

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

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1. Introduction

In November 2014, the Sports People's Think Tank (SPTT) in association with the FARE Network and Loughborough University produced a report entitled 'Ethnic minorities and coaching in elite level football in England: a call to action'. This original report provided statistical data identifying the low levels of representation of BME coaches undertaking core coach education qualifications and in employment as coaches at professional football clubs. The report also drew on the experiences of elite level BME coaches to identify a series of key explanations for the low levels of BME coaches in the professional game. The report findings were presented to the All-Party Parliamentary Football Group and at the SPTT launch event held at the House of Commons on Tuesday 11th November 2014. They also attracted significant media coverage and were further discussed at an event hosted by the Sports Minister at the DCMS on Tuesday 20th January 2015 and which involved a range of key stakeholder bodies in the professional game.

The findings in this short 'follow-up' report include a series of new updated figures outlining the levels of representation of BME coaches undertaking coach education qualifications and in employment at professional clubs in September 2015: one year on from the publication of the original report. These findings represent the second of five proposed annual reviews of the levels of BME coach representation to be undertaken between September 2014 and September 2018. These annual reviews are intended to measure the demographic diversity of the coaching workforce of professional football and to monitor any upward or downward trends in the levels of BME coach representation over time. These reviews will be supported over the next three years by a more focused research study led by Loughborough University which will examine the shape, scope and effectiveness of the actions of the football industry to address the under-representation of BME coaches in the sport.

2. Headline findings: BME representation in coach employment

Table 1: BME coaches in senior coaching positions		
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 head coach	4/92 (4.3%)	4/92 (4.3%)
Reserves/Under 21s lead coach	5/92 (5.4%)	5/92 (5.4%)
Under 18s lead coach	2/92 (2.2%)	3/92 (3.3%)
Youth Academy Director	3/92 (3.3%)	2/92 (2.2%)
Overall figures	19 out of 552 (3.4%)	23 out of 552 (4.2%)

- Levels of BME representation in each of the senior coaching positions under review are significantly lower than BME representation as professional players (25%), as high level qualified coaches (8.3%), and within the UK population more broadly (14%).
- Levels of BME representation in the senior coaching positions under review has increased from 3.4% to 4.2% over the 12 month period from 1st September 2014 to 1st September 2015. These increases are largely accounted for by a three-fold increase in the numbers of first team managers from BME backgrounds.
- Whilst 18 out of 92 professional clubs (20%) presently employ BME coaches in senior coaching positions, a further 74 professional clubs (80%) do not employ BME coaches in positions of this kind.
- If the present 0.8% annual rate of increase of BME representation in senior coaching positions were extended over time, it would take a further 31 years to achieve parity of representation between the percentage of BME coaches and BME players in the game

Table 2: BME coaches in senior coaching positions

Senior coaching positions	Name	Club
First team managers	Chris Hughton Chris Powell Chris Ramsey Jimmy F. Hasselbank Keith Curle Ricardo Moniz	Brighton Hove Albion Huddersfield Town Queens Park Rangers Burton Albion Carlisle United Notts County
First team assistant managers	Alex Dyer Terry Connor Warren Hackett	Huddersfield Town Ipswich Town Dagenham-Redbridge
First team head coach	John Solako Dennis Lawrence Hakan Hayrettin Chris Allen	Crystal Palace Everton Luton Town Oxford United
Reserves/Under 21s lead coach	Patrick Viera Radhi Jaidi Ugo Ehiogu Jason Euell Paul Hall	Manchester City Southampton Tottenham Hotspur Charlton Athletic Queens Park Rangers
Under 18s lead coach	Jon De Souza Paul Furlong Micah Hyde	Brentford Queens Park Rangers Dagenham-Redbridge
Youth Academy Director	Osie Abingee Sevvy Aslam	Brentford Port Vale

Beyond the list of BME senior coaches provided above, we remain aware of a small number of other BME coaches working at professional clubs. In some cases this includes BME coaches in senior football operations positions such as Michael Emenalo at Chelsea and Les Ferdinand at Queens Park Rangers. However, in most cases, these BME coaches are working

with younger players across the professional development, youth and foundation levels of club coaching infrastructures and where they remain a distinct statistical minority in relation to their white peers. This cohort of BME coaches includes; Kwame Ampadu (Arsenal), Richard Shaw (Crystal Palace), Eddie Newton (Chelsea), Earl Barrett (Stoke City), Ledley King (Tottenham Hotspur), Darren Moore (West Bromwich Albion), Michael Johnson (Cardiff City), Kevin Betsy (Fulham), Gary Bennett (Middlesbrough), Adrian Littlejohn (Rotherham United), Adembole Bankole (Colchester), Brian Deane (Sheffield United), and Jason Ngandu (Dagenham and Redbridge). The extent to which BME coaches identified in this report are able to experience upward career mobility into more senior coaching positions in the short to medium term will be a key feature of the monitoring process embedded in these annual reviews.

3. Headline findings: BME representation in coach education

Table 1: BME coaches undertaking core coach education qualifications			
	Overall, up to 1st September 2014	1st September 2014 to 1st September 2015	Overall, up to 1st September 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 Pro-License award	6.9%	17%	7.7%

- Levels of BME representation in each of the stages of the core coach education pathway under review are notably lower than BME representation as professional players (25%), and within the UK population more broadly (14%)
- Levels of BME representation has increased in four of the five stages of the coach education pathway under review over the 12 month period from 1st September 2014 to 1st September 2015.
- Levels of BME representation in high level coach education has increased from 8% to 8.3% over the 12 month period from 1st September 2014 to 1st September 2015.
- If the present 0.3% annual rate of increase of BME high level coach education award holders was extended over time, it would take a further 55 years to achieve parity of representation between the percentage of BME coaches and BME players in the game
- In total, 17 out of 221 (7.7%) FA UEFA Pro-License holders are from BME backgrounds

4. Concluding comments

The above findings suggest some small increases in the levels of BME representation in senior coaching positions at professional clubs and in coach education (with the exception of the FA UEFA A award) in the 12 month period from 1st September 2014 to 1st September

2015. However, progress here has been slow and statistical advances minimal. Further, in the context of the occupational fluidity of the football coaching workforce, these advances remain subject to rapid change and potential downward trends. It is also the case that there has in the last 12 months been little evidenced action to address some key systemic barriers to BME coach career progression identified by elite level BME coaches and key stakeholders in the professional game in the original SPTT report. These include:

- Limited access to and negative experiences of high level coach education courses
- Over-reliance of professional clubs on networks based methods of coach recruitment
- Conscious and unconscious racial bias and stereotypes in the coaching workplace
- Consequent lack of BME role models at all levels of the coaching workforce

In conclusion, it is argued here (as before) that the processes of conscious and unconscious racial bias alluded to above constitute a form of institutional discrimination which continue to limit the potential for equality of opportunities and outcomes for BME coaches in the professional football environment. Consequently, the development of measures to address this ongoing racialized imbalance should remain cognisant of the relationship between institutional discrimination and under-representation and seek to challenge and disrupt the structures which underpin this unequal state of affairs. To this end, the findings in this (and related) report(s) should be considered as a useful impetus for discussion as to the ways in which the football industry might work collaboratively to implement a series of key actions to better ensure the equitable treatment of BME coaches in the sport, as well as providing an annual empirical marker against which the effectiveness of such actions can be measured.

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