



Wexford FC

Football and Social Responsibility  
Strategy

2024-2027

*Mark Ross FSR officer*

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## **Wexford FC Football and social Responsibility Strategy.**

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

Wexford FC FSR (football & Social 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 1000 participants on a weekly basis within three years by developing programmes of work through Wexford coco, 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

*Tony Doyle CEO Wexford FC*



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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

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

Maximise our relationships with local institutions and grassroots football

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.

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.

# 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 2024-2027

Using our four Strategic pillar model here is an outline of the priority programmes the Football in the community dept and FSR will work towards delivering within our plan for 2024-2027 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.

Programme Name	Actions/Targets	KPI	Timeline	Owner/Sub owner Stakeholder Partners
<p>Green = live Yellow = In process Blue = Future</p>				
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	<ul style="list-style-type: none"> <li>▪ Presentation school Wexford</li> <li>▪ National Powerchair Association</li> </ul>
Powerchair football Adult	Had taster session at SETU Waterford	12 players on a weekly basis With 25% growth year on year	Mid 2024	<ul style="list-style-type: none"> <li>▪ National Powerchair Association</li> <li>▪ Irish wheelchair Association (Waterford &amp; Tipperary)</li> <li>▪ Waterford sports partnership</li> </ul>
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	<ul style="list-style-type: none"> <li>▪ Reachability Wexford</li> <li>▪ FAI FFA</li> </ul>
Walking Football (over 50's)	Meetings held with local groups	20 participants in 2024 building year on year	Mid 2024 start	<ul style="list-style-type: none"> <li>▪ 3 local walking football groups</li> <li>▪ Wexford FC for venue</li> </ul>
Over 35's Football	Public meeting held 2 <sup>nd</sup> 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	<ul style="list-style-type: none"> <li>▪ Wexford FC</li> <li>▪ Wexford League</li> </ul>
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	<ul style="list-style-type: none"> <li>▪ Men's shed association</li> <li>▪ Local groups</li> <li>▪ Wexford FC</li> </ul>
Football memories Dementia club	Meeting held with Wexford Council, the Alzheimer's association	To have a sustainable number of members	2024	<ul style="list-style-type: none"> <li>▪ Wexford Council</li> <li>▪ Alzheimer's Association</li> <li>▪ Wexford FC</li> </ul>

Programme Name	Actions/Targets	KPI	Timeline	Owner/Sub owner Stakeholder Partners
<p>Green = live Yellow = In process Blue = Future</p> <p>Numeracy Programme Primary school</p>	6 schools ready to start, with 4 more in discussion	Participant growth 50% year on year	Live, growth in 2024/2026	<ul style="list-style-type: none"> <li>Local primary schools</li> </ul>
<p>SEED programme Working with teenagers (anti-social behaviour) Full time educational programme</p>	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	<ul style="list-style-type: none"> <li>An Garda Siochana</li> <li>WWETB</li> <li>Wexford FC</li> <li>Wexford Council</li> <li>Social welfare</li> </ul>
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	<ul style="list-style-type: none"> <li>Local schools</li> <li>Wexford FC</li> </ul>
After school clubs (Primary)	Meetings held with local school	25 schools in 2024 building year on year	Mid 2024 start	<ul style="list-style-type: none"> <li>Local primary schools</li> <li>Wexford FC</li> </ul>
Saturday Morning club	Meetings with Astro Active Enniscorthy	40 children aged 5 to 8 every Saturday morning	Early 2024	<ul style="list-style-type: none"> <li>Astro Active Enniscorthy</li> <li>Wexford FC</li> </ul>
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	<ul style="list-style-type: none"> <li>Wexford FC</li> <li>Local LGBTQ+ support groups</li> <li>Wexford FC supporters group</li> </ul>
Wexford FC Bike club	Meeting held with Wexford Council, Cycle Wexford	To have a sustainable number of members	2024	<ul style="list-style-type: none"> <li>Wexford Council</li> <li>Wexford FC</li> </ul>



Programme Name Green = live Yellow = In process Blue = Future	Actions/Targets	KPI	Timeline	Owner/Sub owner Stakeholder Partners
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	<ul style="list-style-type: none"> <li>▪ Wexford schoolboys league</li> <li>▪ Wexford Girls league</li> <li>▪ Local Wexford clubs</li> <li>▪ Wexford FC</li> </ul>
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	<ul style="list-style-type: none"> <li>▪ FAI FFA</li> <li>▪ Local special schools</li> <li>▪ Wexford FC</li> </ul>
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	<ul style="list-style-type: none"> <li>▪ Reachability Wexford</li> <li>▪ Wexford FC</li> <li>▪ Local Autism help group</li> </ul>
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	<ul style="list-style-type: none"> <li>▪ Wexford Garda</li> <li>▪ Wexford FC</li> </ul>
Traveler men's football	Meeting with FAI FFA officer	4 groups within the Wexford catchment area on a weekly basis	2024	<ul style="list-style-type: none"> <li>▪ Wexford FC</li> <li>▪ FAI</li> </ul>
Direct provision football	Meeting with FAI FFA and Wexford council	50 participants on a weekly basis at 2 locations	Q.1 2024	<ul style="list-style-type: none"> <li>▪ Wexford FC</li> <li>▪ Wexford Council</li> </ul>
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	<ul style="list-style-type: none"> <li>▪ Wexford Fc</li> <li>▪ Local older generation groups</li> </ul>

## **Wexford FC programme Action plan 2024-2027**

**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 (FSR) 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.**

FSR Officer: Mark Ross :





# 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**
- **Super value Bunclody**



# 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 in late 2024 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 fourth Friday in the club house facilitating a calm safe environment for socialising and a cuppa.

## 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 question & answer sessions, sign autographs and even pose for selfies!



Our Captain Ethan Boyle  
At one of last year's summer  
Camps.

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 in our community with activates and projects.



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 extra-curricular 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.





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 nGaeilge.

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

I ionas nach mbeidh an teagmháil linn

strusmhar agus níos taitneamhaí do bhaill a

labhraíonn Gaeilge inár bpobal



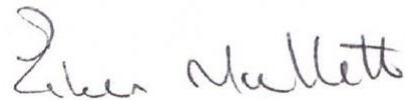
**Your club Our community**

CEO: Tony Doyle



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Club Secretary: Eileen Mullett



FSR Mark Ross



Child welfare Officer/Sustainability officer : Alan Browne

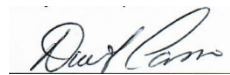


John Godkin Head of football



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Dave Cassin – on Behalf of the board



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**“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**