



No. 46/2021

TO UEFA MEMBER ASSOCIATIONS

For the attention of
the President and the General Secretary

Your reference

Your correspondence of

Our reference
NASP/fav

Date
14 July 2021

UEFA HatTrick V Regulations (Edition 2021)

Dear Sir or Madam,

We are pleased to enclose the amended UEFA HatTrick V Regulations (Edition 2021), which the UEFA Executive Committee approved at its meeting in London on 11 July 2021.

Please find below revised Annex H of the *UEFA HatTrick V Regulations*, which reflects the inclusion of a fifth pillar, Responsibility, in UEFA's strategy – Together for the Future of Football, as updated at the 45th UEFA Ordinary Congress held on 20 April in Montreux.

Annex H – UEFA football and social responsibility programme (see Article 23)

H.1 Introduction

This annex defines UEFA's football and social responsibility (FSR) programme under the UEFA HatTrick V Regulations.

H.2 FSR officer

From the 2022/23 season, UEFA member associations must appoint a dedicated FSR officer, failing which they are not entitled to the annual incentive. They must provide the UEFA administration with:

- a) a detailed FSR officer job description;
- b) information on who the FSR officer reports to;
- c) where the position is located in the organisation chart.

The UEFA administration informs the national associations whether the FSR officer should be a part-time or full-time employee. UEFA member associations that cannot demonstrate adequate human resources for football and social responsibility must first use part of the funding for this purpose before being eligible to apply for other projects. They can use up to 25% of the funding to cover staff costs.

H.3 Strategy

From the 2023/24 season, UEFA member associations must have an FSR strategy that is approved by their highest legislative body, failing which they are not entitled to the annual incentive.

The strategy should be developed in consultation with UEFA's FSR division and should adhere to UEFA's FSR Strategy, taking into account each association's specific cultural context and resources. It is best practice to embed the FSR strategy in the association's overall strategy.

Note: Member associations that do not comply with article H.2 and H.3 will not qualify for the funding.

H.4 Projects

UEFA supports a maximum of two projects per season that:

- a) address one or more of UEFA's FSR policies (Article H.5) in a long-term approach and have a clear link to the association's FSR strategy if it exists; or
- b) support the development of the association's FSR strategy, in accordance with UEFA's FSR policies; or
- c) contribute to educating staff in FSR.

H.5 FSR policies, definitions and areas

H.5.1 Policies and definitions

The FSR policies are categorised as 'human rights and environment' policies, defined by UEFA as set out below.

Human rights

Policy	Definition
Anti-discrimination	Guarantee that all UEFA policies and programmes are implemented without discrimination. Work with our stakeholders to establish footballing environments that welcome all individuals regardless of sex, gender identity, sexual orientation, age, ethnicity, religion or disability. Fighting racism and all other prejudices remain an absolute focus.
Child and youth safeguarding	Promote the safeguarding of children's and youth rights. Protect children and youth players from any form of abuse. Support associations in implementing appropriate child and youth protection policies, which ensure all young footballers are kept safe and can enjoy the game.
Solidarity and rights	Reinforce principles of individual human rights, freedom of expression and independence. Show solidarity during humanitarian emergencies by leveraging football's potential to help. Establish a secure workplace, including transparent communication and data privacy, that allows everyone to thrive.

Football for all	Ensure playing football is accessible and enjoyable for everyone, independent of sex, gender identity, age, background, ability or disabling factors. Continue to explore solutions to exclusion, encouraging diversity and providing equal opportunities for every member of society.
Health and well-being	Raise awareness of the physical and mental health benefits of playing football. Ensure that stadiums used for UEFA competitions provide healthy environments in which to watch and enjoy the game.
Equality and inclusion	Apply principles of equal rights and opportunities to all sectors of European football. Continue to foster a fair environment, truly representative of all sections of society, where all those involved feel respected and empowered to perform to the best of their abilities.
Refugee support	Encourage the integration of refugees into civil society through European football. Initiate dedicated funding programmes for member associations and wider support for other stakeholders to strengthen ties between diverse communities, unlocking benefits for football and society.

Environment

Policy	Definition
Environmental protection	Raise awareness of environmental protection and climate change. Reduce or compensate for emissions caused by our activities through quality carbon credits. Respect natural habitats and bio-diversity when planning or investing in infrastructure projects.
Event sustainability	Ensure UEFA's social responsibility policies are reflected in all aspects of our football competitions. Integrate sustainability in our event operations and develop carbon neutral competitions to raise public awareness of the sustainability challenges facing society.
Circular economy	Support society's transition to a circular economy by optimising the consumption and life-cycle of products, cutting waste and promoting renewable energy sources. Promote more sustainable forms of economic activity that protect the environment and deliver long-term societal benefits.
Infrastructure sustainability	Make the European football infrastructures (stadiums, training centres, headquarters) compliant with overall sustainability goals

H.5.2 Areas

To reinforce a holistic approach to FSR, UEFA member associations are encouraged to embed their FSR policies in four main areas:

- 1) Internal organisation
- 2) Events and competitions
- 3) Football stakeholders
- 4) External stakeholders

			<i>Areas</i>			
			Internal organisation	Events and competitions	Football stakeholders	External stakeholders
<i>Policies</i>	Human rights	Football for all				
		Equality and inclusion				
		Child and youth protection				
		Anti-discrimination				
		Refugee support				
		Health and well-being				
		Solidarity and rights				
	Environment	Environmental protection				
		Circular economy				
		Infrastructure sustainability				
		Event sustainability				

H.6 Application procedure and approval process

Applications must be signed by the general secretary or the CEO. They will then be analysed by the UEFA administration, whose approval will depend on:

- a) the quality of the project;
- b) its value and relevance to football and social responsibility, in relation to the context and stage of development in the country concerned;
- c) the detailed information provided in the application form and supporting documentation, including KPIs and a detailed budget.

Please note that existing projects will need to demonstrate clear advancement.

UEFA member associations must provide UEFA with mid-term, annual and final reports for each project. The UEFA administration monitors the development of projects and may conduct on-site visits.

For any questions, please contact the UEFA Football and Social Responsibility Division (fsr@uefa.ch).

Yours faithfully,

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Theodore Theodoridis
General Secretary

Enclosures

- UEFA HatTrick V Regulations (Edition 2021)
- In support of article H.2:
 - Template for national association FSR officer job descriptions
 - FSR officer season 2022/23 employment rate

cc (with enclosures)

- UEFA Executive Committee
- European members of the FIFA Council
- UEFA HatTrick Committee
- UEFA Fair Play and Social Responsibility Committee
- FIFA