

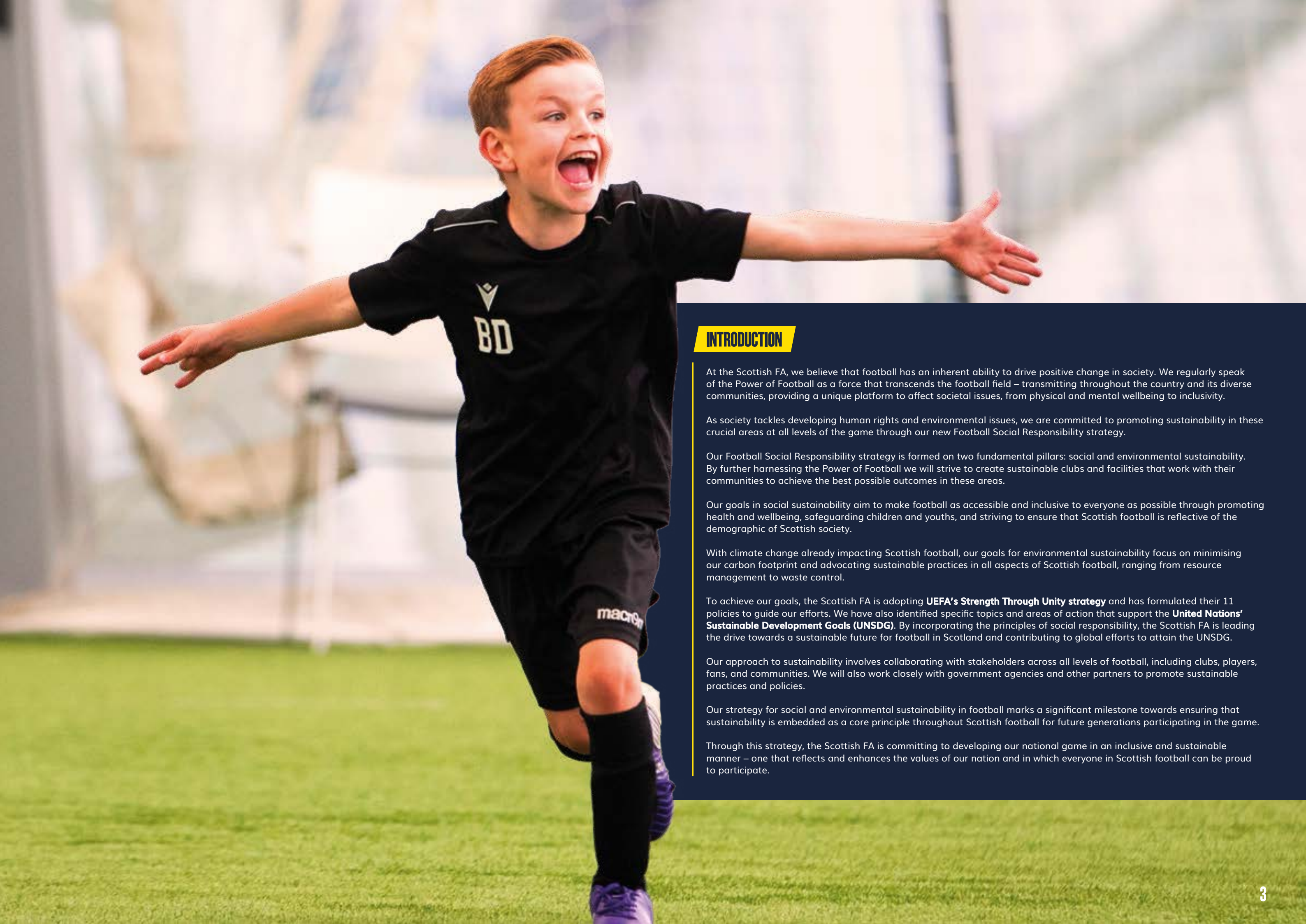
**SCOTTISH FA**

# **FOOTBALL SOCIAL RESPONSIBILITY**

**2023/26**



**Believe in  
the power  
of football**



## INTRODUCTION

At the Scottish FA, we believe that football has an inherent ability to drive positive change in society. We regularly speak of the Power of Football as a force that transcends the football field – transmitting throughout the country and its diverse communities, providing a unique platform to affect societal issues, from physical and mental wellbeing to inclusivity.

As society tackles developing human rights and environmental issues, we are committed to promoting sustainability in these crucial areas at all levels of the game through our new Football Social Responsibility strategy.

Our Football Social Responsibility strategy is formed on two fundamental pillars: social and environmental sustainability. By further harnessing the Power of Football we will strive to create sustainable clubs and facilities that work with their communities to achieve the best possible outcomes in these areas.

Our goals in social sustainability aim to make football as accessible and inclusive to everyone as possible through promoting health and wellbeing, safeguarding children and youths, and striving to ensure that Scottish football is reflective of the demographic of Scottish society.

With climate change already impacting Scottish football, our goals for environmental sustainability focus on minimising our carbon footprint and advocating sustainable practices in all aspects of Scottish football, ranging from resource management to waste control.

To achieve our goals, the Scottish FA is adopting **UEFA's Strength Through Unity strategy** and has formulated their 11 policies to guide our efforts. We have also identified specific topics and areas of action that support the **United Nations' Sustainable Development Goals (UNSDG)**. By incorporating the principles of social responsibility, the Scottish FA is leading the drive towards a sustainable future for football in Scotland and contributing to global efforts to attain the UNSDG.

Our approach to sustainability involves collaborating with stakeholders across all levels of football, including clubs, players, fans, and communities. We will also work closely with government agencies and other partners to promote sustainable practices and policies.

Our strategy for social and environmental sustainability in football marks a significant milestone towards ensuring that sustainability is embedded as a core principle throughout Scottish football for future generations participating in the game.

Through this strategy, the Scottish FA is committing to developing our national game in an inclusive and sustainable manner – one that reflects and enhances the values of our nation and in which everyone in Scottish football can be proud to participate.

# POLICY AREAS

# IMPACT OF FOOTBALL/

## HUMAN RIGHTS/SOCIAL

- / Anti Discrimination
- / Child & Youth Protection
- / Equality & Inclusion
- / Football for All Abilities
- / Health & Wellbeing
- / Refugee Support
- / Solidarity & Rights

## ENVIRONMENTAL

- / Circular Economy
- / Climate & Advocacy
- / Event Sustainability
- / Infrastructure Sustainability

## UEFA STRENGTH THROUGH UNITY

UEFA 's Strength through Unity' strategy is formulated around 11 policies, each supported by a 2030 ambition, targets and KPIs, and will be implemented in five areas of action: UEFA as an internal organisation, UEFA events, UEFA members, the football ecosystem, and partners and society, which includes groups such as sponsors, fans and global institutions.



# SUSTAINABLE DEVELOPMENT

# GOALS/



## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.



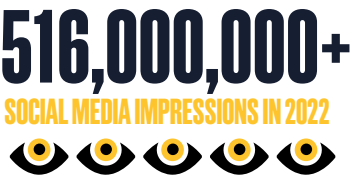
# SCOTTISH FOOTBALL IN NUMBERS/

## SCOTTISH FOOTBALL HAS SIGNIFICANT REACH AND SCALE AS WELL AS A NETWORK OF CLUBS EMBEDDED WITHIN THEIR COMMUNITIES

The network of football throughout Scotland is vast: the country's number one sport boasts more than 2,500 clubs nationwide, more than 150,000 registered players, and a further 50,000 coaches and volunteers. If the number of parents, fans, and influencers in the local community is taken into consideration, the Scottish FA estimate that football clubs' impact more than 900,000 people on a weekly basis.

Scotland has some of the best community football clubs in Europe – organisations that are deep rooted in their community, helping to support players, coaches, volunteers and parents. Our clubs play a vital role within society and are often the 'glue' that connects communities far beyond other statutory and non-statutory organisations. The breadth and diversity of the communities that these clubs service is considerable, and many operate within areas of significant deprivation.

The reach of the Scottish FA's work impacts both on and off the pitch, engaging a global, national, and local audience online. These numbers underscore football's cultural importance, securing its enduring relevance in the digital era and within communities across the country.





# POLICIES 1-7 RESPECT HUMAN RIGHTS

The Scottish FA's Social Responsibility Strategy adopts UEFA's 'Strength Through Unity' approach, that focuses on promoting positive social change and creating a more inclusive and equitable society, while also respecting human rights. By working together with stakeholders across the football community, the Scottish FA aims to leverage the influence and reach of football to create a more inclusive and equitable society for all.



  
h Mental Health  
& Wellbeing League

  
Scottish Mental Health  
& Wellbeing League

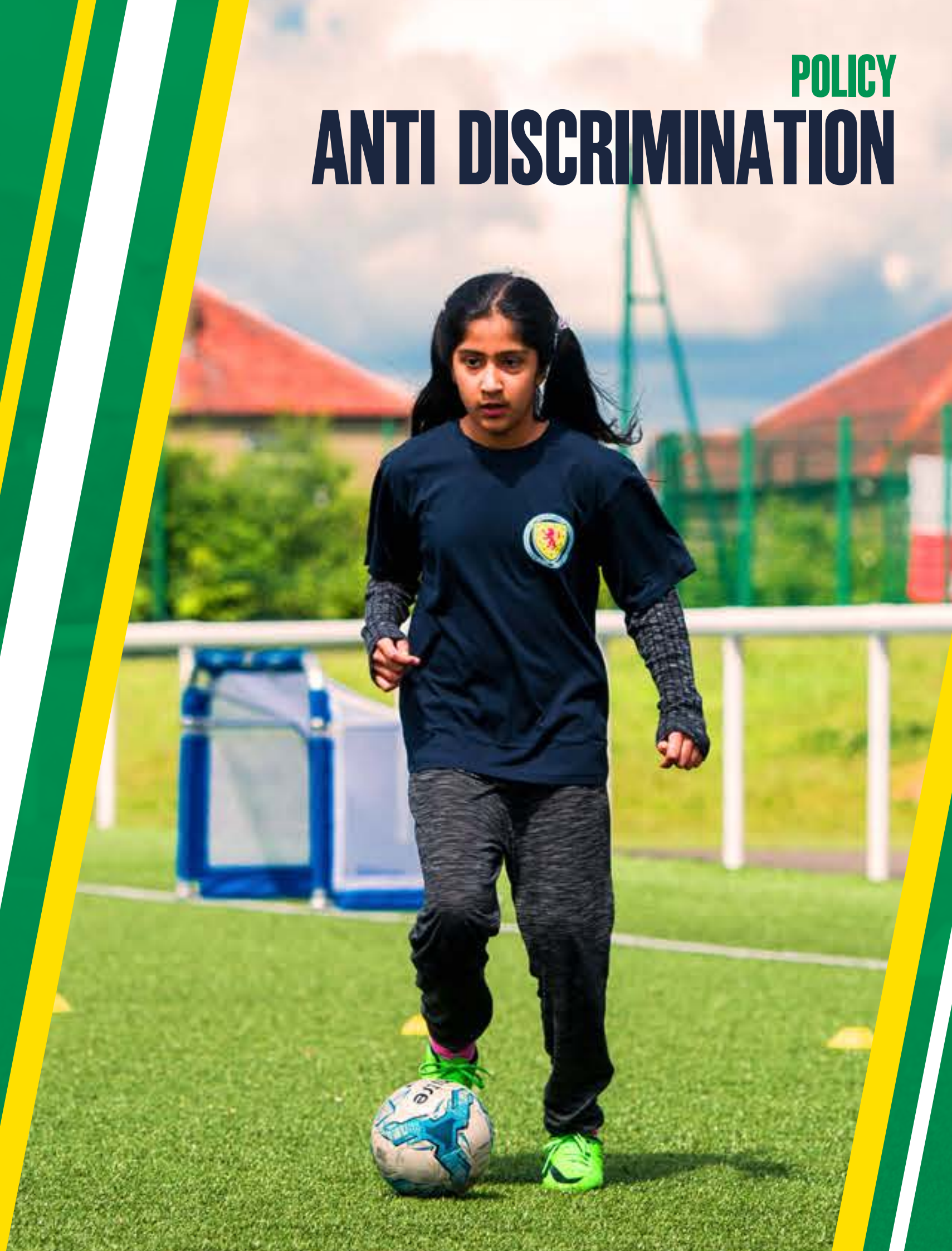
  
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# **POLICY** **ANTI DISCRIMINATION**



**THE SCOTTISH FA IS FULLY COMMITTED TO PROMOTING EQUAL OPPORTUNITIES FOR ALL. THIS COMMITMENT IS CARRIED OUT THROUGH THE PRINCIPLES OF EQUALITY THAT THE SCOTTISH FA EMBRACES; FAIRNESS, JUSTICE, RESPECT, INCLUSION AND THE REMOVAL OF BARRIERS. THESE PRINCIPLES UNDERPIN EVERY ASPECT OF OUR WORK, INCLUDING OPERATIONAL AND STRATEGIC DEVELOPMENT AND DELIVERY AND DECISION MAKING.**





# ANTI DISCRIMINATION /

## TOPICS

- / Lead
- / Inspire
- / Educate
- / Grow

## AMBITION

The Scottish FA aims to provide an inclusive game for every individual and help to remove all barriers to playing our national game. We aim to work with Government and key stakeholders to help better understand the demographic profile of Scottish football and ensure it is reflective and representative of our diverse Scottish communities.

## EXISTING INITIATIVES

- / We work together with LEAP Sport Scotland to implement the Football vs Homophobia Strategy. This strategy aims to address the various obstacles faced by lesbian, gay, bisexual, transgender, and intersex (LGBTI+) individuals in Scottish football, fostering inclusivity and equality. By developing policies, enhancing educational resources, and improving communication, we strive to overcome societal, cultural, institutional, and personal barriers. Our Football vs Homophobia steering group holds regular meetings to ensure that our initiatives are shaped by the insights and experiences of LGBTI+ community members involved in football
- / The Scottish FA deliver a video series named “The Power of Football”, focusing on sharing diverse and inspiring stories from throughout the game, primarily focused on highlighting under-represented groups and encouraging these communities to engage in football
- / We are developing a culture of inclusion and anti-discrimination in the grassroots game by embedding our Football Unites eLearning series in the coach education pathway
- / The Scottish FA Grassroots Discrimination Reporting Online Tool allows any form of discrimination within Scottish grassroots football to be reported and investigated effectively. The tool also enables the Scottish FA to monitor potential high-risk areas as well as educational needs within the Scottish game

TOPICS	TARGETS	OUTCOMES	TIMINGS & DIFFICULTY*	UN SDG LINK
Lead	Lead by example in implementing diversity and inclusion practice	The Scottish FA, and all our member clubs have embedded equality diversity and inclusion policies, and circulate those policies to stakeholders with clear information on anti-discrimination  Diversity and Inclusion to be embedded in Scottish Football	M3	1,3,5,10,16,17
Inspire	Inspire individuals and members to view the power of football within diversity and inclusion	Increased number of recreational players, coaches, and referees from underrepresented groups  Use inspiring stories to break down barriers for people from underrepresented groups to participate in football	L5	1,3,4,5,10,16,17
Educate	Educate the Scottish game on improving the footballing diversity and inclusion environment	Increased number of coaches, players, referees, and club staff who undertake e-learning training courses via the Scottish FA coach education pathway  Deliver a range of education courses to the Scottish Football ecosystem, to reduce discrimination	M4	3,4,5,10,16,17
Grow	Grow the diverse representation within Scottish Football	Increased number of recreational players, coaches, and referees from underrepresented groups  Improve both the offering and access for underrepresented groups to engage with football	L5	1,3,5,10

\*TIMING S= SHORT / M= MEDIUM / L= LONG TERM DIFFICULTY FROM 1 (LOWEST) TO 5 (HIGHEST)

## MOVING FORWARD

- We are committed to collaborating with our partners to implement the Football vs Homophobia strategy, which involves various initiatives. One such initiative is the development of customised education programs that will be implemented throughout Scottish Football. Additionally, we aim to enhance the visibility of LGBTI+ champions and allies through our communication efforts.
- To promote inclusion and education, we will use our unique 'Learning through Football' platform, which utilises football as a tool for learning. This platform specifically targets primary schools across Scotland and features tailor-made modules that address important topics such as combating LGBTI+ phobia, as well as addressing issues related to race and racism.

**POLICY**  
**CHILD & YOUTH  
PROTECTION**



**CHILDREN ARE THE PRIORITY. WE LEAD WITH  
CONFIDENCE TAKING RESPONSIBILITY TO CREATE  
A CULTURE OF SAFETY AND WELLBEING. WE  
EMPOWER CHILDREN THROUGH ACTIVE  
PROMOTION OF THEIR RIGHTS.**





# CHILD AND YOUTH PROTECTION /

## TOPICS

- / Lead
- / Educate
- / Grow

## AMBITION

Children flourish because we put their safety, wellbeing, rights and enjoyment at the heart of every level of Scottish football.

## EXISTING INITIATIVES

- / In collaboration with partners, we are embedding our Child Wellbeing and Protection policy and systems framework consistently across Scottish football, through learning events, regular network meetings and the publication of practice notes and toolkits
- / We are working in partnership with children and young people to make decisions together on the issues that affect them, through our Youth Ambassador of Change programme, our national research project and regular consultation with Performance School pupils

- / We are creating a culture of learning and development across Scottish football, raising awareness of child wellbeing and protection through our programme of learning events, publication of resources and evaluation of our training
- / We are implementing a child wellbeing and protection quality assurance framework for Scottish football that incorporates self-evaluation, audit and monitoring
- / We are reinforcing accountability systems for the protection of children and young people, ensuring that they are clearly defined and transparent



## MOVING FORWARD

- / We will work with partners to create, implement and evaluate policies, protocols and toolkits to safeguard children and young people and promote their wellbeing
- / We will lead, develop and support our members and Scottish FA staff to create a culture of children's rights
- / We will create, deliver and evaluate a programme of child wellbeing and protection learning and development for key roles across Scottish football in line with the Learning and Development Framework
- / We will support and challenge ourselves and members through a clear process of audit, assessment and support
- / We will promote our values across the work of the Scottish FA and its membership

TOPICS	TARGETS	OUTCOMES	TIMINGS & DIFFICULTY*	UN SDG LINK
Lead	Scottish football is a safe environment for children and young people where their wellbeing is promoted	Everyone involved in football has increased levels of confidence and knowledge about what to do to keep children safe and how to protect and promote their rights and wellbeing  Increase in levels of children and young people who feel safe, healthy, achieving, nurtured, active, respected, responsible and included through their involvement in Scottish football	M3	16
	Scottish football demonstrates strong leadership and takes responsibility for the wellbeing and protection of children and young people	Responsibility for child wellbeing and protection is visible and prioritised at all levels of Scottish football	L4	16
	Scottish football has a robust system of monitoring compliance with wellbeing and protection standards	Improvement or establishment of systems to support quality assurance	L3	16
Educate	Everyone in Scottish football is informed, educated, confident and aware of their responsibilities to children and young people	Increased levels of confidence and knowledge about what to do to keep children safe and how to protect and promote their rights and wellbeing	M3	16
Grow	Children and young people are active partners in matters that affect them	Establishment of structures to support children and young people participating across all levels of Scottish football  Increase in levels of children and young people who feel that they make a meaningful contribution to decisions that affect them	L3	16

\*TIMING S=SHORT/M=MEDIUM/L=LONG TERM DIFFICULTY FROM 1 (LOWEST) TO 5 (HIGHEST)

**POLICY**

# EQUALITY & INCLUSION



**EQUALITY AND INCLUSION ENSURES EVERYONE HAS THE OPPORTUNITY TO PARTICIPATE IN FOOTBALL AND THAT NO INDIVIDUAL SHOULD BE DISCRIMINATED AGAINST. SCOTTISH FOOTBALL SHOULD BE REPRESENTATIVE AND REFLECTIVE OF THE DEMOGRAPHIC OF SCOTLAND AT ALL LEVELS.**





TOPICS

- / Lead
- / Inspire
- / Educate
- / Grow

AMBITION

There are no barriers to participate and access football in Scotland.

EXISTING INITIATIVES

- / Creation of an Equality, Diversity and Inclusion Advisory Board (EDIAB) to embed diverse voices from stakeholders and partners in our decision-making processes. This board includes protected seats for partner organisation who specialise in ED&I topics with different underrepresented communities

/ Delivery of the Football Unites E-Learning series via the Scottish FA coach education pathway. With mandatory equalities training for staff at clubs built into our club licensing system

/ Hampden Park is the home of our Women's National Team and Women's Scottish Cup Semi-Finals and Final

/ We currently deliver bespoke female only level 1 coach education courses online; these online offerings have allowed female coaches from across the country to start and continue to learn and develop

/ UEFA Coach Development Programme for Women has financially supported our talented female coaches to complete UEFA A , B and C licence courses. The aim is to increase the number of UEFA-licensed female coaches working in the game at all levels, from coaching elite clubs and national teams to inspiring the next generation of girls at grassroots level
- / UEFA Mentor Programme for Female Coaches: Our talented female coaches who hold a UEFA A or Pro Licence Diploma are given the possibility and encouragement to move forward in their careers. The mentees enjoy privileged access to information, guidance and advice which provide them with useful tools to elevate their coaching careers

/ We invest into grassroots community football clubs to provide a person centred and inspiring football participation offering that supports the Scottish Governments Active Scotland Outcomes Framework. Programmes such as walking football, women's recreational activity, over35s, veterans' football and children and youth drop-in sessions all encourage and enable the inactive or active to stay active throughout their lives

/ Our sponsored programmes such as Disney Playmakers and Fun Football deliver a diverse player offering. The club based recreational opportunities complement our existing traditional match play activity

MOVING FORWARD

We will continue to work with our Equality, Diversity and Inclusion Advisory Board to embed the principles of equality in everything we do and to achieve our ambition that Scottish football is representative & reflective of the demographic of Scotland.

TOPICS	TARGETS	OUTCOMES	TIMINGS & DIFFICULTY*	UN SDG LINK
Lead	Equality and Inclusion is appropriately represented across all areas of football	Improved representation across all key decision-making bodies  Empower female leadership across all level of the games  Clubs access an enhanced licensing system that improves and raises standards across the women's game  Scottish FA work in conjunction with SWPL and other stakeholders to elevate women's football at an elite level	L4	4,5,8, 10,11 17
	Work with diversity and inclusion stakeholders to ensure messaging is received by diverse groups	Diverse voices from stakeholders and partners are embedded in our Equality Diversity and Inclusion Advisory Board  The Scottish FA utilises the EDIAB to ensure that decision making fully incorporates the views & experiences of underrepresented groups	M3	4,5,8 10,11 17
Inspire	Our game is valued by stakeholders and the general public	Marketing and communication strategies are used to reach new audiences  Deliver the Girls' and Women's Marketing and Communication Plan  Role models are used to grow all areas of our game  Hampden Park is the home of our Women's National Team and Scottish Cup Finals	S2	3,5,10, 17
Educate	Underrepresented groups are fully integrated into the coaching workforce	Increased number of qualified coaches and volunteers from underrepresented groups  Increased number of female leaders and coaches in the game  The creation of a Scottish FA mentor programme targeting female coaches at UEFA C Licence level and above.	L4	4,5,8 10,17
	Scottish clubs and member organisations are educated on areas of diversity and inclusion	A range of education courses are delivered to the Scottish Football ecosystem, to increase understanding of principles of Equality, Diversity and Inclusion  Increased number of coaches, players, referees, and club staff who undertake e-learning training courses via the Scottish FA coach education pathway	M3	4,5,8 10,17
Grow	Football is accessible to all demographics	Increased number of recreational players, coaches and referees from underrepresented groups  Improved recreational player offering  Support clubs to grow capacity and become reflective of their community  Improved playing opportunities for girls' & women  Clubs are supported to create a positive environment for all members	L4	3,5,10, 17

\*TIMING S=SHORT/M=MEDIUM/L=LONG TERM DIFFICULTY FROM 1 (LOWEST) TO 5 (HIGHEST)

**POLICY**

# **FOOTBALL FOR ALL ABILITIES**



**ENSURE THAT THE GAME, ENVIRONMENT AND  
INFRASTRUCTURE OF SCOTTISH FOOTBALL IS  
ACCESSIBLE AND INCLUSIVE FOR ALL, REGARDLESS  
OF ABILITY OR CIRCUMSTANCE.**





# FOOTBALL FOR ALL ABILITIES /

## TOPICS

- / Lead
- / Inspire
- / Educate
- / Grow

## AMBITION

Create an environment in which there are no physical or societal barriers to play, participate or spectate in Scottish Football.

## EXISTING INITIATIVES

/ Work with key stakeholders, including Scottish Para Football (the world's first dedicated Affiliated National Association), to grow and develop para football across the country

/ Inclusion of Para Football in the Grassroots Strategy – Football for All 2022-2025 - with commitment to support the creation of a Para-Football Strategy

/ Use of national and regional media platforms to increase visibility, awareness and recognition of para-football disciplines and champion the rights of the para community

/ Contributing to partnerships and sharing best practice as part of the UEFA disability grassroots football programme

/ Empowering and enabling clubs to lead on para football programmes through targeted investment and support from regional Scottish FA staff

## MOVING FORWARD

We will continue to work in collaboration with Scottish Para Football including supporting the development of the Scottish Para Football strategy, while supporting clubs through targeted investment and updated para football specific coach education.



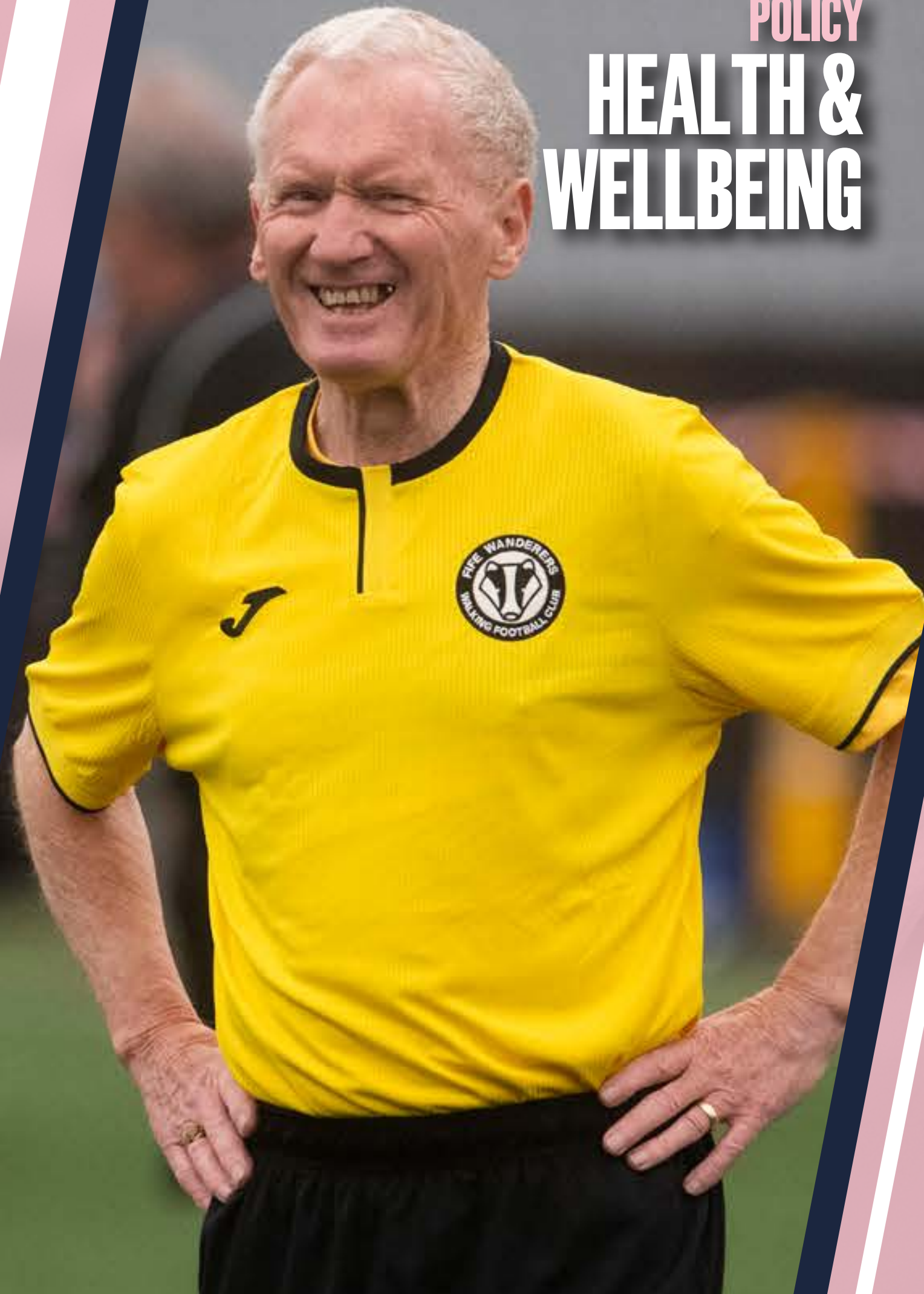
TOPICS	TARGETS	OUTCOMES	TIMINGS & DIFFICULTY*	UN SDG LINK
Lead	Review all existing policies, procedures and regulatory structures to create a 'good governance framework' for implementation across the game	A consistent, fair and inclusive approach to governance, suitable for all abilities at all levels of the game.  Improved transparency and understanding of regulatory functions and processes	L3	4
Inspire	Promote the existing scale of para football and highlight its growth while increasing the visibility of para football opportunities both to key stakeholders and those wishing to participate in para football	Increased research to generate data and evidence to inform and influence public perception  Para-Football provides a voice for people living with varying conditions  Role models are used to grow all areas of Para Football  The power of football is used to improve visibility and break down barriers to participation.  Para Football is represented within Scottish Football with data showing growth of the game	L3	3,10
Educate	Para football is integrated into the Coach Education curriculum	Scottish FA coach education to include updated Para Football courses  Increased training for volunteers, officials and coaches via Scottish FA education programmes and external partners  Work with key partners and stakeholders to deliver bespoke para-football education courses	S2	3,4,10,17
Grow	Eliminate barriers to participate and access football in Scotland	Improved inclusion, accessibility and empowerment for participants in all aspects of Scottish football  Increased participation through the development of new opportunities for all abilities to participate in Scottish football  Improve health and wellbeing of Scotland's para community	L3	3,5,10,17

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**POLICY**  
**HEALTH &  
WELLBEING**



**FOOTBALL CLUBS PLAY A CRUCIAL ROLE IN SUPPORTING THE HEALTH AND WELLBEING OF THEIR COMMUNITIES. THEY PROVIDE OPPORTUNITIES FOR REGULAR PHYSICAL ACTIVITY WHICH CAN IMPROVE FITNESS, REDUCE THE RISK OF CHRONIC DISEASES AND PROMOTE MENTAL HEALTH.**





TOPICS

- / Lead
- / Educate
- / Grow

AMBITION

To work closely with the Scottish government and key stakeholders to support clubs to deliver health and wellbeing outcomes within their local community. By working together, we can build a more resilient society in Scotland.

EXISTING INITIATIVES

- / The Scottish FA Football in Schools “Learning Through Football” platform support schools with projects, resources and coach education training specifically designed for teachers, providing access to football for learning and physical activity purposes. In partnership with Brain Health Scotland, we created “Learning to Keep My Brain Healthy” resource to inspire and empower young people to learn about supporting their mental health

/ Tell engaging, powerful stories about the societal benefits football brings through the Scottish FA’s Power of Football videos
- / Our partner clubs deliver recreational football sessions for children, youth and adults through Scottish FA sponsored programmes. This investment provides football for all opportunities in line with Scottish Governments key physical activity outcomes of becoming active or staying active through life

/ Scottish Football and the Wellbeing Economy Report: Commissioned report to inform policymakers about the value of football and assist them with its potential contribution to policies aimed at building a Wellbeing Economy

/ Participation in the UEFA Grow SROI model provides the Scottish FA and Scottish Government with a precise figure on football’s wider economic, health and social impact

MOVING FORWARD

Through partnership working we will support clubs to access resources, identify funding and create positive social media messages.

The Scottish FA will also encourage clubs to engage with local schools and community groups to provide opportunities for young and old people to participate in football and learn about the benefits of a healthy lifestyle.

TOPICS	TARGETS	OUTCOMES	TIMINGS & DIFFICULTY*	UN SDG LINK
Lead	Scottish FA use Social Return on Investment model to demonstrate the value of football in Scotland	SROI data is used to influence government ministers and local councillors (health, education and justice) to illustrate the impact football has on the health and wellbeing of our nation  Scottish FA use data and insights to identify community needs and programmes to support the health and wellbeing of our communities	M2	1,2,3
Educate	Increased levels of confidence and knowledge about mental health	Increased number of coaches, referees and club staff who undertake mental health in Scottish Football e-learning training courses	M2	3,4,10
Grow	Provide a person-centred, & inspiring football participation offering	Clubs work with key partners to deliver community outreach programmes to engage and promote social inclusion, which can improve overall health and wellbeing both on and off the pitch  Work with stakeholders to deliver health & wellbeing programmes via community football clubs (mental health, menopause and social prescribing)	M2	1,2,3

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# POLICY REFUGEE SUPPORT



TO OFFER OPPORTUNITIES THROUGH FOOTBALL TO UNDERREPRESENTED GROUPS INCLUDING REFUGEES, ASYLUM SEEKERS, “NEW SCOTS” AND ETHNIC MINORITIES, ENSURING THAT THE SCOTTISH FA’S CLUB NETWORK BE MORE CULTURALLY DIVERSE AND REPRESENTATIVE OF THEIR COMMUNITIES.





TOPICS

- / Lead
- / Educate
- / Grow

AMBITION

Clubs in Scotland are reflective of the demographic of their communities in terms of membership and workforce, with a specific focus on inclusion of refugees, where access to football is available to all with no barriers to participation.

EXISTING INITIATIVES

/ As part of the 2021/22 UEFA Football and Refugees Grant Scheme, the Scottish FA awarded funding to eight clubs to enable the delivery of targeted activity programmes aimed at offering football to refugees, asylum seekers, “new Scots” and ethnic minorities. This programme will also enable delivery of a “Football for All” multicultural festival, coach education for participants, digital asset production, and other efforts to increase participation within these groups

- / Through additional targeted investment from a regional and national level the Scottish FA supports clubs offering specific programmes aimed at removing barriers to participation with a particular focus on refugees
- / The Scottish FA has developed partnerships with external organisations who support refugees and asylum seekers and their integration, in turn offering support to clubs to enable participation within their football offering



MOVING FORWARD

The Scottish FA is actively seeking funding opportunities to enhance and broaden the support provided to clubs in developing programs for refugees and asylum seekers.

Alongside this initiative, the Scottish FA will continue its support for clubs already engaged in such activities by facilitating the sharing of best practices and utilising its media platforms to raise awareness and promote these efforts.

TOPICS	TARGETS	OUTCOMES	TIMINGS & DIFFICULTY*	UN SDG LINK
Lead	Clubs have structures in place to create an environment where refugees feel supported and safe	Refugees have access to football programmes and events through the Scottish FA's national club network  Clubs leaders have access to E Learning modules to enable the smooth integration of refugees into their community club  Refugees are represented in volunteer, committee, administrative and decision-making positions at clubs	L4	1,3,4,10,17
Educate	Refugees are fully integrated into the coaching workforce	Refugees are supported to complete all aspects of Scottish FA Coach Education Courses  Refugees have an increased level of confidence and knowledge after attending coach education courses  Qualified refugees delivering football programmes and events	L4	1,3,4,10,17
Grow	Member and community clubs are funded to support refugee participation in football at all levels  Clubs work with partners to ensure refugees are integrated into community clubs	Targeted investment into clubs to increase the opportunities available and remove barriers to participation     Community clubs have strong partnerships with Scottish Government Agencies, Refugee Charities, Housing Associations and other charitable bodies	M3     L4	1,3,4,10,17     1,3,4,10,17

\*TIMING S=SHORT / M=MEDIUM / L=LONG TERM DIFFICULTY FROM 1 (LOWEST) TO 5 (HIGHEST)



# SOLIDARITY & RIGHTS

“  
SOLIDARITY IN FOOTBALL REFERS TO THE COLLECTIVE SUPPORT AND UNITY AMONG PLAYERS, COMMUNITIES, CLUBS AND FANS REGARDLESS OF THEIR DIFFERENCES OR BACKGROUNDS. THE CONCEPT OF RIGHTS IN FOOTBALL RELATES TO THE RECOGNITION AND PROTECTION OF FUNDAMENTAL ENTITLEMENTS OF ALL INDIVIDUALS INVOLVED IN THE GAME, SUCH AS THEIR RIGHT TO FAIR PLAY, EQUAL OPPORTUNITIES AND RESPECT FOR THEIR DIGNITY BOTH ON AND OFF THE FIELD.





# SOLIDARITY & RIGHTS /

## TOPICS

- / Lead
- / Educate
- / Grow

## AMBITION

Scottish football is a force for positive change uniting people from diverse backgrounds and promoting equality, fairness and respect. We strive to create a football community that champions inclusivity and uses its platform to inspire social progress both on and off the pitch.

## EXISTING INITIATIVES

/ In line with Scottish Governments National Performance Framework, we seek to reduce inequalities using the power of our football clubs to deliver projects specific to the needs of their local community. The projects aim to improve educational outcomes, increase the chances of employability, improve health & wellbeing and enhance community cohesion. The CashBack for Communities programme looks to improve the local community via initiatives such as the School of Football, Go Fitba and our Volunteer Inspire Programme (VIP), all of which target disadvantage groups

/ Scotland hosted Poland in a fundraising friendly at Hampden Park – with a £10 donation from each ticket sold supporting UNICEF's humanitarian response in Ukraine. Following the match, the Scottish FA and UNICEF confirmed that £500,000 was raised

/ The Scottish FA are charity partners with Street Soccer Scotland supporting those affected by social exclusion. Street Soccer Scotland use football inspired training and personal development as a medium to empower people on their journey to change their lives. Street Soccer Scotland are the official team partner for Team Scotland, giving players experiencing homelessness and social exclusion the opportunity to play at competitions from the Homeless World Cup Foundation

/ The Scottish FA 'Grassroots Game' APP supports clubs, coaches, players, and parents in understanding rules and the "Let Them Play" ethos. Aligned with the National Grassroots Player Pathway, it ensures age-appropriate, enjoyable games fostering skill development and passion for the sport

/ Our "Positive Play" campaign centres on Scotland's youth 11-a-side players. It advocates for fair play, acknowledges clubs and schools fostering positive playing environments, and empowers players to enjoy the game freely

## MOVING FORWARD

We will engage key stakeholders to use football as an opportunity to include individuals from marginalised communities. We will take the lead in collective action to eliminate barriers to participation by influencing policy, enhancing investment, and collaborating with partners to implement anti-discrimination education within the game. Our aim is to ensure that football can be accessed and enjoyed by all.

TOPICS	TARGETS	OUTCOMES	TIMINGS & DIFFICULTY*	UN SDG LINK
Lead	Scottish Football is an open and welcoming place for everyone to participate to the best of their abilities in football	Lead by example in implementing diversity and inclusion practice, through the Football Unites Framework for Scottish Football  Everyone who wishes to, can participate in football to the best of their abilities  Inspire Individuals and members to view the power of football within diversity and inclusion	L5	1,3,4,5, 10,11, 16,17
Educate	The Scottish FA use the 'Power of Football' to engage with young people to provide routes to learning or opportunities to participate in activities that will either divert them from taking part in antisocial behaviour or involvement within the justice system	A tailored alternative education programme delivered in areas of social deprivation. Regional staff and key stakeholders will provide educational projects based at local targeted schools with routes into other related activity projects:  Create innovative learning for disengaged young people within the education setting  Deliver 'Football Champions' project for young people to gain skills in leadership, confidence and football skills  Deliver 'Football Leaders' project aimed at young people who will work on leadership, introduction to football coaching and other skills  The Volunteer Inspire Programme deliver four mandatory workshops and opportunities to gain formal qualifications to a targeted group.  Young people contribute positively to their communities	M3	1,2,3,4, 5,8,10, 16,17
Grow	Link with key stakeholders to create targeted referral routes to deliver activities and pathways for young people in schools and communities to participate at clubs	Provide football participation opportunities for young people including provision of holiday hunger projects during the school holiday periods  Young people's health, mental health and wellbeing improves  Provide targeted 'outreach' projects that will seek to engage with young people. Football will be delivered in areas where young people might congregate to help to deter them from becoming involved in anti-social behaviour	M3	1,2,3,4, 10,16, 17

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## ENVIRONMENTAL SUSTAINABILITY POLICIES 8-11

# RESPECT THE ENVIRONMENT

The Scottish FA are committed to creating a more sustainable national game. We recognise the opportunity the power of football has as a platform to guide society towards a more sustainable and environmentally conscious future. By leveraging the popularity and reach of football, the Scottish FA can inspire fans, players, clubs and other stakeholders to adopt more sustainable behaviours and promote environmental responsibility. Through initiatives such as recycling and waste reduction programs, energy-efficient facilities, and sustainable sourcing of materials and products, the Scottish FA is determined to be part of the solution and will work towards being a responsible and sustainable organisation. By harnessing the power of football in this way, the Scottish FA is helping to drive positive change and create a more sustainable future for generations to come.



**POLICY**

# **CIRCULAR ECONOMY**



**A CIRCULAR ECONOMY FOCUSES ON REDUCING WASTE AND PROMOTING THE REUSE AND RECYCLING OF RESOURCES. THE SCOTTISH FA IS COMMITTED TO INTRODUCING CIRCULAR ECONOMY PRINCIPLES ACROSS ALL LEVELS OF SCOTTISH FOOTBALL WHILE ENGAGING WITH STAKEHOLDERS TO BUILD A MORE RESILIENT AND SUSTAINABLE FUTURE.**



TOPICS

- / Educate
- / Promote

AMBITION

The Scottish FA will support the Scottish Governments circular economy strategy to protect Scotland’s resources and support the environment. We aim to re-use resources wisely and educate the football family to change our throw away culture.

EXISTING INITIATIVES

- / Working in partnership with Zero Waste Scotland, Scotland’s circular economy experts, we are supporting clubs and communities to reduce carbon emissions from all aspects of their operations including reducing energy, water, food waste and material use. The aim is to help drive down operational costs and improve environmental performance. Zero Waste Scotland are currently offering guidance, onsite support and expert advice to grassroots clubs across Scotland
- / Hampden Park is partnering with suppliers that offer sustainable sourced food options. This includes vegetarian/vegan options while minimising single-use plastics and packaging waste. These efforts contribute to a more sustainable and environmentally conscious food service at the stadium
- / Hampden Park has implemented comprehensive waste management systems throughout the stadium. Recycling stations, composting facilities, and proper waste segregation practices have been established to minimise the amount of waste sent to landfill. This proactive approach promotes responsible waste disposal and encourages recycling among staff and visitors

MOVING FORWARD

The Scottish FA will work with partners to create and continuously update examples of best practice, innovations and lessons learned across Scottish football.

TOPICS	TARGETS	OUTCOMES	TIMINGS & DIFFICULTY*	UN SDG LINK
Educate	Develop a shared knowledge and understanding of a circular economy within Scottish Football	Work with Scottish Government and industry leading partners to deliver education workshops to Scottish FA staff, member and grassroots clubs  Increase the levels of confidence and knowledge at clubs regarding circular economy practices  Work with our partners to include environmental education within our grassroots initiatives	M3	4,11,12, 13,15, 17
Promote	Embed UEFA’s 4R (Reduce, Reuse, Recycle and Recover) approach in operations to minimise the impact of football on the environment and drive resource efficiency and cost savings	Promote responsible consumption at all levels in Scottish Football  Move to 100% reusable, recyclable or compostable packaging  Monitor and reduce food waste  Use sustainable cups, bottles and containers  Encourage recycling of textiles and football equipment  Reduce water consumption at football venues  Work with Zero Waste Scotland to develop a Circular Opportunities Assessment for Scottish Football  Work with contractors within Hampden to eliminate hard to recycle or unnecessary plastic packaging and optimising use of reusable items where it is safe to do so	M3	6,9,11, 12,13, 15,17

\*TIMING S= SHORT / M= MEDIUM / L= LONG TERM DIFFICULTY FROM 1 (LOWEST) TO 5 (HIGHEST)



**POLICY**

# CLIMATE & ADVOCACY



**ALL FOOTBALL ORGANISATIONS ARE WORKING TOWARDS ESTABLISHING THEIR CARBON FOOTPRINT AND SETTING REDUCTION TARGETS IN ALIGNMENT WITH THE SCOTTISH GOVERNMENT'S NET ZERO OBJECTIVE. THIS INCLUDES ACTIVELY INFORMING AND EDUCATING STAFF, FANS, SUPPLIERS, AND STAKEHOLDERS ABOUT THE ACTIONS THEY CAN TAKE TO CONTRIBUTE TO CARBON REDUCTION EFFORTS.**



TOPICS

- / Collaborate
- / Educate
- / Plan
- / Promote

AMBITION

To reduce football’s carbon footprint through a collaborative approach, we are committed to working in partnership with our members, partners and government at national and local level to deliver meaningful change.

EXISTING INITIATIVES

/ In partnership with Business Energy Scotland an Energy Efficiency Workshop was delivered at Hampden Park to support member & grassroots clubs . The clubs learned how to minimise the impact of rising energy costs, reduce their carbon footprint, access interest-free loans to help pay for energy efficiency projects and access fully funded, expert consultancy advice and support

/ In Partnership with Business Energy Scotland, we successfully delivered Green Champion Training. to over 50 clubs in Scotland. Green Champion Training is a free CPD Certified online training course. The course provided new skills and tools to support clubs to successfully improve the resource efficiency and environmental performance of their organisation and save money too

/ We are working in partnership with Spartans Community Football Academy whose vision is to make travel to and from their venue more sustainable. They view cycling as a healthy, inclusive, and sustainable method of transport to training and matches. The club were successful in gaining Cycling Scotland funding in addition to UEFA funding. The investment has been used to install cycle parking, maintenance of equipment, bikes and provide training. This initiative not only reduces the carbon footprint associated with commuting but fosters a sense of community engagement

/ Electricity at Hampden Park is 100% renewable for business, the stadium is upgrading floodlights to a new interactive and energy-efficient LED system and is upgrading high energy lighting to LED lamps

/ Community Football Play Local initiatives: We are working with grassroots clubs to encourage local small sided game activity. The aim is to discourage unnecessary car travel in children’s football

/ Collaborating with a local grassroots club, the Scottish FA (Learning Through Football platform) facilitated a two-day workshop centred around environmental sustainability. The workshop featured a presentation by Community Windpower on the topic of sustainability and its ecological advantages. The children were able to witness and discuss the wind turbine in action. Additionally, there was a sustainability-themed quiz focusing on football clubs, and the workshop concluded with an enjoyable football session led by the club’s coaches

MOVING FORWARD

The Scottish FA will raise awareness of the impact of climate change on football and encourage stakeholders to take action to mitigate its effects.

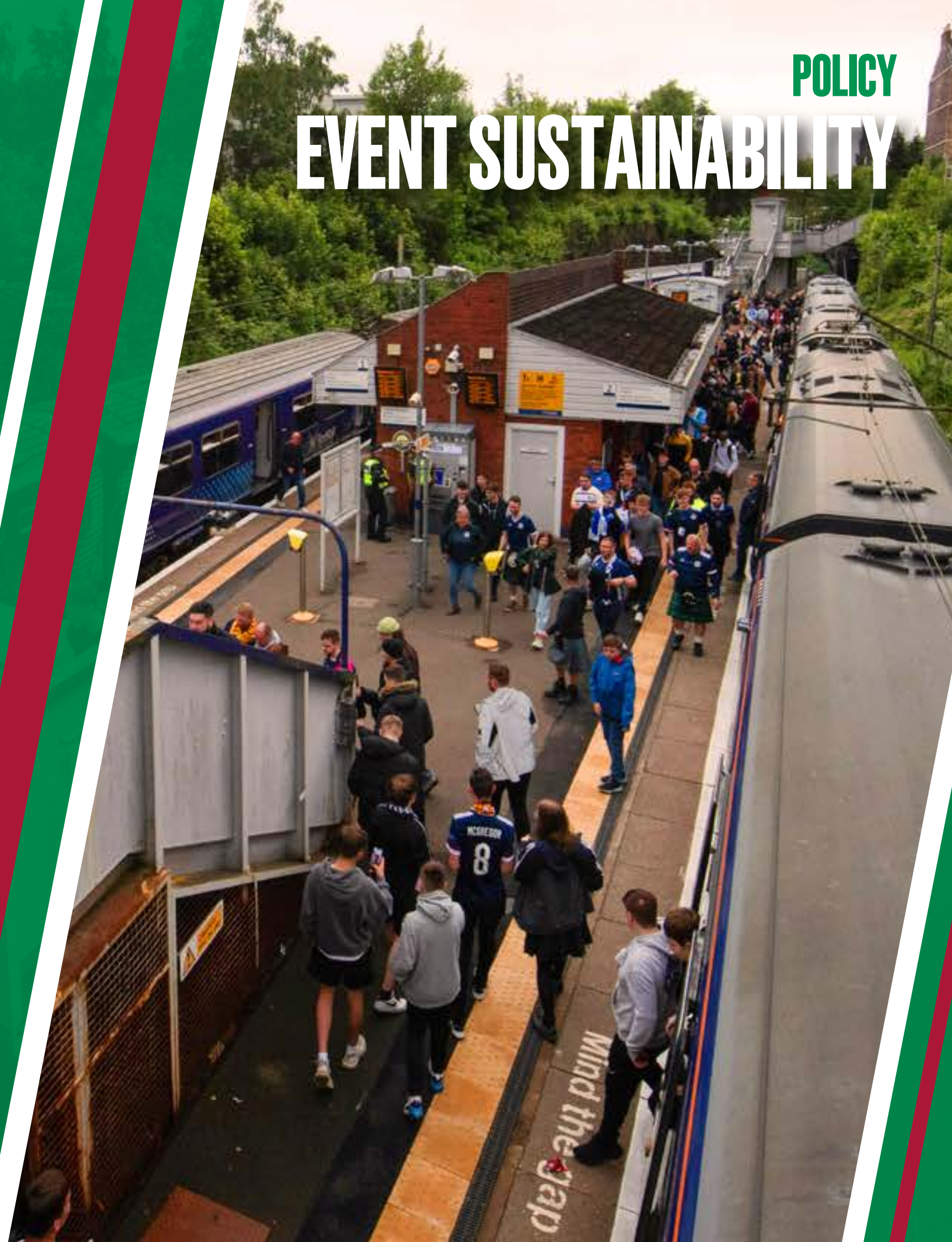
TOPICS	TARGETS	OUTCOMES	TIMINGS & DIFFICULTY*	UN SDG LINK
Collaborate	Scottish FA support the United Nations Football For The Goals Initiative and adhere to the United Nations Sports for Climate action principles	Scottish FA incorporates the United Nations 5 principles into strategies, policies and procedures, and mainstream them within the football community	S2	7,9,11, 12,13
		Scottish FA become a United Nations Sports for Climate Change signatory		
		Scottish FA Environmental Sustainability in Scottish Football resource is updated regularly		
Educate	Engage with stakeholders to support and develop knowledge, skills and understanding of sustainable practices	Member and grassroots clubs have access to Scottish Government Agency accredited training. These courses will contribute to staff and volunteer continuous professional development (CPD)	M3	4,7,9, 11, 12,13
Plan	Scottish football clubs have their own carbon reduction plan	Scottish football clubs' access Zero Waste Scotland's carbon toolkit to develop a carbon reduction plan	M3	4,7,9, 11,12, 13
	Scottish football clubs have their own environmental policy	Reduction of direct & indirect carbon emission from Scottish FA operations and events	L4	6,7,9,11, 12,14,15
Promote	Sharing environmental good practice via Scottish FA and club social media platforms	Reduce carbon emissions from energy, waste and water in football across Scotland	M2	4,7,9, 11,12, 13,15, 17
		An environmental policy is a requirement of Club Licensing and club accreditation.		
	Effective internal communication to staff to motivate workforce and culture within the Scottish FA	Sharing Scottish football’s green credentials to influence clubs, fans, stakeholders, investors, players, staff & communities	M1	4,7,9, 11,12, 13,15, 17
	Scottish football environmental case studies are promoted by UEFA and Scottish Government	Staff are aware of how their collective effort is reducing carbon emission within the business	M3	4,7,9, 11,12, 13,15, 17
		Scottish football clubs continue to monitor, evaluate and promote environmental good practice		

\*TIMING S=SHORT / M= MEDIUM / L= LONG TERM DIFFICULTY FROM 1 (LOWEST) TO 5 (HIGHEST)



# EVENT SUSTAINABILITY

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ENVIRONMENTAL CHANGE IS ONE OF THE BIGGEST CHALLENGES FACING THE EVENTS AND FESTIVALS SECTOR. THE SCOTTISH FA AIMS TO CONDUCT FOOTBALL AND ENTERTAINMENT EVENTS THAT UTILISES ENVIRONMENTALLY FRIENDLY METHODS TO REDUCE THE NEGATIVE IMPACT ON THE ENVIRONMENT.





# EVENT SUSTAINABILITY /

## TOPICS

- / Collaborate
- / Educate
- / Promote

## AMBITION

To organise and manage environmentally conscious events at Hampden Park with the goal of preventing and mitigating any detrimental environmental impacts throughout Scotland.

## EXISTING INITIATIVES

/ Work with event organisers to facilitate single use plastic reduction programmes including using compostable products rather than plastic. Compostable containers are currently used for food receptacle

/ Work with event organisers to facilitate waste minimising initiatives where possible including encouraging merchandisers to reduce plastics and packaging. An E-ticketing platform has been introduced replacing manual ticket printing

/ Assist in facilitating easily accessible public transport for fans travelling to and from Hampden Park . We are working with transport partners to ensure additional train and bus services are scheduled to encourage all commuters to use the greenest most cost-effective method of transport

/ Collaborate with partners to effectively promote safe walking/cycle routes to and from Hampden Park. The objective is to encourage higher participation in active transportation and contribute to the Scottish government's goals for active travel

/ Work with partners to recycle unwanted food waste. Rather than discarding food waste it is directed to anaerobic digestion. This process efficiently breaks down organic matter to produce biogas and nutrient rich digestate. The compost produced from organic waste is donated for community use

## MOVING FORWARD

We will work with partners to create, implement and evaluate policies, protocols, sponsorship and contracts to ensure we make future events greener at Hampden Park and we support the Scottish Governments Net Zero ambitions for 2045. Providing sustainability training to all employees is an important step towards creating a culture of sustainability.

TOPICS	TARGETS	OUTCOMES	TIMINGS & DIFFICULTY*	UN SDG LINK
Collaborate	Create sustainable travel opportunities in partnership with key transport agencies - e.g. Sustrans and Active Travel	Spectators choose active or zero-carbon modes of travel in-line with Scottish Govt's 'Smarter Choices, Smarter Places' programme	L4	7,11,13, 15,17
Educate	Reduce, Reuse, Recycle and Recover practices are embedded in Event Management operations	Clear policies for the sustainable practices across procurement, waste, water, energy, food & beverage and merchandising	M3	6,7,11, 12,13, 15,17
Promote	Implementation of a Procurement Policy that prioritises contractors' commitment to sustainable practices	All stadium contracts include environmentally sustainable practices  Carbon reduction measurement is embedded in day- to- day operational practices	S2	7,9,12, 13,15, 17
	Champion behavioural change to promote sustainability at our stadium	Promote sustainable practices to all stadium partners & spectators	M4	4,6,11, 9,12,13, 15
	Reduce direct & indirect carbon emissions across all Scottish FA operations and events	A food and beverage offering that encourages healthy food choices and reduces carbon footprint	L4	7,9,12, 13,15, 17

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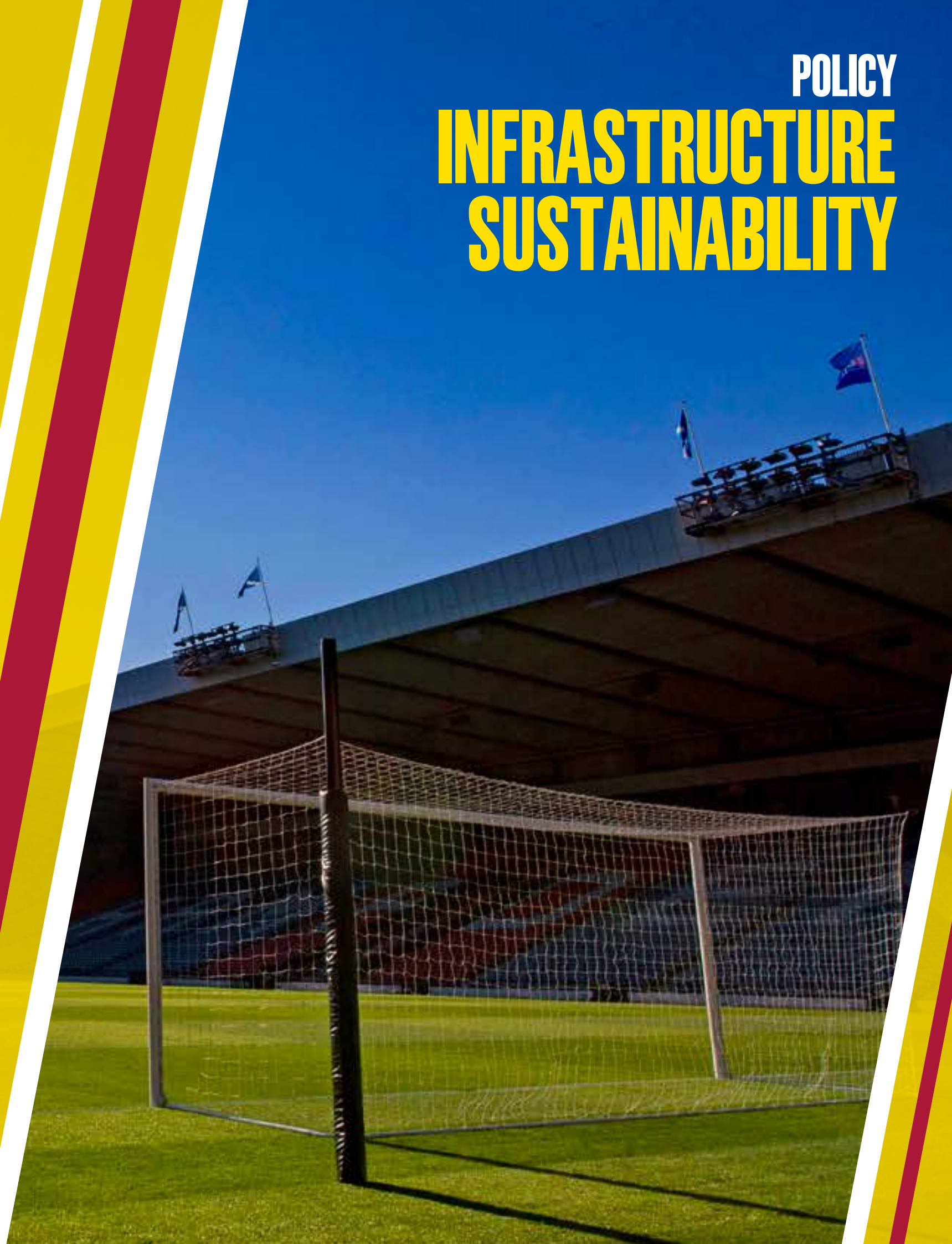


# POLICY

# INFRASTRUCTURE SUSTAINABILITY



**THE SCOTTISH FA WILL WORK PROACTIVELY TO ENSURE THAT SUSTAINABILITY IS EMBEDDED AS A KEY DRIVER IN ALL INFRASTRUCTURE SUSTAINABILITY PROJECTS. OUR ATTENTION AND THE RESULTANT WORK WILL FOCUS ON TWO KEY AREAS - INTERNALLY, ON HAMPDEN, AS OUR HOME AND EXTERNALLY, ACROSS THE GAME AT ALL LEVELS – AND WILL SEE US IDENTIFY AND PROMOTE INITIATIVES THAT WILL EMBED SUSTAINABLE PRACTICES AT OUR CLUBS ON AN ONGOING BASIS.**



# INFRASTRUCTURE SUSTAINABILITY /

## TOPICS

- / Plan
- / Promote

## AMBITION

To create a sustainable national game, with the home of Scottish football and the headquarters of the Scottish FA, Hampden Park, at the forefront of this work.

## EXISTING INITIATIVES

- / The Scottish FA Grassroots Pitch & Facilities Fund has been established through investment provided by the UK Government's Department for Digital, Culture, Media & Sport (DCMS). The fund can support football facility projects that prioritise sustainability as a central focus. It provides support for initiatives such as converting existing floodlighting systems to LED and installing solar panels (PV) to enhance and make the infrastructure of football facilities more sustainable. By implementing the SUSTAIN project, positive outcomes in both environmental and financial sustainability will be achieved, thereby contributing to the overall sustainability of football clubs
- / In partnership with Zero Waste Scotland, the Scottish FA developed the "Environmental Sustainability in Scottish Football" resource . The document provides comprehensive guidance covering the need for sustainability in football and includes a range of helpful case studies that clubs can apply to their own organisations. Information is also offered around funding and useful contacts
- / The Scottish FA and Scottish Government agencies teamed up to offer free energy efficiency support to football clubs across the country. Clubs received guidance to help identify ways of reducing energy whilst becoming more eco-friendly through the reduction of operational carbon emissions. For many of the related technologies, including lighting and insulation, there was also interest free loan funding to put improvement measures in place . Such measures include installing more efficient heating, lighting and insulation. This support is fully funded by the Scottish Government and has led to vital energy savings for clubs
- Hampden Park is actively implementing measures to minimise environmental impact. Some examples of these initiatives include;
  - / Upgrading to electric ride on mowers, carts and hand machines and battery-operated blowers, strimmer's and hedge cutters
  - / Biodegradable polymer-coated nitrogen fertilizers are used to reduce mineral nutrient leaching in the event of heavy rainfall. The pitch maintenance team also avoid using fungicides and use citric based weedkiller to avoid using Glyphosate
  - / To minimise water waste, a rainwater recycling system has been implemented. Currently, any rainwater collected from the pitch is directed to a storage tank for subsequent use in the pitch sprinkler system. By capturing and storing rainwater, this reduces the reliance on freshwater sources for irrigation purposes. This sustainable approach ensures rainwater is effectively used to maintain the pitch and keep it in optimal condition
  - / Floodlights have been upgraded to a new interactive and energy-efficient LED system and there is upgrading of all internal and external lighting to low energy LED
  - / In keeping with national and local strategy we have enhanced opportunities for biodiversity. Planting bulbs and creating green spaces around the stadium contributes to a more pleasant environment. These green spaces can also serve as a habitat for local wildlife
  - / Hampden Park has introduced bike shelters and EV charging points in the stadium car park

## MOVING FORWARD

To work proactively with all key partners and stakeholders already identified as the experts in this area, to ensure that the Scottish FA remains both conversant with and, where possible, adopts the latest in sustainable infrastructure practices.

TOPICS	TARGETS	OUTCOMES	TIMINGS & DIFFICULTY*	UN SDG LINK
Plan	Football Facility Development	Hampden Park will centre its efforts on sustainability and serve as a role model for other football stadia across Scotland  Grassroots/Member club facilities reflect sustainability best practice  Reduced operating costs by improving stadium infrastructure.  Promote environmental sustainability funding & investment opportunities	L4	6,7,9,11,12,13,14,17
Promote	Utilities Management	Efficient ways of managing water, gas and electricity and the possible use of solar panel (PV) technology are identified	L4	6,7,9,11,12,13,14,17
	Waste Management	Food and beverage packaging is disposed effectively after consumption	S2	11,12,13,14,15
	Pitch Maintenance & Management	Electrical plant machinery, selection of fertilisers and other intentionally added products are used to enhance the playing surface itself	S3	7,12,13,14,15
	Carbon Reduction	Improved main contractor selection criteria, prioritising carbon footprint levels in both logistical and materials used	L3	6,7,13,14,15,17

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the power  
of football**