

Irish Football Association

Sustainability Strategy

2023-2030



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Vision

Our Vision



Our vision is clear and compelling - to promote, foster and develop football for all in Northern Ireland.

As the governing body, we have a responsibility to show leadership by highlighting and addressing matters which affect the everyday lives of those participating in our game. Sustainability is one of the crucial issues of our time and I am delighted that we are showing leadership in this important area.

We will take steps to reduce our carbon footprint whilst ensuring sustainability principles are embedded into all aspects of the game in Northern Ireland, encompassing the work delivered at governing body level, as well as with leagues, clubs and divisional associations.

A whole game approach is required, and we all have a role to play. This is our first sustainability strategy, and it marks the start of a long journey. We are determined to raise the bar and lead from the front.

Stephen Martin, Chairman, Irish Football Association

Our Sustainability Vision

We always strive to be a progressive and inclusive association. This strategy underpins the pillar of Football Social Responsibility in our corporate strategy.

Football has the power to bring about great change. It can help educate, promote health and wellbeing, and give everyone a sense of belonging. Most importantly football can promote inclusivity and community support like no other sport.

Conrad Kirkwood, President, Irish Football Association



Building for the Future



We are committed to working together with the whole football family to build a better Northern Ireland and make an impact for the future well beyond our shores.

We will use the internationally recognised standards to underpin all of our work (Environment, Social and Governance) to 2030.

Our aim is to make football a sustainable game, making Northern Ireland a better place for its people now and in the future, inspiring other others to do the same.

Patrick Nelson, Chief Executive, Irish Football Association

Strategic Context

The Irish FA has a responsibility at local and global level to deliver our strategic plans in a sustainable way.

Our partner UEFA has developed its 'Strength Through Unity' sustainability plan to 2030 which sets out 11 goals across Human Rights, Diversity and Inclusion, Health and Wellbeing, plus the Environment. We will continue working in all these areas developing new plans and programmes to assist the football family.

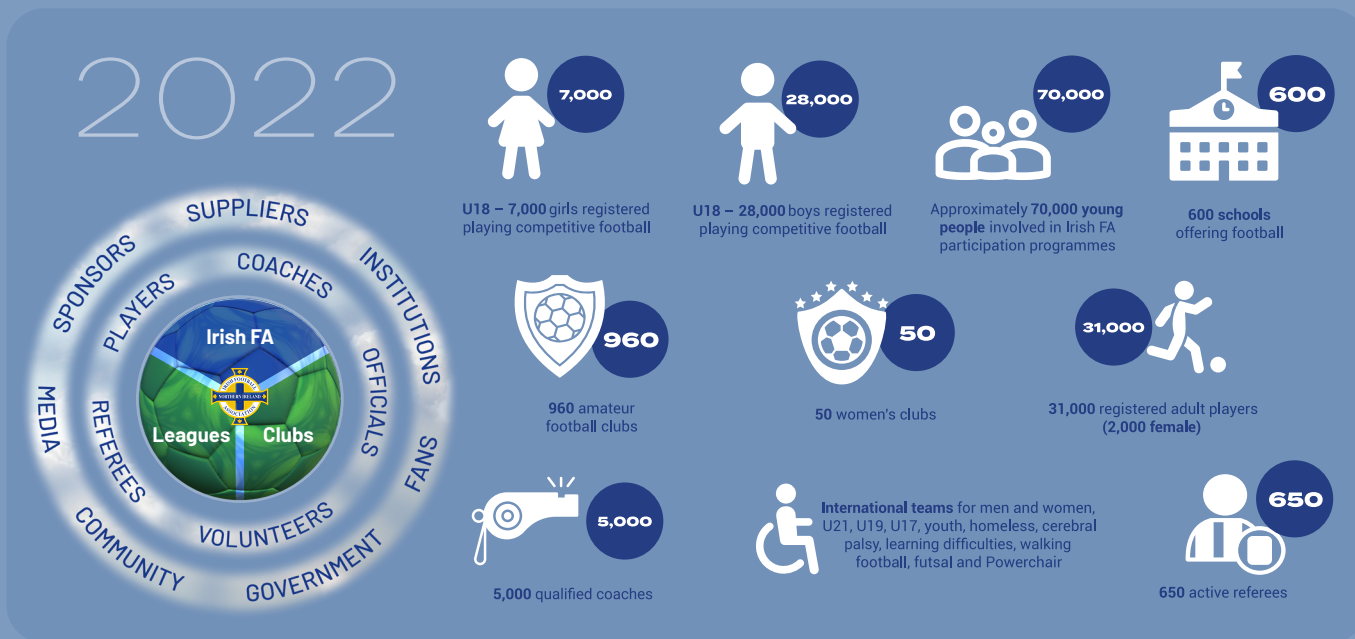
Our new five-year Corporate Strategy 'A Roadmap for Football' included a specific pillar for Corporate Social Responsibility and Sustainability. We recognise that football serves as a catalyst for social and environmental development and therefore have set ourselves the strategic objectives of:

- **Generating £3bn in Social Return on Investment (SROI) over five years for our community**
- **Becoming a leading organisation for environmental sustainability, including a national stadium powered by renewable energy and helping our clubs to engage in environmental sustainability projects**
- **Becoming an exemplar governing body, championing equality, diversity and inclusion**

At a global level we will sign up to the the Business in the Community 'Responsible Business Network' and United Nations Sport for Climate Action Framework alongside UEFA's Football Sustainability Strategy 2030.



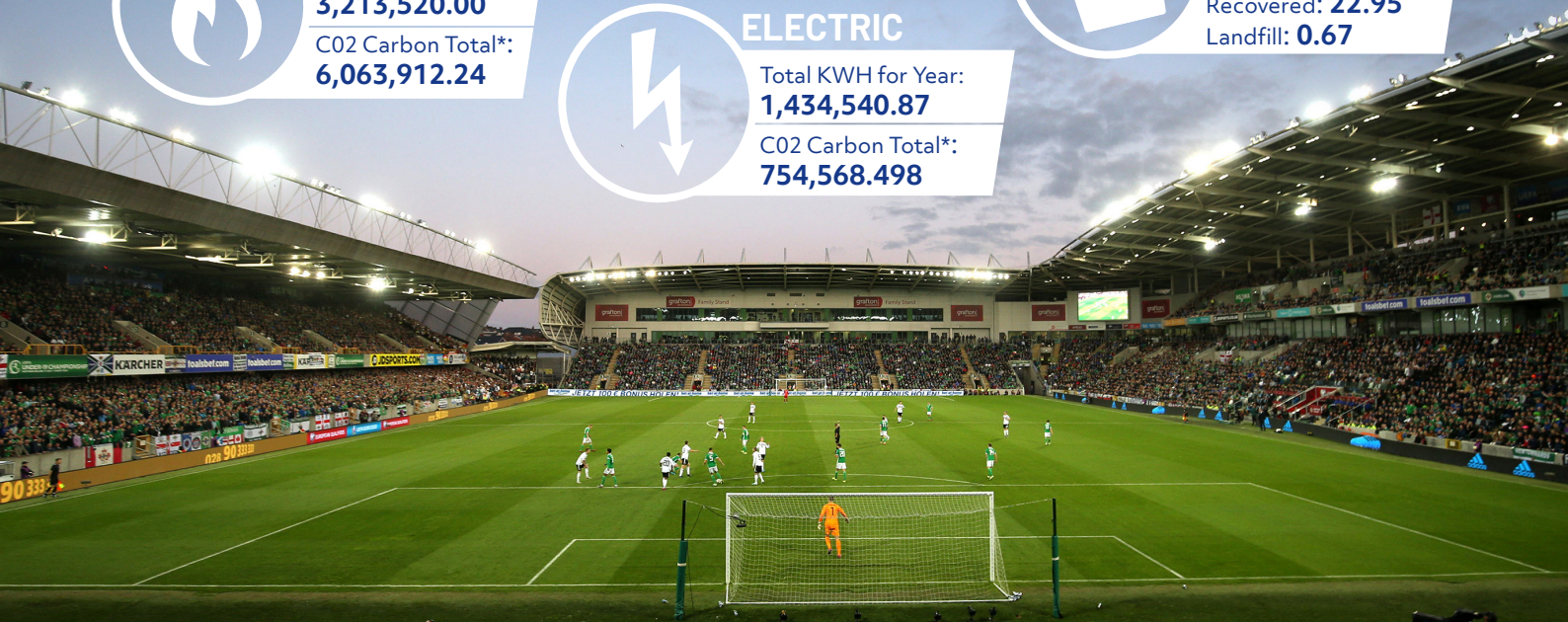
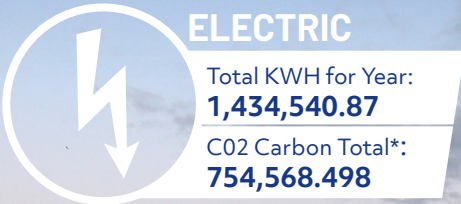
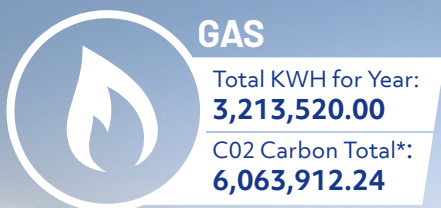
Football's Reach and Impact



As a football association, we understand that we are not experts in the field of environmental sustainability, but we are working with external advisors and key partners who are supporting us to create change.

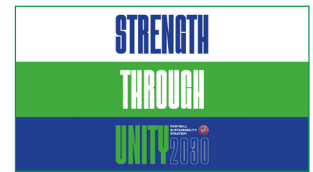
This change will be internally within our organisation and externally we will support the football family to adopt more sustainable behaviours.

Irish FA Carbon and Waste Emissions



*Carbon Total = Units of fuel per year x emissions factor

UEFA Strategy



UEFA has developed a Sustainability Strategy for 2030. They have detailed 11 target areas for national associations to develop in their own sustainability strategies.



We have combined these 11 areas into a five-pillar (social and environmental sustainability) plan for the Association.

Our plan is for five goals:



Strategic Process

The Irish FA has undertaken a transparent, structured process to develop the strategy. We have mirrored the UEFA process in engaging with the football family as well as partners and suppliers to develop this plan.

We will use the developing UEFA guidelines to help member associations, other football organisations and clubs to develop, implement and communicate their own sustainability approach.

The six steps in the process are:

ANALYSIS OF CONTEXT

We have connected our strategy to international frameworks and wider efforts to tackle global sustainability challenges, focusing on relevant issues for football. We are taking stock of our current situation and existing initiatives that we already have in place.

IDENTIFICATION OF GUIDING PRINCIPLES, FUNDAMENTALS AND MISSION

We have defined our strategy based on our core values, convictions, and ambitions around social and environmental sustainability contained in our corporate strategy.

CONSULTATION

We have conducted a consultation process both internally and externally taking the views of UEFA, local government, environmental experts, staff, Irish FA council, internal boards and committees as well as the football family to ensure all key stakeholders are engaged and partnering with us in this process.

DEFINITION OF TOPICS AND TARGETS

We have outlined the ambitions for each policy and indicators for performance measurement.

Approval / Stakeholder Consultation

EXECUTION

We will detail our activities in an action plan covering each area of the five main targets and showing the timeline for completion.

MEASUREMENT AND REPORTING

We will report annually on our carbon footprint and also against the KPIs contained in the wider plan .

IRISH FA STRATEGY PROCESS

Strategy Development

Strategy Execution

Support for this programme

Environment

Within our stadium and developing National Training Centre we will ensure that environmental sustainability is central to all that we do. We will engage with fans and suppliers to reduce and recycle waste as well as using new technologies to reduce our carbon footprint.

Graham Fitzgerald, Chief Operating Officer

Governance

It is vitally important the Irish FA is recognised as a leader in good governance as well as being a role model in areas such as climate advocacy.

James Thompson,
Director of Football Development

Social

Through the work of the Foundation we will continue to deliver programmes highlighting opportunities for all in a fun, safe and inclusive environment.

Helen Kirkpatrick,
Independent Board Member

Pledges



The Responsible
Business Network
Northern Ireland

We commit to reduce absolute Scope 1 and Scope 2 GHG emissions by 50% by 2030 from the base year defined below, and to measure and reduce our Scope 3 emissions.

Sport for Climate Action Framework

- Mid-term target to reduce GHG emissions by 50% by 2030 at the latest.
- Long-term target to reach net zero GHG emissions by 2040.



United Nations Climate Change
Global Climate Action



Health and Wellbeing – Mental and Physical Health



Introduction

We aim to ensure football within Northern Ireland is the vehicle for supporting and improving community mental and physical health. Providing opportunities for all ages through programmes and projects delivered by the Irish FA will allow this aim to be realised.



There are already various health and well-being programmes running throughout the Irish FA. We will build on the foundations already in place.

Accessibility

Our work around mental and physical health already reaches a broad audience through a variety of programmes in schools, community groups, youth groups and football clubs.

Empowering more clubs to take on this mental health awareness message will help improve access to mental health support and education through football. We work with community groups such as Street Soccer NI to support programmes tackling homelessness, unemployment, addiction and mental health issues.

Advocacy

Key to our advocacy work in mental health has been our Ahead of the Game programme which aims to raise mental awareness in football clubs.

As part of this programme, we have appointed over 20 volunteers to be Mental Health Champions. These volunteers serve as regional ambassadors for the Ahead of the Game programme and provide support to local clubs and communities. The Irish FA works in partnership with UK Anti-Doping (UKAD) to protect the integrity of football in Northern Ireland and has appointed a Board Champion to ensure clubs, players and coaches are aware of current anti-doping rules. In physical wellbeing, our sports programme focuses on building fundamental skills whilst incorporating different sports, right through to post-primary school and further education students who have access to schools' football opportunities through our programmes. We will continue to support the Northern Ireland Walking Football Federation (NIWFF) as they develop the game of Walking Football across Northern Ireland. There are currently 11 active Walking Football centres that meet every week and play in league and cup competitions organised by NIWFF. This has been a great vehicle for those aged 50+ to experience regular, structured physical activity and the many associated social benefits.

Equitable Inclusion

It is a commitment to build upon the inclusion of mental and physical health work within our existing projects and programmes.

Through a variety of programmes our mental and physical health work is being delivered to a wide range of ages and backgrounds within the football family. More needs to be done now to build upon these messages, ensuring that there is improved awareness and reduced stigma around mental health across all the programmes run within the Irish FA.

Impact

Through effective delivery of our programmes we will seek to maximise the positive impact for the health and wellbeing of our players and communities.

1 Influencing clubs

We will ensure all member clubs are aware of the availability of the Ahead of the Game workshops and the relevant resources around mental health that the Irish FA can provide. It is also vital that we aim to continue to upskill and educate our clubs to raise greater levels of mental health in their members and local communities. We will support clubs that wish to start a Walking Football centre through information, equipment, promotion and affiliation to the NIWFF.

2 Stewarding and staffing improvements via training

We will continue to work with external partners on mental health work, utilising their expertise in the area and providing internal staff with a variety of support mechanisms and training for their mental health. The Irish FA Mental Health Champions will also continue to be upskilled and trained so that they can carry out their role more effectively as ambassadors of mental health in football.

3 Increased engagement with member clubs and disability/accessibility stakeholders

We will increase efforts to deliver mental health awareness training to more clubs and relevant groups across Northern Ireland. An increasing effort will be going into raising mental health awareness in all of our clubs and sections of clubs, including youth sections, women/girls, disability, older age groups and senior/elite pathway teams.

4 Improvements to accessible technology

Training in mental health awareness will be provided through accessible resources such as e-learning content and downloadable resources, as well as the use of technology for appropriate signposting measures to essential mental health providers.

5 Increased engagement with other national associations/federations

Our engagement with the other Home Nation national associations around mental health has already been positive and we strive to continue this engagement, as it has facilitated idea sharing, positive communications and promotion of the Mentally Healthy Football Declaration Report. Engagement with other national associations is also a priority to ensure the best practice can be shared across the football family.

Goal 1 - Key Performance Indicators

| TOPIC | TARGETS | KPIs | TIME |
|-------------------------------|---|---|------------------|
| Health and Wellbeing - Mental | Staffing and volunteers – improvements via training | Create and supply mental health awareness training opportunities for relevant staff | Ongoing annually |
| | | Provide relevant training, support and communication with mental health volunteers | Ongoing annually |
| | | Ensure all mental health work from internal staff is consistent for delivery to stakeholders | Ongoing annually |
| | Increased engagement with member clubs Increased engagement with other relevant stakeholders | Support member clubs to improve their mental health awareness, with over 200 clubs to have been involved with Ahead of the Game | 2025 |
| | | Embed mental health in all other work across football irrelevant of age group, education, ability level or background | 2025 |
| | Walking Football development | 11 clubs in 2023 to 25 clubs including four female-only clubs | 2025 |
| | | 165 participants in 2023 to 375 participants including 60 females | 2025 |
| | | National League open to all affiliated clubs at over 50 and over 60 age bands | Ongoing |
| | | National Cup competition open to all affiliated clubs at over 50 and over 60 age bands | Ongoing |

| TOPIC | TARGETS | KPIs | TIME |
|--|---|--|--|
| Health and Wellbeing – Physical | 10k+ children participating in P.E./ fundamental sessions in a primary school setting | Using specialist staff to facilitate sessions designed to improve physical literacy as well as raise self-esteem and self-confidence, and improve social skills Targeted messaging during sessions to include healthy eating, highlighting the importance of nutrition/ hydration. Mental health and anti-bullying awareness. | Ongoing annually Ongoing annually |
| | 100 mainstream schools per year - 35 disability schools - 10k+ children ages 7-11 per year | | Ongoing annually |
| Health and Wellbeing – Physical | 20k+ participation in schools’ football opportunities provided in primary and post-primary per year | 175 post-primary schools participating 250 primary schools participating | Ongoing annually Ongoing annually |
| | 300+ children aged 16+ gaining additional qualifications to supplement their academic learning. Courses include Mental Health, Nutrition, Strength and Conditioning, Social Media Training as well as Anti-Racism/ Sectarianism | 300+ kids going through the programme per year 20% given employment opportunities within Irish FA programmes or the sport industry 20% moving on to further or higher education Mental Health Ambassadors from each school | |



Safeguarding

Introduction

Football can have a very powerful and positive influence on children and young people. It provides them with an opportunity to experience fun and achievement as well as developing personal qualities such as respect, leadership, teamwork and confidence. However, children and young people can only experience the positive effects of football if the environment in which they play and learn is safe, secure and free from abuse and harm.



The protection of children and young people in football has been and remains a priority of the highest order for the Irish FA.

In recognising its legal and moral responsibility to safeguard the welfare of all children and young people, and to protect them from inappropriate behaviour and abuse, the Irish FA has appointed a Board Champion for child protection and is determined to ensure that all staff and volunteers providing football opportunities for them, do so to the highest possible standard of care.

The Irish FA's Safeguarding Children and Young People in Football Policy and Procedures set out the Association's commitment towards safeguarding all children and young people who participate in Irish FA programmes.

The Irish FA remains committed to working alongside statutory safeguarding organisations to ensure that children and young people can benefit from engaging in football in a safe and secure environment.

Build

In demonstrating our commitment to providing a safe and enjoyable environment for children and young people to participate in affiliated football, the Irish FA will review existing safeguarding policies and procedures that must be applied across all affiliated bodies in the provision of youth football.

This will ensure a shared understanding of responsibility and consistency across all aspects of youth football. Ensuring appropriate structures and educating staff and volunteers is vital to ensure the protection of the rights of children and young people playing football and preventing and responding to any form of harm or abuse.

Progress

Existing Irish FA Safeguarding Children and Young People in Football Policy and Procedures will be updated and communicated to all affiliated bodies responsible for the provision of football to children and young people.

Articles of Association will be updated to reflect all parties' responsibility to adhere to safeguarding policies and procedures and apply them throughout their organisation.

Safeguarding education and training will be reviewed to reflect the updated policy version. All volunteers involved in regular contact with children and young people in the delivery of affiliated youth football must attend safeguarding training specific to their role. Designated Child Safeguarding Officers will also participate in training outlining clubs'/organisations' roles and responsibilities in terms of ensuring adequate safeguards are in place.

Impact

The application of safeguarding policies and procedures is vital to creating a safe and enjoyable environment for children and young people to participate in football at any level.

Communicating this to all stakeholders, raising awareness about good practices and how to report concerns will ensure children and young people achieve their full potential and enjoy the physical and mental health benefits of football.

Coaches and volunteers will be better equipped to address and/or report any concerns they have about the safety and welfare of children and young people in their care.

Goal 2 - Key Performance Indicators

| TOPIC | TARGETS | KPIs | TIME |
|---|--|---|---|
| Child and Youth Protection | Implementation of updated Safeguarding Policy and Procedures for affiliated football | Policy document accessible Updated Articles of Association | First quarter 2023 June 2023 |
| | Increased participation in DCSO training | 100 clubs to have attended DCSO | 2023 |
| | Increased participation in safeguarding training for youth football coaches | Upwards of 1000 participants in Irish FA safeguarding training | 2023 |
| Review safeguarding policy framework for all clubs, leagues and affiliated bodies. | Implementation of updated Safeguarding Policy and Procedures for affiliated football | Articles of Association will be reviewed and updated, ensuring clubs, leagues and affiliated bodies are aware of their safeguarding responsibilities Policy document will be disseminated throughout youth football in a range of formats suitable to each organisation | First quarter 2023 June 2023 |
| | Education and Awareness Raising | Develop the knowledge and skills of designated Children's Safeguarding Officers to support them in their role Update safeguarding training for youth football coaches in line with policy review Provide safeguarding training to youth football referees across Northern Ireland | 100 club representatives to participate in safeguarding training for DCSOs across youth football Seek formal feedback from existing DCSOs on their experience within the role Implement local support networks for DCSOs (in addition to training) ensuring the Irish FA can remain responsive to their needs and support this role Upwards of 1000 participants in Irish FA safeguarding training Aim to deliver training to 200 youth football referees |

| TOPIC | TARGETS | KPIs | TIME |
|---|--|--|------------------|
| Engage in awareness-raising campaigns to encourage a more positive environment for children and young people to participate in youth football | Engage in a social media campaign to support Anti-Bullying Week | Provision of relevant information to youth football clubs ensuring they are aware of the impact of bullying, can respond to concerns and establish positive behaviour in their clubs | Second half 2023 |
| | Engage in a social media campaign to raise awareness and understanding of the importance of positive parent/guardian behaviour in youth football while raising awareness around appropriately reporting concerns | Provision of relevant information to youth football clubs around a 'Parents in Sport' campaign | Second half 2023 |



Equality and Inclusivity



Introduction

The Irish Football Association believes in the Football For All philosophy. We have a dedicated workforce within the Foundation that creates and develops programmes that anyone can access irrespective of age, sex, gender, race, religion or ability. The Irish Football Association has created specific roles to oversee the development of opportunities in disability and girls' and women's football across Northern Ireland.

Build

We will build on the foundations already in place across Northern Ireland to make football accessible, equitable and inclusive.

Accessibility

Our work in Football For All already reaches a wide audience through a variety of programmes in special education, disability organisations, football clubs and impairment-specific opportunities.

There remain gaps in provision across Northern Ireland and we aim to target areas of need by empowering more clubs to provide opportunities to those with a disability, girls and women and LGBTQ+ to become more inclusive and accessible.

Advocacy

The Irish FA is an inclusive organisation and we have appointed key employees to promote equal opportunities for all sections of the community.

Equitable Inclusion

The Irish FA will provide education and support to all schools, clubs and relevant stakeholders so that all programmes provided are impartial, fair and accessible to all when possible.

We want everyone to feel part of all our programmes whether it be in school, at a club, or in recreation football.

Impact

We aim to empower schools, clubs and the community to provide best practice opportunities to everyone.

1 Influencing clubs

We will lead our member clubs to provide opportunities for everyone. This will include the areas of facilities, coach education, implementation of the practice, equipment, upskilling volunteers and mentor support.

2 Improvements to accessible technology

Training will be provided through accessible resources such as e-learning content and downloadable informative resources. The Irish FA website will be an essential resource as we aim to increase knowledge and understanding for all.

3 Increased engagement with other national associations/federations

We will continue to share ideas and strategic planning, and continue to explore ways in which clubs and representative squads can compete in UEFA competitions.

Goal 3 - Key Performance Indicators

| TOPIC | TARGETS | KPIs | TIME |
|---|---|---|------------------|
| Football For All Abilities | Establish a new disability section in clubs | 53 clubs providing opportunities in 2022 to 65 clubs | 2027 |
| Increase participation | Develop an introduction to football for girls aged 4-7 | Create one Shooting Stars programme per hub | 2025 |
| Support current clubs by providing opportunities | Develop school and club league and cup competitions | 28 senior teams in 2022 to 40 senior teams by 2027 | 2027 |
| Develop competitive opportunities | Grow participation in small-sided games centres | One girls-only centre in each council area | 2027 |
| Coach education | Delivery of IFA Level 1 Coaching Disabled Footballers Award | 30 per year | 2027 |
| | Increase the number of female NCC coaches | 80 per year | 2027 |
| Disability access | Increase engagement with disability/accessibility | Involve fan groups and local disability organisations in accessibility focus groups | 2025 |
| Refugee Support | Development of weekly league | Run a six-team weekly league over 10 weeks | Ongoing annually |
| Diversity Mark | Working to gain the Diversity Mark accreditation as we are committed to building a more diverse and inclusive workplace for all | To gain Bronze Award | 2023 |



Anti -Racism & Anti-Sectarianism



Introduction

The Irish FA launched the 'Football For All' campaign over 20 years ago, to tackle sectarianism at international games. This later evolved to become central to the Irish FA vision statement.

The Association aims to create a fun, safe and inclusive culture throughout all levels of football. Through our 'Football For All' ethos, we are committed to using football as a vehicle to tackle sectarianism and racism within our communities.



Build

The Irish FA builds on the foundations of the Football for All ethos to create a fun, safe and inclusive environment to promote anti-sectarian and anti-racism messages of inclusion through:

Communication

The Irish FA condemns racism and sectarianism in all its forms. The Association has worked tirelessly to promote respect across the game – and the essential value of football as a sport open to all. The ‘Sea of Green’ was a fan-driven campaign that is now embedded in the match day experience as a positive celebration of the Northern Ireland football identity. In keeping with the Football for All ethos the Association has supported campaigns such as Show Racism the Red Card and social media campaigns to highlight, raise awareness and show solidarity with victims and demonstrate our support to anyone receiving racist abuse.

Education

We have created and delivered various anti-sectarian and anti-racism education programmes and recourses to build the capacity of our staff, volunteers, fans, education centres and community groups. We have delivered training to staff and volunteers to enable them to deliver and promote Football For All training to tackle sectarianism and racism in clubs, community groups and school settings. We deliver programmes for young people and young adults at risk from paramilitarism and/or organised crime in both custodial settings and community settings, in partnership with community stakeholders.

Support

Through partnership and collaboration with various grassroots, domestic and international organisations and initiatives, the Irish FA works with clubs and community organisations to promote a strong message of inclusion through joint programmes, seminars and respect campaigns tackling racism and sectarianism.

Progress

Existing Irish FA policies and procedures addressing sectarianism and racism will be updated and communicated to all stakeholders. Campaigns will be created in collaboration with clubs, associations and other sports to promote anti-sectarianism and anti-racism.

We are committed to building the capacity of our staff, volunteers, fans, education centres and community groups. We aim to develop and deliver training to staff and volunteers which enables them to deliver and promote Football For All training to tackle sectarianism and racism in clubs, community groups and school settings, ensuring contemporary local and international issues are included as we constantly evolve and develop our programmes. These include:

Everyone's Game

Across the year we deliver 48 workshops across Northern Ireland to educate on issues around racism.

Common Ground

Across the year we deliver 37 workshops across Northern Ireland to educate on issues around sectarianism.

Developing further partnerships and collaboration with various grassroots, domestic and international organisations and initiatives, the Irish FA works with clubs and community organisations to promote a strong message of inclusion through joint programmes, seminars and respect campaigns tackling racism and sectarianism.

Impact

1 Influencing our stakeholders

Through the Football For All ethos, we aim to create a fun, safe and inclusive culture throughout all levels of football by working with partners, schools, clubs and the community to tackle racism and sectarianism in Northern Ireland.

2 Accessible resources

We will provide accessible resources together with in-person and e-learning courses to tackle sectarianism and racism. The Irish FA website will be an essential resource as we aim to increase knowledge and understanding for all.

3 Increased collaboration with sports governing bodies and national associations

We will continue to share knowledge and ideas, and work with partners to develop strategies to tackle sectarianism and racism.

Goal 4 - Key Performance Indicators

| TOPIC | TARGETS | KPIs | TIME |
|--|---|--|--------------|
| Anti-Racism and Anti-Sectarianism | Run unique workshops around the understanding of issues of racism, discrimination, equality and diversity. This is through our Everyone's Game workshop | 48 workshops per year At least two workshops in each council area | 2023-ongoing |
| | Run unique workshops around the understanding of what is sectarianism and its impact on society | 37 workshops per year At least two workshops in each council area | 2023-ongoing |
| | Increased engagement with member clubs | Support clubs to develop/improve and implement policies to tackle racism and sectarianism | Ongoing |
| | Through the Connect programme, bring different sections of the community together for a good relations project | Run 5-7 Connect programmes per year across Northern Ireland engaging with different groups | 2023-ongoing |
| | Provide good relation sessions and tournaments throughout the year | Provide 2-3 tournaments per year and sessions for a range of groups | 2023-ongoing |



Environment

Introduction

Although a relatively new area for the Association, positive foundations are being put in place as we pursue a healthy future for our communities and environment. We will commit to the UN Sport for Climate Action Framework and Responsible Business Network NI, to support our carbon emissions targets.

Using UEFA's four identified areas of environmental sustainability and related guidelines, we will create programmes and targets for each.



Build

There is already some unique and pioneering work being carried out by the Association and we will build on the foundations already in place:

Circular Economy – We previously recycled used football kits and equipment. This will become a more formalised process and will be extended to clubs. We will apply sustainability considerations to all purchases.

Climate and Advocacy – We have joined with other sporting organisations to pledge support in this area through the UN Sport for Climate Action Framework and the Climate Action Pledge for the Responsible Business framework.

Event Sustainability – All waste at the stadium is collected, sorted and recycled by our recycling partner. Currently, 57% of waste is recovered, 41% is recycled and 2% goes to landfill. We will look to improve these figures.

Progress

Circular Economy – We will implement a programme within the Association that ensures all kit and equipment is reused for as long as possible, passing older kit to our community programmes delivered by the Foundation.

Climate and Advocacy – We will develop a baseline figure for our carbon footprint using UEFA's calculator. We will use our recently purchased utilities management system to ensure that we are using all utilities as efficiently as possible. We will formalise the use of online meetings as the preferred method for meeting where more than one person is travelling to the meeting.

Event Sustainability – We will work with our partners to ensure there are no single-use plastics at our events. We will develop a sustainability action plan for all events delivered throughout Northern Ireland by the Association which will ensure that sustainability will be at the heart of everything we do. Sustainable transport for fans will be an integral part of our action plan.

Infrastructure Sustainability – We will undertake a review of the floodlighting system at the stadium with a view to moving to LED lighting when possible. We will continue to investigate the installation of solar panels at the stadium. We will continue to work with Electric Ireland to use greener energy resources. The new National Training Centre will be a model of good practice and externally verified with science-based validation through BREEAM.

Infrastructure Sustainability

We have a number of environmental sustainability measures currently in place at the National Football Stadium at Windsor Park.

Rainwater Harvesting

All rain falling on the roofs of the stadium grandstands, and from some of the hard surface areas in the stadium, is harvested. From there it is pumped into the grey water system which supplies all the water used in toilets throughout the stadium.

Bore Hole

All the water used by the stadium pitch irrigation system is drawn through a collection tank which is supplied solely from a bore hole located just outside the stadium.

Air Handling System

The Air Handling System not only controls the quality of the air supply but also recaptures 30% of the heat it generates and recycles this heat.

Heating

The stadium heat is set on a variable temperature basis which self-adjusts in accordance with the outside temperature. This ensures that the boilers are not delivering temperatures which are beyond need.

Lighting

The lights in many areas of the stadium are activated by motion sensors and timers thereby ensuring that they are not left on when not required.

Electricity

The Irish FA electricity supplier is Electric Ireland who are currently supplying electricity with only 2.4% sourced from fossil fuels. Renewable sources make up an impressive 47.9% of their supply.



Impact

We will identify and act on the areas where football can drive the biggest positive impact for Northern Ireland's people and its environment.

1 Influencing clubs

We will be a champion for our member clubs to ensure a healthier and more environmentally supportive future. We will help senior clubs develop their own FSR plan and produce an easy guide for all clubs to develop sustainability as an action for this strategic plan. We will proactively include this as part of our People and Clubs criteria and provide templates to assist and promote the area within clubs.

2 Climate and community support

The Irish FA and clubs will support local communities to make their transition to a more carbon-friendly world to improve the lives of our fans – particularly those most affected and least equipped to take action.

3 Scope F

We can scale our impact exponentially by inspiring the football family to make better behavioural choices. We will move on to our Scope 1,2 and 3 GHG emissions but we will also make a greater impact by influencing the Green and White Army in their personal lives with programmes and projects to **Go Green For Your Team**.

We will use our influence to communicate with the football family to encourage greener alternatives in daily life to make the greatest impact on sustainability.

4 Partnership and collaboration

We will work alongside all our corporate sponsors and suppliers who must show they are taking meaningful action around the climate crisis and related social sustainability issues. The Irish FA can shape mutually beneficial opportunities and collaborative assets.

5 Sustainable thinking

We will embed sustainability considerations in all of the Irish FA's major decision-making processes and across the breadth of the Association's work and actions. This will have a transformative impact. We will source locally where appropriate and consciously choose delivery options with the lowest impact by implementing a proactive approach.

Scope 1 is our use of gas to heat the stadium and diesel for our fleet vans. We will have a baseline of the usage and mileage. We will reduce our usage as much as possible with a move to electric vehicles in the medium term.

Scope 2 is our use of electricity at the stadium. This will be closely monitored with the new management system to reduce usage.

Scope 3 will measure a range of areas:

Waste

We will measure the amount of waste created at the stadium and, working with our waste partners, ensure that the lowest possible percentage goes to landfill.

Water

We will continue to collect rainwater and use the borehole to ensure we use as little mains water as possible. We will also explore other new methods of using less water.

Employee commuting

We will look to reduce this through bike to work and work from home schemes.

Business travel

This will be reviewed and reduced alongside measuring and reducing the waste generated in our operations. We will measure the baseline of our air travel and review the processes around offsetting this carbon footprint.

Suppliers

We will work alongside all our suppliers and collect the relevant data for food waste and kit/equipment supplies.

Sustainability is everything we do



Goal 5 - Key Performance Indicators

We will establish a Board subcommittee responsible for the development and delivery of the Sustainability Strategy with a particular focus on environmental action.

The targets below are the main headlines of the Environmental Action Plan which will have detailed KPIs in all four environmental action areas.

| TOPIC | TARGETS | KPIs | TIME |
|--------------------------------------|---|--|------------------|
| Circular Economy | Introduce a new circular economy programme each year | Develop circular economy programmes to engage clubs and fans | Ongoing annually |
| Climate and Advocacy | Sign UN Sport For Climate Action Framework and Responsible Business Network NI | Board approval to sign up to environmental targets | 2023 |
| | Cut greenhouse gas emissions by at least 50% | Calculate a baseline and put processes in place to reduce emissions | 2030 |
| | Club sustainability programmes | We will produce guidelines for all clubs to enable them to become more sustainable | 2025 |
| Event Sustainability | Zero plastic waste and food waste at stadium events | Work with suppliers to ensure zero plastic waste and with local charities to ensure no food waste | 2023 |
| | Promote sustainable modes of travel | Work with transport partners to include reduced fares with match tickets and Park and Ride schemes | 2025 |
| Infrastructure Sustainability | Investigate and implement further sustainability measures at the National Stadium | One project per year to reduce carbon footprint and improve energy efficiency | 2030 |
| | Annual measurement of carbon footprint | We will engage with experts to measure our progress in producing transparent reports | 2024 |