



FOOTBALL SOCIAL RESPONSIBILITY STRATEGY



Finn Harps FC legend Brendan Bradley scores against St Patrick's Athletic in the 1974 FAI Cup Semi Final. Harps went on to win the FAI Senior Cup for the only time in their history, on April 21 1974. Brendan remains the League of Ireland's record goal-scorer with a career-record of 235 goals.



The Finn Harps Down Syndrome Futsal Team were crowned champions of the inaugural League of Ireland Down Syndrome Futsal Cup in June 2024. The squad successfully defended their title and won the Cairdeas Cup in October 2024, winning every game they contested in the tournament.

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Finn Harps are delighted to introduce our Football Social Responsibility Strategy, which will take us up to 2028.

As a football club, Finn Harps understands the role and position it has within County Donegal and has developed a Football Social Responsibility Strategy to reflect this, in line with the UEFA Football Sustainability Strategy 2030.

The document gives everyone the opportunity to see how we intend to use our club as a vehicle of change, and how we will work with our partners to achieve the priorities of our Key Pillars within the Football Social Responsibility Strategy.

The aim of this policy is to ensure that everyone is treated fairly, with respect, and that our club is equally accessible to all.

Our Strategy document will continue to evolve and expand under the UEFA Strategy Guidelines.





Chairman

Ian Harkin

Secretary

Rory White

Commercial Officer

Aidan Campbell

FSR Officer

Stephen McNutt

First Team Manager

Darren Murphy

Girls Head of Academy

Paddy McDaid

Boys Head of Academy

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A MESSAGE FROM OUR CHAIRPERSON

As chairperson of Finn Harps, in this fantastic moment in the club's history with the new stadium becoming a reality, I am delighted to be leading this initiative to make the club an integral part of the county's mission to be involved in the Health and Wellbeing, Inclusion and Environmental efforts of all the people living in Donegal.

As the senior club in the county, we are in the unique position of being able to unite people throughout our area and make a real difference to our community, people and the environment.

The Football Social Responsibility Strategy has been developed through listening to our stakeholders and reviewing the needs of our community and the challenges they meet. It highlights what we plan to deliver and how we intend to achieve it.

We feel that this strategy gives us the best opportunity to make a real difference to people's lives no matter their age, gender, ethnicity or national origins, disabilities/abilities, colour or creed. Along with our key stakeholders we will strive to make a real difference to the people with whom we engage with.

We have already started the process of establishing partnerships with clubs throughout the county through our Walking Football and Football for All Ability Camps and we intend to continue to identify clubs and partners so we can expand our programmes and work together with like-minded football clubs and partners to make a real difference throughout Donegal.

Ian Harkin





Down Syndrome Futsal, Finn Harps



Football Camp, Letterkenny Family Autism Support Group



Show Racism the Red Card Workshop, Mulroy College, Milford



Walking Football Programme, Clonmany Community Centre

FSR OFFICER OPENING STATEMENT

Since 1954, Finn Harps have been flying the flag for the county in terms of senior football. We have been able to give players from the north west, and beyond, the opportunity to play at the highest level in the country. Our supporters travel from all parts of Donegal to support the team.

With the government announcement of additional funding for our stadium, we feel it is the opportune time to launch our **Football Social Responsibility Strategy for 2024-2028**.

We have always been involved in promoting and assisting local charities and community groups to create enjoyable and engaging activities which make everyone feel they are part of the football experience. It has been our pleasure to work with a variety of organisations including **Donegal Down Syndrome, Grow Donegal, WeCare Foodbank** and **Donegal Road Safety Working Group**. This year our named charity is the **Bluestack Special Needs Foundation** which we will promote and assist throughout 2024.

Our **Football Social Responsibility Strategy** has been developed with the assistance of the **Community Development Division of Donegal County Council** and the **FAI Social Responsibility Department** and is funded through the **Healthy Ireland Fund** supported by the

Department of Health. **Healthy Ireland** is a national, government-led, strategy aimed at improving the health and wellbeing of everyone living in Ireland. The **Healthy Ireland Fund** supports local authorities to deliver activities which will improve health and wellbeing locally.



Finn Harps Football Club aims to continue to work collaboratively with all key stakeholders to deliver the objectives of our **Football Social Responsibility Strategy** building upon our key pillars and core values to improve the health and wellbeing of the community of Donegal.

Through our club policies/values, we are totally committed to the promotion and development of **inclusiveness, equality** and **environmental change** throughout the county and beyond.

Our **Key Pillars** - Inclusion, Health & Wellbeing and Climate Action - will help us to focus on the main priorities/objectives of the strategy. These are all areas that we, as a club, feel are vital, so that Finn Harps Football Club can continue to make a real difference.

A key priority that we will be looking to make an impact on will be **Men's Health**, by working in partnership with **Healthy Donegal, Local Community Development Committee (LCDC), FAI** and **Donegal**



Coaching Session, Inishowen Girls Academy



Football Camp, Letterkenny Family Autism Support Group



Summer Camp, Finn Harps coaches and first team players



Stephen McNutt, Finn Harps FSR Officer, completes the FSR training course

Sport Partnership to organise and deliver programmes such as **Walking Football** and **Football Boot-Rooms** in this area.

As the senior club in the county, we are in the process of developing partnerships with junior clubs and community bodies in Donegal to promote and deliver activities from our **Football Social Responsibility Strategy Programme**.

One example of our success would be the partnerships we have established with junior clubs/organisations in the county to work together in delivering our programmes. We have linked in with Raphoe, Castlefin and Convoy to create a three-club **Walking Football Programme** held at **Raphoe FC** during the summer and continuing at **Castlefin FC** throughout the winter months. Our partnerships with **Rashenny FC**, **Illies Community Centre**, **ATU Letterkenny** and **Eany Celtic** have given us the opportunity to deliver our **Football For All Camps** in Inishowen, South and Central Donegal.

Our **Strategy**, along with our commitment to develop partnerships within the football community and beyond, will help us deliver our programmes in these areas. The **FSR Strategy** will help us deliver on our key priorities in a more structured way and thus help to make a real difference to people's lives throughout the county.

Stephen McNutt

SUMMER CAMPS

- Three days of fun coaching
- Ages 7-13
- First team players will attend

10:30am - 2:30 pm each day

Ballyare 2nd-4th July	Inver 9th-11th July	Gweedore 16th-18th July
Finn Park 6th-8th August	Illies 13th-15th August	Rashenny 20th-22nd August

Kids will receive:

- ✓ Football
- ✓ Participation Medal
- ✓ Kids Season Ticket for remainder of 2024 Season

Cost per family

First Child €69 · Second Child €59
Third and subsequent Children €30

Registration Link:
finnharps.ie/summer-camps

Email Stephen McNutt for more info: camps@finnharps.ie

SHOW RACISM THE RED CARD

Finn Harps are delighted to be involved in delivering the Show Racism The Red Card programme across the county.

We are proud to be involved in delivering this important message across the northwest. Finn Harps, as a club, is committed to working with primary and secondary schools, youth groups, workplaces and sporting stakeholders to build strong and inclusive communities in Donegal.

Show Racism the Red Card works in educational settings, workplaces and sports clubs to offer training, workshops, resources and activities, all designed to educate young people and adults about the causes and the consequences of racism.

Finn Harps Football Social Responsibility Officer Stephen McNutt recently teamed up with Martin Buiata, of the immigrant council of Ireland, and coaches Rose McColgan and Joe Deherly to deliver workshops in St. Bath's NS, St. Jarlath's, Castleknock NS, St. John's, St. Joseph's, St. Patrick's Boys in Carrondagh, The camp workshops included classroom activities and a football training session. Stephen McNutt commented:



FINN HARPS SOCIAL RESPONSIBILITY - WHY ARE WE DOING THIS?

These stats highlight the need for us as a football club to use our position within the county/community as a force for good and in society.

37%

Only 37% of the population met the national physical guidelines through sport or walking.

Irish Sports Monitor Summary Report 2022

15%

Only 15% of boys at post-primary level meet the National Physical Guidelines.

Children's Sport Participation and Physical Activity Study 2022

9%

Only 9% of girls at post-primary level meet the National Physical Guidelines.

Children's Sport Participation and Physical Activity Study 2022

12%

Only 12% of post-primary school children from lower socio-economic status (SES) meet the Guidelines for Physical Activity.

Children's Sport Participation and Physical Activity Study 2022

In terms of social participation in sport, the number of volunteers and club members is still well below pre-pandemic levels.

Volunteer numbers are down 3% to 9% and club membership is down 5% to 31%.

Irish Sports Monitor Summary Report 2022

Family members living in socio-economic disadvantage are already at greater risk of poor outcomes in areas as diverse as health, overweight/obesity and socio-emotional difficulties.

Irish Sports Monitor Summary Report 2022

25%

It is estimated that 25% of us will experience some mental health issues within our lifetime.

Donegal Mental Health Services

PROCESS OF DEVELOPING OUR FSR STRATEGY



Consultation Process

- Meetings with the key personnel from **Donegal County Council** and **FAI** along with **Danie Cade** from **responsible-sport.com** to gain input for strategy
- Discussion around possible partnerships and programme-sharing involving organisations with shared views on Key Pillars such as **Donegal Sports Partnership, Age & Opportunity Ireland**, along with **Donegal Horizons** and **junior clubs** from the Donegal area.

Internal Consultation

- Held discussions with key personnel within club departments including boys and girls academy, chairperson and individual board members.
- Prepared draft Football Social Responsibility Strategy Document making sure our Core Values run through each Key Pillar.
- Gained further feedback from key staff and other board members.
- Prepared final document to take on board
- Presented document to board members for review and sign-off.

FRAMEWORK



Show Racism the Red Card Tutor Course

Finn Harps FC realises they can play a key role along with their partners throughout the county and has taken this into account when developing this strategy.

Our Football Social Responsibility Strategy has been designed with our core values always to the forefront of our thoughts. This is how we see ourselves working with all facets of the game and community to help make Donegal an even better place to live, work and enjoy life.

This strategy covers, but is not limited to, the areas of **Inclusion, Health & Wellbeing** and **Climate Action**, with **education** being a key factor in all three areas.

The Board of Management of Finn Harps will continue to work alongside the club's Partners and Key Stakeholders to review and adjust this document when and where necessary.

Finn Harps FC is a member-owned, community football club and thus is in a great position to drive and help us succeed in the delivery of our Football Social Responsibility Strategy.

The Key Pillars (**Inclusion, Health & Wellbeing** and **Climate Action**) are areas where we feel that we, as a club, alongside our partners, can make a real difference in our society. The Key Pillars will be underpinned and delivered with our **Core Values Policy**, (listed on the next page), always to the forefront.



OUR CORE VALUES

RESPECT

As we know respect needs to be earned but most of all given. As a club we intend to show and give respect to everyone we become involved with through all areas of our work. We also need to respect the world we live in and as a club we intend to promote and deliver on our environmental actions.

RESPONSIBILITY

As the Senior football club in the county, we have a responsibility to lead and promote positive change in all of our Key Pillars. As a club it is vital that we take responsibility for all of our actions both on and off the pitch.

INCLUSION

We believe that everyone in Donegal should be able to be given the opportunity to participate. Our Goal will be to try and achieve this. We believe that linking in and creating partnership with our Key Stakeholders and fellow Donegal clubs we will make this a reality.

EQUALITY

Everyone should be included and feel part of Finn Harps and the programmes we deliver will help us achieve this. Our Key Pillars and actions within them will cater for everyone, no matter their age, gender, disabilities/abilities, ethnicity or national origins.



CHILD PROTECTION AND SAFEGUARDING

This Child Protection and Safeguarding Policy is set out in accordance with the FAI Rulebook and FAI Child Welfare & Safeguarding Policy as well as our legislative requirements set out by Children First Act 2015. This statement is binding on all our club staff, volunteers and club members.

Finn Harps Football Club provides various sporting opportunities for young people through participation in our national league and development squads and all of our activities across the county of Donegal and the north west. As a football club we are fully committed to the **protection and welfare** of the children who participate in these activities and to working under the guidance of our safeguarding policies and procedures.

All our football activities are delivered by coaches that are **Garda Vetted** and have completed **Safeguarding Courses**.

Principles to Safeguard Children from Harm

This statement recognises that in accordance with legislation and the requirements of the FAI Rulebook, FAI Child Welfare & Safeguarding Policy, and other FAI policies and procedures, that the welfare and interests of children are paramount in all circumstances.

Finn Harps Football Club is established on a number of core principles: the needs of the child, integrity and respect, environment, equality,

fair play, welfare and safety in football. These underlying principles underpin our rules, policies and procedures to ensure when children participate in our activities, they do so, as far as is practicable, in a safe and enjoyable environment.

Risk Assessment

In preparing this statement Finn Harps Football Club have completed a risk assessment of the potential risk of harm to children when they are participating in any of our games and attending our activities. The risks were reviewed under the following headings;

- **Club and Coaching Practices**
- **Complaints & Discipline**
- **Reporting Procedures**
- **Use of Facilities**
- **Recruitment**
- **Communications**
- **General Risk of Harm**

The below Risk Assessment table was updated on the 24th February 2024. **Finn Harps Football Club's Child Safeguarding Statement** has been developed in line with requirements under the Children First Act 2015, The Children First: National Guidance for the Protection and Welfare of Children (2017), and Tusla's Child Safeguarding: A Guide for Policy, Procedure and Practice.

Potential Risks Identified	Likelihood of harm happening L-M-H	Procedures/Policies in Place
Risk of harm including assault, ill treatment or neglect of a child in a manner that seriously affects or is likely to seriously affect the child's health, development or sexual abuse of a child	L	<ul style="list-style-type: none"> Child Welfare and Safeguarding Policy Concern-Complaint Policy Safeguarding Training Garda Vetting Specific Guidance
Bullying of a child	L	<ul style="list-style-type: none"> Child Welfare and Safeguarding Policy Social Media Policy Specific Guidance
Risk of harm through social media and online abuse	L	<ul style="list-style-type: none"> Social Media Policy Child Welfare and Safeguarding Policy Specific Guidance of rules
Risk of abuse when hosting a team activity or an away trip	L	<ul style="list-style-type: none"> Safeguarding Training Concern-Complaint Policy Child Welfare & Safeguarding Policy Specific guidance, rules or handbooks in place for an event, trip, camp or competition. Follow all health guidance set out by the HSE

Finn Harps Football Club recognises the implementation is an ongoing process and our football club is committed to the implementation of this Child Safeguarding Statement and the accompanying child welfare and safeguarding policies and procedures that support our intention to keep children safe from harm while participating in our activities. This Child Safeguarding Statement will be reviewed on the 28th February 2025 or as soon as practicable after there has been material change in any matter to which the statement refers. It has been provided to all staff, volunteers and any other persons involved with the service. It is readily accessible to parents and guardians on request.

KEY FOOTBALL STAKEHOLDERS

These charts show the connection with the FSR Pillars and the Key Stakeholders

The key areas of work within each of our Key Pillars can only be achieved by working alongside our Stakeholders.

Key Football Stakeholders	Health & Wellbeing	Inclusion	Climate Action
Club Departments	✓	✓	✓
Supporters	✓	✓	✓
Coaches	✓	✓	✓
Staff	✓	✓	✓
Volunteers	✓	✓	✓
Players	✓	✓	✓
Clubs	✓	✓	✓

Community Stakeholders/Partners	Health & Wellbeing	Inclusion	Climate Action
Healthy Donegal/ FAI Healthy Ireland	✓	✓	✓
Schools	✓	✓	✓
Donegal Sports Partnership	✓	✓	✓
Partner Clubs/Community Organisations	✓	✓	✓
Donegal County Council	✓	✓	✓
FAI Football for All Department	✓	✓	✓
Clubs	✓	✓	✓

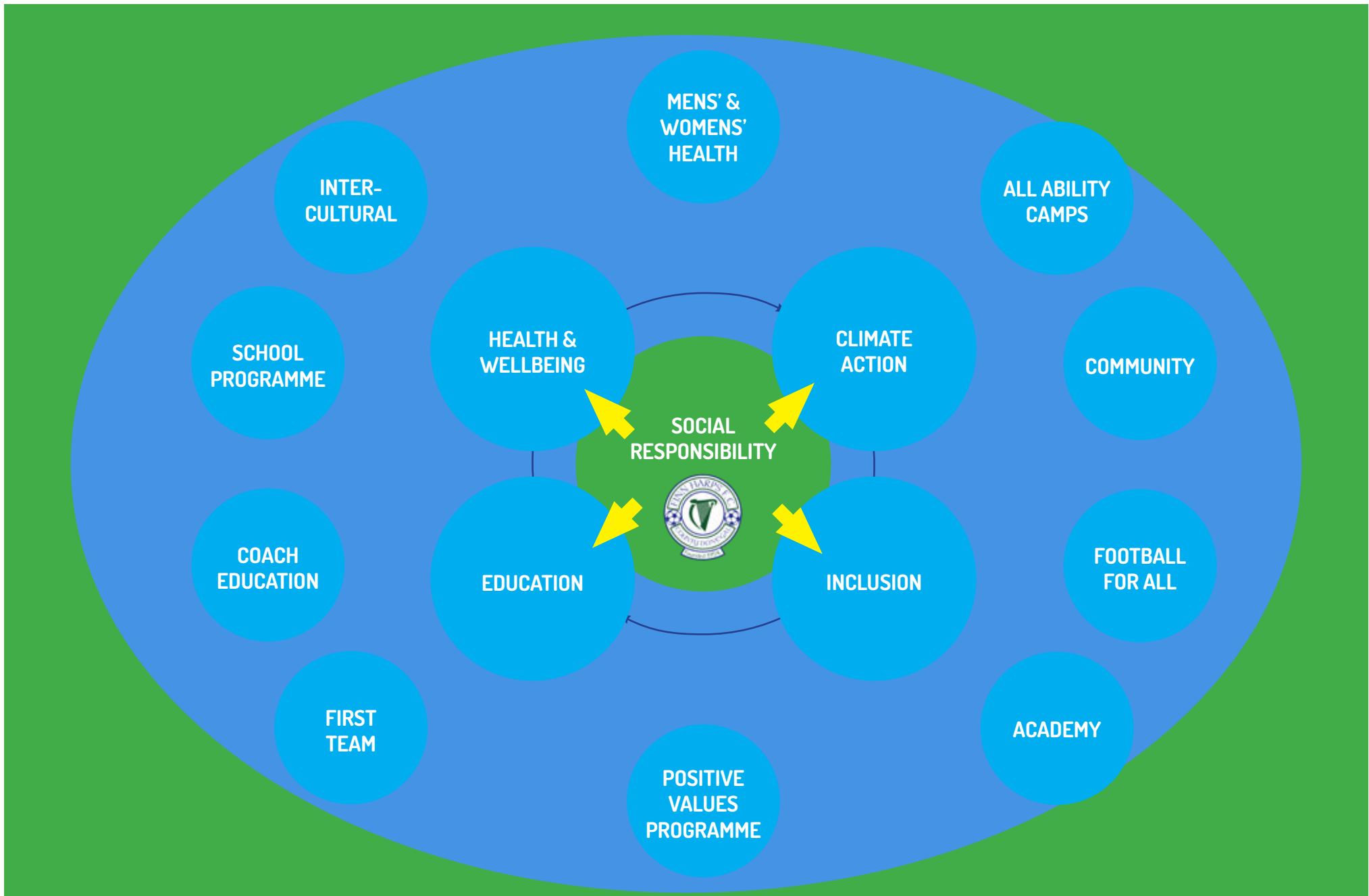
KEY PRIORITIES

Finn Harps FC, as a community organization, is dedicated to making a positive impact across several crucial areas: Climate Action, Inclusion, and Health & Wellbeing.

By embedding education within each of these pillars, the club is positioning learning and awareness as essential tools to drive meaningful change.

Maintaining a foundation built on respect, responsibility, inclusion, and equality further strengthens our commitment to building a more sustainable, equitable, and healthy future for all.







Finn Harps Primary Schools 5-a-side Invitational Tournament



Walking Football, East Donegal

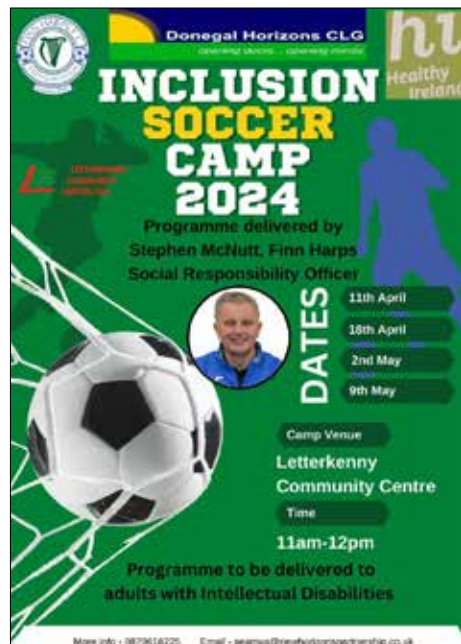


Finn Harps Adult Disability Coaching Programme

FSR STRATEGIC PILLARS

HEALTH AND WELLBEING

Finn Harps Football Club is fully aware of the impact we can have on improving the health and wellbeing of the people within our community. Working with our Partners and Key Stakeholders we will deliver programmes that will help to improve both the mental and physical health of our community in Donegal.



Donegal Horizons CLG
Healthy Ireland

INCLUSION SOCCER CAMP 2024

Programme delivered by Stephen McNutt, Finn Harps Social Responsibility Officer

DATES

- 11th April
- 18th April
- 2nd May
- 9th May

Camp Venue
Letterkenny Community Centre

Time
11am-12pm

Programme to be delivered to adults with Intellectual Disabilities

More info - 087916225 Email - seamus@newhorizonspartnership.co.uk



FUTSAL TRIALS

FOR BOYS & GIRLS 16+ WITH DOWN SYNDROME
From Donegal, Derry & Tyrone to represent Finn Harps FC

WHEN? SATURDAY JUNE 1ST / FROM 3PM

WHERE? AURA LEISURE CENTRE, LETTERKENNY

BRING? INDOOR FOOTWEAR & WATER

Contacts

- Tony McNamee 0860856928
- Danny Ferry 0876928826
- Stephen McNutt 0872499399
- Seamie Friel 0838159089

Logos: hi healthy ireland, FAI FOOTBALL FOR ALL, LEAGUE OF IRELAND, UEFA Health

Actions:

Senior Men and Women

We will be encouraging and inviting adults over 50 to participate in programmes such as **Walking Football** and **Football Boot-Rooms** where they will have the opportunity to partake in physical activity and have the opportunity to meet like-minded people and make new friends.

Primary and Secondary School

Students will be given the opportunity to participate in our healthy school activities and positive values programme which will be delivered by qualified and vetted coaches.

Healthy Football League

As part of our link with the FAI Football Social Responsibility Department we are a member of the UEFA Healthy Football League.

As a club we will continue to promote this App and encourage our supporters and the wider community in Donegal to participate and thus become more active in their day to day lives.

INCLUSION

Finn Harps Football Club is fully committed to be a role model and advocate of inclusion of all the people within our community. Through the relationships with our Partners and Key Stakeholders we will deliver programmes that will help continue to make Donegal a county where all of the community feel that they belong.



Sample Actions:

Womens' Football

We will engage with the two female leagues in Donegal in order to deliver workshops and coaching sessions so that females are getting the same opportunities as their male counterparts. These will be accessible for both underage and senior players, coaches and teams.

Disability Programme

Work in partnership with the **Donegal Horizons Coordinator** to deliver agreed programmes to disability groups within the county.

Primary Schools 5-a-Side Tournament

Liaise with **Donegal Primary School Football Committee** and **Letterkenny Community Centre** to plan and organise 5 a-side tournaments for the local schools. We will take into account the size of the schools and break them into three sections. We will have separate tournaments for the boys and the girls.

Finn Harps Football Camps

Our aim is to deliver these mainstream camps during the school holidays throughout the year. These camps will cater for all budding players with all levels of football ability between the ages of 7 and 13. Camps will be held Easter, Summer and Halloween in all corners of Donegal. The purpose will be to give young boys and girls the opportunity to participate in fun, safe and enjoyable activities where they can meet new friends and be physically active.

CLIMATE ACTION

Finn Harps Football Club is fully aware of the impact we can have on the environment within our community. We believe that as part of our commitment we have a vital role to play in promoting responsibility for the environment and leading by example within the football club and the local community. Our aim is to make sure our Key Priorities complement the Climate Action Plan developed by our own Department of the Environment, Climate and Communications.

The Climate Action Plan 2021 provides a detailed plan for our Country to take decisive action to achieve a 51% reduction in overall greenhouse gas emissions by 2030 and setting us on a path to reach net-zero emissions by no later than 2050, as committed to in the Programme for Government and set out in the Climate Act 2021.

Actions:

Travel

As a club, we will do our utmost to make sure our players and staff minimise their own carbon footprint by car sharing to training and home matches. We would encourage all fans to use public transport where available and either walking or even cycling to games if possible. We encourage a fan bus to away games. In this way, we will encourage lower car usage and promote more environmentally friendly means. When playing away fixtures, we will provide bus transport from our home ground to away venues so that our staff and players, where possible, will travel together.

Waste Management

We aim to improve our own responsibility in this area while promoting the need for waste management throughout the county. We will make it a key priority to improve the club's ability to cater for waste management within our training grounds and at Finn Park.

Promotion of our Climate Action Policy

Familiarise our supporters, sponsors and community with our sustainability policy and encourage them to adopt the appropriate sustainable practices. To review and to continue to improve the sustainability performance of our football club.

Review of Policy

This policy will be reviewed yearly by the club and the Board of Directors or sooner if there is a change of events. The Board will also recommend any changes to the policy.



Gateway Soccer Connections Programme



Little Blue Heroes, matchnight mascots at Finn Park



Launch of 2024 Primary School Road Safety Art Competition

EXISTING ACTIVITIES

As a club, we have always looked to promote local charities and encourage Health & Wellbeing Activities within the area. We were delighted to form partnerships in recent years with fantastic charities such as the Little Blue Heroes, Donegal Down Syndrome and “In My Shoes” to help promote and assist them with their activities.

This year we announced our official charity partner to be the **Bluestack Special Needs Foundation**. This partnership will help increase awareness of the invaluable supports and services offered by the foundation. The Bluestack Special Needs Foundation was established to provide direct supports to people with additional needs themselves and direct supports to their families and carers.



MEASURING IMPACT AND IMPLEMENTATION PLAN



HEALTH AND WELLBEING

Objective	Activity	KPIs	Timeline	Owner	Secondary Owner
Use Finn Harps' position within the County to promote Health and Wellbeing to all genders and backgrounds	Offer Walking Football to targeted groups. Age Range from 45 to 70	<ul style="list-style-type: none"> Two programmes per year run across the county 50% of the programmes will target the 45-70 age groups One female-only Walking Football Activity during 2024-25 	2024 -ongoing	FSR Officer	Individual Clubs and Organisations
	Football Boot-room and Football Memories	<ul style="list-style-type: none"> 2+2 programmes per year run in conjunction with Walking Football 	2024 - ongoing	Individual Clubs and Organisations	FSR Officer
	Underage Football events/ Coaching and Blitzes	<ul style="list-style-type: none"> Two programmes per year 	2024 - ongoing	FSR Officer	Individual Clubs and Organisations
	Coordinate the delivery of Player Development Coaching Sessions for High potential Female players within the County	<ul style="list-style-type: none"> Engage with the Women's League to offer workshops and coaching sessions. Deliver six Coaching sessions per year 	2024 - ongoing	Inishowen Girls League Donegal Girls League	FSR officer
	Football Camps	<ul style="list-style-type: none"> Deliver 12 Football Camps each year during Easter, Summer and Halloween breaks. 	2024 - ongoing	FSR Officer	Finn Harps/Junior Clubs/ Community Organisations Trevor, Clare
	Schools Coaching Programme	<ul style="list-style-type: none"> Deliver two blocks of four football activities sessions in three selected Secondary Schools per year 	2024 - 2028	FSR Officer	
	Support the Role out of the 'Not Around Us Campaign' in partnership with Donegal County Council/Health Donegal	<ul style="list-style-type: none"> Help to protect children and young people from second-hand smoke exposure. Contribute to the de-normalisation of smoking for children and young people. Reduce the environmental nuisance, cost of cleaning and damage that discarded tobacco products create. Signpost to HSE Quit services. 	2024 - ongoing	Finn Harps Board	FSR

INCLUSION

Objective	Activity	KPIs	Timeline	Owner	Secondary Owner
Use Finn Harps position within the county to promote Inclusion to all genders and backgrounds in Primary Schools	School Coaching Programme in Donegal.	Engage and get agreement with selected Schools to deliver a positive value coaching programme that will cater for students from all backgrounds.	2024 - ongoing	Finn Harps Coaches Primary Schools principals.	Kevin McHugh FSR Officer
Use Finn Harps position within the county to promote Inclusion to all genders and backgrounds by working with Primary Schools within the county	Plan, organise and deliver 3 Boys and 3 Girls Primary School Invitational Tournaments	<ul style="list-style-type: none"> Engage and get agreement with schools to deliver tournaments to run each year. Source facility to host tournaments. Run tournaments in each category. Review tournaments in 2025. 	2024- ongoing	FSR Officer	Primary Schools principals.
Use Finn Harps position within the County to promote Inclusion to all genders and backgrounds by working with the Women's Leagues within the county	Engage with Donegal Horizons to deliver programme for Adults with Disabilities	<ul style="list-style-type: none"> Deliver 4 Coaching workshops in the County yearly basis. Work with Seamus Friel and Liam O'Donnell to source venue. Design plan for workshop. Deliver Workshops. Deliver 1 tournament between the different groups each year. 	2024- ongoing	FSR Officer & Seamus Friel from Donegal Horizons.	Liam O'Donnell from Letterkenny Community Centre
Finn Harps have teamed up with Limavady United to deliver A Cross Border/Cross Community Programme on behalf of the Inishowen Development Partnership which is funded by the International fund for Ireland.	Develop Cross Border Positive Values Programme to promote inclusion in Cross community with Limavady Utd through funding from Inishowen Development Partnership and international Fund for Ireland	<p>Training of Adult Coaches in Positive Values Programme Upskilling as required.</p> <ul style="list-style-type: none"> Three Train the Trainer sessions 10 Adult coaches tutor trained up. <p>Deliver the positive values programme to Junior Coaches from the targeted schools</p> <ul style="list-style-type: none"> Six training sessions delivered for Junior Coaches with 16 junior coaches upskilled <p>Deliver the Cross Border School based programme on the positive values:</p> <ul style="list-style-type: none"> 250 minimum boys and girls aged 13 -14 years will participate in the programme. 30% will be girls and 70% Boys 	2024	FSR Officer	Limavady Utd FSR Officer
Work in Partnership with the FAI/ LOI to establish a Finn Harps Down Syndrome Squad to participate in National Futsal Tournaments on a bi-yearly basis.	Establish our own Down Syndrome squad so that we can participate on a National Level.	<ul style="list-style-type: none"> Work with Donegal DS and Donegal Horizons to source players. Identify players and set up Finn Harps DS Squad. Work with FAI and LOI to plan and organise participation. Participate in festival days. 	2024 - ongoing	FSR,	Coaches from Donegal Down Syndrome and Donegal Horizons.

Objective	Activity	KPIs	Timeline	Owner	Secondary Owner
Finn Harps, in conjunction with the FAI will use its position to promote Inclusion and eradicate discrimination for all genders and backgrounds within the county through the delivery of Show Racism the Red Card workshops.	Deliver four Show Racism the Red Card workshops in partnership with the FAI in selected Primary Schools in Donegal.	<ul style="list-style-type: none"> Work with FAI and the National Emigrant Council of Ireland to identify 4 Primary Schools Identify Primary Schools and invite them to participate in the programme Identify Suitable Tutor to deliver football related session during workshop Confirm dates with Presenter, Coach and School. Deliver Workshops 	2024	FSR Officer and School Principals	SRTRC Tutor Donegal County Council Primary Schools
Use Finn Harps position within the county to promote Inclusion to all genders and backgrounds by working with the Finn Accommodation Centre.	Identify areas and highlight areas where New Citizens can become an integral part of the community.	<ul style="list-style-type: none"> Club secretary to arrange a meeting with Maria Gallagher, Centre Manager. Identify areas which will benefit both Centre and the club. Design Programme Select suitable personnel for positions. Upskill Participants were required. Monitor, evaluate and adjust programme were required. 	2024 - ongoing	Rory White Maria Gallagher Aidan Gallagher	
Use Finn Harps position within the county to promote Inclusion to all genders and backgrounds by working local authorities.	Identify young specific underprivileged boys and girls to participate in a Free Football Camp which will be delivered on a yearly basis.	<ul style="list-style-type: none"> Identify venue and suitable location. Source Funding to cover cost of Venue and Coaches Target specific participants for camp. Design Programme in conjunction with participating Coaches. Confirm dates and numbers taking part. Deliver the Free Football Camp. 	2024- ongoing	FSR Officer Healthy Donegal Coordinator	Head Coach
Finn Harps, in partnership with the Donegal County Council will roll out this pilot programme to promote Inclusion and eradicate discrimination for all genders and backgrounds within the county through the delivery of Show Racism the Red Card workshops.	Deliver 20 Show Racism the Red Card workshops in partnership with Donegal County Council/Healthy Ireland.	<ul style="list-style-type: none"> Work with Margaret Fitzgerald from Donegal County Council to secure funding for Secondary School Programme. Identify Secondary Schools throughout Donegal to participate in the programme Select and invite schools to participate in the Show Racism the Red Card Workshops. Identify Suitable tutors to deliver football related session during workshop Confirm dates with Presenter, Coach and School. Deliver Workshops 	2024-2026	Healthy Donegal FSR Officer	SRTRC Tutor Club Coach School



CLIMATE ACTION

Objective	Activity	KPIs	Timeline	Owner	Secondary Owner
Finn Harps to Raise awareness and advocate Climate Action.	Promotion of Climate Action	Coaching and Playing staff to be involved in all Climate Action Initiatives.	2024- ongoing	Media Officer	FSR Officer
Finn Harps will show leadership and continue to raise awareness and advocate Climate Action by making club grounds a climate friendly football club.	Separate Waste Bins	Sets the targets after assessing problem ie. How many bins are required? Have specific bins for Waste and Recyclable products	2024 - ongoing	Ground Staff	
Finn Harps will show leadership and continue to raise awareness and advocate Climate Action by using all club players to promote pillar and activities.	Plastic Bottle scheme	Encourage all Academy Players to replace their usage of plastic bottles with Reusable Water bottles	2025-ongoing	Senior Kit Man Academy Coaches	Football Social Responsibility Officer
Decrease our own carbon footprint.	Decrease the number of cars used by players and staff when participating in Finn Harps Activities.	Groups of minimum of three players to car share for training and games. Buses used for away games by all squads	2024/25	FSR Officer along with Senior Staff and Players	Club Match Day Staff
Finn Harps to Raise awareness and advocate Climate Action.	We will conduct a survey within our supporters to identify areas we can make a real impact.	Fans to be ask to take part in questionnaire of new UEFA initiative "Climate Captains"	2024	FSR Officer	
Decrease our energy usage.	Installation of Solar Panels	Apply for Funding (completed) Receive grant. (awaiting) Install panels to existing plumbing works.	2024- ongoing	Ian Harkin	Grounds Staff
Alternative energy	Electric Mowers	Investigate options to replace existing equipment	2024- ongoing	Ian Harkin	Grounds Staff





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#WEAREONE

