

# IRISH FA FOUNDATION LIMITED

Company number NI642595



Foundation

*Serving the community through football*



# ANNUAL REPORT 2020

# Objectives and activities



# The charity's objectives are:



# 1

To advance amateur football, youth football, schools' football and futsal in accordance with the remit of the Irish Football Association, for the benefit of the general public in any part of Northern Ireland.



# 2

To advance the health and wellbeing of the people of Northern Ireland by leading on the development of a Northern Ireland-wide football and positive mental health campaign for men and women.



# 3

To advance education by providing work experience and support to educational establishments and extra-curricular educational groups (targeting young people including those not in education or employment [NEETs] and areas of social need).



# 4

To adopt an inclusive approach so that all members of the community have access to our initiatives, regardless of background, gender, religion, politics, race or sexual orientation, in support of the wider charitable objectives of the Irish Football Association.

Success indicators used to assess performance are dictated by the key objectives and targets set out in the Irish Football Association Let Them Play youth football strategy which covers the charitable objectives of the foundation.

### Target one – Participation and Football For All

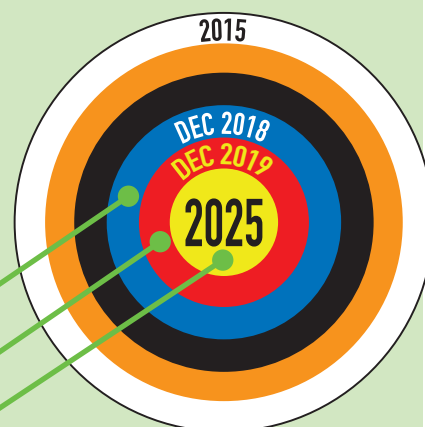
Increase youth football participation rates by 100% by 2025, from 50,000 in 2015 to 100,000 by 2025.

2015: **50,000** participants

December 2019: **77,300**

December 2020: **62,000**

2025 target: **100,000**



### Target two – Schools and Colleges

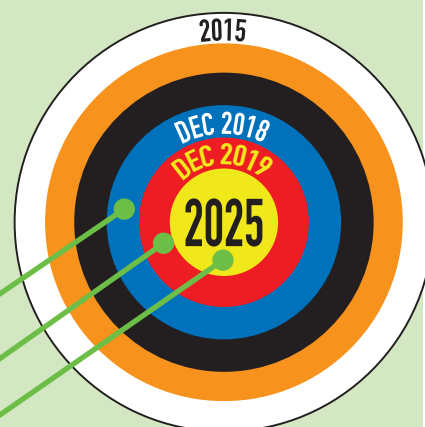
Revamp schools' and colleges' football by increasing the percentage of schools where football is played from 45% in 2015 to 90% by 2020 and increase the amount of young people playing in schools and colleges across Northern Ireland from 25,000 in 2015 to 60,000 by 2025.

2015: **25,000** young people playing in schools

December 2019: **36,191**

December 2020: **31,900**

2025 target: **60,000**



### Target three – Club and Volunteer Development

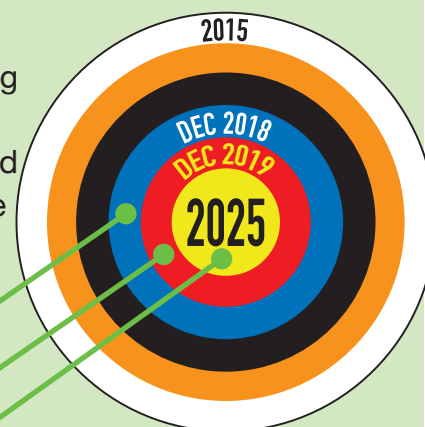
To embed a culture of club and volunteer development at grassroots level by 2025 that creates a fun, safe and inclusive environment throughout youth football. Supporting the development of youth football clubs that are run and managed by qualified, committed and Access NI authorised volunteers who encourage parents and young people to be attracted to and remain in the sport.

2015: **41** Accredited clubs / **50** volunteers

December 2019: **141** / **280**

December 2020: **168** / **367**

2025 target: **300** / **500**



### Public benefit

The Irish FA Foundation has complied with its duty under the Charities Act (Northern Ireland) 2008.

The trustees are fully aware of the requirements of the Charity Commission for Northern Ireland and are operating entirely within the legislation.

It is the opinion of the trustees that this report demonstrates how the Foundation provides public benefit.

### Achievements and performance

The variety and breadth of our community football programme empowered many clubs, volunteers and key stakeholders to deliver life-changing and life-enhancing programmes for tens of thousands of people, from four year-olds to pensioners and across the social and economic spectrum in Northern Ireland.

2020 was the sixth active year implementing the Irish FA's 10-year Let Them Play youth strategy. This was an extremely challenging year with many restrictions due to Covid-19. However, through flexibility and problem solving, Foundation staff were still able to deliver many programmes online and in person when permitted.

The achievements reflected the Irish FA's core values and its vision to promote, foster and develop football for all in Northern Ireland.



## Progress made against charitable objectives of the Irish FA Foundation

### **1 The advancement of amateur football, youth football, schools' football and futsal in accordance with the remit of the Irish Football Association.**

#### Overview

The Irish FA Foundation was on track to deliver on targets set in Let Them Play, with youth football participation rates at a record high of approximately 81,000 when the pandemic arrived in February 2020. As a result we had to learn to adapt.

The Irish FA Foundation charity continued to serve the community in lockdown. The Foundation team have not stopped delivering programmes throughout the pandemic and our partners appreciate that. What we do hasn't changed but how we do it has.

Throughout lockdown we have continued to work with around 100 primary schools per week providing specialist resources to help teachers, parents and children stay fit and active. We are also working with around 500 pupils in post-primary schools across Northern Ireland on a weekly basis, helping them with education and employability programmes. Our club and volunteer staff engaged with around 180 grassroots clubs and 300 volunteers on a regular basis, providing webinars and mentoring support.

With support from partners we are also still delivering our community relations, crime prevention, female and youth leadership programmes on a regular basis. Our Foundation team worked directly with more than 1,000 people a week across Northern Ireland, via Zoom and webinars promoting football for all, positive mental health, education and capacity building.

#### Club and Volunteer Development

##### People and Clubs Accreditation

**During the last year the following clubs have achieved their People and Clubs accreditation via the online platform with support from Irish FA staff:**

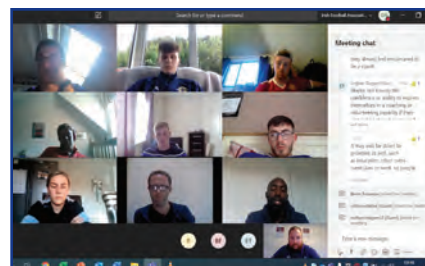
**People  
& Clubs**



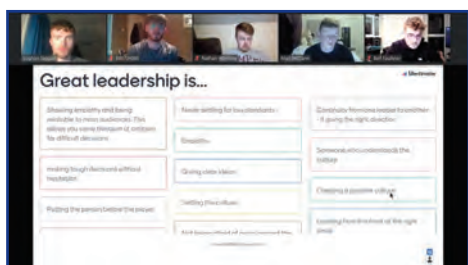
22nd Old Boys, Albert Foundry FC, Ballinamallard United FC, Ballymacash Rangers FC, Ballymoney United Youth Academy, Carniny Amateur and Youth FC, Castle Juniors Football Club, Cregagh Wanderers Football Club, Draperstown Celtic, Fivemiletown United Football Club, Greenisland Football Club, Lisburn Rangers Football Club, Loughall Youth, Lurgan Town Football Club, Mid Ulster Ladies Football Club, Omagh Futsal Club, Oxford United Stars, Portavogie Youth Football Club, Ridgeway Rovers FC, St Malachy's OB Youth FC.

## Young Leaders Programme

In March we launched our first ever Young Leaders Programme. The programme, supported by UEFA Grow, aims to provide a voice for young people in football and support the development of young leaders. It will also help the Foundation to gain more insight into what young people want from the game.



Participants aged 18 to 24 will receive a variety of continuous professional development opportunities covering football-related topics provided by Irish FA staff and external stakeholders. The programme's starting 11 come from different areas of the game, with players, coaches, referees, performance analysts and physiotherapists all represented. In the line-up are: Aaron Rainey, Ben Faulkner, Eoghan Taggart, Jason Sloane, Joel Davey, Jonathan Harbinson, Lauren Clarke, Lewis Cowan, Nathan Woolsey, Niall McCann and Samuel Cartwright.



Due to the ongoing pandemic the group have been unable to meet in person but have adapted really well to meeting virtually. Since the launch, candidates on the Young Leaders Programme have received training in a variety of different areas including chair/vice chair training, mental health, behaviour change, goal setting and leadership. The guest speakers have included internal Irish FA staff and external speakers from UEFA, Derby County Football Club, BBC NI and more.

The group has also participated in sessions alongside volunteers from Ulster GAA and Ulster Rugby. In 2021 they will be undertaking a research project into the motivations of young volunteers and running workshops on recruiting more young people into volunteering.

## Webinars

The Club and Community Development Officer and Volunteer and Policy Development Officer delivered a series of webinars throughout the year, focusing on funding (supported by the Grants Officer, Richard Forsythe), club planning, fundraising and a Meet the Funders session alongside their counterparts at Ulster GAA and Ulster Rugby. These webinars were attended by over 350 volunteers.

350  
VOLUNTEERS

ATTENDED FUNDING  
WEBINARS IN 2020

## Heads Up Campaign

In June, the four home football associations along with leagues and other members of the football family in the UK signed a major declaration to promote mental health.

The joint declaration is a commitment to make mental health a key priority at all levels of the game, as a lasting legacy of the Heads Up campaign. The Irish FA's support for the initiative, alongside the FA in England, the Scottish FA and the Football Association of Wales, is being seen as an extension of Ahead of the Game, the Association's mental health programme for football clubs at all levels across Northern Ireland.

The Mentally Healthy Football declaration sees governing bodies, leagues and organisations from across UK football recognising that mental health is as important as physical health and pioneering a team approach on this important issue. Together the UK football family will build on the important work that clubs and football organisations are already doing, working together to scale up these efforts across the football system and support the development of mentally healthy clubs at every level of the game. Irish FA chief executive Patrick Nelson said:

*"Through our Foundation we already strongly promote mental health awareness across our clubs, however this declaration is a commitment from us to extend that work further."*

## UEFA Awards

**In November UEFA recognised Brian Sloan, a grassroots club volunteer from Northern Ireland. Brian of Brookvale FC was named as a silver prize winner in the Best Grassroots Leader category, while Greenisland FC won a bronze award in the Best Grassroots Club section.**

Both Brian and Greenisland were presented with special certificates, while the clubs received 100 footballs each to support their grassroots activities.

Brian Sloan (72) was recognised by UEFA for his remarkable work with Brookvale. In the early 1980s he and his friend Alan Black set up the cross-community club in the Bessbrook area and it's still going strong. Brian, who last year won the People's Award in the McDonald's Irish FA Grassroots Football Awards for his work with Brookvale, continues to be heavily involved. Brian's sons followed in his footsteps and now coach Brookvale teams, while his grandchildren play for the club.

Greenisland Football Club's members mainly come from the town itself as well as the Carrickfergus and Newtownabbey areas. Their clubhouse and 3G pitch, which was opened last year with support from Mid and East Antrim Borough Council and Sport NI, act as a community hub. The club's alumni include current Northern Ireland internationals Jonny and Corry Evans, Craig Cathcart and Michael Smith. They offer senior and junior football and have around 400 players and 100 volunteers, providing playing opportunities for male, female and disability groups. They run programmes for children from the age of five upwards. Their youth teams take part in various leagues, while their seniors play in the Northern Amateur

League and last year they launched Greenisland Bears FC for boys and girls aged 7-12 with a learning and/or physical disability.

There's a focus on the holistic development of players and they organise social events for the kids. Each year they also run summer schemes, Halloween and Easter camps, day trips, midnight soccer programmes and cross-community football tournaments. They also support several Irish FA initiatives, including the Ahead of the Game mental health awareness project.

During the pandemic the club continued to serve their members and local community, delivering food packages to community groups as well as delivering medications from pharmacies to those in need. To continue engaging with their members they posted online skills competitions and organised everything from football fun packs for kids to life skills challenges.

UEFA Grassroots Awards are presented annually in recognition of exceptional work in grassroots football.

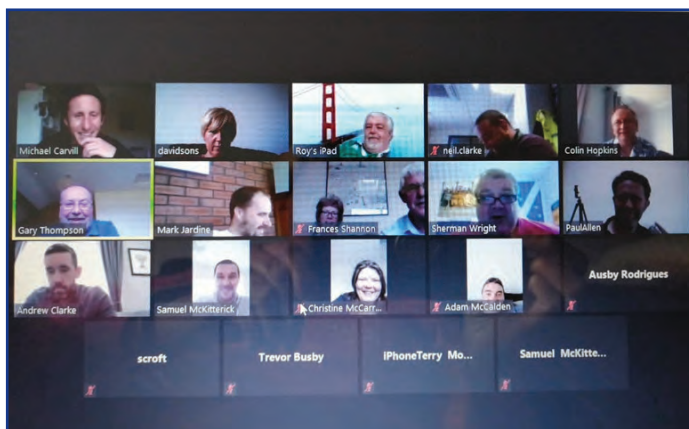
A UEFA spokesperson said:

*"Football is built on the grassroots, which are kept alive by thousands of volunteers, projects and clubs across Europe. Our awards are designed to recognise, celebrate and promote this inspirational work."*

## Volunteering

**The importance of Irish FA volunteers was illustrated by their immediate response to the Covid-19 pandemic.**

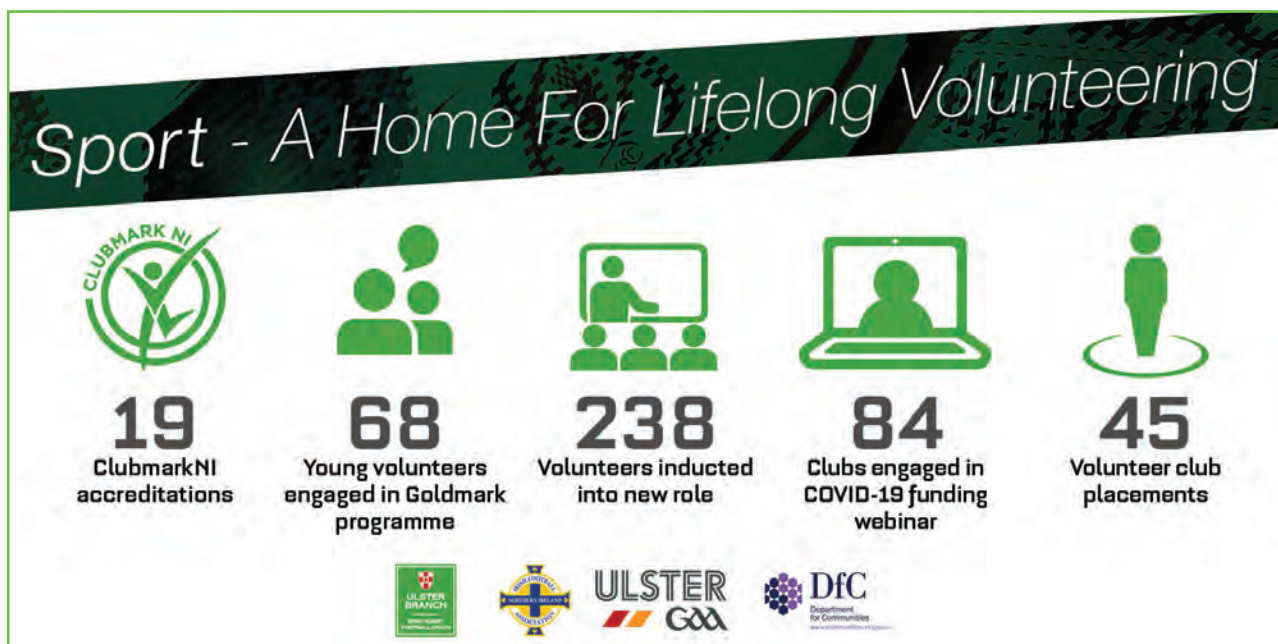
The volunteers assisted their local communities with pharmacy deliveries, helping out at food banks and checking in on isolated people. Further to this, volunteers met online weekly during the lockdown to participate in a quiz and fun chat to help lift the mood during a difficult time. The engagement with the volunteers through the new Be Collective platform was essential in adding new members and developing new partnerships through Volunteer Now.





### DfC: Sport – A Home for Lifelong Volunteering

Sport – A Home for Lifelong Volunteering continues to excel in its aim of supporting clubs and volunteers. Across many areas the partners have out-performed against the very ambitious targets that made up the 2019-2020 programme. This challenge is welcome and has resulted in the partnership once again successfully working collaboratively.



The success of the programme is reliant on the engagement from our clubs and volunteers, and their feedback allows the staff to design programmes tailored to their needs.

The example shown by the partnership of the Irish Football Association, Ulster Rugby and Ulster GAA serves to remind people that we are stronger when working together, and that the big issues facing our communities are the same across the board.

It is the strong desire of the partnership that Sport – A Home for Lifelong Volunteering can continue to be a good example of collaboration and community development for many years to come.



### UEFA Grassroots Leaders

The UEFA Grassroots Leaders programme developed further with an increase in members.

The Irish FA now has 25 volunteers recruited who support their local area in partnership with the Regional Grassroots Development Officer. During the first lockdown the leaders participated in a variety of informative e-workshops, including coach education, mental health and opportunities to showcase their volunteer pathway.

There is special recognition for Aoife Downey who was recently appointed as the General Manager for Warrenpoint Town. Aoife has been a member of the team for over a year and it's great to see Aoife being rewarded with such a key role for the NIFL Premiership side.



### GoldMark Awards 2020

The GoldMark Awards ceremony was jointly organised by Ulster GAA, the Irish FA Foundation and Ulster Rugby to highlight the huge volunteering effort across the three sports among young people aged 14-24 .



Ballymena United manager David Jeffrey, Antrim GAA Hurling captain Connor McCann and Alan O'Connor, Ulster Rugby and Ireland player, spoke at the event. The three stars talked about their experiences of volunteering and the impact volunteers made on their sporting careers. The packed audience at the Crowne Plaza Hotel also heard from Caelan McEvoy of Kilcoo GAA who gave a powerful overview of his experience volunteering in sport when his playing career was cruelly cut short due to a severe illness. More than 100 young people were presented with a GoldMark Millennium Volunteers Award for 50, 100 and 200 hours of volunteering.

Speaking about the programme, Irish FA Deputy President Crawford Wilson said:

*Through Department for Communities funding the Irish FA Foundation, Ulster Rugby and Ulster GAA are able to work together to increase participation in volunteering – promoting and recognising our volunteers and also developing their skills and knowledge. We also appreciate the ongoing support of Volunteer Now, supported by the Education Authority, in this work. Through this programme the spotlight shines on the positive contribution of young people to clubs and their wider communities.”*



## Amateur Game

**In 2020 Dean Holmes joined the Foundation as Amateur Football Game Developer.**



During the year, extensive market research was carried out into the amateur game across Northern Ireland, a club survey was developed and an amateur football game development questionnaire distributed nationally.

173 clubs responded and 643 stakeholders gave their views, giving us an understanding of the amateur game and of areas for development.

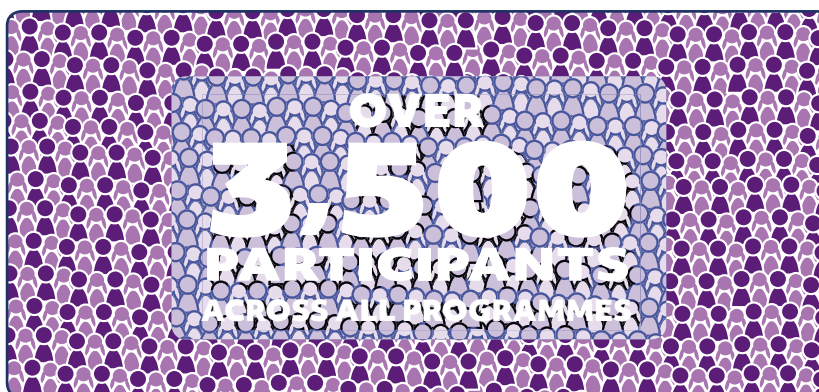
The results of the research and future strategy based on the findings will be released later this year in the Amateur Football Game Development Research and Plan Ahead document. This will help shape development and future programming in order to increase the profile, numbers and standards within all aspects of the amateur game across Northern Ireland.

## PEACE IV – Sport Uniting Communities

**Despite the pandemic, Sport Uniting Communities continued to make a successful impact in its third year. The project engaged with over 3,500 participants across various programmes including:**



- Volunteer Development programme
- Good Relations conference
- Inclusive Clubs workshops
- Game of 3 Halves
- BAME programme
- People and Clubs accreditation
- Youth Leadership programme
- Getting to Know the IFA stadium tours
- Club Development Sport for Peace days



In September 2020, as part of Good Relations Week, the project held its annual Good Relations conference. The conference was staged on Zoom and attracted over 100 participants from across the country and further afield. Through the event Sport Uniting Communities showcased the work of clubs across football, GAA and rugby in their efforts to become more inclusive clubs. During the conference attendees heard from Greenisland FC, East Belfast GAA and Lurgan RFC.





**Another highlight of the year was the project’s BAME programme, launched in collaboration with Multi Ethnic Sport and Culture NI (MSCNI).**

The programme aims to work with Black, Asian and minority ethnic communities in order to increase participation, break down barriers and provide education and opportunities in local sports. It was held at Olympia Leisure Centre in Belfast before Covid-19 restrictions put it on hold. To date it has attracted 16 people from seven different countries, including participants from Nigeria, Zimbabwe, Ghana and Ethiopia. Each session consists of education and participation around the sports and cultures within football, GAA and rugby, with participants having the opportunity to try the various skills involved in a friendly and welcoming atmosphere.

The project also developed the Getting to Know the IFA programme into an online workshop that is delivered to schools across the country. In 2020, 25 tours took place with 802 participants engaged. Due to Covid-19 restrictions, stadium tours of the National Football Stadium at Windsor Park were unable to take place, so instead of the schools visiting the stadium, the stadium visited the schools through an interactive workshop called Heritage in a Box.



The Heritage in a Box workshop is a story-telling resource aimed at introducing the Irish FA to schoolchildren and community groups. It includes topics such as getting to know the IFA, introduction to Irish FA heritage, stereotypes of NI football, The National Football Stadium as a shared space and offers a short virtual tour of the stadium.

Additionally 45 clubs engaged in the project’s volunteer development programme in 2020.





## Youth Football

### McDonald's Programme

Due to restrictions the Irish FA Foundation Grassroots Department has been severely hampered in its delivery of our largest voluntary participatory programme.

### Small-Sided Games

It seems an age ago but our RGDOs did co-ordinate and deliver some scheduled games prior to the March lockdown. Centres provided 8,924 children with football and across these centres a total of 98,536 participatory hours were provided in accordance with McDonald's Football participation hours targets. Unfortunately, despite extensive planning and mobilisation of resources, the intended pre-second lockdown SSG programme did not commence.

2021 planning has targeted a May restart if restrictions are lifted.

### Fun Football

Similarly this programme suffered significantly over the spring and autumn schedules with only 47% capacity delivered. However the online orders and RGDO hand-out of the first version of activity books surpassed 105k across the UK.

### McDonald's Grassroots Football Awards 2020

With the successful regional awards at the NFS completed, we tentatively looked forward to the national ceremony at Belfast's Crowne Plaza Hotel in November 2020.

In parallel with the other UK FAs we had to cancel the physical awards ceremony. On a positive note we met the unique challenge of delivering a virtual awards event which was aired via our Irish FA YouTube channel on Thursday 18 February. We again pay tribute to our amazing volunteers across Northern Ireland and hope for continued support.



## Schools' Football

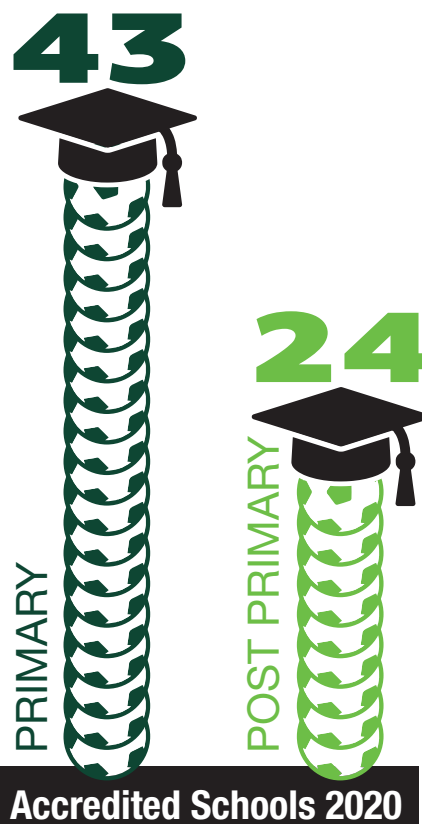
### School Quality Mark

The School Quality Mark accreditation is part of the Irish FA's Let Them Play strategy which strives to improve schools' football in Northern Ireland. The role of the School Quality Mark is to revamp schools' football, create and improve structures and further build capacity for football in schools. Some of the key areas that are set out in the accreditation are school governance and management, further games development, duty of care and female participation.

In 2020 43 primary schools and 24 post-primary schools completed the accreditation. The schools team are in the process of delivering another 37 accreditations in 2021.

St Columb's College, Derry are the 2020 winners of the Irish FA Translink Schools' Gold Cup.

The eight participating schools faced each other across three age groups (U13, U15, U17) over the past couple of months with points awarded to the schools for their league positions. St Columb's were convincing winners of the tournament this year as they won both the U15 and U13 cups thus achieving the 'Top Football Performance School' status in Northern Ireland.



### Player Development Programme

In August and September the Let Them Play Officers concluded the Player Development Programme for the 2019-2020 season in camp format over three-five days.

The initiative, which works to identify talented footballers and select regional squads for players born in 2008 and 2009, came to halt in March due to the pandemic. The programme works with over 400 of the best young footballers in the country and aims to provide a platform to best equip participants for future development. Participants on the programme were provided with approximately 24 sessions which combined football and futsal coaching. 2021 will see the Player Development Programme move to the Grassroots Development team.

### School Sports Programme

In early 2020, the Department of Education funded School Sports Programme was delivered in 55 primary schools, with approximately 228 sessions delivered to over 5,500 children each week.

When schools closed, staff continued to offer support to over 180 schools, providing online physical activity challenges and at-home activity sheets on a weekly basis, which connected football to other curricular areas of learning such as numeracy and literacy.



In addition, Footie's Fun Day engaged over 1,100 children and 30 schools, providing a virtual sports day in which children could get active at home with their families. One Ballykelly Primary School teacher said:

*"Pupils were keen to involve older and younger siblings who maybe don't even belong to our school, as well as adults/parents. Whole families were able to participate and it was great to see so many people having fun and ultimately exercising."*

The Let Them Play Officers returned to face-to-face delivery, working in 48 primary schools and delivering 248 sessions per week to over 6,000 children from September to December, ensuring physical activity and sport sessions were delivered in a safe and fun environment. One of the highlights included Education Minister Peter Weir visiting St. Comgall's Primary School in Bangor to see at first hand pupils taking part. Mr Weir recognised how:

*"This initiative helps pupils learn about mental health and wellbeing, including resilience and self-esteem."*



### Northern Ireland Boys' Football Association

The Irish FA Foundation continues to support the Northern Ireland Boys' FA.

Having had sustained growth in affiliation and participation in the previous decade, and a record number of 1,485 teams registered in 2019, 2020 saw activity in youth football stall in a way never experienced by this generation.

The first lockdown in March 2020 rendered leagues and NIBFA unable to finish their competitions and the season was therefore declared incomplete by NIBFA in May 2020. Throughout this period NIBFA offered financial support to clubs, particularly those that engaged with their communities in the organisation of foodbanks. They also offered logistical support and raised funds for charitable objectives. This was youth football working hard to respond to the social consequences of the pandemic.

Despite the pandemic NIBFA had 1,237 teams affiliating and given that many leagues that had not planned a start date, leaving clubs delaying registration, there were positive signs that enthusiasm for football remains undiminished.



**By 2025 we aim to have 100,000 young people involved in Irish FA Foundation supported activities. Despite the pandemic, by end of 2020 we had more than 62,000 young people involved.**

## 2 To advance the health and wellbeing of the people of Northern Ireland.

### Overview

In 2020 Ahead of the Game, sponsored by City Auction Group, continued to promote positive mental health with workshops delivered at clubs prior to lockdown and then adapted to online delivery during the pandemic. The programme also created a new Ahead of the Game toolkit and infographics to share with clubs and volunteers throughout the lockdown. A video case study of one of the grassroots leaders speaking about his struggles with mental health and of how Ahead of the Game has supported him, has been viewed over 15,000 times via the Irish FA and UEFA media channels.

Stay Onside will deliver programmes in all prison establishments and focus on pathways into coaching and volunteering upon release. There is an extended prison programme planned from 2021-2024. In the community the programme will be expanded to Irish FA Hub areas, using football as a positive pathway to impact on the lives of many young people at risk of offending and creating safer communities in partnership through football.





## Disability Programmes

We operate a variety of programmes for disabled players. In 2020 the pandemic meant that our programmes, which run from participation to representation opportunities, could only be delivered from January to March.

Programme	Frequency	Details	Participation Numbers
School coaching (special education) PSC, Schools Officers	Weekly 1-hour sessions per school (minimum 6 sessions)	5 schools	<b>75</b>
School competitions	2 annual cup competitions held	13 schools	<b>120</b>
Clubs	Weekly	51 clubs in Northern Ireland catering for various disabilities	<b>1,165</b>
Irish FA/USEL Disability 5-a-side League	Monthly	National leagues – 24 teams	<b>192</b>
Special Olympics 7-a-side League	Monthly	8 clubs	<b>120</b>
Under 19 Learning Disability <i>*2020 Home Nations Championships cancelled</i>	Fortnightly	National squad	<b>18</b>
International Cerebral Palsy <i>*2020 Nations Championships, Spain postponed until 2021</i>	Fortnightly	National squads junior and senior	<b>40</b>
Visual Impairment	Weekly	2 clubs – Lisburn and Londonderry junior and senior sections	<b>32</b>
Powerchair football clubs (4)	Fortnightly	2 clubs – Belfast and Coleraine	<b>20</b>
Powerchair football clubs (4)	Weekly	4 clubs – Belfast, Lisburn, Enniskillen and Dungannon	<b>37</b>
Powerchair Football International <i>*2020 Home Nations Championships, Senior and Development cancelled</i>	Fortnightly	Belfast	<b>12</b>
Frame football	Weekly	2 clubs – Belfast and Coleraine	<b>20</b>
Amputee football	Fortnightly	Belfast	<b>10</b>
Coach education		1 x Irish FA Level 1 Coaching Disabled Footballers Award delivered to Sports Studies students at UUJ	<b>15</b>
Walking football	Weekly	14 groups across Northern Ireland	<b>250</b>
Walking football ABI	Monthly	4 groups in Northern Ireland	<b>40</b>



## Stay Onside

The Stay Onside programme continued to grow, with several strands of activity all aimed at deterring participants from offending and using football as a hook to support them and their communities.



### Prison Programme

Stay Onside continued to be a strong presence in all three custodial establishments in Northern Ireland, with programmes established in Maghaberry, Magilligan and Hydebank. As well as delivering regular programmes to mainstream population we have developed:

- An innovative programme of qualifications with young offenders and female prisoners completing 20+ Level 1 and beyond programmes at Hydebank Wood College
- A detailed and focused programme with separated prisoners in Maghaberry, the first of its kind worldwide to be delivered to this type of prisoner

## Fresh Start Through Sport

The new Fresh Start Through Sport programme was launched in October 2020 by the Justice Minister, Naomi Long, Department for Communities and the Department of Justice.

Fresh Start Through Sport is a new and innovative multi-sport programme delivered in partnership with Ulster Rugby, Ulster GAA and Belfast Giants, the first partnership of its kind with the ice-hockey side.

Two programmes have been delivered to 40 participants in east and north Belfast and Carrickfergus/Rathcoole. Participants engaged with sessions in a wide variety of workshops across all four sports focusing on positive living, respect and anti-racism, match day experience and disability awareness. The focus was on skills that could be used to generate a positive experience in life and divert participants away from crime, threats and anti social behaviour.

The programme is delivered in partnership with DFC, PSNI, DOJ and evaluated by Ulster University.



## KickOff@3 BAME

The Irish FA Foundation continues to develop their partnership with KickOff@3, PSNI and local BAME communities.

This year's KickOff@3 tournament has been postponed until later in 2021, although partners have taken the opportunity to put plans in place for future enhanced delivery. We are delighted to be working with the new President of the National Black Police Association, Andy George and have also welcomed Catrina Lewis as a new ambassador. Catrina is mum of Newcastle player and Northern Ireland International Jamal Lewis.

## Ahead of the Game

Ahead of the Game, sponsored by City Auction Group, is the Irish FA's mental health awareness programme for football clubs across Northern Ireland.



Foundation



In January, February and March, Ahead of the Game workshops were delivered to coaches and volunteers at Mid Ulster Ladies, Crumlin United, Lurgan Town and Aquinas football clubs. During the pandemic the delivery was adapted to support clubs and volunteers. The workshop was adapted as a webinar and new infographics were created for clubs to share with members on how to support mental health during lockdown.

During Mental Health Awareness Week in May a webinar was attended by representatives from over 40 clubs. The workshop explored a range of themes from coping with loss and suicide to promoting positive mental health through the prism of football.



The unique challenges brought by the Covid-19 pandemic were front and centre as the group engaged via a range of exercises. One attendee was Patricia McCullough, a fundraiser and social media volunteer for Ards Rangers Football Club, who said:

*"The webinar was very informative. I have been getting involved in the policies and procedures for the club and am supporting our Irish FA accreditation process. Joe was very easy to listen to and captured my attention throughout. He shared his own experiences while giving us a lot of information about the signs to look out for and the steps we can take to support the mental health of our football community."*



UEFA recognised the Ahead of the Game programme in 2020 highlighting it as good practice in their Football and Social Responsibility Report. In December an Ahead of the Game video focusing on Kenny Greenhill, an Irish FA Grassroots leader, was shown on UEFA's social media channels for World Volunteer Day.



Start the conversation

By **2025** we aim to have **100** clubs, schools and community groups benefiting from free **Ahead of the Game** workshops. We aim to have expanded our **Stay Onside** programme to be delivered in **every prison**.

**3** To advance education by providing work experience, employability programmes and support to educational establishments and extra-curricular educational groups.

## Overview

The Irish FA Foundation's work experience programme was postponed for most of 2020 due to the pandemic. However, we look forward to restarting the programme as soon as regulations allow. Despite the closure of schools for large parts of 2020 our Education Officers delivered their Education and Employability programme in 11 post-primary schools in 2020. The programme was tailored in such a way that all of the theory was delivered remotely, while ensuring key learning was still taking place. While the number of schools dropped from those in 2019 due to the pandemic, the number of participants in the programme remained the same, which highlights the great work from our Education Officers and the value of the programme to schools and their pupils.

## Education and Employability Programme.

2020 saw the continuation of the Education and Employability programme. It is the third year of a programme that has not only grown but has continued to develop the good relationships created with the schools and colleges over the previous years.



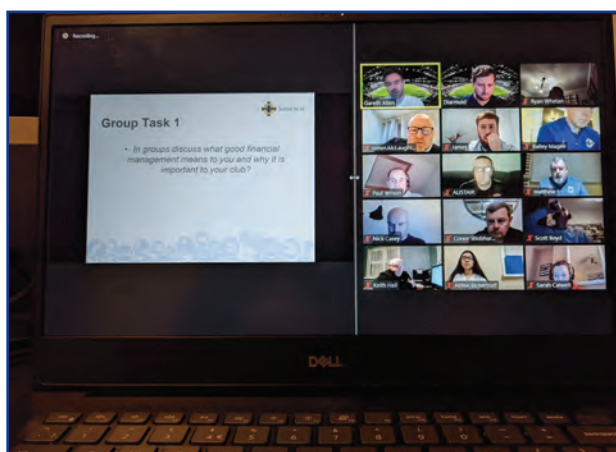
We delivered the programme in 11 schools throughout 2020 (NRC Coleraine, NRC Ballymena, NRC Magherafelt, NRC Newtownabbey, Larne High, Boys Model, St Louise's, St Malachy's College, Belfast MET, NWRC Limavady, Ashfield Boys).

Despite the difficulties in 2020 we continued to deliver our programme throughout the year, upskilling 245 pupils (53 female and 192 male students) and 20 teachers/trainee teachers.



For most of the schools involved in the programme we are now running with two cohorts, year 13 students and year 14 students. 2020 saw us complete the first full year in our development school, Ashfield Boys High School. In September we started our second academic year in Ashfield, working with two groups of students, one of which makes up the newly formed football academy.

Like most areas of the Association, we had to adapt and although we were able to deliver certain courses face to face, we have moved some of our programme online to ensure it can still be delivered. Towards the end of the year, we put plans in place to develop new partnerships to allow us to further develop the programme, enabling us to introduce new courses and elements to the programme.



## Placement Programme

Unfortunately the restrictions meant that the placement programme had to be suspended for most of 2020. Despite this, 10 students completed placement at the Irish FA Foundation at the beginning of the year.

The plan for the 2020 placement programme was to continue the growth and development of previous years, aiming to provide opportunities for more than 100 students. We had agreed with department heads to offer six long-term placements (nine-month placements) to university students across several different departments.

We have used 2020 to put plans into place on how to further develop the placement programme for 2021 and 2022. We hope that these plans will help improve the programme and offer additional places for students throughout the year.

By **2025** we aim to provide structured work experience to **100** students per year, have **four** development schools and deliver our Education and Employability programme to **11** post-primary schools and colleges.

**4 To adopt an inclusive approach so that all members of the community have access to our initiatives, regardless of background, gender, religion, politics, race or sexual orientation, in support of the wider charitable objectives of the Irish Football Association.**

### Overview

In 2020 our community relations programmes were adapted for online delivery. New courses were delivered to clubs, community groups, schools and academies across all council areas while a community relations webinar offered insight into good practice across the country. The Connect programme was designed in response to the pandemic, to offer an opportunity to bring people together during lockdown. Delivered across Northern Ireland to all sections of the community, this programme has been a real success story and one that will continue to bring people together for good relations practice during and after the pandemic.

Throughout 2020 we continued to promote girls' and women's football. Although we have not been able to grow the game on the pitch we have delivered a range of online programmes including the Female Football Leaders programme, club mentoring, Shooting Stars online activities and webinars in partnership with Electric Ireland.

The NIWFA completed a shortened league format that facilitated four leagues and 33 women's teams competing, while the NIFL women's league concluded in December.

### Girls' and Women's Football



#### Shooting Stars

**The Electric Ireland Shooting Stars programme has continued to grow. With an additional age group, we now provide opportunities for girls aged 4-11 to play in one of our 17 nationwide centres.**

We finished halfway through the 2019/20 programme with 473 participant hours completed and we were on track to double our numbers if we'd had the opportunity to finish the last two blocks of 2020. In terms of promotional festivals, 3,550 girls tried a Shooting Stars taster session in their school environment. Throughout the pandemic we have kept the participants engaged with activities to complete at home, sending out a 12-week newsletter with videos and information.



### UEFA Disney Playmakers

We have just completed our first ever coach education training to Playmaker deliverers in Northern Ireland.

We had four staff complete the coach educator training course, spending four days with UEFA Experts. They have since delivered the course to our 12 Let Them Play Officers and 15 casual coaches. This is an exciting new programme that will commence as soon as our staff return to schools. It's a girls only programme created to engage using the research findings completed by UEFA.

The target age is 5-8 and we see this as a great addition to our player pathway, widening the base and increasing female participation.



DELIVERED COURSES TO



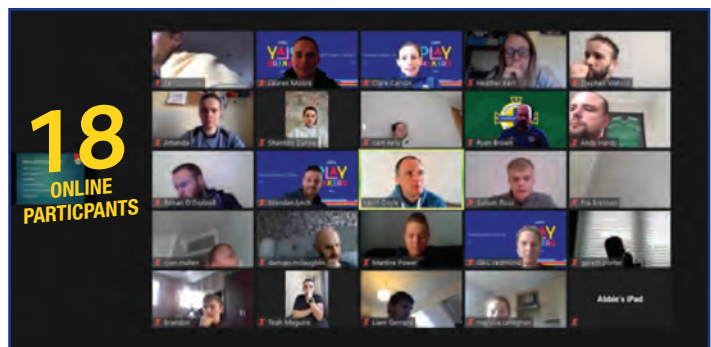
### Female Football Leaders Programme

The Female Football Leaders programme had to be changed to an online format and this has shown an increase in participation, with nearly double the normal number of participants completing the programme for 2020.

A total of 18 participants connected over Zoom to develop and extend their skills, knowledge, and network of women in leadership and decision-making roles within football.

This year the format has shown many positives. It has removed barriers for past participants such as time spent traveling to attend the course, and because each session is recorded any information missed could be easily shared to participants at any time.

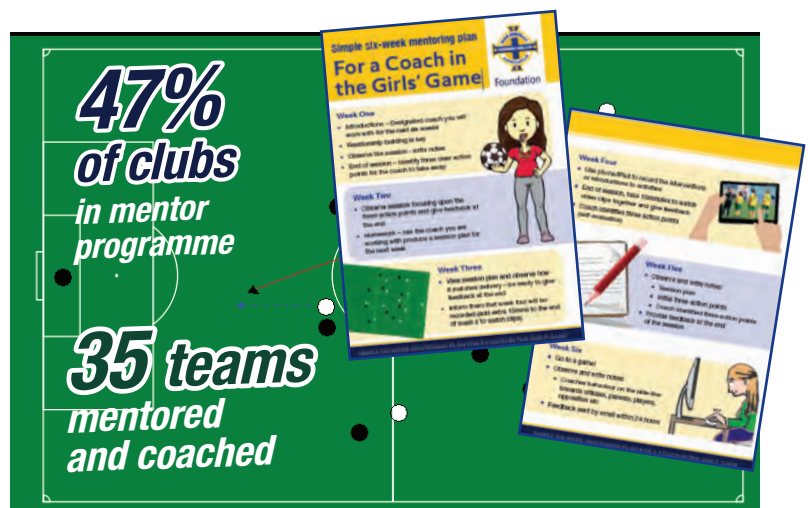
We distributed a survey to gain more feedback on this new format and will see how this will impact on the future delivery of the programme.



### Mentor Programme

The club mentoring programme is in its third year and has had a positive impact on the female game, growing from eight teams in the first year to now having 47% of our clubs involved in the programme.

We have 35 teams currently benefiting from the hands-on approach of our mentors on the ground, working alongside club coaches to develop players on and off the pitch to reach their full potential.



## Community Relations

### Everybody's Game

This year we re-branded our anti-racism delivery to Everybody's Game, our racism awareness and equality course.



Across the year the module was adapted for online delivery.

**53 WORKSHOPS** delivered to **1489 PARTICIPANTS**

### Common Ground

Common Ground is our new anti-sectarianism course which has been delivered online throughout 2020.



**12 workshops** **197 participants**

### Community Covid-19 Response

Across the pandemic we have supported the most vulnerable and isolated members of the local community around the stadium.



In association with AONISC, Greater Village Regeneration Trust and Stadium Community Benefits Initiative we were able to supply food packs alongside Christmas dinners and winter isolation packs.



## Connect

Innovated during the pandemic to enable continued good relations delivery, the Connect programme brings together people digitally to empower, educate and enable discussion around a number of topics.



Over a seven-week period, modules were delivered on:

- Mental health
- Volunteering
- Disability
- Refereeing
- Racism awareness and equality
- Anti-sectarianism
- Virtual stadium tour and heritage journey

Delivery has been across community groups, BAME, academies and an all female programme. Four ambassadors have already been identified to assist on future delivery.



## Community Relations Webinar

Our first ever Community Relations webinar was delivered on 2 June.

With over 80 participants the webinar showcased the continued community relations work throughout the Foundation, from Stay Onside in the community to the numerous outreach projects including Everybody's Game, our racism awareness and equality course, and our anti-sectarianism workshop Common Ground. This was followed by Jim Magilton and Marissa Callaghan in conversation with Thomas Niblock, charting their footballing journeys from the streets of Belfast to international stardom.



## Football For All anniversary

19 November saw a celebration webinar charting the 20th anniversary of the Football for All campaign.

The event in association with the FARE network, The Executive Office T;BUC strategy and Community Relations Council, was compered by Colin Murray and charted the 20 years of Football For All. Many guest speakers from across the campaign took part to highlight current and future programmes designed to ensure that football continues to truly be for all. The event was also supported by the senior men's and women's international squads, with both squads appearing throughout media, wearing the Football For All anniversary bobble hat.

### Northern Ireland Women's Football

NIFL Women's Premiership received elite status and completed the season in December.

Glentoran Women were crowned 2020 champions, while Linfield Ladies became the first women's team to receive a European licence, allowing them to play in the Champions League. Due to the pandemic the competition had a knockout format and Linfield lost 8-0 to Belgian champions, Anderlecht.

Because of the restrictions placed upon training and matches, the NIWFA introduced a shortened league format. Each of the four leagues announced a winner and a fair play award. Plans are under way to start the 2021 season in May.



**28 NIWFA clubs**

attended a media workshop in partnership with the Irish FA.



## Safeguarding

Despite the lockdowns and imposition of the various restrictions throughout 2020, the Irish FA has continued to engage with clubs and external bodies to ensure adequate safeguarding provision is in place across youth football in Northern Ireland.

We have continued to represent the Irish FA on the Safeguarding Children in Sport strategic group made up of representatives from various bodies including NSPCC, PSNI, Department of Health, Volunteer Now, NI Sports Forum and other sports' governing bodies.

Areas of work this year have focused on the following:

- Development of a Safeguarding Children in Sport Strategic Plan to be launched in 2021.
- Close to Loophole Campaign run by the NSPCC to #closethe loophole in the law so that its illegal for all adults to engage in sexual activity with any young person in their care.
- Strengthen the legal requirement for AccessNI checks across Northern Ireland bringing us in line with the Republic of Ireland.



The restrictions on indoor meetings created the opportunity to develop the Irish FA Safeguarding Children and Young People course through the Coach Education platform. The module runs alongside several coaching awards and is available as a standalone course for those who are not able to pursue coaching qualifications currently. Online training will replace the requirement to participate in face-to-face training until further notice. Coaches at grassroots clubs have welcomed the opportunity to complete online refresher training and have been complementary to the online version of the course. Approximately 400 participants have completed this session since December 2020. Our club welfare officers continue to attend safeguarding sessions through Zoom meetings – we are in course to offer a session in each region across Northern Ireland by the middle of April 2021.

The theme of Anti-Bullying week in 2020 was United Against Bullying. With club engagement limited to information sharing, our Let Them Play Officers delivered several coaching sessions across primary schools focusing on inclusion and participation. Education Minister, Peter Weir was an active participant in one of our sessions at St Comgall's Primary School. While donning his odd socks for Anti-Bullying Week, Mr Weir witnessed how simple coaching sessions can be adapted to deliver powerful messages to both our young footballers and coaches, that can be hugely beneficial to their mental and physical wellbeing.



**By 2025 we will have well established strategic plans and programmes for disability football, the girls' and women's game, safeguarding and community relations. Underpinning these plans will be our guiding principles of making the game more fun, safe and inclusive for all.**

## Future developments

Going forward the Irish FA Foundation will use the UEFA Social Return on Investment findings to grow its programmes that create the most social impact. We will develop the Irish FA Foundation as a trusted delivery partner for government departments and agencies to promote physical activity, mental health, crime prevention, social cohesion and employability.

In 2021 we will further work with councils to develop Football Community Hubs to serve the community across Northern Ireland promoting football for all. Priority themes in 2021 will be mental health, girls' participation, crime prevention, education, and people and clubs development. We will develop new partnership opportunities with groups like the Community Foundation Northern Ireland that allow us to support inclusive clubs more strategically.

Our participation target for 2025 is to have 100,000 young people playing football on a regular basis. To achieve this ambitious target we need to strategically continue to grow the girls' game as a top priority, delivering the Irish FA's Girls' and Women's Plan across Northern Ireland.

The Irish FA Foundation will continue to promote football for all, adopting an inclusive approach so that all members of the community have access to our initiatives, regardless of background, gender, religion, politics, race or sexual orientation. To further cement our commitment to creating a fun, safe and inclusive culture throughout the game we shall work on developing a new safeguarding plan for the game of football across Northern Ireland.

## Financial review

For the year ended 31 December 2020 the Foundation had total income of £2,204,760 (2019: £3,386,833) and total reserves at the end of the year of £1,462,307 (2019: £1,473,977).

## Reserves policy

A financial target of the Foundation is to hold reserves of between £1,000,000 - £1,500,00 being the anticipated operating expenditure for a normal six-month period.

## Principal funding sources

For the year ended 31 December 2020 the principal sources of funding for the Foundation were as follows:

- Sponsorship from partner organisations in the private sector, such as McDonald's and Electric Ireland
- Income from education and coaching activities
- Grant funding from partner organisations in the sporting sector including UEFA and FIFA
- Grant funding from partners in the public sector, including the European Union, Department for Communities, Department for Education and Belfast City Council
- Grant funding from partners in the philanthropic and charitable sectors

## Investment policy and objectives

The Foundation takes a risk averse view on investment of cash reserves and as such maintains a regular current account with a major high street bank in which all funds are held.

## Risk management

The trustees have a duty to identify and review the risks to which the Foundation is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The trustees are aware of potential internal and external risks faced by the Foundation and assess those risks on a regular basis. Additionally, they undertake a formal risk management exercise annually.

The key risks at the present time relate to the health and safety of participants in the Foundation's activities and the safeguarding of children and young people that are involved in the Foundation's activities. The Foundation has appropriate policies in place to manage these identified risks and all staff receive training to embed these policies in the day to day activities.

Other risks and emerging risks are monitored by the Foundation and relevant controls implemented to manage these risks in line with the Foundation's risk appetite set by the Board.

The 2020 Coronavirus or Covid-19 outbreak in Northern Ireland poses a serious public health threat. It has interrupted the movement of people and goods throughout the world, and many levels of government have instituted restrictions on individuals and businesses. The most significant impacts on the Irish FA Foundation are as follows:

- Reduced demand for coaching services and school holiday camps, due to lost income and/or restrictions on participants' ability to move freely
- Suspension of domestic grassroots football in Northern Ireland
- Placing a significant portion of the workforce into abeyance
- Adjustment of the governance and control environment

Management's going concern assessment has taken into consideration the existing and potential effects of Covid-19 on the activities of the organisation and consider that there is no material uncertainty relating to going concern.

The key judgments and estimates used to arrive at this conclusion include:

- The Foundation has sufficient liquidity and cash flow availability on an ongoing basis
- Future revenue from football funding bodies such as UEFA and FIFA remain unchanged
- Assumption that disruptions and suspension of operations will terminate before the commencement of 2021 – 2022 football season
- Support from various levels of government, including financial assistance
- Mitigating actions and processes implemented to ensure an effective control environment and availability of relevant management information on a continuing basis.

## Equality, Diversity and Inclusion

The Foundation's vision is to create an environment in which everyone - staff, participants and the wider community- has equal, dignified ease of access to our organisation, services and facilities. The Foundation's aim is to be inclusive, supportive, fair and free from discrimination. The Foundation aims to actively promote equality and diversity and ensure that the legislation and policy requirements within the nine protected characteristics of equality and diversity are implemented into all working practices.

### Employees with disabilities

It is our policy that people with disabilities should have full and fair consideration for all vacancies and to retain employees in the workplace if they become disabled during their employment. We will actively retrain and make adjustments where possible to allow them to maximise their potential.

## Structure, governance and management

The Irish FA Foundation was formed under a Memorandum of Association which established the objectives and powers of the company and is governed by its Articles of Association.

The Irish FA Foundation is managed by the same integrated Senior Leadership Team as the Irish Football Association and is subject to many of the key structures within the governance framework of the Irish FA. Detailed descriptions and explanations of the Irish FA corporate governance environment are available in its Annual Report and Financial Statements.

## Recruitment and appointment of trustees

The Board of Trustees comprises six members, three of which are appointed by the sole member the Irish Football Association and the remaining three are independent and recruited following public advertisement.

In accordance with the IFA Articles of Association the three members appointed by the Association are prohibited from being members of the IFA Board.

None of the trustees has a beneficial interest in the company.

## Induction and training of trustees

The trustees receive an induction upon appointment to the Board and undertake regular training and development.

The Board convenes sessions to review governance practice and enhance professional competence required for the role of trustee.

## Board of trustees

All service by Board trustees is on a voluntary basis, with time and expertise freely donated to the work of the Irish FA Foundation. The Board continued to strengthen performance through recruitment, evaluation, and training. We thank them for their continuing input and support.



**James Shaw**  
Trustee and Chairperson

**Date:** 22 April 2021

## Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in Northern Ireland requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Foundation and of the incoming resources and application of resources of the Foundation for that period.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Foundation will continue in business

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Foundation and enable them to ensure that the financial statements comply with the Charities Act (Northern Ireland) 2008. They are also responsible for safeguarding the assets of the Foundation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## Statement of disclosure of information to auditors

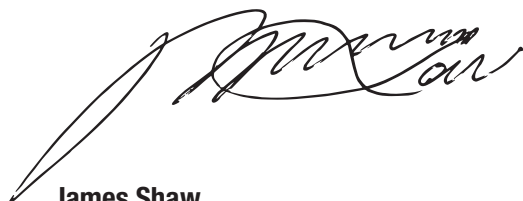
In so far as the trustees are aware:

- There is no relevant audit information of which the Foundation's auditor is unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

## Independent auditors

The auditors, PricewaterhouseCoopers LLP, have indicated their willingness to remain in office and a resolution for their re-election will be proposed at the forthcoming Annual General Meeting.

The trustees' report was approved by the Board of Trustees and signed on their behalf.



**James Shaw**  
**Trustee and Chairperson**

**Date:** 22 April 2021

## Independent auditors' report to the members of Irish FA Foundation Limited

### Report on the audit of the financial statements

#### Opinion

In our opinion, Irish FA Foundation Limited financial statements (the 'financial statements'):

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of its incoming resources and application of resources, including its income and expenditure, and cash flows, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law); and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements, included within the Trustees' Annual Report (the "Annual Report"), which comprise: the charity balance sheet as at 31 December 2020; the statement of financial activities (including income and expenditure account), and statement of cash flow for the year then ended; the accounting policies; and the notes to the financial statements.

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Independence

We remained independent of the in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements.

#### Conclusions relating to going concern

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the charitable company's ability to continue as a going concern.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.



## Independent auditors' report to the members of Irish FA Foundation Limited (continued)

### Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (UK) require us also to report certain opinions and matters as described below.

#### Trustees' Annual Report

In our opinion, based on the work undertaken in the course of the audit the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and the Trustees' Annual Report has been prepared in accordance with applicable legal requirements.

In addition, in light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we are required to report if we have identified any material misstatements in the Trustees' Annual Report. We have nothing to report in this respect.

### Responsibilities for the financial statements and the audit

#### Responsibilities of the trustees for the financial statements

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view. The trustees are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

## Independent auditors' report to the members of Irish FA Foundation Limited (continued)

### **Auditors' responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Based on our understanding of the charitable company, we identified that the principal risks of non-compliance with laws and regulations related to adherence to health and safety requirements and the charitable company's compliance with the safeguarding of young and vulnerable people, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the financial statements such as the Companies Act 2006, the Charities Act (Northern Ireland) 2008 and Regulation 8 of The Charities (Accounts and Reports) Regulations (Northern Ireland) 2015. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to were related to posting inappropriate journal entries to manipulate financial results, including the recognition of incoming resources, and management bias in accounting estimates or significant judgements. Audit procedures performed included:

- Identifying and testing journal entries, in particular any journal entries posted with unusual account combinations or posted by unexpected users;
- Assessed management's compliance with the commitments under their restricted funds;
- Discussions with management, including consideration of known or suspected instances of noncompliance with laws and regulations and fraud;
- Reviewing the charitable company's litigation register as far as it related to non-compliance with laws and regulations and fraud; and
- Reviewing relevant meeting minutes, including those of the Trustees.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditors' report.

# Irish FA Foundation Limited

## Use of this report

This report, including the opinions, has been prepared for and only for the charity's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

## Other required reporting

### Companies Act 2006 exception reporting

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- we have not received all the information and explanations we require for our audit; or
- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- the financial statements are not in agreement with the accounting records and returns.

We have no exceptions to report arising from this responsibility.

### Entitlement to exemptions

Under the Companies Act 2006 we are required to report to you if, in our opinion, the trustees were not entitled to: prepare financial statements in accordance with the small companies' regime; take advantage of the small companies exemption from preparing a Strategic Report. We have no exceptions to report arising from this responsibility.



**Martin Cowie** (Senior Statutory Auditor)

for and on behalf of PricewaterhouseCoopers LLP

Chartered Accountants and Statutory Auditors

Belfast

23 April 2021

# Statement of Financial Activities (including income and expenditure account)

for the year ended 31 December 2020

	Note	Restricted Funds £	Un-restricted Funds £	Total Funds 2020 £	Restricted Funds £	Un-restricted Funds £	Total Funds 2019 £
<b>Incoming resources</b>							
<b>Incoming resources from generated funds</b>	4						
Donation from Irish Football Association		-	-	-	-	923,000	923,000
Contributions from governing bodies		725,733	-	<b>725,733</b>	1,085,440	-	1,085,440
Coaching, education and training		-	210,097	<b>210,097</b>	-	613,182	613,182
Sponsorship income		209,194	-	<b>209,194</b>	260,130	-	260,130
Grant funding		1,056,519	-	<b>1,056,519</b>	499,837	-	499,837
<b>Income from other trading activities</b>							
Income from other trading activities	5	-	3,217	<b>3,217</b>	-	5,244	5,244
<b>Total incoming resources / income</b>		1,991,446	213,314	<b>2,204,760</b>	1,845,407	1,541,426	3,386,833
<b>Resources expended / expenditure</b>							
<b>Charitable activities</b>	6	(1,975,991)	-	<b>(1,975,991)</b>	(2,281,960)	-	(2,281,960)
<b>Support costs</b>	7	(240,439)	-	<b>(240,439)</b>	(358,884)	-	(358,884)
<b>Total resources expended / expenditure</b>		(2,216,430)	-	<b>(2,216,430)</b>	(2,640,844)	-	(2,640,844)
<b>Net (outgoing) / incoming resources before transfers</b>		(224,984)	213,314	<b>(11,670)</b>	(795,437)	1,541,426	745,989
Transfer between funds		224,984	(224,984)	-	795,437	(795,437)	-
<b>Net movement in funds</b>		-	(11,670)	<b>(11,670)</b>	-	745,989	745,989
<b>Reconciliation of funds</b>							
Total funds brought forward		-	1,473,977	<b>1,473,977</b>	-	727,988	727,988
<b>Total funds carried forward</b>		-	1,462,307	<b>1,462,307</b>	-	1,473,977	1,473,977

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

Registered No. NI642595

## Charity Balance Sheet

at 31 December 2020

	Note	2020 £	2019 £
<b>Current assets</b>			
Debtors	10	1,995,728	940,061
Cash and cash equivalents		311,057	919,957
		<b>2,306,785</b>	1,860,018
<b>Creditors: amounts falling due within one year</b>	11	<b>(844,478)</b>	(386,041)
<b>Net current assets</b>		<b>1,462,307</b>	1,473,977
<b>Total assets less current liabilities</b>		<b>1,462,307</b>	1,473,977
<b>Net assets</b>		<b>1,462,307</b>	1,473,977
<b>The funds of the charity</b>			
Unrestricted funds	15	1,462,307	1,473,977
Restricted funds	15	-	-
<b>Total funds</b>		<b>1,462,307</b>	1,473,977

The notes on pages 39 to 48 are an integral part of these financial statements.

The financial statements on pages 36 to 48 were approved by the trustees on 22 April 2021 and were signed on its behalf by:



**James Shaw**  
Trustee and Chairperson

**Date:** 22 April 2021

## Statement of Cash Flow

For the year ended 31 December 2020

	2020	2019
	£	£
<b>Cash generated from operating activities</b>		
Net (outgoing) / incoming resources before transfers	(11,670)	745,989
Movement in debtors	(1,055,667)	(344,406)
Movement in creditors	458,437	38,294
<b>Cash inflow / (outflow) from operating activities</b>	<b>(608,900)</b>	439,877
Increase / (Decrease) in cash and cash equivalents in the year	<b>(608,900)</b>	439,877
Cash and cash equivalents at the beginning of the year	<b>919,957</b>	480,080
<b>Total cash and cash equivalents at the end of the year</b>	<b>311,057</b>	919,957

	2020	2019
	£	£
<b>Cash and cash equivalents consists of:</b>		
Cash and cash equivalents	<b>311,057</b>	919,957
<b>Total cash and cash equivalents at end of the year</b>	<b>311,057</b>	919,957

## Notes to the financial statements

**For the year ended 31 December 2020**

### **1. Accounting policies**

The Irish FA Foundation Limited is a private company limited by guarantee, incorporated in Northern Ireland. The registered office is the National Football Stadium, Donegall Avenue, County Antrim, United Kingdom, BT12 6LU.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

#### **a) Basis of Preparation**

The Foundation's financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective 1 January 2015 (Charities SORP (FRS 102) and the Companies Act 2006.

Irish FA Foundation Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost and transaction value unless otherwise stated in the relevant accounting policy note(s). The financial statements are prepared on a going concern basis. Taking account of the risk review undertaken by the Trustees they do not consider there to be a risk to the going concern status of the Foundation.

#### **b) Going concern**

At the time of approving the accounts, the trustees have a reasonable expectation that the Foundation has adequate resources to continue in operational existence for the foreseeable future and it is not anticipated that significant losses will be incurred over the period of 12 months from signing the financial statements. Thus, the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

#### **c) Incoming resources**

Income is recognised when the Foundation is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Donations are recognised on receipt. Other donations are recognised once the Foundation has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under gift aid or deeds of covenant is recognised at the time of the donation.

On receipt, donated facilities or gifts in kind are recognised on the basis of the value of the gift to the Foundation which is the amount the Foundation would be willing to pay to obtain services and facilities of equivalent economic benefit on the open market, a corresponding amount is then recognised in expenditure in the period of receipt.

Income from government and other grants, whether 'capital' or 'revenue' grants, is recognised when the Foundation has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable that the

## Notes to the financial statements (continued)

income will be received and the amount can be measured reliably.

### For the year ended 31 December 2020

#### 1. Accounting policies (continued)

##### d) Resources expended

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Support costs are those functions that assist the work of the Foundation but do not directly undertake charitable activities.

Charitable expenditure comprises those costs incurred by the Foundation in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to supply them. Support costs are allocated to their relevant activity based on the income received.

##### Pension Costs

The Foundation operates a defined contribution scheme for its employees. Contributions are charged to the statement of financial activities in the period to which they relate.

##### e) Fund accounting

The Foundation has various types of funds for which it is responsible and which require specific disclosure. A definition of the different types is as follows:

##### Unrestricted Funds

Funds which are expendable at the discretion of the Foundation in furtherance of the purpose of the charity. In addition to expenditure on activities, such funds may be held in order to finance capital investment and working capital.

##### Restricted Funds

Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of overheads and support costs.

##### f) Cash and cash equivalents

Cash and cash equivalents includes cash in hand, deposits held at call with banks.

##### g) Foreign currency

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the Statement of Financial Activities. Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the Statement of Financial Activities.

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of



## Notes to the financial statements (continued)

the transactions. At each period end foreign currency monetary items are translated using the closing rate.

### For the year ended 31 December 2020

#### 1. Accounting policies (continued)

##### h) Grants payable

Grants are recognised in the accounts as liabilities after they have been approved by the trustees even if there are conditions attached to them. This is because there is a valid expectation by the recipients that they will receive the grant.

Where a grant is awarded for a period of greater than one year, future instalments of which are subject to satisfactory reports to the Foundation, the future grant instalments are included in commitments but are not recognised in the accounts until satisfactory reports are received. This is because the terms on which these grants are awarded do not create a valid expectation of receipt until the Foundation's trustees are satisfied with the reports received on the use made of the previous year's instalments.

##### i) Financial instruments

The Foundation has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Foundation's balance sheet when the Foundation becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### **Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### **Basic financial liabilities**

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

## Notes to the financial statements (continued)

For the year ended 31 December 2020

### 1. Accounting policies (continued)

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

### 2. Critical accounting judgements and estimation uncertainty

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

*Critical judgements in applying the entity's accounting policies.*

There are no critical judgements in applying the Foundation's accounting policies.

*Critical accounting estimates and assumptions.*

There are no critical estimates and assumptions.

### 3. Legal status of the Foundation

The Foundation is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £1.

### 4. Incoming resources from generated funds

	2020	2019
	£	£
Donation from Irish Football Association	-	923,000
Contributions from football governing bodies	<b>725,733</b>	1,085,440
Coaching, education & training	<b>210,097</b>	613,182
Sponsorship income	<b>209,194</b>	260,130
Grant funding	<b>1,056,519</b>	499,837
<b>Total</b>	<b>2,201,543</b>	3,381,589

## Notes to the financial statements (continued)

For the year ended 31 December 2020

**5. Income from other trading activities**

	<b>2020</b>	2019
	£	£
Other income	<b>3,217</b>	5,244

**6. Charitable activities expenditure**

	<b>2020</b>	2019
	£	£
Wages and salaries	<b>1,605,795</b>	1,486,488
Events & competitions	<b>134,714</b>	406,505
Equipment & facilities	<b>76,528</b>	216,691
Grants provided	<b>158,954</b>	172,275
<b>Total</b>	<b>1,975,991</b>	2,281,960

**7. Support costs expenditure**

	<b>2020</b>	2019
	£	£
Wages and salaries	<b>135,473</b>	141,203
Administration & professional fees	<b>104,966</b>	217,681
<b>Total</b>	<b>240,439</b>	358,884

## Notes to the financial statements (continued)

For the year ended 31 December 2020

## 8. Net (outgoing)/incoming resources

	2020	2019
	£	£
<b>This is stated after charging:</b>		
Salaries	1,517,184	1,421,764
Social security costs	137,539	124,647
Other pension costs	86,545	81,280
<b>Staff costs</b>	<b>1,741,268</b>	<b>1,627,691</b>

## 9. Employees and directors

## Employees

The average monthly number of employees employed by the Foundation during the year was:

	2020	2019
	Number	Number
<b>Average</b>	<b>59</b>	<b>59</b>

## Trustees

During the year, no trustee received any emoluments (2019: £Nil).

## Key management compensation

The compensation paid or payable to key management for employee services is shown below

	2020	2019
	£	£
<b>Key management compensation</b>	<b>173,771</b>	<b>149,688</b>

Key management compensation increased year on year because of an unfilled vacancy within the Senior Leadership Team for the majority of 2019 which significantly reduced the cost for that year.

## Notes to the financial statements (continued)

For the year ended 31 December 2020

**10. Debtors**

	2020	2019
	£	£
Trade debtors	1,828,708	630,609
Prepayments and accrued income	167,020	309,452
<b>Total</b>	<b>1,995,728</b>	<b>940,061</b>

**11. Creditors: amounts falling due within one year**

	2020	2019
	£	£
Trade Creditors	27,847	100,537
Accruals and deferred income	642,842	220,515
Other taxation and social security	173,789	64,989
<b>Total</b>	<b>844,478</b>	<b>386,041</b>

Deferred income relates to fundraising income and contributions from governing bodies recognised over more than one financial year in accordance with the accounting policy stated in note 1.

## Notes to the financial statements (continued)

For the year ended 31 December 2020

## 12. Deferred income

	At 1 January 2020 £	Amounts released in the year £	Additional provisions made £	At 31 December 2020 £
Contributions from football governing bodies	32,694	(2,694)	367,681	397,681
Coaching, education & training	-	-	35,914	35,914
Sponsorship income	126,701	(126,701)	55,731	55,731
Grant funding	2,000	(2,000)	37,587	37,587
<b>Total</b>	<b>161,395</b>	<b>(131,395)</b>	<b>496,913</b>	<b>526,913</b>

## 13. Financial instruments

The Foundation has the following financial instruments:

	2020 £	2019 £
<b>Financial assets held at amortised cost</b>		
Trade debtors	1,828,708	630,609
Accrued income	142,274	243,732
<b>Total</b>	<b>1,970,982</b>	<b>874,341</b>
<b>Financial liabilities held at amortised cost</b>		
Trade creditors	27,847	100,537
Accruals	115,929	59,120
<b>Total</b>	<b>143,776</b>	<b>159,657</b>

## 14. Taxation

The Foundation is a registered charity and, as such, is entitled to certain tax exemptions on income and profits from investments and surpluses on any trading activities carried on in furtherance of the Foundation's primary objectives, if these profits and surpluses are applied solely for charitable purposes.

## Notes to the financial statements (continued)

For the year ended 31 December 2020

**15. Analysis of charitable funds****Unrestricted Funds**

	£
At 1 January 2020	1,473,977
Coaching, education and training	210,097
Other trading activities	3,217
Net outgoing resources before transfers	-
Transfer to restricted funds	(224,984)
<b>At 31 December 2020</b>	<b>1,462,307</b>

**Restricted Funds**

	£
At 1 January 2020	-
Contributions from governing bodies	725,733
Sponsorship income	209,194
Grant funding	1,056,519
Net outgoing resources before transfers	(2,216,430)
Transfer from unrestricted funds	224,984
<b>At 31 December 2020</b>	<b>-</b>

A transfer between funds is performed to relocate sufficient unrestricted funds to ensure that there is no overspend on the restricted fund for the year.

## Notes to the financial statements (continued)

For the year ended 31 December 2020

**16. Analysis of net assets between funds**

	Restricted Funds £	Unrestricted Funds £	Total Funds £
Net current assets	-	1,462,307	1,462,307
<b>Total</b>	-	<b>1,462,307</b>	<b>1,462,307</b>

**17. Related party transactions and ultimate controlling party**

Transactions with related parties included:

- Transactions with the Irish Football Association Limited of £1,227,947 (2019: £1,328,216)
- Amounts receivable at the year end of £1,773,957 (2019: £546,010) due from the Irish Football Association Limited
- Amounts payable at the year end of £72 (2019: £NIL) due to the IFA Stadium Development Company Limited

There is no ultimate controlling party.

**18. Liability of members**

Irish Football Association Ltd is a company limited by guarantee. The liability of the members is limited to an amount not exceeding £1.

**19. Financial commitments**

There were no financial commitments as at 31 December 2020 (31 December 2019: none).



*Registered number: NI642595*

*Charity Commission number: NIC 106229*

*Inland Revenue Charity number: NI00616*

## **Trustees**

James Shaw (Chairman)

Patrick Nelson

Allen McKinstry

Ryan Adams

Clare McAuley (Appointed 1 March 2020)

Alan Willis (Appointed 22 October 2020)

Aidan Murphy (Resigned 16 March 2020)

## **Company Secretary**

Patrick Nelson

## **Registered Office**

The National Football Stadium at Windsor Park

Donegall Avenue

Belfast

BT12 6LU

## **Bankers**

Ulster Bank

91-93 University Road

Belfast

BT7 1NG

## **Solicitors**

A&L Goodbody

42-46 Fountain Street

Belfast

BT1 5EF

King & Gowdy

298 Upper Newtownards Road

Belfast

BT4 3EJ

## **Independent auditors**

PricewaterhouseCoopers LLP

Chartered Accountants and Statutory Auditors

Waterfront Plaza

8 Laganbank Road

Belfast

BT1 3LR