



Wexford FC
Environmental sustainability Policy
2024/27

Your club our Community

Sustainability Policy Wexford FC

Environmental 2024-2027

Purpose of Policy

This policy provides an overview of how Wexford FC will operate sustainably. The club have identified key areas within the Action Plan that the club can act upon in an effort to positively contribute to the Community's efforts of reaching Ireland's net zero commitment. This Policy should be read alongside the Wexford FC Community Action Plan where specific actions are identified and outlined. The contents of this policy and the way in which it is being implemented will be reviewed annually.

Statement of Commitment

The club are committed to integrating environmental best practice into all its business activities. The club accepts its environmental responsibilities and recognises its obligation to reduce the impact of business activities on the environment. The club will achieve this through a policy of continual improvement in environmental performance, encapsulating the club's vision to Care, Develop and Educate. The club aim to make coherent and cost-effective steps, where we possibly can, to reduce the club carbon footprint and contribute towards Ireland's net zero commitment. Furthermore, we aim to inspire climate change conversation amongst our participants and ultimately encourage action where reasonably possible.

Accessibility Statement

Each employee is responsible for their adherence to the principles of this policy. In saying that the club are aware that any new measures introduced to promote sustainability should take the accessibility requirements of its staff, volunteers, participants, and stakeholders into account. The club will not implement policies that cause significant barriers to any person. The club will therefore allow flexibility in all aspects of this policy.

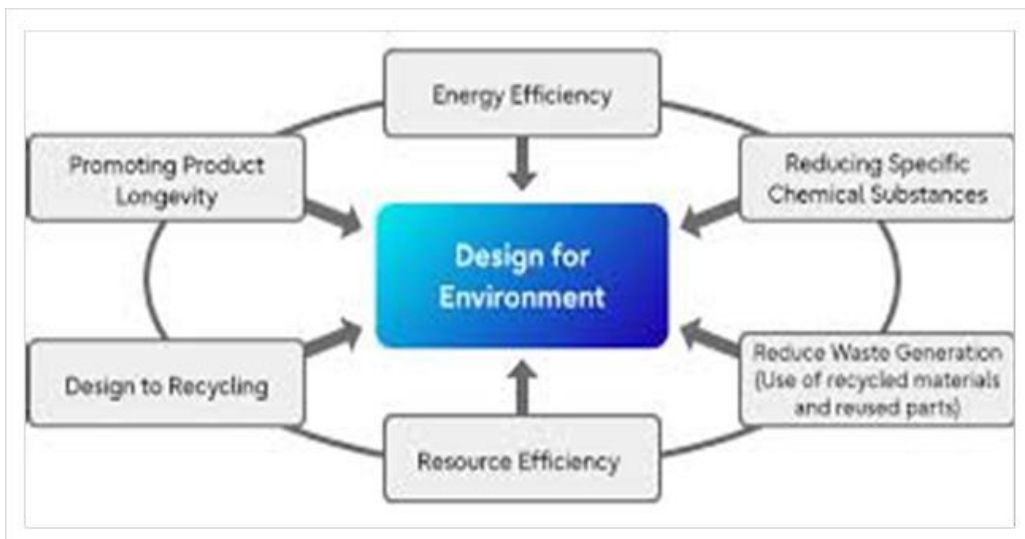


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1. Energy and Utilities

1.1 Room temperatures- we will encourage staff to ensure temperatures are kept within 16-24 degrees Celsius.

1.2 Portable desk fans- we will encourage staff not to use desk fans and will instead be asked to open windows where possible, or to use the building's air conditioning where appropriate.

1.3 Staff responsibility- staff will be encouraged to take responsibility for lights and appliances within their office space. This includes:

- ✓ Switching off lights in rooms that are empty.
- ✓ Not filling kettles to excess before boiling.
- ✓ Switching electronic equipment off when not in use as well as overnight where appropriate.
- ✓ Ensuring all unnecessary appliances are switched off during periods of building closure, such as public holidays.

(These are plans for the new stadium)



2. Waste and Recycling- Prevent, reduce, reuse, recycle.

2.1 Kit re-use- staff will be encouraged to donate their old seasons kit when receiving their new kit, or throughout the year. The kit will then be donated to participants of our activities (e.g., Camps, School PE kit) or clothes banks.

2.2 Printing- staff will be encouraged to provide electronic resources for meetings, preventing unnecessary paper usage. If staff need to print, they will be reminded to consider the below where possible:

Print double-sided.

Reduce your font size to fit more on one page.

Decrease the size of your page's margins.

Decrease the line spacings.

If you can use one copy of your document, rather than printing multiples out.

Can you keep and re-use copies of resources you have printed.

2.3 Food waste- we will work in collaboration with others and facilitate the donation of any excess food, to local food banks.

2.4 Shredding- the club use a shredding provider. Recycle 100% of all shredded paper and use it to create new paper products.

2.5 Games/ activities- where possible we will look to source donated games/ activities, rather than buying new, for the appropriate projects (e.g., Matchday kids' cabin).

2.6 Electronic equipment- electronic equipment will not be replaced unless it has been deemed unfit for purpose.

2.7 Staff pass/ lanyards- if staff leave the club, their staff pass, and lanyard will be collected. The lanyard and card case will be re-used for new staff members.

2.8 QR codes- where possible QR codes will be used in replace of paper registers (e.g. Kicks sessions).

2.9 Concern- where appropriate staff will report Safeguarding concerns digitally via email or text, rather than using paper forms (the use of paper forms for parent signatures is permitted. The club will investigate how we can replace the use of paper for this).



3. Staff Travel

3.1 Business- we will encourage staff to use the most sustainable form of travel where possible, when travelling to conferences, events, and meetings.

3.2 Public transport- staff will be informed of the benefits of using public transport and how it is the preferred mode of transport. Staff will be encouraged to use buses, trains, trams, taxis or car share schemes, where appropriate.

3.3 Car share- when more than one staff member is travelling to the same location, they will be encouraged to car share where appropriate.

3.4 Ad hoc travel- staff should consider whether the trip could be tied in with other tasks, for example by having multiple meetings in one area.

3.5 Minibuses- the club will use multi-seater, minibuses to transport participants to venues, where appropriate, this reduces the number of journeys made to the same location.

3.6 Health and wellbeing- the club will promote health, wellbeing and environmental benefits of walking or cycling amongst staff and participants.

3.7 Company vehicles- any new company vehicles/ upgrades will be hybrid/ electric where possible.

4. Equipment

4.1 Coaching equipment- coaches will be reminded to check and maintain the equipment they are given (e.g. balls, bibs, cones etc.). This reduces the need to replace equipment.

4.2 All coaching equipment will be handed down from 1st team to academy if in a safe condition, also all equipment that is of good working order will be reused on a year-by-year basis within the Academy and or football in the community depts.



5. Governance

5.1 Environmental Sustainability (ES) Working Group- the ES working group will meet monthly to ensure the action plan is being actioned, as well as discussing how the club's sustainability can be improved. The ES working group will meet monthly and will be comprised of:

- ✓ The Environmental Sustainability officer.
- ✓ The Governance Lead (Environmental Sustainability Lead)
- ✓ A Club Representative
- ✓ An Activities Department Representative
- ✓ An EDI (equality, Diversity, Inclusion) Department Representative
- ✓ A Social Inclusion Department Representative
- ✓ With other internal and external personnels also being invited where appropriate and necessary.

5.2 Environmental Sustainability officer- the club will appoint an officer with the responsibility for the oversight and promotion of the clubs Environmental Sustainability goals. The officer will provide updates to the Board at the Board Meetings.

5.3 Job descriptions- sustainability will be mentioned in the job descriptions for all new staff members, to demonstrate the expectation that staff will adhere to good sustainable practice.

5.4 Staff induction- during staff induction new staff will be informed of the club sustainability practices and goals, as well as being offered additional advice on how to improve their own sustainability practices- where appropriate.

5.5 Impact review and Action Plan- at least once every three years the club will review the environmental impact of its activities and operations. Following this review an Action Plan will be devised setting out targets for change and the actions which the CCO (Chief commercial officer) will take to improve its environmental sustainability.

5.6 Youth Voice Panel- the Youth Voice Panel will be invited to all ES Working Group meetings and their input will be listened to and acted upon accordingly. The club will continually include and seek the contribution of the young people we work with.



6. Resources

6.1 Apps- we will promote apps to staff, volunteers, and participants that we believe will support their sustainable development.

6.2 Staff Training- resources used for staff training will be provided digitally, where appropriate, unless paper copies are requested for accessibility.

6.3 Technology- staff will be provided with the relevant technology, to ensure they are able to work digitally. Including remotely when possible.

6.4 Staff Handbook and club policies will be shared to staff in digital copies, unless paper copies are requested.

6.5 Paperless meetings- staff will be encouraged to hold paperless meetings, where all agendas and minutes are provided digitally.

6.6 Last one out checklist- each area will be required to have a checklist, with the last member out of the building expected to complete it.

6.7 Reporting Issues- staff will be informed that they can report any sustainable issues in the building via email or text, or to the senior staff carrying out the monthly Health and Safety Walk-arounds.

6.8 Prizes- staff will be encouraged to consider more sustainable options for prizes. E.g. re-usable bags, wooden medals, re-usable water bottles.

7. Wider Community

7.1 Local community initiatives- the club will work to support local initiatives that promote sustainability and biodiversity. The club will strive to share these initiatives with its staff through the HR email update, advertising opportunities to staff.

7.2 Staff volunteering- The club will endeavour to share opportunities for staff to volunteer in activities/ initiatives related to sustainability, community, and conservation.

8. Working Collaboratively

The club aims to work collaboratively with its partners and stakeholders. This includes:

Wexford Football Club men's and woman's

SETU University

Wexford County Council

All Local Authority Departments

LOI, FAI

Wexford Football League, Wexford Underage League

Wexford Woman's and Girls League

Sports Active Wexford

The club will aim to engage with local and national sustainability initiatives.

9. Wellbeing

The club recognise the benefit Sustainability can have on staff wellbeing, and so will endeavour to provide staff with increased opportunities for learning, and training in this space. The benefits of this policy will be shared with staff e.g., increased wellbeing and an increased sense of community.

10. Education

The club acknowledge the reach it has to a range of people across the Community and so endeavour to educate on good sustainability practices. This will be done through sharing information via:

- ✓ Social Media Posts
- ✓ Participant email updates
- ✓ Sustainability work shops
- ✓ Uploading positive work, the Club has done around Sustainability via the Club website.



11. Communication

The importance of not only taking these actions but communicating them to club staff is acknowledged. The club will therefore continually communicate with its staff on the steps being taking to promote sustainability across the club, and to positively contribute to the Community's efforts of reaching net zero commitments. This will be communicated.

Sharing tips/ good practice

Celebrating our wins and successes

The invitation to provide feedback.

Any feedback provided will be discussed at the ES Working Group meetings, where the person providing feedback may be invited to attend, where appropriate.

12. Facilities

The club will endeavour to consider the most sustainable option for the running and maintaining of its facilities.

Particular attention will be paid to this should the club change or develop/ build a facility. The club will consider if there are more sustainable choices for lighting, heating, electricity etc.

12.1 Lighting- currently at our Ferrycarrig Site the lights are not on motion sensors that will turn off automatically if no movement is detected, we will work towards having these fitted in 2024.

12.2 Heating- we will work towards air conditioning units in our offices/ classrooms. These can be set to ensure the office is maintained at programmed temperatures. There is currently no heating system in Ferrycarrig park.

12.3 The floodlighting is currently run by diesel generators; these will not be replaced due to the fact that Wexford FC will be moving to a brand-new facility within a few years.



Wexford FC Environmental Sustainability working group terms of reference.

Members

Members are as follows:

- Environmental Sustainability Trustee
- Governance Lead (Environmental Sustainability Lead)
- Club representative.
- Activities department representative
- EDI department representative
- Social Inclusion department representative
- Group members are permitted to invite internal and external personnel as and when appropriate and necessary.
- External agencies/ bodies will be involved for support and training purposes when appropriate and necessary.

Meetings

The group meets monthly at the Talbot Hotel, with arrangements for the next meeting agreed in the meeting prior.

Extraordinary meetings can be held at short notice.

The standard agenda for these meetings include: CCOP update, action plan update and sharing of thoughts/ ideas.



Values and Principles

Any discussion, actions are decisions made by the group ensure that:

- The wellbeing and health of the club is paramount.
- The welfare of the club staff and participants is prioritised.
- The club policies and procedures are being adhered to.
- The club remains legally compliant.

Aims and Duties

The Group has been established to:

- Ensure the Environmental Sustainability Action Plan is being actioned.
- Provide updates to the Environmental Sustainability officer.
- Improve the Club's Environmental Sustainability.
- Discuss and action any Environmental Sustainability policy/ procedural updates/ changes.

Success

Deliver all actions on our Environmental Sustainability Action Plan.

Have a greater sustainable impact across the club.



Wexford FC and our environment

Public policy statement

Environmental sustainability policy

This is a joint policy for Wexford Football Club and Wexford Football Club, Football in the Community, both to be referred to below by the 'Club'.

The Club are committed to integrating environmental best practice into all its business activities.

The Club accepts its environmental responsibilities and recognises its obligation to reduce the impact of business activities on the environment.

The Club will achieve this through a policy of continual improvement in environmental performance, encapsulating the Clubs vision to Care, Develop and Educate.

The Club aim to make coherent and cost-effective steps, where we possibly can, to reduce the Club's carbon footprint. Furthermore, we aim to inspire climate change conversation amongst our fanbase and ultimately encourage action where reasonably possible.

To achieve these objectives, the Club will:

- ✓ Adopt best practice and assist, where possible, in developing innovative solutions to the environmental issues and problems facing its sector.
- ✓ Conduct its activities in full knowledge of, and compliance with, the requirements of applicable environmental legislation.
- ✓ Assess the environmental impact of all current and likely future operations, and fully integrate environmental considerations and objectives into its business decision.
- ✓ Minimise consumption of natural resources, including energy, water, and raw materials, as far as is economically and functionally practicable.
- ✓ Take steps to reduce pollution and minimise emissions.
- ✓ Reduce the production of waste and identify opportunities to enhance its waste management and recycling procedures, as well as disposing of unavoidable waste in such a way as to minimise its environmental impact.
- ✓ Develop and implement integrated logistics policies and encourage the use of environmentally friendly means of transport by staff.

- ✓ Establish environmental objectives and targets, and measure performance against these targets.
- ✓ Raise awareness amongst members of staff, fans and the community through appropriate education and training, encouraging them to become more environmentally responsible.
- ✓ Encourage awareness of, and commitment to, improved environmental performance amongst suppliers and customers.
- ✓ Work within the local community and with others, to consider their environmental concerns and develop, pursue environmental initiatives.
- ✓ Communicate this policy to members of staff and consult with them to ensure that they take an active role in its implementation and review, monitor its environmental performance, and publish, communicate this performance to staff and other concerned parties.
- ✓ Each employee is responsible for their adherence to the principles of this policy. The contents of this policy and the way in which it is being implemented will be reviewed annually.

