



Total football – total access to work

Description of project

The project provides national associations and football clubs across eastern Europe with a guide on how to recruit and employ disabled people. It creates an easily replicable model with the help of a toolkit and a practical case study in partnership with the Football Federation of Ukraine (FFU).

This project supports the social model of disability and aims to dispel the attitudinal barriers and negative stereotypes that often exist towards disabled job applicants. It highlights the benefits to organisations of employing a more diverse and inclusive workforce and recognises the potential for recruitment from a wider talent pool that includes the largest minority group: disabled people.



CAFE teamed up with the FFU to produce a case study

Objectives

- Create a practical toolkit for national associations and clubs who want to employ disabled people but do not know how to go about it
- Produce a case study in partnership with the FFU
- Influence the culture of football organisations throughout eastern Europe
- Continue the legacy that the Centre for Access to Football in Europe (CAFE) left in Ukraine after UEFA EURO 2012

Results

- CAFE produced a working document that can be used by organisations for guidance during the recruitment process
- The FFU hired a disabled intern on a paid six-month internship within its information and analytics department
- The FFU carried out an overall access assessment of its headquarters and made improvements where necessary

Tips for replication

- Examine your recruitment processes to ensure they are accessible, open and inclusive
- Implement equal opportunity policies and provide staff training on their implications
- Make your organisation more accessible by reviewing the image of the organisation, reaching out to disabled people and making reasonable adjustments

Contact information

Should you have any questions with regard to this project, please contact Irina Bernstein (info@cafefootball.eu)