations for BME under-representation

Key findings: interviews with elite level BME coaches and stakeholders

1. Limited access to and negative experiences of high level coach education
 - *'I'm thinking, I'm not invisible, I am here you know'*
2. Over-reliance of clubs on networks based methods of coach recruitment
 - *'It's not what you know, it's who you know'*
3. Conscious and unconscious racial bias and stereotypes in coaching workplace
 - *'It's not what you know, its who they think you are'*
4. Lack of BME coach role models and continued under-representation
 - *'Why bother playing the game, if the result is fixed'*
- Relationship between under-representation and institutional discrimination
 - Need measures to challenge/disrupt structures which underpin inequality

SPTT recommendations for action: November 2014

1. Statement of intent
2. Profiling BME candidates for jobs
3. External reporting
4. Qualifications for BME managerial candidates
5. Addressing wider under-representation of BME groups in football
6. Tackling 'closed networks' and offering support mechanisms

.....and finally

Looking back

What has football done to respond to the SPTT recommendations and to address the ongoing under-representation of BME coaches in the professional game?

Looking forward

How can we work together to ensure the development, implementation and monitoring of best practice?