



UEFA

GRASSROOTS
PROGRAMME



UEFA GRASSROOTS CHARTER

2023 Edition

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Preamble

Considering the need to:

- a) promote, protect and develop grassroots football in all its forms;
- b) recognise and endorse best practices at national level, facilitate their dissemination and encourage all UEFA member associations to aspire to the UEFA benchmark;
- c) monitor the implementation of grassroots football within UEFA member associations;
- d) define and monitor the use of HatTrick incentive payments to maintain and improve the standard of grassroots football;

UEFA and the UEFA member associations that are signatories to this charter have agreed the following.

Article 1 Definitions

1. For the purposes of this charter, the following definitions apply:
 - a. Grassroots football: any football that is not professional and not elite, where participation is the objective, not performance;
 - b. Grassroots self-evaluation: standardised assessment created by UEFA and conducted by the UEFA member associations to assess their implementation of grassroots football;
 - c. Grassroots strategy: vision, mission, goals and SMART objectives for effective and lasting grassroots football development;
 - d. Grass survey: questionnaire sent to all UEFA member associations to collect data on grassroots football, including women's football, coach education, futsal, refereeing, and football and social responsibility, to identify trends and shape future activities and priorities;
 - e. Implementation of grassroots football: current grassroots football activities and the state of grassroots football in a country;
 - f. UEFA grassroots awards: prizes awarded to UEFA member associations or clubs for exceptional work in grassroots football in award categories that are designed to reflect UEFA's grassroots priorities;
 - g. UEFA Grassroots Conference: forum organised by UEFA for all UEFA member associations to discuss grassroots football in Europe;
 - h. UEFA grassroots mentor: expert appointed by UEFA to support and guide UEFA member associations in developing grassroots football at national level;
 - i. UEFA Share: formerly the UEFA Study Group Scheme – a series of seminars that bring associations together in small groups to exchange knowledge and experience, to develop new ideas and concepts that fit the associations' needs and to upskill technical staff.
2. The definitions and abbreviations set out in the UEFA HatTrick Regulations also apply.

Article 2 Scope

1. This charter describes the rights and duties of UEFA and the UEFA member associations that are signatories to the charter with regard to the development of grassroots football in accordance with the UEFA HatTrick Regulations.
2. For the avoidance of doubt, the following document applies equally to both men's and women's football, unless otherwise stated.

Article 3 Aims

This charter aims to:

- a. ensure everyone has the opportunity to participate, play, learn and enjoy the game in a safe, fun and inclusive environment;
- b. establish a strategic and sustainable approach to developing grassroots football;
- c. encourage, facilitate and promote participation in football, maximising the number of registered players and organised football activities under the auspices of the national associations;

- d. support, stimulate, recognise and reward the development of grassroots football at national level;
- e. continuously improve the quality of grassroots football provision, including grassroots coach education;
- f. establish a grassroots committee within each UEFA member association;
- g. establish a dedicated grassroots workforce within UEFA member associations;

Article 4 Admission to the charter

1. Every UEFA member association may submit a written application to the UEFA administration to become a signatory to this charter at any time.
2. In doing so, it must demonstrate its commitment to grassroots football.
3. The UEFA administration verifies that the application is complete and submits it to the UEFA Grassroots Football Panel.
4. The UEFA Grassroots Football Panel assesses the application and tasks one of its members with ensuring that the applicant meets the minimum requirements of the charter by setting objectives, providing information and advice, and conducting visits.
5. The UEFA administration gives the UEFA Grassroots Football Panel and the UEFA Development and Technical Assistance Committee regular reports on the applicant's progress.
6. Once the UEFA Grassroots Football Panel has observed that the applicant has met the minimum requirements, it submits a report to the UEFA Development and Technical Assistance Committee recommending that the applicant be admitted.
7. The UEFA Development and Technical Assistance Committee considers the report prepared by the UEFA Grassroots Football Panel and either submits it to the UEFA Executive Committee for approval or returns it to the UEFA administration with details of areas where improvements are required.
8. Once the UEFA Executive Committee has given its approval, the charter can be signed by representatives of the applicant and UEFA.

Article 5 Rights and duties of the UEFA member associations

1. On signing this charter, a UEFA member association agrees to adhere to the provisions laid down in the charter and its annexes.
2. Signatories to the UEFA Grassroots Charter must, as a minimum:
 - a. have one full-time staff member dedicated to grassroots football;
 - b. have a dedicated grassroots budget;
 - c. establish a grassroots committee or equivalent body;
 - d. adopt a grassroots strategy that is linked to the national association's overall strategy, including the association's women's and girls' strategies, and UEFA's grassroots strategy;
 - e. complete a regular evaluation comprising:
 - i. the grassroots self-evaluation;
 - ii. the annual Grass survey;

- f. develop and implement tools and programmes, which are inclusive and support the development and growth of the girls' and women's game, in the following areas and in accordance with the associated UEFA guidelines:
 - i. football in schools;
 - ii. grassroots coach education;
 - iii. grassroots club development;
 - iv. child and youth protection;
 - v. disability football;
 - vi. flexible formats and player pathways;
 - g. submit proof that these minimum requirements are met.
3. Signatories to the UEFA Grassroots Charter that meet the requirements set out in the UEFA HatTrick Regulations can apply for HatTrick incentive funding earmarked for grassroots football.
4. Signatories to the UEFA Grassroots Charter can:
- a. participate in:
 - i. the UEFA Grassroots Conference;
 - ii. UEFA Share grassroots seminars;
 - b. apply for UEFA grassroots awards;
 - c. use the UEFA grassroots branding, in compliance with the latest instructions issued by UEFA.

Article 6 Rights and duties of UEFA

1. UEFA undertakes to:
 - a. help UEFA member associations that are signatories to this charter, and those in the process of applying, to meet and maintain the minimum requirements of the charter by means of advice, education, other appropriate support and regular assessments;
 - b. provide each UEFA member association with a UEFA grassroots mentor and cover all related costs;
 - c. develop the necessary UEFA guidelines for the tools and programmes listed in the minimum requirements;
 - d. provide financial support to the UEFA member associations that are signatories to this charter, in accordance with the provisions of the UEFA HatTrick Regulations and related directives;
 - e. organise the UEFA Grassroots Conference.
2. UEFA reserves the right to:
 - a. assess whether the minimum requirements of this charter are met and withhold incentive payments if not, in accordance with the provisions of the UEFA HatTrick Regulations;
 - b. establish UEFA grassroots awards and award categories;
 - c. organise UEFA Share grassroots seminars;
 - d. communicate about and promote grassroots football.

Article 7 Indemnification

1. Tools and programmes developed and implemented by a UEFA member association remain under its full control and responsibility and UEFA excludes its liability in this respect to the full extent possible under the applicable law.
2. UEFA cannot be held liable for any damage that might result from such a tool or programme, whether or not it is implemented in accordance with the relevant UEFA guidelines. The UEFA member association concerned and/or any third parties shall indemnify UEFA against any claims for damages made against UEFA as a result of such tools and programmes.

Article 8 Withdrawal

UEFA member associations that are signatories to this charter have the right to withdraw from the charter at the end of a season (i.e. on 30 June) by informing the UEFA administration in writing at least six months in advance (i.e. on 31 December of the previous year at the latest).

Article 9 Annexes

Annexes to this charter form an integral part thereof.

Article 10 Applicable law and disputes

1. This charter is subject to Swiss law.
2. The parties to this charter agree that any dispute that arises from the implementation of the charter and cannot be settled amicably shall be submitted to the Court of Arbitration for Sport (CAS) in Lausanne, Switzerland, in accordance with the UEFA Statutes, including for provisional or super-provisional measures, to the explicit exclusion of any state court.

Article 11 Languages

1. This charter exists in English, French and German.
2. In the event of any discrepancy between the different versions of this charter, the English version shall prevail.

Article 12 Adoption

1. This charter was adopted by the UEFA Executive Committee at its meeting on 28 June 2023 and is open for signature by all UEFA member associations as of this date.
2. This charter fully replaces the previous UEFA Grassroots Charter, which is hereby terminated, and any directives issued thereunder.
3. This charter will enter into force for each UEFA member association as soon as it has been signed by both UEFA and the association concerned.

Nyon

28 June 2023

U E F A

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Aleksander Čeferin

President

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Theodore Theodoridis

General Secretary

Place:

Date:

Official national association name:

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President

.....

General Secretary

Annex A: Grassroots structure and organisation

A.1 National grassroots committee

Each UEFA member association that is a signatory to this charter must establish a national grassroots committee that reports to the association's executive committee.

The grassroots committee must be an integral part of the national association's organisational structure, with clear links to the dedicated grassroots department or its equivalent and exclusive responsibility for all grassroots matters in the country.

The term of office of grassroots committee members must be defined in the association's statutes and should be the same as for members of the executive committee.

Expertise in regional grassroots committees should be fully utilised by the national grassroots committee, and the composition and, where applicable, the duties of the national committee should be replicated at regional level to the extent possible, taking into account the size of the country and other constraints.

It is strongly encouraged to include representatives of women's and men's football, futsal and other types of football in national and regional grassroots committees, which should reflect their communities and the structure of football in the country. The national grassroots committee should include or have access to experts on social responsibility and child and youth protection.

The committees' duties and responsibilities should be defined by the national association's executive committee.

The national grassroots committee should meet regularly.

A.2 Dedicated grassroots department and manager

Each UEFA member association that is a signatory to this charter must establish a dedicated grassroots department or equivalent that forms an integral part of its administration and is responsible for developing and managing all grassroots matters on behalf of the national association.

The size of the grassroots department and the amount of support available to it should be proportionate to the size of the national association and its needs and ambitions. In all cases, however, it must be sufficient to meet the minimum requirements of this charter. The grassroots department must comprise at least one employee, who must work full-time on national association grassroots matters.

Each association must provide the UEFA administration with:

- a detailed job description for the grassroots manager;
- information on who this person reports to;
- details of where the position is located in the organisation chart.

A.3 UEFA grassroots mentors

Each UEFA member association that is a signatory to this charter has the right to be assigned a UEFA grassroots mentor. UEFA will cover all related costs.

The UEFA administration will decide on the extent and scope of the support provided to each UEFA member association based on the regular evaluation of its implementation of grassroots football.

UEFA grassroots mentors:

- act as the UEFA contact person on all grassroots matters for specific national associations;
- support and guide individual associations, in person and remotely, in their development and implementation of a grassroots strategy and applications for earmarked HatTrick incentive payments;
- guide associations through the regular evaluation and help them to identify their priorities for the development of grassroots football nationally;
- help to establish and monitor annual targets and SMART objectives, including data collection;
- share good practices and connect national grassroots staff with the UEFA administration and other UEFA member associations as appropriate;
- listen to, assist and guide national grassroots managers, helping them to exercise their responsibilities.

Annex B: Tools and programmes

Tools and programmes in the following areas of grassroots football must be incorporated into the grassroots strategy of every UEFA member association that is a signatory to the charter, with an appropriate proportion of the annual grassroots budget dedicated to each area. The tools and programmes must have an emphasis on providing equal opportunities regardless of age, ability, ethnicity, nationality, religion, sex, sexual orientation or any other personal trait, and must be implemented in accordance with the relevant UEFA guidelines.

B.1 Football in schools

In the area of school football, each national association shall:

- recognise and promote football as a social and educational tool that develops values, life skills, relationships, and physical and emotional health and well-being;
- upskill teachers, coaches and volunteers to create safe, inclusive and fun football environments and provide high-quality educational football lessons;
- introduce football to young people who do not already play, and give everyone the opportunity to play regularly;
- develop pathways into club and community football in an attempt to increase the number of registered players;
- develop football formats, activities and festivals that focus on participation, inclusion and personal development rather than competition and performance.

B.2 Grassroots coach education

In the area of grassroots coach education, each national association shall:

- meet the minimum requirements of the UEFA Coaching Convention;
- organise UEFA grassroots leader and UEFA C diploma courses delivered by licensed grassroots coach educators;
- offer accessible, affordable grassroots coach education and grassroots coaching pathways, including educational resources and continued professional development;
- increase the number of male and female coaches who are educated and active in the grassroots game;
- establish the structures and partnerships that are necessary to develop and deliver grassroots coach education courses that incorporate adult learning principles and reality-based learning, according to the association's own coach education philosophy;
- establish a grassroots coach educator licence to further develop male and female grassroots coach educators to deliver high-quality coach education;
- establish a monitoring process to register and track newly qualified coaches and evaluate the impact of courses and coach educators.

B.3 Grassroots club development

In the area of grassroots club development, each national association shall:

- establish a vision and strategy for club development that recognises the need to support grassroots clubs on and off the pitch;
- establish a club accreditation programme or service that encourages, incentivises and rewards clubs, taking into account their resources, communities, needs and ambitions;
- put players at the heart of club development, giving everyone opportunities to play football for life and have the best possible experience throughout;
- provide support and education to coaches, club officials, club leaders and volunteers to create a sustainable, socially responsible and united football community that provides quality opportunities to all;
- ensure that clubs contribute to society by improving the health and well-being of their members, encouraging integration and fostering a sense of belonging.

B.4 Child and youth protection

In the area of child and youth protection, each national association shall:

- adopt and implement a policy and relevant procedures to protect children and young people involved in grassroots football from all forms of abuse;
- make child and youth protection resources and training available to the various stakeholders in grassroots football;
- ensure that all UEFA grassroots leader courses, UEFA C diploma courses and other relevant courses include child and youth protection training.

B.5 Disability football

In the area of disability football, each national association shall:

- audit the current disability football provision in the country and identify opportunities to make football more inclusive, including in schools;
- develop and implement initiatives and partnerships to improve and increase the football opportunities available to disabled people;
- increase the number of disabled people involved in regular football or other physical activity;
- increase and improve the number, variety and frequency of playing and training opportunities for disabled people and increase the number of impairment-specific football activities;
- develop a coaching workforce that understands and is confident working with people with different kinds of disability or impairment.

B.6 Flexible formats and player pathways

In the area of flexible formats and player pathways, each national association shall:

- recognise the need for different playing formats to introduce different people to the game and keep them playing football throughout their lives, focusing on participation, inclusion and personal development rather than competition and performance;
- incorporate small-sided games for children, on the understanding that playing with fewer people on a scaled-down pitch with smaller goals can enhance both enjoyment and development;
- incorporate flexible formats such as walking football to introduce and retain older people and disabled people;
- establish player pathways that enable and encourage children and young people to progress within the game according to their abilities and ambitions, recognising that players may move in any direction along a pathway;
- recognise the important role that appropriate competition plays within the player pathway;
- recognise that there may need to be equivalent girls-only dual pathways to support development and progression;
- recognise and promote football as a social and educational tool that develops values, life skills, relationships, and physical and emotional health and well-being;
- enable and encourage teachers, coaches and volunteers to create fun, high-quality football environments.

Annex C: Evaluation

The UEFA grassroots mentors assist the UEFA member associations with the grassroots self-evaluation and the Grass survey.

C.1 Grassroots self-evaluation

UEFA member associations are obliged to complete a regular grassroots self-evaluation, which assesses their current implementation of grassroots football.

UEFA member associations must use the grassroots self-evaluation to identify priorities, develop and implement a national grassroots strategy, and apply for HatTrick incentive funding accordingly.

C.2 Grass survey

UEFA member associations are also obliged to complete an annual Grass survey. The survey provides UEFA and its member associations with data, trends and insights, helping them to make informed decisions with a view to developing grassroots football.

UEFA member associations may use the Grass survey to identify priorities, develop and implement a national grassroots strategy, and apply for HatTrick incentive funding accordingly.



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