MINUTES OF THE ANNUAL GENERAL MEETING OF THE FOOTBALL SUPPORTERS' ASSOCIATION

DATE:	**SATURDAY 14th JUNE 2025**
TIME:	**1.30pm to 3.15pm**
LOCATION:	**The Business School, Manchester Metropolitan University, Manchester M15 6BH**
Present:	A quorum of members and members of the Board of the Football Supporters' Association
Chair:	Tom Greatrex (TG)
Vice Chair:	Chris Paouros (CP)
Officers in Attendance:	Kevin Miles (KM) – Chief Executive Officer Richard Irving (RI) – Secretary Other members of FSA staff

TG welcomed the members present and thanked them for their attendance.

1. Apologies for absence

Malcolm Clarke (Former FSA Chair), Sachin Patel (FSA Board), Tony Burnett (FSA Board), James Young (FSA National Council), Neil Le Milliere (FSA National Council), Geoff Bielby (Hull City Supporters' Trust), Pam Wilkins (Portsmouth Supporters Club and Disabled Supporters Association), Paul Corkrey (FSA Cymru), Bob Whetton (The Beating Heart of Forest), Steve Moulds (Foxes Trust), Paul Rains (Foxes Trust), Virginia Pike (Argyle Fans Trust), Michael Green (Tottenham Hotspur Supporters' Trust), Linda Magner (Blues Trust).

2. Minutes of the Annual General Meeting held on 14th July 2024

A copy of the minutes from the above meeting were circulated prior to the meeting. They were adopted as an accurate record.

3. Minutes of the General Meeting held on 27th February 2025

A copy of the minutes from the above meeting were circulated prior to the meeting. They were adopted as an accurate record.

Matters Arising

There were no matters arising from the above minutes.

4. Board Report on FSA activities since the last AGM

A copy of the FSA Annual Review for the year ending 31st December 2024 was circulated in advance of the meeting.

Following a vote, the Annual Report was adopted unanimously.

5. Financial Statements for year ending December 31st 2024

The meeting received the Financial Annual Report and Financial Statements for the year ending 31st December 2024.

Tim Hillyer, the Board member responsible for finance, added some further context to the report.

Following a vote, the Financial Annual Report and Financial Statements were adopted unanimously.

6. Auditors

The meeting agreed unanimously to the re-appointment of TTR Barnes Ltd. as the FSA Auditors to report on the Annual Report and Financial Statements for the year ending 31st December 2025.

7. Co-option of Tony Burnett

The meeting agreed unanimously that Tony Burnett be co-opted onto the FSA Board and National Council for a further year.

8. Co-option of an FSA Cymru Representative

The meeting agreed unanimously that an FSA Cymru representative be co-opted onto the National Council for a further year.

9. Motions

MOTION ONE

Proposed by: Matthew Kempson - View from the Allotment End fanzine

Seconded by: Richard Tomkins - Hereford United Supporters' Trust

Motion: Support the growing campaign for three promotion & relegation places between the National League and The EFL's League 2.

Background: Currently, only the winner of the National League (Step 1) is promoted outright to EFL League 2, with a second club promoted through a complex playoff that involves the next 6 clubs. It is right that there is competition but this season proves the case again. York City finished in 2nd place on 96 points but the promotion final was contested by Southend and Oldham who finished with 28 and 23 points fewer, respectively.

In recognition of the increased professionalism of the National League, especially at Step 1, and the size of the clubs that are at this level, it is right that three clubs should be promoted and three relegated, between the top-flight of the National League and EFL League 2.

This is considered vital for the overall health of the national league system, and the whole football pyramid that we all treasure.

In January, all 72 National League clubs united in support of the league's "3UP - Put Football First" campaign. Further support was secured through an FSA fans survey last March. 92% of all respondents said that 3 up & 3 down would represent a fairer system. Fans also felt that it would enhance the sporting attractiveness of the whole football pyramid.

Significantly, fans at EFL clubs also recognise the need for change, with 83% of respondents from EFL clubs backing the proposal.
MOTION: The FSA supports the National League's "3UP - Put Football First" campaign, to both ensure a fairer opportunity for clubs at the top end of the National League System, and to enhance the whole football pyramid.

ACTION: We are seeking for the FSA to support this motion through the following actions.

- Discussion with the EFL through its Structured Dialogue sessions
- Encouraging support from relevant fan groups in the FSA's League 1 & League 2 Network, and the National Game Network
- Engagement with the FA through its Structured Dialogue sessions

We are seeking for the FSA to champion the 3UP campaign, to ensure this much-needed progressive and positive change in our game.
We ask you to please support this motion.

The motion was carried with a small number against and one abstention.

MOTION TWO

Proposed by: Bethany Patrick

Seconded by: Amelia Armstrong, Nic Brown

Motion: Increasing Younger Supporter Participation and Activism

Background:

Younger fans are the future of our football clubs. Currently, many clubs and fan groups struggle to engage with younger supporters outside of the ninety minute window for each match.

The FSA continues work to encourage the involvement and activism of younger supporters across the game. The voice of younger football fans is vital and the involvement of the next generation of supporters is key to succession planning and the success of clubs and supporter organisations for generations to come.

The FSA has already facilitated younger supporter forums and is keen to develop this further in collaboration with existing fans across the networks and those who would like to become more involved in the organisation.
With some younger supporters already having opportunities to work on youth-led initiatives and attend events to ensure that younger supporters are represented, continuing to encourage activism across the networks and the engagement of younger supporters is key for the future of fan representation.

Motion:

The AGM calls on the FSA to continue its support of younger football fans across the game and increase its reach through the establishment of an informal network.

This would provide opportunities for collaboration with others involved at their respective clubs or organisations, discussions regarding key issues affecting younger fans, and work on specific youth-led initiatives, ultimately helping younger fans to feel connected and empowered. The development of engagement in this area will promote the possibility of national representation of younger fans and ensure that this voice is heard.

We call on the FSA to:

- Facilitate further regular younger supporter forum meetings, with opportunities for youth-led initiatives and campaigns.
- Collaborate with younger supporters to establishment an informal network.
- Engage with relevant partners to discuss co-ordinated campaigns to increase the influence of younger supporters at football clubs.
- Actively grow the number of younger supporters involved with the organisations and those to attend FSA specific events.

- Encourage FSA member organisations to reflect on and improve their age diversity, including reviewing the age profile of committees, working groups, and event participants; creating outreach roles or reserved positions for younger supporters, and sharing best practice and resources across the wider networks to improve youth engagement.
- Advocate for football clubs to embed age diversity within Fan Advisory Boards and ensure that Fan Engagement Plans meaningfully consider and include the voices of younger supporters.
- Encourage the adoption of Youth Advisory Boards at Clubs where appropriate, to provide a dedicated forum for younger fans to have a voice into the strategic decision making at football clubs.
- Explore the opportunity for an in-person event dedicated to supporting younger supporters currently engaged as part of clubs and FSA members organisations, and those who may wish to participate in the future.

The motion was carried unanimously.

MOTION THREE

Proposed by: Northampton Town FC Supporters Trust (represented by John Morgan)

Seconded by: Birmingham City Supporters Trust (Blues Trust) (represented by Richard Stanley)

Motion: Recognition of the primacy of supporters' trusts

Background/Rationale

With the pending enactment of the Football Governance Act to seek to ensure that wherever a supporters' trusts exists it is mandatory that the supporters' trust is involved in the fans' consultation process at its club.

Motion

This organisation (FSA) agrees and affirms that:

(1) It recognises the primacy of supporters' trusts as democratically elected representatives of their football club's fans.

In furtherance of the above, this organisation asserts that:

(a) Where there exists a properly-constituted supporters' trust, it shall be mandatory that the supporters' trust is represented as part of the consultation process with its Fans Advisory Board or equivalent body.

(b) This organisation will press legislators, politicians, football authorities and football clubs to have included in the Football Governance Act the recognition of the status and the safeguards for supporters' trusts set out above and, should it prove necessary, with the Independent Football Regulator as part of the licensing regime.

There were 84 votes in favour and 240 votes against, the motion therefore fell.

MOTION FOUR

Proposed by: Sarah Keig – Fulham Lillies

Seconded and Supported by: Garibaldi Girls, Sheffield Wednesday Women's Supporters Group, Women of the Lane, Women of Watford, Villa Bellas

Motion: Support for a No Fault Stand Down policy in response to sexual misconduct allegations

This Annual General Meeting (AGM) notes:

The ongoing concern among fans, particularly women supporters, about how football clubs and governing bodies handle allegations of sexual misconduct, abuse, and violence against women involving players and club staff.

Football must lead by example in creating a culture of safety, accountability, and respect. The lack of a consistent, survivor-informed approach undermines trust and reinforces harmful power dynamics.

The AGM calls for the following actions, for the FSA to:

1. Formally support the campaign led by women's supporters' groups—including Fulham Lillies, Villa Bellas, Women of Watford, Women of the Lane, Garibaldi Girls, and the Sheffield Wednesday Women's Supporters Group—for the adoption of a No Fault Stand Down policy by the Premier League, FA, the EFL and the Women's Game competitions. The No Fault Stand Down rule in Australian Rugby League means that when a player is charged with a serious criminal offence—like sexual assault or violent crime—they are automatically stood down from playing until the legal process is complete.

   Crucially, this doesn't assume guilt—the no fault part means the stand down isn't a punishment, but a neutral, protective measure. It helps safeguard the integrity of the sport and protects the player from intense public pressure while facing serious allegations. But just as importantly, it sends a clear message to women that allegations of sexual assault or violence are taken seriously by the authorities running the game. As fans who love football, we believe bringing this rule into the Premier League, EFL, and National League would show that the sport values safety, respect, and accountability. It would help women feel more confident and comfortable supporting the teams they love, knowing the game is standing up for what's right—on and off the pitch.

2. Advocate for a policy requiring any player, coach, or club employee accused, charged, or under active investigation for serious sexual misconduct or violence

against women to be stood down from public-facing roles and club duties on a precautionary, non-punitive basis, pending the outcome of legal or safeguarding proceedings.

3. Collaborate with the above groups to promote transparent, consistent, and survivor-centred safeguarding policies across football and to ensure respond to serious allegations with transparency, consistency, and survivor-centred safeguarding.

4. Promote and support ongoing education and prevention work to challenge misogyny and gender-based violence and build a culture of allyship and respect throughout the game.

This motion reaffirms the FSA's commitment to making football a safe, respectful and inclusive space for all supporters and stands in solidarity with the women supporters' groups leading this critical work for change.

Explanatory Notes to the Motion:

Whenever proposals like this are made, someone usually raises the question: "But what if the allegation is false?" It's an understandable concern, but statistically, it's not the issue we should be focusing on.

False allegations of sexual violence are extremely rare. Multiple studies over decades consistently show they account for between 2% and 3% of all cases reported to the police (Lisak et al., 2010; Home Office, 2005). That means the overwhelming majority of people coming forward are telling the truth.

In contrast, sexual assault itself is massively under-reported. According to Rape Crisis England & Wales (https://rapecrisis.org.uk/get-informed/statistics-sexual-violence/), 5 in 6 women and 4 in 5 men who are raped do not report it to the police. Reasons include fear of not being believed, shame, concern about the process, or a belief that nothing will happen even if they do speak up.

And they're often right: justice is rarely done. In the year ending December 2023, police recorded 68,387 rapes in England and Wales. Charges were brought in just 2,473 adult rape cases—that's 3.6% (CPS Rape Review Data, 2023 https://www.endviolenceagainstwomen.org.uk/review-shows-scale-of-police-requests-for-rape-survivors-counselling-notes/). Only around 3.2% of reported rapes ended in conviction.

So when someone does make a formal allegation—especially one that becomes public—it's already incredibly unlikely to be false, and highly likely that the survivor has overcome enormous personal and systemic barriers to speak out.

This is the context for a No Fault Stand Down policy: a non-punitive safeguard that reflects the seriousness of such allegations and the failures of the criminal justice system. It's not about pre-judging guilt. It's about protecting survivors, staff, supporters, and the integrity of the game, especially when public trust is on the line.

The motion (as amended to include reference to the Women's Game competitions) was carried with 15 votes against and 23 abstentions.

MOTION FIVE

Proposed by: Chris Neville

Seconded by: Sheffield Wednesday Women's Supporters Group, Fulham Lillies, Hammers United, MCFC Fans Foodbank Support

Motion: Pay and Conditions of Football Workers

Background:

Football matches rely on the work of thousands of staff across the country — including stewards, catering staff, cleaners, security, and other matchday workers. Many of these workers are employed on insecure, low-paid, and often outsourced contracts. While some clubs have adopted the Real Living Wage, few recognise trade unions, leaving many workers without a collective voice.

In contrast, footballers benefit from strong union representation through the PFA, while Unite the Union and others have long campaigned for better rights for hospitality and leisure workers. A number of fan groups, such as Trade Union Blues (Manchester City) and Trade Unions United (Manchester United), have already shown how football supporters can play a role in backing these efforts.

Football workers are essential to the safety, atmosphere, and overall experience of matchdays. As fans, we believe in supporting those who make football possible.

Recent cases at Sheffield Wednesday, Reading, Wigan Athletic, and Bolton Wanderers - where staff have faced delays or failures in receiving their wages - highlight the precariousness many football workers face, even at professional clubs. At Sheffield Wednesday, non-playing staff have gone unpaid or only partially paid a week after their wages were due, underlining the need for stronger protections and accountability across the football pyramid.

Motion:

The FSA believes that all football workers deserve fair pay, secure conditions, and the right to organise in trade unions.

We support the Real Living Wage and voluntary union recognition agreements as key steps towards dignity at work.

We believe that football is rooted in working-class communities — and that fan organisations and trade unions share common values of solidarity, fairness, and collective action.

This AGM resolves:

- To reach out to trade unions organising in football and related sectors (such as hospitality and security) to explore how we can best support their campaigns.

- To write to clubs encouraging them to engage with unions and to seek voluntary recognition agreements with the relevant trade unions.
- To support FSA-affiliated fan groups and campaigns that aim to strengthen ties between fans, football workers, and trade unions.
- To promote awareness among supporters of the role of football workers and the importance of decent conditions for all.

The motion was carried with 8 votes against and 14 abstentions.

MOTION SIX

Proposed by: Spirit of Shankly

Seconded by: Arsenal Supporters' Trust, Brentford Independent Association of Supporters (BIAS) and others.

Motion: Defending Football's Community Foundations

This AGM notes:

- The FSA's *Stop Exploiting Loyalty* campaign has made a strong case for putting supporters at the heart of the game — and people are listening.

- In its first year, the campaign has focused on three core pillars: tackling rising prices, defending concessionary access, and championing supporter engagement.

- But the threat to football's foundations runs deeper — across the football pyramid and into the women's game, supporter cultures are increasingly at risk from decisions that prioritise short-term commercial gain over long-term connection.

- While many clubs still value their supporters and local communities, the pressures of modern football — including rising costs, changing priorities and displacing match goers — are a growing concern.

- Football's true value lies not just in tickets sold, but in the identity, atmosphere and shared culture created by generations of supporters.

- The pressures being placed on supporters are now putting at risk the culture that powers the matchday experience, the global TV product and football's international appeal.

This AGM believes:

- Football is for everyone — and it thrives when supporter communities are protected while the game becomes more welcoming for new, returning and

underrepresented fans.

- Those who support their club at the match — through flags, songs, presence and shared experiences — create the spectacle others come to see and be part of.

- These communities of loyal supporters must be protected as part of a sustainable, diverse and authentic game — in every division, in every place, and for all supporters.

This AGM calls on the FSA to:

- Build on the success of *Stop Exploiting Loyalty* by making the protection and promotion of supporter communities and matchday culture a fourth pillar of the campaign — alongside price, concessions and engagement.

- Equip and support member groups across the network to campaign on access, presence and atmosphere — the foundations of a thriving football culture and the bedrock of the English game.

- Engage all key stakeholders — including clubs, leagues, sponsors, broadcasters, and the regulator — with a clear message: supporter communities aren't a backdrop, they're the beating heart of football. We must preserve what makes our game different — and protect the community that makes football special and revered around the world.

The motion (as amended to read 'protection and promotion of supporters in para 10 above) was carried with 1 vote against and 2 abstentions.

MOTION SEVEN

Proposed by: Nick Clarke of MCFC Fans Foodbank Support

Seconded by: 1894 (MCFC), Ipswich Town Fans Supporting Foodbanks.

Motion: To oppose facial recognition technology by clubs, including new cameras at turnstiles

Background / Rationale

The FSA and Football Supporters Europe have previously opposed football fans being used as guinea pigs for the use of facial recognition technology (FRT) by police forces. Reasons for this included concerns around ethics, privacy, proportionality, data security, accuracy, discrimination and potential breaches of data protection and human rights legislation. As recently as 2020, the Court of Appeal ruled South Wales Police usage of FRT on supporters as unlawful, with involvement from the Information Commissioners Office (ICO).

Some clubs themselves are now installing facial recognition cameras at turnstiles, the latest being Manchester City who informed supporters of this on May 30th 2025. While they say these will be used for staff access only, and not supporter admission, the direction of travel is both clear and disturbing. As well as the above, our concern is that these cameras will also be used to implement and enforce increasingly aggressive, draconian and restrictive ticketing policies, which seem disproportionately aimed at season ticket holders in particular.

In 2019, after being subject to enquiries by the ICO and pressure from civil rights groups, Manchester City distanced themselves from a contract they entered into with American FRT firm Blink Identity (recipients of large investment from Ticketmaster's parent company Live Nation) and had to deny plans to introduce FRT for fans.

Just 2 months ago, the ICO released their latest statement on police usage of facial recognition software, stressing that it's usage "must be necessary and proportionate... and meet expectations of fairness and accuracy". If we hold the nation's police to this standard, we must hold our football clubs, as private companies, to an equal, if not higher, threshold for usage.

Motion

This organisation calls for an immediate freeze on facial recognition technology being used at turnstiles or inside stadia until further notice

This should remain in place at least until transparent and meaningful dialogue has taken place at a national level with fans, leagues, the FA, civil rights groups and The Information Commissioner's Office on its legality and privacy concerns

Actions to be taken
Actions:

- The FSA will issue a public statement calling on clubs to freeze any use of facial recognition technologies at stadia until further notice.

- For the FSA to engage with national media, fan groups and human rights organisations to build support for the campaign.

- Letters to be sent to clubs, the FA, Premier League, Football League and The Information Commissioner's Office, outlining concerns and asking for supporters and the data protection regulator to be involved in meaningful and transparent discussions and consultation around the ethics, legality, proportionality and fairness of its use.

- The letter will also express concerns over its potential use in targeting season ticket holders for more draconian enforcement of ticketing policies

- The FSA will support coordination of peaceful fan-led actions to highlight the issue if necessary. This could include similar actions such as the 'mask' protest by fans at a Cardiff City v Swansea derby where FR technology was trialled unlawfully by South Wales Police in 2020.

The motion was carried with 6 votes against and 11 abstentions.

MOTION EIGHT

Proposed by: Dave Kelly (Chair, Everton Fan Advisory Board)

Seconded by: Julie Clarke (Secretary, Everton Fan Advisory Board)

Motion: Recognition of Fan Advisory Boards (FABs) within Football Supporters' Association (FSA) Structures

We call on the FSA to ensure that independent, democratically elected and properly constituted FABs are afforded the same status, recognition and access within the internal structures of the FSA as Supporters' Trusts and other recognised supporters' groups.
As the Football Governance Bill progresses through Parliament, it is imperative that FABs — where they are established with appropriate independence, accountability and democratically elected legitimacy — are not treated less favourably than other forms of supporter representation.

Actions

- The FSA will review its internal structures and policies to ensure that eligible Fan Advisory Boards can be recognised and accredited on an equal footing with other supporter organisations.

- The FSA will ensure that such recognition is based on merit — including independence, democratically elected structure, and accountability — and not solely on title or nomenclature.

- The FSA will provide guidance and support to FABs to help ensure they meet recognised standards of democratically elected legitimacy and accountability.

Supporting Rationale
Fan Advisory Boards are being introduced across the game as part of wider governance reform. Where these bodies are independent, democratically elected and representatively constituted, they play a vital role in supporter engagement and accountability.
As such, they should be recognised on an equal footing within the FSA's structures to ensure fairness and consistency across the supporter movement.

The motion was timed out and was therefore remitted to the FSA National Council.

MOTION NINE

Proposed by: Arsenal Supporters Trust (AST)

Seconded by: Spirit of Shankly, Manchester United Supporters' Trust (MUST), Tottenham Hotspur Supporters' Trust, Nottingham Forest Supporters' Trust, Hammers United, Wolves 1877 Trust, Chelsea Supporters' Trust, MCFC Fans Foodbank Supporters

Motion: Statutory regulation of football agents

That this Conference notes the following:

- Total payments made to football agents by Premier League Clubs during season 2023/24 were £409m. A further £73.5m was spent by Clubs across the English Football League.

- Updated FIFA regulations covering football agents, including capping fees, have not been fully implemented due to legal challenges taken against them citing competition law.

That the Conference believes that:

- It is important that football agents are regulated both to control their fees and also to ensure good quality and professional representation for all footballers.

- Football Clubs should seek to minimise the fees they spend on agents and use the savings to invest in benefits for supporters including improving the matchday experience and not constantly increasing ticket prices whilst citing expenditure pressures.

- With forthcoming independent regulation on football clubs focusing on financials controls and sustainability, it will be an anomaly that no statutory regulation exists for agents.

Calls on the FSA Conference to adopt the following as FSA policy:

- The FSA supports the introduction of statutory regulation for football agents that would include the capping of agent fees

- For the FSA to engage with other stakeholders including the DCMS, FA, and UEFA to promote the case for more effective agent regulation

- Develop messaging that highlights the specific characteristics of football that would require the Government to create separate statutory arrangements for football agents in line with those already applied in areas such as football's broadcast rights and regulation of football clubs (IREF)

- Develop messaging that highlights the amount that Clubs spend on agents within the "Stop Exploiting Loyalty" campaign to highlight that football has an expenditure issue, not a revenue issue.

The motion was timed out and was therefore remitted to the FSA National Council.

10. Individual Tier National Council Election Results

Nominations had been sought for the three vacancies on the FSA National Council from the Individual Member tier and fourteen nominations were received.

Two vacancies were for the full three-year term until AGM 2028 and one vacancy was for a one-year term.

The result of the election (618 votes) was as follows:

Christine Seddon - 91 votes (Elected for a three-year term)
Zoe Draper - 79 votes (Elected for a three-year term)
Sachin Patel - 55 votes (Elected for a one-year term)
Simon Colebrook - 49 votes
Claire Green- 49 votes
Lee Pearce - 43 votes
Neil Dady - 39 votes
Rob Usher - 39 votes
Bik Singh - 39 votes
Alan Murrell- 35 votes
Paul Stephens - 30 votes
Tony Webster - 25 votes
Di Hughes - 23 votes
Miles Webber - 22 votes

In the FSA's recent network elections, the following were elected to serve on the FSA National Council until AGM 2027:

Name	Organisation	Network
Sarah Keig	Fulham Supporters' Trust	Premier League
Heather Alderson	Charlton Athletic ST	Championship
Robbie Whittaker	Blackpool Supporters' Trust	L1 / L2
Jude Morris-King	Manchester City WOSC	Women's Game
Neil Le Milliere	Exeter City	Community Owned
Sarah Stelling	York City ST	National Game
Lewis Wale	Proud Sky Blues	Fans For Diversity

The following was elected to serve for two years until the AGM in 2027:

Peter Tarbitten	Hull City DSA	Championship

RI then passed his thanks on to all those who stood and were not elected.

9. Election of Vice Chair

Since only one nomination was received for the position of FSA Vice Chair, Chris Paouros was subject to an affirmative vote to confirm her appointment.

The appointment was approved unanimously.

10. Any Other Business

There was no further business and TG closed the meeting at 3.15pm.

Richard Irving
Secretary
30th June 2025