

IRISH FA ANTI-DOPING EDUCATION STRATEGY



Introduction

The Irish Football Association is committed to promoting and supporting 'clean sport' across the football family.

We adhere to the anti-doping regulations and requirements as laid out by the UK Anti-Doping Agency (UKAD), UEFA and FIFA and will implement an 'education first' approach to doping free football. Education is a key tool in achieving clean sport and the protection of the integrity of football in Northern Ireland.

Vision

To give players and player support personnel the relevant level of knowledge and information to support them in making the right choices in relation to doping.

Current position

A risk analysis of the current position has identified a number of areas of opportunity, including the ability to educate international players at various points throughout the year and the ability to utilise UEFA funding. We will use this education plan to take these opportunities and address any weaknesses identified, for example the lack of formal education currently in place. We have identified threats and will remain aware of these as we work through the implementation of our education plan. In addition, we will continue to build on our strengths.

The Irish FA will appoint a Board Champion for anti-doping to reinforce the connection between the operational delivery and implementation of the education plan and the Board.

The sporting landscape

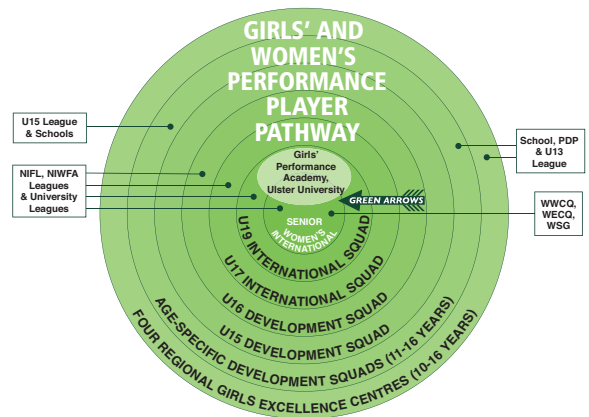
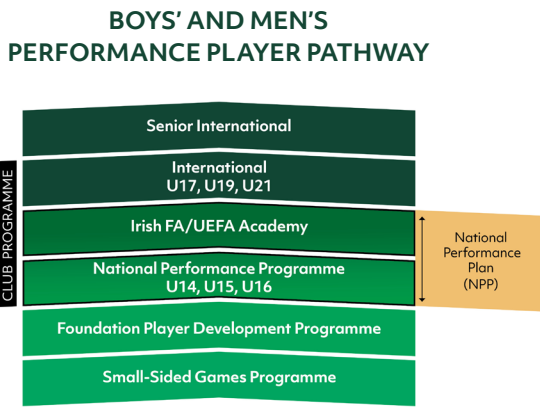
The sporting landscape is vast and wide reaching in Northern Ireland. The table below outlines, at a high level, the elements of this sports system for the Irish FA.

Non-football stakeholders	Football stakeholders
UKAD	Clubs
Department for Communities	Players
Department for Education	Volunteers
Sport NI	Coaches
Local councils	Parents
Venue owners	Support personnel
Commercial Partners	Officials
External Funders	Schools
Event organisers	Divisional associations
Community groups	Irish FA committees
	NIFL
	UEFA
	FIFA

Player pathways

THE EVERYDAY GAME

Youth football (including schools), adult football, schools' football, futsal





The education programme

The education programme will include the 4 key components as determined by UKAD. These components are:

- Values-based education – delivering activities that emphasise the development of an individual's personal values and principles. It builds the learner's capacity to make decisions to behave ethically
- Awareness raising – highlighting topics and issues related to clean sport
- Information provision – making available accurate, up to date content related to clean sport
- Anti-doping education – delivering training on anti-doping topics to build competencies in clean sport behaviours and make informed decisions

The Irish FA will work to determine who will deliver education for football in Northern Ireland. We will consider all options and it is likely that a hybrid delivery model will be introduced, split between Irish FA trained educators, support from UKAD educators and potentially support from other viable options across sport in Northern Ireland.

The assessment and implementation of delivery options is addressed in objective 3 of this plan.

Strategic objectives

The Irish FA has identified four strategic objectives to be achieved by 2024 to improve and strengthen the anti-doping education within football in Northern Ireland.

Objective 1	Educate all players and player support personnel in the mandatory groupings and offer relevant education opportunity to all optional personnel
By when	December 2024
How	<p>Year 1 (2022)</p> <ul style="list-style-type: none">• Deliver value based, face to face clean sport education to all international representative teams U17-senior teams (both men and women) (mandatory)• Deliver value based, face to face clean sport education to any NIFL teams competing in UEFA competition (both men and women) (mandatory)• Deliver value based, face to face clean sport education to any Futsal teams competing in UEFA competition (both men and women) (mandatory) <p>Year 2 (2023)</p> <ul style="list-style-type: none">• Deliver value based, face to face clean sport education to all NIFL Premiership teams (both men and women) (mandatory)• Deliver value based, face to face clean sport education to UEFA Academy students (mandatory)• Offer UKAD online clean sport module to all NIFL Academy U20 and U18 teams (optional) <p>Year 3 (2024)</p> <ul style="list-style-type: none">• Offer UKAD online clean sport module to all football participants in Northern Ireland via website and social media campaign• Build a return to sport process to ensure bespoke, value based education is delivered to anyone returning from a sanction <p>Education will be delivered every 2 years as a minimum Where participants are U18, include parents in the offered training</p>

Strategic objectives (continued)

Objective 2	Promote anti-doping education and information to raise awareness across football in Northern Ireland
By when	January 2023
How	<ul style="list-style-type: none"> • Create a page on the website (irishfa.com) dedicated to providing information on anti-doping. This page should include the Irish FA education plan as well as links to relevant information such as UKAD, WADA, UEFA and FIFA information • Publish the prohibited list and TUE information on the dedicated page and communicate when the annual update happens via a web and social media articles. Share information on this with clubs for onward sharing with players and player support personnel. International representative teams will be communicated to via international admin. In addition, we will publish any changes to the anti-doping code via web articles • Share information during focus periods – for example Clean Sport Week • Appoint a minimum of 2 ambassadors (1 from each of senior men’s and women’s international teams) to help promote clean sport during annual focus weeks

Objective 3	Have a dedicated anti-doping resource
By when	January 2023
How	<ul style="list-style-type: none"> • Review current resourcing for anti-doping education to ensure sufficient for delivery of education plan. Consider persons from across the Association who could be trained and deliver as an addition to current day to day role. Consider utilisation of UKAD education and resources to support fit for purpose education

Objective 4	Implement a monitoring and evaluation methodology to ensure meet requirements of both UKAD and UEFA
By when	January 2023
How	<ul style="list-style-type: none"> • Maintain detailed records of education delivered in a face-to-face setting (mandatory) • Build online learning record keeping • Review and monitor engagement traffic via website • Collect feedback from players and player support personnel in attendance at face-to-face education sessions for feedback following each session. Review this and consider actions required for continuous improvement • Seek feedback from UKAD and UEFA in relation to progress against plan • Monitoring information will be provided to UKAD on request



Appendix 1

The UKAD requirements outline which groups education is mandatory for and which it is optional for.

UKAD MANDATORY GROUPS

- Registered testing pool (RTP) athletes
- World class performance programme (WCPP) or performance squad athletes or equivalent
- Major games and world championship athletes
- Athletes competing at the highest level in the country for the sport
- Athletes returning from a sanction

OPTIONAL GROUPS

- Talent/development performance pathway squads or equivalent
- Athletes funded through schemes such as TASS, Sports-Aid and DiSE
- Recreational athletes (may include athletes with a membership to the NGB e.g., club athletes, veterans, non-competitive club members)

The Irish FA has used this determination to develop the education plan with education being provided to all mandatory groups and offered to all optional groups on a two year rolling period.

In addition, consideration has been given to the level of knowledge required for each target group:

1. Be aware of
2. Understands
3. Can apply these principles in everyday life

The tables below outline each of the target groups and the levels of the learning process for each.

Target group	Members
<p>1 (MANDATORY) will participate in UEFA competitions and therefore are within the testing pool <i>approx. 220</i></p>	<p>Women's international teams – players and player support personnel*</p> <ul style="list-style-type: none"> • U17 • U19 • Senior <p>Men's international teams – players and player support personnel*</p> <ul style="list-style-type: none"> • U17 • U19 • U21 • Senior
<p>2 (MANDATORY) compete at the highest level in the country <i>approx. 420</i></p>	<p>NIFL Premiership teams – players and player support personnel*</p> <ul style="list-style-type: none"> • Men's premiership • Women's premiership
<p>3 (OPTIONAL) talent or development pathway squads <i>approx. 38</i></p>	<p>UEFA JD Academy - players and player support personnel</p>
<p>4 (MANDATORY) will participate in UEFA competitions and therefore are within the testing pool <i>approx. 150</i></p>	<p>Futsal teams playing in UEFA competition – players and player support personnel*</p> <ul style="list-style-type: none"> • Men's premiership • Women's premiership
<p>5 (OPTIONAL) talent or development pathway squads recreational athletes <i>approx. 65,000</i></p>	<p>NIFL Championship NIFL PIL The 'Everyday Game' including (but not limited to): Grassroots football – both youth and senior football</p>

*Player Support Personnel include: any coach, trainer, manager, agent, staff, official, medical staff, parent or any other person working with, treating or assisting an athlete participating in or preparing for sports competition.

For the purposes of this plan, education will be mandatory for at least one member of medical staff and one member of coaching staff from the mandatory groupings. These individuals will be selected by the Club/International Team and will be considered to be representative of the Club/International Team in question.

Education will be offered to all other Player Support Personnel via online learning.

Appendix 2

UNIT	TOPIC	NAME	TG1	TG2	TG3	TG4	TG5
Unit 1 - Global and National Anti-doping governance	1	Global and National Anti-doping governance	3	3	1	3	1
practice in anti-doping	2	Principles of 100% me	3	3	3	3	3
	3	The prohibited list	3	3	2	3	1
	4	Checking medications	3	3	3	3	1
	5	Therapeutic Use Exemption (TUE)	3	3	2	3	1
	6	Food first/supplements	3	3	3	3	3
	7	Report doping in sport	3	3	3	3	3
Unit 3 – Preparation and procedures for Testing Athletes	8	Testing procedure for blood and urine	3	3	3	3	1
	9	Testing pools	3	3	2	3	-
	10	Whereabout requirements	3	3	2	3	-
	11	Anti-doping administration and management system	3	3	2	3	-
	12	Athlete biological passport	3	3	1	3	1
Unit 4 – ADVRs and the consequences of doping	13	Results management process	3	3	1	3	1
	14	Anti-doping rule violations	3	3	3	3	2
	15	Consequences of doping	3	3	3	3	2
Unit 5 – Societal factors	16	performance enhancing drugs (IPEDs)/ Intravenous (IV) infusion	3	3	3	3	3
	17	Psychoactive drugs	3	3	3	3	3