

WEXFORD FC

SES 1.01

Social and Environmental Sustainability Strategy 2027-2028

2027

Publication date	August 2026
Policy/strategy owner	Mikie Rowe - SES Officer
Supporting officer	Noel Martin - Community Officer
Sustainability & Environmental Officer	Alan Browne
Review date	August 2027

Prepared for Wexford FC's 2027 Men's and Women's Club Licensing submissions.

1. Purpose and Licensing Context

Wexford FC establishes this Social and Environmental Sustainability (SES) Strategy in support of its role as a League of Ireland club and community organisation. It covers the five areas required by the 2027 Club Licensing Manual: equality and inclusion; anti-racism; child and youth protection and welfare; football for all abilities; and environmental protection.

The strategy builds on the Club's 2025-2028 Football and Social Responsibility Strategy, whose stated community pillars are health and wellbeing, education, social inclusion/sports participation and environment, and whose vision is to care, develop and educate.

2. Vision and Strategic Approach

Vision: Care - Develop - Educate.

Mission: provide an inclusive, safe and welcoming football environment, use football to create positive community impact, and reduce the environmental impact of Club activities.

3. Governance and Accountability

- Mikie Rowe - SES Officer: coordinates strategy, evidence, monitoring and reporting.
- Noel Martin - Community Officer: supports community delivery and stakeholder engagement.
- Alan Browne - Club Licensing Officer: coordinates licensing evidence and submission.
- Tony Doyle / Board: executive oversight, approval and resources.
- Football, safeguarding, facilities, media and operational personnel support delivery within their areas.

4. Establishment, Consultation and Communication

The Club will evidence establishment through internal consultation with the Board, staff, coaches, safeguarding personnel, academy representatives and operations, together with appropriate engagement with supporters, community organisations, schools, disability groups, local clubs, partners and other stakeholders. Consultation records, Board approval and publication evidence will be retained.

5. Strategic Priorities

5.1 Equality and Inclusion

Ensure equal rights, fair treatment and opportunity across Club activities, employment, volunteering, participation and supporter engagement.

5.2 Anti-Racism

Maintain a zero-tolerance approach to racism and discrimination, supported by reporting procedures, communications, disciplinary action and the required first-team workshop.

5.3 Child and Youth Protection and Welfare

Maintain a safe environment through safeguarding policies, risk assessment, safer recruitment, Garda Vetting, training and reporting procedures.

5.4 Football for All Abilities

Improve accessibility and opportunities for people with disabilities and disabling factors to follow, participate in and contribute to Club activities.

5.5 Environmental Protection

Improve the Club's environmental footprint in event operations, facilities and working practices, including waste, energy, travel, plastics and biodiversity.

6. Monitoring and Review

The SES Officer will maintain an implementation register showing actions, owners, dates, KPIs and evidence references. Progress will be reviewed during the season and reported to the CEO/Board. Policies will be reviewed at least annually or earlier where requirements or circumstances change.

Implementation Action Plan and KPIs

Action	KPI / evidence	Target	Owner	Timing	Status / evidence ref.
Publish approved SES strategy and five policies	Website link + internal communication	6 published documents	Mikie Rowe	By 31 Aug 2026	
Maintain SES implementation register	Dated evidence register	Quarterly updates	Mikie Rowe	2026-27	
Equality & inclusion activity	Training/communications evidence	At least 2 evidenced actions	Mikie Rowe / Noel Martin	Annual	
Anti-racism workshop	Attendance + written confirmation	100% registered first-team players/coaches	Mikie Rowe	By 1 Mar 2027	
Safeguarding review	Risk assessment/vetting/training evidence	Annual review	Safeguarding lead	Annual	
Football for all review	Accessibility review + actions	1 review	Mikie Rowe / Noel Martin	Annual	
Environmental actions	Waste/energy/travel/plastic/biodiversity evidence	At least 3 actions	Mikie Rowe / Facilities	Annual	

Approval and Sign-off

This document has been approved at Board level and retained as licensing evidence.

Name	Role	Signature	Date
Mikie Rowe	SES Officer		17/08/26
Alan Browne	Club Licensing Officer		18/08/26
Tony Doyle	Chief Executive Officer		18/08/26

Publication: the approved strategy/policies will be communicated internally and published through the Club's website and appropriate Club channels. The public hyperlink has been inserted above.

Wexford FC Football and social Responsibility Strategy.

An introduction to the impact we want to make in our community.

Wexford FC SES (Social and Environmental Responsibility) is an integral part of our club, it is the community arm of the football club, **caring for, developing, and educating** people of all ages and abilities within the local Wexford and surrounding areas, delivering a range of sessions and activities through four main pillars, health/ wellbeing, education, social inclusion/ sports participation, and Environment.

With an overarching ethos of reducing our impact on the environment, working towards Irelands net zero plan through internal and external education.

We aim to engage with over 1100 participants on a weekly basis within three years by developing programmes of work through Wexford County Council, Healthy Ireland, local grassroots clubs, disability groups, local and national elderly associations, schools, collages, youth clubs/services, sports centres, and Universities. Alongside the two adult first teams we will deliver player appearances, match day experiences, and importantly utilise every part of the club structure to engage with local people and have a positive impact on our local community.

Who we are.

Wexford FC football in the community (hereafter referred to as the club) is a League of Ireland member with both Men's and Women's sections.

Wexford FC works within a set geographic area of the southeast catchment where there are significant pockets of deprivation and under-investment in young people's services and sports. Wexford football in the community operates across social inclusion, disability, and participation, **leveraging football and sports coaching, education, and engagement** to impact our community.

Introduction.

This document will give a summary of the strategic direction that Wexford FC FSR department will take over the next three years, as well as the activities that the club will promote and deliver over that period, ensuring we are engaging with our main four pillars of activities:

- Health & Wellbeing
- Education
- Social inclusion & Sports participation
- Environment

Vision statement
Care-Develop-Educate

Mission Statement

Provide an inclusive environment that continues to meet evolving community needs through:

Raising
Aspirations

Equality

Attitude

Diversity

Inclusion

Nurture

Growth

In order to achieve this we will

Have EDI as a core value within all our programmes, policies & procedures

Maximise our relationships with local institutions and grassroots football

Work with partners and stakeholders to identify and tackle emerging areas of risk within the community

Maintain high standards of delivery to continue meeting our main funding partners requirements

Vision statement explained.

Care- To ensure as a club we prioritise the importance of young people's and Adults well-being whilst participating in our activities.

Develop- To develop individual pathways within the clubs football in the community departments diverse modules for participants to develop physically, academically, and socially.

Educate- To help develop young people & Adults through education, delivering a number of educational courses in partnership with both local and national partners.

Reading acronym explained

Provide an inclusive environment that continues to meet evolving community needs through, **READING**:

Raising Aspirations: Actively encouraging all participants to consider their options and give them the chance to realise their potential.

Equality: Everyone has the opportunity to access and participate in the club and its programmes.

Attitude: Promote an active, positive, & adaptable attitude.

Diversity: Respect, understand, and celebrate different backgrounds and cultures that are reflected in our community.

Inclusion: Promote an open and welcoming environment that values all members and works actively to incorporate everyone's ideas.

Nurture: Provide support and guidance that allows for everyone to develop and feel cared for.

Growth: Encourage everyone to expand their horizons and believe in their own capabilities.

The **Reading** acronym thus provides the club with a set of values that we continue to adhere and aspire to all the way through the organisation. Within this strategic plan, the **READING** acronym has been used to evaluate each of the pillars of activities below to identify areas that the pillar is succeeding in, as well as parts of the acronym that it could improve on. These have then shaped the targets that each pillar has been given according to each of the strategic steps, outlined on page 9.

Steps to strategy explained.

In order to achieve the mission statement outlined on the diagram and previous pages the club will enact through its FSR department the following four steps:

1. Have Equality, Diversity, and Inclusion (referred to as EDI) as a core value within all our programmes, policies, and procedures.



This will make sure that all activities provided by Wexford Fc football in the community are as inclusive as possible, and both designed and delivered to benefit the community as a whole.

2. Work with partners and stakeholders to identify and tackle emerging areas of risk within the community.

○ This will continue to grow the club to cater for those most at need within the community, also to develop programmes for events such as Covid in the future.

3. Maximise our relationships within Wexford FC and local institutions.

○ This will allow the football in the community arm of the club to make the most of existing connections, particularly in benefiting from the Wexford FC brand, its staff and existing partners and fully meet the needs of our local community.

4. Maintain high standards of delivery to meet our main funding partners requirements.

○ This will ensure the club is able to continue delivering and expanding programmes targeted at reducing deprivation, crime, and social exclusion.

In-House CPD Programme on the Six Key Pillars of SES;

As part of our commitment to the FAI Club Licensing Programme and the League of Ireland's wider strategic vision, the club will initiate and deliver a series of in-house CPD (continuing professional development) events focused on education and awareness around the 6 Key Pillars of SES:

- *Good Governance*
- *Diversity & Inclusion*
- *Youth & Grassroots Development,*
- *Health & Wellbeing,*
- *Environment & Sustainability,*
- *Community Engagement.*

These sessions will be structured to build staff, player, and volunteer knowledge while embedding the principles of responsibility and sustainability into our daily operations.

The programme will be carried out on a seasonal basis, with workshops, guest speakers, and collaborative learning activities scheduled around the football calendar. By conducting CPD events in-house, we can tailor the content to the specific needs of our club and community, encourage cross-departmental participation, and ensure that everyone – from board members and coaches to academy players and volunteers – has a practical understanding of how their role contributes to the six pillars. This approach will not only meet FAI licensing requirements but also strengthen the club's culture of accountability, inclusivity, and long-term sustainability.

Underpinning all these steps is the continued need to maintain the health of Wexford FC to ensure its efficacy, compliance, and financial viability, so Wexford FC is able to function effectively. This is also addressed by Steps 1 and 4 as, by meeting the standards set by our main funding partners, the club can fully provide for a diverse range of participants. Whilst working towards our environmental commitments.

Sustainability Policy Wexford FC

Environmental

2026-2029

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.

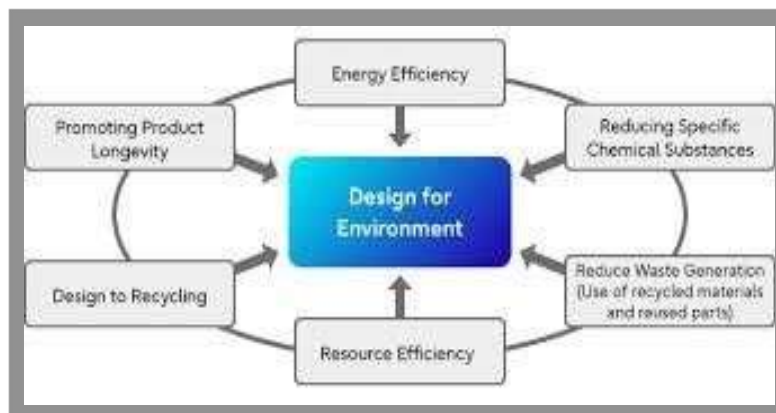




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1. Energy and Utilities

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 Trust 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 success
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 2027.

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 or 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.



Sustainability & Environmental Officer: Alan Browne;

Alan Browne

Programme action plan 2026-2029

Using our four Strategic pillar model here is an outline of the priority programmes the Football in the community dept and SES will work towards delivering within our plan for 2026-2029 taking into consideration our main stakeholders KPI's, needs and request, also our priorities we have pinpointed after discussions with local and national stakeholders over the past year.

These are open to change due to need and take up of the programmes, also National programmes brought on stream for example SRTRC in school programmes or FAI initiatives.

This will take a working in house style design and a full programme list.

“The SES community programmes are fully up and running and quarterly reports are issued to all stakeholders to outline participation”

Programme Name Green = live Yellow = In process Blue = Future	Actions/Targets	KPI	Timeline	Owner/Sub owner Stakeholder Partners
Power chair football Underage	Once a week session, leading to development of Wexford Fc Team	Participant growth 50% year on year	Live, growth in 2024/2026	▪ Presentation school Wexford ▪ National Powerchair Association
Powerchair football Adult	Had taster session at SETU Waterford	12 players on a weekly basis With 25% growth year on year	Mid 2024	▪ National Powerchair Association ▪ Irish wheelchair Association (Waterford & Tipperary) ▪ Waterford sports partnership
Pan disability Football	Programme started, prepare players for football blitz days and competitions	30 participants with a growth of 25% per 3-month cycle	January 2024	▪ Reachability Wexford ▪ FAI FFA
Walking Football (over 50's)	Meetings held with local groups	20 participants in 2024 building year on year	Mid 2024 start	▪ 3 local walking football groups ▪ Wexford FC for venue
Over 35's Football	Public meeting held 2 nd meeting scheduled for Feb 24	3 teams= Ex LOI or Pro, Ex Wexford league & just for fun groups	Start of 24/25 season With games and training starting Q2 2024	▪ Wexford FC ▪ Wexford League
Men's & Woman's sheds	Meetings held with local men's sheds & Wexford Council	% growth in participation after consultations with local groups	Q 3 2024	▪ Men's shed association ▪ Local groups ▪ Wexford FC
Football memories Dementia club	Meeting held with Wexford Council, the Alzheimer's association	To have a sustainable number of members	2024	▪ Wexford Council ▪ Alzheimer's Association ▪ Wexford FC

Programme Name Green = live Yellow = In process Blue = Future	Actions/Targets	KPI	Timeline	Owner/Sub owner Stakeholder Partners
Numeracy Programme Primary school	6 schools ready to start, with 4 more in discussion	Participant growth 50% year on year	Live, growth in 2024/2026	Local primary schools
SEED programme Working with teenagers (anti-social behaviour) Full time educational programme	In partnership with An Garda Siochana and WWETB	18 people per programme with growth of 1 extra programme per year in different areas	late 2024	- An Garda Siochana - WWETB - Wexford FC - Wexford Council - Social welfare
In school – physical exercise programme	To get schools to sign up for PE lessons / football sessions in school time	20% of primary schools in the Wexford Fc catchment area With % growth year on year	2024/26	- Local schools - Wexford FC
After school clubs (Primary)	Meetings held with local school	25 schools in 2024 building year on year	Mid 2024 start	- Local primary schools - Wexford FC
Saturday Morning club	Meetings with Astro Active Enniscorthy	40 children aged 5 to 8 every Saturday morning	Early 2024	- Astro Active Enniscorthy - Wexford FC
LGBTQ+ supporters' group	Meetings held with local groups in Wexford, Gorey & Enniscorthy	Make 5% of all club supporters to be from the LGBTQ+ group With a year-on-year growth	2024	- Wexford FC - Local LGBTQ+ support groups - Wexford FC supporters group
Wexford FC Bike club	Meeting held with Wexford Council, Cycle Wexford	To have a sustainable number of members	2024	- Wexford Council - Wexford FC

Programme Name	Actions/Targets	KPI	Timeline	Owner/Sub owner Stakeholder Partners
Green = live Yellow = In process Blue = Future				
Grassroots In Club coaching	Meeting with local grassroots clubs both boys and girls	To work with 50% of all boys and girls' teams within the Wexford area	Live, growth in 2024/2026	- Wexford schoolboys league - Wexford Girls league - Local Wexford clubs - Wexford FC
Wexford FC DS (down syndrome) Team	Discussions with the FAI FFA officers and local pan disability groups	16 players on a weekly basis With 25% growth year on year	Late 2024 early 2025	- FAI FFA - Local special schools - Wexford FC
Autism awareness	Create a safe area for children and their carers who are on the Autism spectrum	10 children at all home games both men's and woman's	2024	- Reachability Wexford - Wexford FC - Local Autism help group
Custody coach	Discussions with An garda Siochana, to have a Wexford Fc youth worker helping with young offenders	% of youth offenders steering away from the path of crime and anti-social behaviour	Early 2025 Due to training the officer	- Wexford Garda - Wexford FC
Traveler men's football	Meeting with FAI FFA officer	4 groups within the Wexford catchment area on a weekly basis	2024	- Wexford FC - FAI
Direct provision football	Meeting with FAI FFA and Wexford council	50 participants on a weekly basis at 2 locations	Q 1 2024	- Wexford FC - Wexford Council
Older persons social club	Arrange meetings with local Age concerns groups	20/30 men and woman by weekly meeting at the Talbot hotel Wexford town	Late 2024	- Wexford Fc - Local older generation groups

Wexford FC programme Action plan 2026-2029

Please see attached a list of some of the actions Wexford FC will work towards, the actions listed are ones that the club and football in the community (SES) department feel they may be able to successfully work towards through the above policy and the action plan.

The clubs action plan demonstrates how the club are helping the community and our stakeholders to work towards these targets. The clubs action plan will be reviewed and updated annually, (with national/local programmes added during this period if they become live), allowing the opportunity for the club to focus on different actions identified with our key stakeholders and national NGO's.

Strategic Pillar	Objective	Activity	KPI's	Timeline	Owner	Secondary Owner partner
1, Health & Wellbeing	Use football as a tool to promote the Physical & mental health of people in Wexford	Walking Football Over 50's	30% over 65 25& Female 40 sessions per year	Up and running	Wexford FC	Local walking football groups, FAI Wexford league
		Over 35's football	3 levels including ex LOI+Pro Ex Wexford league Just for fun 60 participants with 20% growth per annum	Up and running	Wexford FC	Wexford league, Professional football association, FAI
		In school Physical exercise	10 schools in 2026 10 schools added per annum	2026-2029	Wexford FC	Local primary schools, Wexford coco, FAI

		After school clubs	10 schools in year1 with 100% growth each year to 40% of the total amount of primary schools in county Wexford	2026-2029	Wexford FC	Local primary schools, local youth groups, Wexford coco, Health Wexford
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		Saturday Morning football club	30 children aged 5-8 per centre with growth of 2 centres per year	2026	Wexford FC	Astro active Enniscorthy, Wexford coco, Local Wexford underage league clubs.
		In club Coaching	12 grassroots clubs in 2024 with a 15% growth year on year of all clubs in the Wexford area	Started feb 2024	Wexford FC	Wexford underage league, Local Wexford grassroots clubs.
		Bike club	100% of children leave with a high level of competence in safety using a bike in public areas	2026	Wexford Council walking and cycling officer	Wexford FC

2, Education	To use football as the vehicle to aid education and empowerment through education	Anti racism and exclusion Programme	5 primary schools targeting 5 th and 6 th class children 10–12-year-old. For 2024 With a 100% growth year on year	Started Q2 2024	SRTRC	Immigrant council, Wexford FC, Local primary schools.
		SEED programme (skills, education, empowerment development)	20 teenagers aged 16-19 Per programme, 2 programmes per year	2026	Wexford FC	HSE, An Garda Siorchana, WWETB, Wexford coco

		School Numeracy Programme	12 schools in 2024, 25% growth year on year	Started 2024	Wexford FC	Local primary schools in Wexford and surrounding areas
		Custody coach	1 per year	2025-2028	An Garda	Wexford FC HSE Youth offenders dept
3, Social inclusion, sports participation	Football for all ethos, using football to help the confidence, social skills and awareness of people living with disabilities and mental health problems	Powerchair football Underage	10 young people in 2024 With a 50% growth per year	Started late 2023	Wexford FC	Irish powerchair association, FAI FFA Presentation school Wexford

		Powerchair football Adult	10 over 18's players in late 2024 with 50% growth per year	2024-2027	Wexford FC	SETU Waterford, FAI FFA Wheelchair association Waterford and Tipperary
		Pan Disability football	35 participants per group per week	Started Jan 2024	Wexford FC	Reachability Enniscorthy, Astro Active Enniscorthy, FAI FFA
		Men's & Women's sheds	30 People in the group with a % growth per year 20% woman	2026	Wexford FC	Men's shed Wexford association

	To help stimulate conversation for people living with dementia or Alzheimer's. In a social environment	Football memories dementia group	12 meetings per year in the talbot hotel until we move into new stadium 2026	2026 - 20279	Wexford FC	Alzheimer's association, Wexford coco, HSE
		LGBTQ+ supporters group	5% in 2024 10% in 2025 of total supporters at games	2024-2028	Wexford FC	Local LGBTQ+ groups FRS Wexford Youth groups
		Down syndrome team	18 players per group 2 teams by 2026 Training 38 sessions per year	2025 - ongoing	Wexford FC	Local special schools FAI FFA

		Autism Awareness	Have a designated safe area at Ferrycarrig and the new stadium for 20 people including carers/parent /guardians	2025-2027	Wexford FC	Autism awareness groups in Co Wexford
		Travelers men's football	3 centres within county Wexford giving a total of 120 sessions per annum	2025-2027	Wexford FC	FAI FFA 3 local clubs in Gorey Buncloody & New Ross
		Direct provision football	3 centres in county Wexford giving 150 sessions per year for 25 people per centre	2024 - ongoing	Wexford FC	Wexford coco FAI FFA 3 local clubs in the county Wexford area

	For social inclusion and isolation	Older persons social club	12 meetings per year once per month	Q3 2024	Wexford FC	Age concern, Wexford coco Local groups
4, Environment	To deliver environmental programmes to help our local community and the wider goal of sustainability and net zero	Programme that changes behaviours that save energy in homes, businesses, schools and Wexford FC facilities	Develop an approach to reduce energy consumption. Create information resources. Develop targeted behaviour change campaign. Publish resources.	2024 - 2028	Wexford FC	National/local agencies & organisations. Wexford coco, SEAI

		Smart Meters Explore linkages to time of use tariffs.	Installation of smart meters in club facilities, produce a presentation on the benefits of smart meters for staff, players and supports	2025-2028	Wexford FC	Energy companies, Energy saving manufacturers. Renewable energy suppliers (wind and sun)
		Provision of facilities for pedestrians and cyclists to encourage low carbon travel choices	Installation of bike racks Segregation and road reallocation, Surface improvement into the club using recycled materials.	2026-2028	Wexford Coco	Wexford FC Cycle Ireland Tourism Ireland Local walking groups Local cycling Clubs Age action groups

	Encourage low carbon travel choices	Sustainable Travel to schools and other education sites we work with,	75% of schools we work with sign up to the programme by 2025	2024-2028	Wexford FC	Wexford coco Cycle Ireland Wexford Garda Local walking groups Local cycling clubs Schools Local residents groups
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		Increase zero emission vehicles uptake. Have charging points at the club for electric vehicles	2 local vehicle sales outlets in Wexford, give discounts for club staff, players, members, and supporters. The club give % discounts on club merchandise for zero emission vehicle users at games.	2025-2028	Wexford FC	Local vehicle sales outlets Wexford coco Energy suppliers (charging points)
	Work towards zero waste from food sales at our games	Commercial food waste reduction	Have buy in from 100% of food and beverage sales partners at the club	2024 - 2028	Wexford FC	Our waste collection company Our food outlet partners. Local gardeners/com posters

	Divert clothing from general waste to recycling or donation. Investigate the potential for emulating the WearNext project in New York.	Clothing recycling	Establish baseline and set meaningful targets for reducing the amount of clothing wasted. (currently in consultation phase) Have clothing bins, publish returns on the scheme 3 times a year	Season 2025	Wexford FC	Our waste collection company Local clubs Supporters Recycling NGO's
	Implementation of a ban on single use plastic within the club, including cups, food containers, packaging, and drinking containers (bottles of water)	Plastic free Wexford FC	To have no single use plastic products at the club by late 2024, used by suppliers or by the club.	Q4 2025 Q1 2025	Wexford FC	Local suppliers Game day food outlets. Supporters Drink suppliers. Away teams Players & parents/guardians
	Share and explain our own targets on consumption. Explain where our water comes from, and how we can collect water for nondrinking needs at the club	Educate the public and club staff about Wexford water situation	Have a rainwater collection system at the club for use on pitches and sanitation. Measure the amount of water usage via meters, drop of 50% by Q1 2025	2025-2027	Wexford FC	Players Supporters Ground staff. Water collection companies Wexford coco

	Tree/hedge planting to provide shade, reduce particulate pollution and oxides of nitrogen. Plants to help with people's wellbeing and create a calm place.	Develop green spaces to enable increased health benefits	To plant 100 items by late 2025 Take a survey of users to see how many and how long they stayed	2025-2027	Wexford FC	Players Supporters Ground staff. Local suppliers Wexford coco
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SES Officer: Mikie Rowe





WEXFORD FC

*Community
Football
Care. Develop. Educate*



Our Partners



Wexford County council

- **Sports active Wexford**
- **FAI**
- **Healthy Ireland**
- **LOI**
- **Reach ability.**
- **Presentation school Wexford**
- **UEFA**
- **FDYS Wexford**
- **SRTRC**



Wexford FC Care

The club hosts a powerchair football session every Thursday in the presentation school Wexford – with the aim of launching a powerchair team in association with the AIPF Association of Irish powerchair Football.



The sessions are open to all, anyone can join in the passing practices and games. Or just come to socialise.



We are future planning for an adult team giving Wexford FC both underage and adult Powerchair teams, representing the southeast.



Football Memories club.

Working alongside Alzheimer Society Ireland & Wexford County Council we will offer people living with dementia and their loved ones/carers support with various activities

including Football memories, memory boxes, presentations from local sports personalities, historians, writers, TD's, councillors, musicians, singers, and bingo sessions.

These will be held every second Wednesday of each month.



Dementia Café

We will also run a Café every forth Friday in the club house facilitating a calm safe environment for socialising and a cup of tea.

Friends of the Elderly.

A friendship group for people over 50 helping to deal with isolation and loneliness will be held at Ferrycarrig park on the first Wednesday of each month.

Walking football club

A walking football initiative held once a week at an indoor facility keeping people aged over 50 involved in football if, due to a lack of mobility or other reasons, they are not able to play the traditional game.



Wexford Fc Men's shed.

A social club that meets twice a week at Ferrycarrig park, creating projects at the club including horticultural elements, repair and restoration, and charity events.



Other possibilities open to the club

Football memories- Ex LOI and Wexford League players social club- Football boot room-Presentations from people in the game.

Rainbow Club.

Wexford Rainbow will be Co Wexford's first and only LGBTQ+ inclusive football team training at Ferrycarrig park on the first Tuesday of each month to start.

The ethos of the Rainbow club.

"We believe in football without barriers. That's why we will create a safe environment for all members of the LGBTQ+ community and its allies. We welcome anyone who wants to have a friendly kick-about where all abilities are welcome."



We are creating an LGBTQ+ supporters group, who will carry the banner of Wexford FC and create a social group where people feel safe to express themselves and feel part of a community club.

Wexford FC Develop

Disability programme.



People living with disabilities can participate in regular sessions including Pan-disability Football working alongside our local FFA (Football for all) FAI officer.



Like the FAI, Wexford FC recognises that some people or communities start from a disadvantaged position and may need proactive assistance from their local LOI club to gain access to all opportunities that exist in football. Everybody regardless of their ability should have the opportunity to access football in their local club, Wexford FC promotes an ethos of inclusion within the football community. Players will be given the opportunity of regular football, a feeling of belonging to Wexford FC, competition, and a safe environment in which to express themselves. Most of all, players will have a pathway into mainstream teams if they improve to a level capable of competing in mainstream competition and if not, they will continue to enjoy the game they love with their club.

The programme will create opportunities for people with disabilities from 6-14 years of age across all disability groups.



Pan Disability Club.



The Pan disability approach will ensure high participation and integration of all disabilities forging a new partnership within the disability community.

These will include Blitz days and tournaments both locally and nationally for our Pan-disability teams.





Wexford FC pledges to develop Disability teams playing in Wexford colours.

Powerchair-Amputee-Autism-Down Syndrome-Deaf Football Learning disability football-Blind football
The club in association with Reach Ability Enniscorthy & Astro active Enniscorthy, will be running a Pan disability participation & competitive team.

With the aim of having a team to enter tournaments around Ireland and further afield.

But keeping the **“just for fun”** element to allow the greatest opportunity for all to enjoy at whatever level they feel comfortable.



We hope to build on this programme, with multi teams and groups. To give players with disabilities the opportunity to play at the highest level available in Ireland.

All our coaching staff will complete workshops and courses to enhance the experience for the participants.

Football camps.

The perfect way for girls and boys to work with Wexford FC coaches to develop techniques, improve their overall game and have fun. Camps will be run across Co Wexford during school holidays.

Meeting a Wexford FC

star is also a possibility with club players often visiting the sessions, to take part in



sions, sign autographs and even pose for selfies!

Our Captain Ethan Boyle At one of our previous summer Camps.



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Specialist courses for girls only aged 8-13 years, Goalkeeping, Mini youths 5-8 and technical Workshops aged 14-18 years old will also be available.

The Football in the community department of Wexford FC will also run Development and advanced centres for those children who have shown potential providing the best start for their football journey while still playing for their local club.



The club will have three strands in the over 35's level of football.

† **League of Ireland**

Players who have played in the League of Ireland or professional football for either Wexford Youths or any other club at the professional level but now live in Co Wexford. This will give players the opportunity to stay playing in the game, but at a high level of competitiveness and create a social element including football memories meetings.

† **Wexford League**

Players who have played within the Wexford league structure at any adult level, giving them an opportunity to still play at a highly competitive level with friends, and create a social element to their lives, joining the rest of the Wexford FC 35 groups in social events. And weekly or monthly meetings.

† **Participation 35's**

Players who just want to have fun with mates or make new friends, weekly 5 a side or 11 a side games, joining in the social elements of the over 35 Wexford scene.

All playing & training in Wexford FC official club gear, making them feel part of their club.



Wexford FC Educate.

We will use the power of education to deliver a variety of programmes in the Co Wexford area.

Wexford Will offer a safe environment to care for, develop. and educate disadvantaged or at – risk young people within

Wexford and the surrounding areas to increase their involvement community with activates and projects.



in our

Some of the programmes we will endeavour to deliver are: WAP – Wexford Alternative Provision, working with children who need additional support within mainstream school, helping them get back on track and returning to full time school curriculum.



Custody Coach:

Aims to prevent young adults getting involved with crime and reoffending by helping them change their lifestyle, working with stake holders like the Garda Síochana, probation service, youth offenders.

Using the power of football to connect with young people creating safer, stronger, and more respectful communities through the development of young people's potential, by providing access to facilities, coaching and mentoring.



In school Programmes

Wexford FC will work towards delivering school sports programmes throughout Co Wexford and the surrounding areas – the programmes will be developed to increase the provision of physical education within primary and secondary schools.

Breakfast clubs offering a range of sports.

Lunchtime Clubs providing organised activities, fun games, and matches.

PE and PPA (planning, preparation, and assessment) cover. Each school's sports coach will be qualified with UEFA C licence plus a sports and recreation qualification.
(Multi-sport)

After School Programme to increase the children's extracurricular activity in different sports.

Inset Day provision for schools wanting to provide activities for pupils when the school is closed.

The Club are developing a new Training and Education arm offering short vocational coaching qualifications for secondary students, college and University students, community coaches, teachers and teaching assistants in the local community working with the National governing Body the FAI.

School football/multisport festivals and tournaments – cluster or individual schools coming to the stadium and playing.

Inset days – school day football-based sessions. Back in the game – Intervention sessions with targeted pupils based around sport in primary and secondary schools, helping young people to get back in the game, back on track with school or back on track regarding their lifestyle.

Mentoring programme – 1 to 1 mentoring work with targeted pupils helping to tackle any behaviour issues within school.





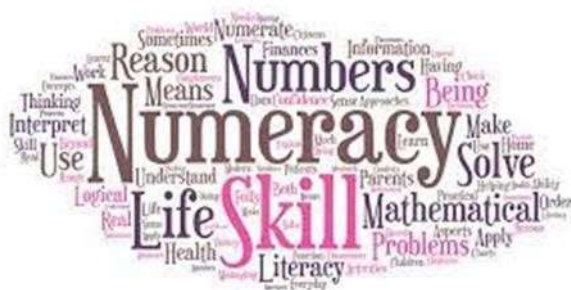
Primary schools numeracy programme.

Wexford FC will be delivering a free Numeracy programme for all primary schools in our County and surrounding areas.

This is a 10-week programme using the theme of football to help teachers deliver numeracy projects that will engage children in the fun of numbers and problem solving.

The programme was developed by the Marino institute of Education in association with UEFA and the FAI Community development department.

This is a first of its kind and a fantastic way to help our youth with maths, bringing a fun element to learning.



After school programme

Wexford FC in partnership with local primary schools will offer a after school programme, to allow children to enjoy physical exercise in a safe and fun environment with qualified coaches.

The programme will offer multi sports, multi movement activities, with themed nights for example superhero's. These programmes will run for 1 hour or two dependant on the needs for each school, this allows parents to collect their children when they finish work. Or just allow children to socialise with school mates.

All these programmes will be bespoke to the needs of each school, Including Irish speaking coaches or assistants.



Irish Language @ Wexford FC

Wexford FC is dedicated to further the use of the Irish language within our community.

We will have all signage at the club in both English and Irish.

This will encourage the use of our native language and develop bonds between Irish speakers and Wexford FC, we will encourage the use of the language around the club and within our community.

We will work towards having Irish speaking staff and stewards at the club on match day, thus making the experience of coming to Wexford fc a more inclusive enjoyable visit.

All correspondence with Wexford FC and our website will have Irish language build in to make the contact with us less stressful and more enjoyable for Irish speaking members of our community.



Tá CP Loch Garmain tiomanta d'úsáid na Gaeilge a chur chun cinn inár bpobal.

Beidh gach comhartha againn sa chlub i mBéarla agus i n Gaeilge.

Spreagfaidh sé seo úsáid ár dteanga dhúchais agus forbróidh sé naisc idir cainteoirí Gaeilge agus CP Loch Garmain, spreagfaimid úsáid na teanga timpeall an chlub agus laistigh dár bpobal. Beimid ag obair i dtreo foireann agus maoir le Gaeilge a bheith againn sa chlub ar lá an chluiche, rud a fhágfaidh go mbeidh cuairt níos ionchuimsithí agus níos taitneamhaí ar CP Loch Garmain.



Beidh leagan Gaeilge ar gach comhfhreagras le CP Loch Garmain agus leagan Gaeilge ar ár suíomh gréasáin ar fáil ionas nach mbeidh an teagmháil linn strusmhar agus níos taitneamhaí do bhaill a labhraíonn Gaeilge inár bpobal

Your club Our community

“The one who plants trees, knowing that he will never sit in their shade, has at least started to understand the meaning of life.”

— Rabindranath Tagore

