

INSPIRE TOOLKIT
VERSION 2

WORKING WITH REFUGEE WOMEN THROUGH SPORT



network
fare





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Dana Rösiger

1. INTRODUCTION

Sport offers a powerful way to bring communities together, it can be a meeting place for a shared human experience, an escape from the everyday. Because of this potential people from all backgrounds, races, status, and experiences are drawn to it. However, sport also has a long history of discrimination, from racism to sexism and homophobia – and in recent years, with issues of migration prominent in negative media reporting and subject to hostile public policies across Europe, such discrimination is growing louder.

As the global situation of refugee movement continues to evolve and legal frameworks differ considerably from country to country, this toolkit is very much a work-in-progress. Nonetheless it remains hugely important to share experiences and offer mutual support and exchange.

The potential of sport as a tool for social inclusion and integration has been widely acknowledged. And by focusing on what people have in common, rather than their differences, sport can be a powerful vehicle to contribute to the inclusion of refugees in their new countries.

However, often sports clubs, NGOs, associations and other sport providers have difficulties offering programmes that cater to the specific needs of refugees, and to refugee women in particular, and to overcome the barriers that prevent them from participating.

This toolkit will address these barriers and offer recommendations for working with refugees - especially women - through sport to provide tangible benefits to both the host communities and people looking to settle in new countries. In this toolkit you will find best practice examples, guidance and clear recommendations for sports clubs and anyone interested in welcoming refugees through the creation of inclusive and engaging.

The toolkit considers and addresses the mixed abilities, competences, experiences, needs and expectations of refugees arriving in the EU and seeks to show clearly how sport organisations and refugees can work together in a mutually beneficial environment.

WHY A REVISION OF THE 2018 INSPIRE TOOLKIT?

In 2018 Fare initiated and developed the "INSPIRE project – Integration through Sport and Inclusion for Refugees in Europe" to identify refugees' needs and barriers to participation in local sport activities. One of the results of the 2018 INSPIRE project was the Toolkit created in collaboration with Les Dégommeuses and Fundacja dla Wolności. The Toolkit is based on consultations carried out with refugees in France and Poland, and on sport sessions organised for a period of five months.

1. In this document the term "refugee" is used to refer to people who have obtained refugee status in their host country, or have applied for asylum, or are undocumented migrants.



Throughout 2019, Fare together with ChoG - Champions ohne Grenzen e.V and Polisportiva San Precario developed and implemented the INSPIRE4ALL project - Integration through Sport and Inclusion of Refugees for All. The project, funded by the European Commission, focused on identifying the needs of refugees in Italy and Germany and on developing sport activities based on the needs and interests of the participants. The project started with the assessment of the social, economic and linguistic challenges faced by the refugees in their host communities. Based on the results of the assessment carried out through group interviews and questionnaires addressed to the refugees and local people, ChoG - Champions ohne Grenzen e.V and Polisportiva San Precario organised numerous sports sessions for teams of refugees and local players between April and October.

The current Toolkit is a revision of the 2018 INSPIRE Toolkit. The information included in this Toolkit- such as a Recruitment Plan and examples of Sport Sessions for refugees, have all been tested, allowing us to put together a practical list of Do's and Don'ts.

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The Fare network is an umbrella organisation that unites individuals, groups and organisations driven to combat discrimination in football and use the sport as a means for social change.

Fare combats all forms of discrimination, including racism, far-right nationalism, sexism, trans- and homophobia and discrimination against disabled people. The strength of the network lies in the diversity of its members, including fan groups, NGOs and amateur clubs and grassroots groups who contribute and act in a concerted way to make discrimination in football a thing of the past.

DISCOVER FOOTBALL (DF) is a network that uses football as a tool to advocate for a world in which girls and women can do sports without being discriminated against for any reason. They use sport as a tool to empower women and promote intercultural understanding, organising international exchanges, conferences and tournaments where women and girls build skills and share knowledge that will help them gain autonomy, mobility and power.

DISCOVER FOOTBALL brought together women football players who are working with refugees from different countries around the world to the HOME GAME festival. They explored how involvement in sports and football can help to overcome difficult experiences for refugees in host societies like isolation and lack of aspiration, and provide a homely environment for all. During matches, training, workshops and panels the participants shared ideas and experiences and jointly worked on strategies for how to use football for the promotion of women refugee rights.

LES DEGOMMEUSES is both a football team and an association that campaigns against discrimination in sport and through sport. Its actions target sexism and homophobia in particular. One of the core activities of Les Dégommeuses is a program aimed at encouraging refugee participation in sport. Initiated in 2015 by a grant from Fondation de France, it allows, among other things, to buy sports equipment and meet the costs of public transportation for refugees and other members of the team who do not have adequate resources.

FUNDACJA DLA WOLNOSCI is a non-profit organisation based in Warsaw that aims to promote cross-cultural values and empower migrants, refugees in particular. It uses football to seek a common language for different groups. Since 2010 Fundacja dla Wolności has run Etnoliga – the biggest grassroots cross-cultural amateur football league in Eastern Europe for hundreds of people from 100 countries. The methodology is based on the deep penetration of the communities, culture- and gender-mixed conditions of games, and combining sports with cultural and other activities. The project was shortlisted for the Beyond Sport Global Awards (2017).

The foundation has vast experience in using sport for the wellbeing and integration of refugees. Besides including them in Etnoliga, the organisation has delivered football workouts to children for many years, as an element of wider education programmes in one of the local centres for asylum seekers. Occasionally, they deliver sessions of other sports to refugees of all ages.

CHOG - CHAMPIONS OHNE GRENZEN E.V was founded as a place for refugees and Berliners to play organised sports, exchange ideas and share resources in order to create discrimination-free environments to play and live. Core work areas are CHoG's football teams that cater to the need for non-bureaucratic sport activities for refugees, as well as their "Nachspielzeit", the time after practice for mediation and counseling, but also team building activities, city trips and joint visit to job fairs. Since 2013, two women-only training sessions have been running every week, one focusing exclusively on football, the other introducing participants to a variety of different sporting activities, with elements of football included. CHoG aims to contribute to the wider sector by trialling new and innovative approaches, as well as collaborating to develop tools for already-existing approaches that can be used by everyone in the field of sports and beyond.

POLISPORTIVA SAN PRECARIO is an NGO and amateur sports association based in Padova, Italy, which shares the values of anti-racism, anti-fascism and anti-sexism. It is composed of four teams: soccer, basketball, volleyball and "the Welcome Team". The volleyball team is composed of boys and girls who play together in the local amateur league (UISP). "The Welcome Team" is a five-a-side football team: this project started in 2015 in order to offer refugees opportunities to play sports and a method to achieve social integration or inclusion. Consequently the players are mainly asylum seekers, students and natives.



2. WHY WORK WITH REFUGEES?

The Fare network, DISCOVER FOOTBALL, with input from CHAMPIONS ohne GRENZEN e.V. (CHoG), Polisportiva San Precario, Les Dégommeuses and Fundacja dla Wolności, developed a number of key ideas and practical elements that have emerged from the INSPIRE and INSPIRE4ALL projects that will be shared in this toolkit.

Many refugees live lives separated from their host communities, with a lack of shared experiences and little scope for active involvement in the society of their new countries. Many are not permitted to work; they do not have contacts within the host community other than through NGOs or social workers and have no social network of friends that they can rely on. Daily life often revolves around dealing with bureaucracy, waiting and passing time.

Problems commonly faced by refugees such as mental health issues, post-traumatic stress and poor physical wellbeing can further contribute to feeling isolated and disconnected from one's host community.

It is now commonly acknowledged that Sport can significantly improve these aspects of an individual's life. It can be a social tool that provides an opportunity for people of different ethnic and social backgrounds to mix, given its low threshold, uniform character and internationally standardised rules.

Sport can cushion the negative impact that a forced sedentary life with no freedom of movement inside the host country can have on health, and help tackle excess weight gain that is seen as one consequence a lack of money can have on diet.

There is also a link between social wellbeing and playing sport. Apart from the well-known physical health benefits, the distraction sport provides from everyday worries is beneficial to refugees suffering from mental health problems. Meeting peers and locals to play sport together helps create new social networks that refugees need to live an active and positive life in their new home countries. Regular sport sessions help refugees structure their new lives that can otherwise often be very monotonous. The benefits provided by sport can act as a solution to exclusion, isolation, and poor mental, physical and social wellbeing of refugees and pose an essential pathway for successful long-term integration of refugees into host countries.



3. WHAT DO REFUGEES NEED?

Social interaction and bonds: Refugees live isolated lives, isolated from their host communities and often separated from family and friends. Social interaction is often limited to support workers, local authorities and other refugees. A team sport like football is ideal to overcome this situation. Not only do participants get to know other people, it's also an incentive to interact with others and take pleasure in the game together. The social bonds formed during play often last beyond the games themselves; friendships develop, networks develop, team mates help running errands or dealing with bureaucracy, and refugees can better understand the customs of the host community.

Safety and stability: The importance of routine and familiarity in the lives of refugees must not be underestimated. Repetitive activities can help offset the vulnerable nature and chaotic lives of refugees. Weekly sessions of football have the ability to become a constant in the lives of refugee participants, providing comfort, a feeling of continuity and a sense of permanence. Those are vital factors in helping to develop relationships and aid wider integration.

Distraction: The fact that refugees are obliged to spend a lot of time in one place, often in centres far away from the amenities of a town or city, links in with the escapism associated with playing sport. Boredom and lack of opportunities for work, study and play in refugees' day-to-day lives have been recurring themes in consultations. Football sessions provide an outlet and activity to focus on for refugees, who despite having inevitably chaotic lives, often have a lot of free time.

Solidarity and Empowerment: Everyone needs to feel a sense of belonging and being part of a team can provide these emotions. To become part of a team, and the positive social interaction this can invoke, helps to remove the negative feeling associated with being labelled a refugee - in particular if the team is mixed between refugees and host community players.

Mental and physical wellbeing: Often the bodies and minds of refugees have gone through a traumatic experience. Re-investing in their own bodies in a positive way can contribute to their own healing process and change society's perceptions of them as refugees.

Accessibility: Half of the refugees consulted stated that they have not participated in a sports activity since settling in their host country. One of the main reasons behind the lack of participation in sport for refugees is that they do not have enough information about activities taking place within their local area, and how to access them. Sport-providing organisations interested in working with refugees, on the other hand, might struggle to approach and recruit refugee players for their sessions.

Language skills and cultural knowledge: Being able to communicate and understand the local culture helps finding a place and being active in society. Sport sessions on their own can help refugees learn basic elements of language in the host country. Combined with language courses, the importance of taking part in sport becomes even more valuable to an individual's development. Consultations have shown that of the twenty-two sport providers who stated they work with refugees, eighteen have incorporated an element of language into their sessions.



BEST PRACTICE:

THE PROCESSES OF HOW ONE CAN JOIN A FOOTBALL CLUB DIFFER FROM COUNTRY TO COUNTRY. THE ENROLLING PROCESS MIGHT SEEM CONFUSING AND INFORMATION DIFFICULT TO FIND. CHAMPIONS OHNE GRENZEN HAVE PUBLISHED AN EDUCATIONAL VIDEO ON HOW TO JOIN A TEAM IN GERMANY. THE ANIMATION IS SIMPLE TO UNDERSTAND AND AVAILABLE IN GERMAN, ENGLISH, FARSI AND ARABIC.
[HTTPS://TINYURL.COM/HOWTOJOINAFOTBALLTEAM](https://tinyurl.com/howtojoinafotballteam)

4. WHY ADDRESS WOMEN REFUGEES IN PARTICULAR?



EMELINE

(27, PARIS)

EMELINE IS A REFUGEE FROM RWANDA. SHE ARRIVED IN FRANCE AFTER HAVING SPENT SEVERAL YEARS IN RUSSIA.

Many football associations and clubs are currently engaged in involving refugees in their training sessions or in special projects. This is one avenue to enable refugees to take part in the social life of their new home country. However, most sport programmes currently offered primarily focus on boys and men, often overlooking the demand for exercise among women and girls and their particular needs. Girls and women are regularly ignored as a result of the general perception that sport, and football in particular, is something for men. This is reinforced by cultural and racist prejudices, which are especially strong towards women who are perceived to be from ethnic minority backgrounds.

In the same way as women of ethnic minority backgrounds, lesbian and trans women face multiple discrimination. In 2018, homosexuality remains criminalised in nearly 80 countries in the world. To escape prison, ostracism, and violence in their everyday life, hundreds of homo- or bi-sexuals and trans people are fleeing their country hoping to find refuge elsewhere. Unfortunately, arriving in Europe does not always lead to renewed confidence. Indeed, they often find it very difficult to obtain documents and protection. They are also regularly victims of discrimination in their host countries, as migrants and / or as LGBT people. This double discrimination, and the particular management of secrecy in their life, can be very stressful. This is why it is important to offer them safe spaces, which includes safe sports spaces, where they can express their identity with no fear of repercussions.

What does your daily life look like in this country?

I've been to school for the last 3 months – I spend most of my time there, and preparing documents to receive my permits as soon as possible.

Why do you play football?

I had no friends, so I decided to find a place to play football and meet new people and make friends, a place I can feel safe and not alone. Without knowing the language well, I also use the opportunity to practice and learn it there.

Has anything changed for you through football?

Yes. I have met people with whom I can share thoughts and experiences and who can help me anytime I'm in need. I feel better myself in general.

How important is it that the sessions take place regularly?

When I have one week without football sometimes I get a headache because my life is quite stressful. Football helps me to fight stress. To be more motivated.

What is the best thing about the sessions?

That I can meet different people with different interests. That we meet not only on the field but also, we have a lot of activities outside the field.

What can be improved?

The visibility of the association. I think not many refugees know that there is a safe place where they can play football and find new friends.

5. WHAT MAKES PARTICIPATION IN LOCAL SPORT DIFFICULT?

Sport is one way in which citizens can get involved in society, meet new people and feel part of a community. However, refugees often face difficulties with participating in local sports. There are a number of initial barriers that prevent their full involvement in society and sport. Raising awareness among sport providers of such barriers is the first step towards reducing and eventually removing them. To be able to use the full potential of sport and integrate new arrivals in sports organisations and, eventually, within society, it needs fully inclusive sport sessions.

The barriers identified through consultations and existing research include:

Financial constraints: Paying membership fees, buying equipment and having to use public transport (if activities take place away from reception centres or where refugees live) can make sports unaffordable due to refugees' limited access to economic opportunities in their host countries.

Long distances between accommodation and sports facilities: If refugees do not have the financial means or the local knowledge to get to and from the sports activity, this can prove to be a difficult physical and psychological barrier to overcome. Many of the refugees who were consulted stated that the sports activities they knew of were between 30 to 60 minutes away by public transport as they are often placed in deprived areas on the outskirts of cities. With limited financial resources it would be unrealistic to encourage refugees to participate in sport but make them travel such lengthy distances to get there.

Cultural differences: Many sport providers present themselves as being open to all, bringing together a melting pot of different cultures. However, cultural differences between players of the same and opposing teams, such as different religions and attitudes towards minority groups, can result in tension.

For example:

Western approaches towards inclusion of the LGBT community might not be appreciated by everyone in the same way.

The acceptance of religious dress, particularly concerning women who wear the hijab, has split opinion for many years. To engage refugee women in sport, sports providers should not force them to choose between their religious beliefs or taking part in sports. Today there is a variety of sportswear available that gives women the freedom to be active and follow their religions without raising concerns over health and safety, too.

Language barriers: To take part in an activity where you do not know the local language can be a daunting prospect for refugees. Twenty out of the thirty-one refugees consulted agreed that one of the main benefits of taking part in sport is that you learn the language. With many of the sport providers consulted providing language assistance to participants it is clear that language elements within sports activities is key in the successful integration of refugees into their new surroundings.

Racism and other forms of discrimination: In recent years the far-right in Europe has been growing in popularity. It is unsurprising that refugees fear they will not be welcomed and there is a possibility that if they do join a sports club, they may be subjected to abuse by opposing players. It is the responsibility of the organisers to ensure that all players are protected from such incidents.

NAME: KATIA

(23, PARIS)

KATIA FLED FROM RUSSIA TO PARIS IN AUGUST 2017 SHE HAD RECEIVED DEATH THREATS BECAUSE SHE IS A LESBIAN. IN MAY 2018, SHE JOINED LES DEGOMMEUSES, TO PLAY FOOTBALL AND PARTICIPATE IN OTHER ACTIVITIES AGAINST LGBTPHOBIA.

What does your daily life look like in this country?

I wake up at 7 am. Go to school. Afterwards I go home and cook dinner. I watch a TV series. I study French. I go for a walk, take a shower and go to bed. This is my regime, apart from Mondays and Wednesdays when I can play football. My dream day is when I can play and meet with friends from the team.

Has anything changed for you through football?

I love football with a passion. I like to feel part of the team, part of something bigger. Football helps me release unnecessary emotions. Thanks to football, I have found many new acquaintances. I have found my football family.

How important is it that the sessions take place regularly?

Very important. At least 3 times a week. Regular training contributes to a better game and to my wellbeing.

What is the best thing about the sessions?

The best thing is that you can be yourself. See how your team has fun and support each other.

What can be improved?

More regular training. And add to this activity other indoor sports.



Lack of information: Eleven out of the sixteen refugees who stated they have not participated in sport since arriving at their host country also said they need more information about the opportunities available to participate in sport. The results highlight a strong interest in participating in sport, but if refugees have no information as to when and where activities take place this barrier will continue to prevent refugees from getting the necessary stimulation they need by participating in sports.

Flight and resettlement experience: Most refugees have endured a long and depletive journey impacting their physical and mental health. Some may have experienced war, persecution, loss of friends or relatives, torture. The system in place for resettlement often results in the refugees who play sports in a club not being able to stay there for an indefinite period. The lack of stability in their lives caused by financial and housing insecurity, as well as the loss of social identity, has a significant impact on the mental health of refugees adjusting to life in their host country.

The refugees interviewed by the project in 2019 suggested the following changes that may lead to improvements in accessing local sport activities:

- Organising more frequent training sessions and making sessions free
- For language skills improvement coaches and the players should speak in the language of the host community
- Play a sport in mixed teams of refugees and locals
- Hold informal moments and gatherings with the team and coaches after the training sessions

The local players from mixed refugee and local teams also pointed out some concrete ideas to facilitate the inclusion of refugees in local sport teams:

- Offer refugees the possibility to be involved in local teams
- Help the refugees with equipment, free membership and childcare
- Advertise separately and specifically for the sport sessions and trial sessions
- Guidelines for clubs on how to facilitate the inclusion of refugees

WOMEN OFTEN FACE ADDITIONAL BARRIERS THAT RESTRICT THEIR PARTICIPATION:

Lack of appropriate facilities: Ensuring that women have access to suitable changing facilities and a safe space free from harassment and, if required, free from other male users occupying the facility at the same time, is important.

No access to childcare: Refugee women with children often have less free time for themselves as they are often looking after their families. A lack of access to childcare can leave mothers isolated from social interaction opportunities like sport, which they need to feel part of a community.

Lack of cultural awareness: Some female refugees follow a strict religious dress code. A lack of cultural awareness among sport providers or regulations that prohibit religious dress such as a hijab can discourage refugee women and their children from participating in sport. Activities that force them to abandon their religious and cultural beliefs will naturally discourage.

Difficulty finding female only teams/clubs: There continues to be a disparity in the number of female teams and clubs compared to the number currently available for men. It is even more difficult to find female-only clubs, which are seen as the safest spaces by most women seeking to get involved in sport for the first time. If refugee women find themselves in an area where there are no female sports clubs it makes integration into local host communities far more difficult.

Negative comments or reactions to refugee women playing in a sport team: half (50%) of the female respondents interviewed in 2019 say they have received negative reactions when mentioning that they play football, half again say that these negative reactions put them off participating in teams. The female refugees also mentioned that being involved in football is challenging due to the reactions of their family, perceptions that "it's a boy's sport", the distance from their house to the sessions and accessibility, the difficulties of finding an association where women can practice in sports teams and a lack of free time due to school and homework.

The chart below highlights the support that the refugees who were consulted stated they need to participate in sport.

Required Support for Refugees

- More Information about opportunities available
- Financial
- Help with Transport
- Help with the language
- Child Care
- Women only training/facilities

6. WHY OFFER SPORT PROGRAMMES?

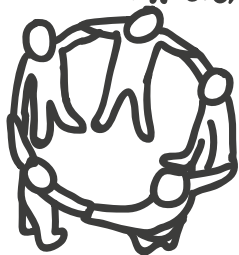
In European countries the everyday life of a refugee is dominated by a feeling of waiting around or going to time-consuming bureaucratic appointments, resulting in a chronic lack of movement and exercise which can, and often does, lead to related health problems.

PARTICIPATING IN SPORTS PROGRAMMES OFFERS A VARIETY OF POSITIVE EFFECTS, SUCH AS:

FUN 

GETTING A FEEL FOR YOUR OWN BODY,
BECOMING STRONGER AND FITTER

HEALTH IMPROVEMENT –
PHYSICAL AND MENTAL



ESCAPISM – FORGETTING ABOUT
DESPAIR, TRAUMA, WORRIES

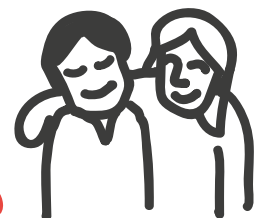
GAINING SELF-CONFIDENCE
AND SELF-ESTEEM

MEETING NEW PEOPLE, ESPECIALLY LOCALS



INCREASED MOBILITY: GETTING
OUT OF THE SHELTER, OR OTHER
ACCOMMODATION, EXPLORING OTHER
PARTS OF THE CITY OR REGION

MAKING NEW FRIENDS



EXPANDING ONE'S NETWORK
OF PEOPLE WHO CAN PROVIDE SUPPORT

**DOING SOMETHING
JUST FOR ONESELF**



LEARNING OR IMPROVING THE LANGUAGE
OF THE HOST COUNTRY IN AN INFORMAL SETTING





Refugees need to be given the option of choosing the sport that they would like to practice and improving their skills. Some of them may have never practiced a sport in their life and will have to try different sports until they find the one that suits. Some of them may only register to be part of the team for the social aspect and to improve their local language skills. The organisation and the coach planning the programme should be aware of these factors.

Examples of sport sessions organised for refugees based on their interest.

BASKETBALL

Basketball training for refugee players should start by familiarising the participants with the court and the ball, teaching them the movements: how to move with and without the ball, the basics of the game (dribbling, passing and shooting). Team building exercises need to be integrated throughout the sessions. Distinct from football, which is more popular, basketball is a game less familiar for refugees which means that more focus should be dedicated to techniques during the sessions.

ChoG - *"Basketball was one of the favourite sports of the participants."*

Polisportiva San Precario noticed a decrease in the number of refugees towards the end of the INSPIRE4ALL project, which they believe to be connected with the fact that the activities were carried out outdoors in the final months. Some of the refugee athletes had found employment opportunities and stopped attending the sessions; some had transport difficulties.

SELF-DEFENCE

Self-defence sessions were organised as part of the INSPIRE4ALL project at the request of the participants. The refugee women wanted to know how to defend themselves. ChoG organised sessions for a period of two months for groups of twenty women. ChoG contacted an external coach to deliver the sessions and every session was linked to the content of the previous one. Thus, for these sessions the participants were asked to register.

ChoG - *"When asked for the reason behind their interest in self-defence classes it became clear that in Germany the refugee women live in a difficult socio-economic situation and continue to feel unsafe. With self-defence skills, the refugee women feel more confident in their own strength. This confidence gives them a tool to emancipate themselves from men. They become stronger physically and mentally."*

The results of the self-defence sport sessions were positive, and the feedback received from the participants highlighted the following: the refugee women noticed that they were stronger than they thought which built up their self-esteem. They also felt less vulnerable.

ChoG used the self-defence sport sessions to also address gender violence.

"We hope it helped develop activism against gender-based violence and that the participants will be more able to speak up."

FOOTBALL

The football sessions should start with name games, especially if the players are refugees and locals who are not familiar with each other. The name games are a good starting point for team building. If the players lack football experience, the coach should plan exercises and games to improve the understanding of the participants of what is needed to know when playing football (attention, team building etc.). The second part of the sport sessions should be followed by technical exercises so the players can master technical skills. It is recommended to work on this for 5-10 sport sessions. The last part of the football sport session should be dedicated to playing football.

ChoG noticed that during the colder months the attendance of the refugee players decreased, the cause may be the fact that the sport session was taking place outdoors. We recommend having an indoor location in mind during the colder months of the year.

Polisportiva San Precario: *"[On the football sport sessions] A success that led not only to social inclusion between "Italians" and "refugees" but among the asylum seekers themselves (and this was not a foregone conclusion). Speaking more concretely of the training I found myself with some special guys who showed me that the desire to play was greater than any lack of technical skill. Inevitably, not being able to practice this sport often presented issues on the field."*



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FITNESS | DANCE

Refugee women in particular, seem to be interested in attending fitness and dance sessions.

If it is decided that the sessions should be open to all with no registration required, a good trick is to start your sessions with a name game. This will allow everyone to get to know each other and for the late ones to take part in the full training.

The fitness/ dance session should continue with a warm-up followed by dancing and Kraft Training to build up muscles and work on mobility. Team-building games which foster the development of stronger links between the participants can also be integrated in the Fitness/dance sessions.

JAM SPORT SESSIONS

Jam sport sessions are short sessions through which different sports can be introduced. Our collective grouping of participating organisations use them for diverse sports such as volleyball, basketball, fitness and Zumba.

The aim of Jam sport sessions is to introduce the refugee participants to basic gymnastic movements such as stretching, running and movements to improve their physical resistance. It is important to remember when deciding to organise Jam Sessions that the level of commitment required from the coaches when preparing the sessions is high. This is due to the mix of techniques and movements and working with sport beginners.

How long have you been playing football?

In Iran, I sometimes played badminton or handball. I watched football on television, and sometimes at a picnic I would play with friends and family. I've played football in Berlin for about 8 months now.

Why do you play football?

I was really alone here in Germany; I knew almost no one. I was really exhausted and almost always staying in the house. My husband played football with ChoG and heard that there was also a women's team. I tried it out and really like it. Best of all, there were so many other women there.

Has anything changed for you through football?

I have a lot of fun playing football. Through football, I know so many other women and have met people to talk to and made friends. We do a lot of things together. At practice I get new information every week. If I have a problem, there are people there who can help me. It's great once a week to relax and do something just for myself, without worrying about my husband or my son or the household. Now there are a lot of new women at practice, and I'm helping with translation.

SHIRIN

(25, BERLIN)

**FLED FROM IRAN TO GERMANY IN 2015.
PLAYS FOOTBALL ONCE A WEEK WITH
THE CHAMPIONS OHNE GRENZEN LADIES
TEAM.**

**FAVOURITE POSITION ON THE FIELD:
DEFENCE**

KARINA (16, WARSAW)

KARINA FLED TCHECHENYA TO POLAND IN 2006 WITH HER MOTHER AND BROTHER. SHE LIVED IN A REFUGEE CENTRE 30 KM FROM WARSAW. RECENTLY SHE WAS DENIED PROTECTION STATUS AND WAS FORCED TO LEAVE POLAND.

What does your daily life look like in this country?

Everyday I take the bus to school. We are in the class with younger children and we learn to write in Polish. I like the school; I have many friends there. I have learned to make origami recently and we often do it after school. I like books about history as well. Now it is summer break so I sit here in the centre all day, sometimes I go shopping with my mother.

Why do you play football?

I like sport. In school we sometimes play volleyball. Here in the centre it is boring and I wanted to do something. I didn't play a lot football before but it is fun. Except dribbling – the coach teaches us dribbling but I just want to play more.

Has anything changed for you through football?

It is just a good way of spending free time with friends.

How important is it that the sessions take place regularly?

It is important we know that coach is always here.

What is the best thing about the sessions?

They are fun. I would like to play on a better pitch and I wish we could play in a tournament against other teams.

ABU (43, WARSAW)

ABU FLED HIS TOWN OF ERBIL IN IRAQ AFTER HE WAS INJURED AND WITNESSED THE DEATH OF HIS UNCLE. HE WENT TO GERMANY BUT WAS DEPORTED TO POLAND. SINCE THEN HE HAS BEEN LIVING IN A REFUGEE CENTRE 30 KM FROM WARSAW.

What does your daily life look like in this country?

I like Poland very much. I learn the language, and would like to be a good Polish speaker. I spend a lot of time at the centre; we sleep, read and talk. I also talk to family in Germany a lot on Skype. It is very comfortable here, they even have halal food but I would like to move closer to the city.

Why do you play football?

I love football. In Erbil, I played in the top league many years ago. Football was my passion from childhood.

Has anything changed for you through football?

I met a lot of good people. And it helps improve physical condition as well.

How important is it that the sessions take place regularly?

The workouts must take place regularly. I wish you could prolong this programme.

What can be improved?

The best thing is that I can play football again! I wish there were more people playing regularly so we could make a team.

7. HOW TO FIND PARTICIPANTS

OUTREACH WORK AND FINDING FEMALE PARTICIPANTS

It is best to target local multipliers, individuals or organisations working with women, in existing structures for women. This could be in shelters or other places where women are already organised as groups.

Get in touch with people running the shelters or the social workers looking after refugees there. Particularly good points of contact are language classes for women and advice centres. Personal contacts are very important. It is crucial to gain trust and a sense of security in the first place. Also, create a flyer and/or poster to advertise the training session. It is advisable to not just use the local language but also at least advertise in English and/or the language most spoken by local refugees.

It is advisable to address and invite women refugees in a very personal manner and create a personalised offer, whether this applies to existing sports opportunities that are available to them or sessions that are new.

VISIBILITY AND INTEGRATION IN THE WIDER SPORTS COMMUNITY

How can you make these teams, groups and activities visible in the local neighbourhood or the wider sports community? Considering that many people do not know any refugees personally and are just talking about a group of people that they – or the media – are constructing in their minds, it is important to contribute to creating a positive narrative and fostering solidarity to break down prejudice and tackle common misconceptions about refugees. Such a homogenous group does not exist – women who have arrived as refugees are as diverse as, for example, German or French women are.

Still, to a lot of western Europeans it seems strange to see Muslim women playing football. Therefore, it is vital to make these teams visible through (to give just a few ideas): public tournaments, active participation in larger events or friendly matches with established clubs. This helps deconstruct the stereotype of the refugee woman and helps provide a space for the topic of asylum and refuge in Europe, and the often-unfair politics that are connected to it.

While national regulations vary, many of Europe's football governing bodies still require a number of documents from refugees should they wish to obtain a player passport to participate in competitive football. These measures are intended to prevent trafficking of young foreign players, but in reality it disadvantages young unaccompanied minors, who are almost never in possession of all these documents and consequently are excluded.



RECRUITMENT PLAN FOR REFUGEES

STEP 1: Prepare a list of organisations that you could cooperate with.

Examples can be but not limited at:

- a) Organisations that work on projects for refugees
- b) Women's organisations
- c) Organisations for refugees
- d) Cultural associations
- e) Cooperatives

BEST PRACTICE EXAMPLE FROM CHOG:

a) Organisations that work on projects for refugees

Our first target group was an organisation which targets refugee women specifically. The only problem that we sometimes faced was when they ran projects at the same time as ours. Otherwise it was very useful. We were sure that they were working with the people we wanted to reach and it spared us a lot of time and effort. It also allowed us to build potential partnerships for the future.

a) Women's organisations

In Berlin there are organisations that work with women from different backgrounds (e.g. women centres / women's talk groups). In this kind of organisation, we first made an appointment with one of the employees to know if they were in contact with refugee women. And if so, if they could communicate to the refugee women about our activities.

a) Organisations for refugees

We discussed how, in the refugee community, being a woman makes a big difference on how peoples' networks operate. Many refugee women prefer to meet in safe spaces without men. In organisations for refugees we met mainly men, and we didn't obtain a lot of results in recruiting women or communicating with women about our activities. The women we met there weren't really communicative, and often stayed in the shadows of the men. However, that also makes this type of organisation interesting. We don't want to exclude women who are already far away from contact and integration in their host society.

a) Cultural associations

As the Sport Sessions began, we noticed that most of the participants were from Afghanistan or an Arabic speaking country. For the future we plan to target specific nationalities, considering that in Berlin there are a lot of refugees from Somalia, Eritrea, East Europe or Vietnam. People from these nationalities were not represented in our sport sessions. We want to contact cultural associations from these specific regions or find places in Berlin where there are large communities, to reach a more diverse audience.

a) Cooperatives

After careful research of the territory (Padua, Italy) where the cooperatives could be contacted, we structured a series of group meetings within the cooperatives, firstly in order to present Polisportiva San Precario and then to introduce the INSPIRE4ALL project, using an informal, friendly, completely open and available



approach.

Questionnaires in English, French, Italian and Arabic were submitted to every single individual in the cooperatives with the aim of identifying the sporting interests of each person in order to structure the sport sessions. Rather than determining the sports disciplines ourselves we felt it was right for the participants to express their personal preferences, finding later, thanks to the analysis of the data, the sport disciplines that would have been introduced with the project.

STEP 2: Contact the organisations and organise a meeting with them and the refugees. Be prepared with materials and practical information about the sport sessions such as time and location, equipment, practicalities about travel and other players.

BEST PRACTICES FROM CHOG

Champions Onhe Grenzen found it easier to reach the refugee women when one of the coaches - a refugee herself - was present to talk to the refugees and offer more information about the trainings.

In the case of the refugee women they felt more secure and confident after speaking with the coach, who was also able to speak in Arabic. This situation also helped the to create a connection with the refugees and have a vision and understanding on the type of training that the women were interested in.

BEST PRACTICES FROM POLISPORTIVA SAN PRECARIO

As part of the recruitment process Polisportiva San Precario organised meetings with the cooperatives and the refugees during which they also conducted individual and group interviews. We have always requested the presence of a cooperative operator, to create a social and friendly environment that welcomes the refugees. We chose English language to communicate. The cooperatives in Padua are hardly structured on the basis of gender, therefore within the same cooperative the number of men was clearly higher than the number of women.

For refugee women, unless they are young girls without a family, the predisposition to sport appeared to be totally absent and were of marginal importance compared to other focus points such as finding a job and looking after the children. Most of them have never practiced sports.

STEP 3: Welcome and register the participants
Keep a database of the participants registered to the sport sessions, make sure that you have their contacts and an emergency contact of someone close to the.

BEST PRACTICE

Play for Change and the Belgian Pro League have come together to create the 'Schools Cup'. The tournament invites local schools to enter a team and in 2017 two refugee teams joined the competition. It is also a rule that a minimum of four girls must play in each team. The aim of 'Schools Cup' is to encourage social inclusion



8. HOW TO SET UP AN INCLUSIVE SESSION FOR REFUGEES

BEST PRACTICE:

IN WARSAW THERE IS A PERMANENT LACK OF FOOTBALL PITCHES AND HALLS. PROGRAMMES FOR REFUGEES DO NOT HAVE ANY PRIORITY. RENTING IS EXPENSIVE. OPEN SHARING INVOLVES MANY RISKS. PROCEDURES ARE TIME-CONSUMING. FUNDACJA DLA WOLNOSCI MAPPED FACILITIES AND HAS ESTABLISHED A LONG CO-OPERATION WITH LOCAL MAYORS, SPORTS AUTHORITIES, FACILITY OWNERS OR MANAGERS (I.E. SCHOOLS) TO DIVERSIFY CHANCES OF ACCESS ON REASONABLE CONDITIONS. NEVERTHELESS, IT IS SOMETIMES SIMPLY NOT POSSIBLE TO GET ACCESS TO A PITCH IN A CONVENIENT LOCATION, SO THAT THE FOUNDATION PROVIDES TRANSPORT AND EXPERIENCED CARERS TO ACCOMPANY THE PARTICIPANTS.

WHEN SETTING UP TRAINING SESSIONS FOR FEMALE REFUGEES THINK ABOUT... ...YOUR ASSOCIATION, SPORTS CLUB, INFRASTRUCTURE

Facilities: Finding and hiring the facilities to set up sessions can pose a challenge in some countries. Prejudice amongst local authority and private suppliers can exist. Always try to meet local authorities or those who rent out pitches and sports facilities face-to-face. Consider that you might not have to declare to the provider the participation of refugees if you are organising a mixed session and fear that you might be turned down.

Facilities must be easily accessible and take place in a well-known location to help encourage more women to take part. It is important that sport providers organise their activities in a safe space located close to where the women are living. Organisers who wish to work with this vulnerable group must be aware of the psychological implications of holding activities in an area that could be potentially dangerous for female refugees.

Women-friendly club culture / welcoming atmosphere: Make sure your football or sports club provides a space where women feel comfortable. Are there any women holding key positions within the structure of your club, such as women coaches or managers? Before offering sport programmes to female refugees you may think about organising workshops in diversity training for your staff.

Flexibility / being open for change: Clubs are also caught within their - somewhat rigid - administrative structures, which can have advantages such as financial resources, but which limit them in their ability to reach women. Smaller initiatives, which can be more flexible, may have other possibilities to work with women refugees. Clubs and associations need to be able to react with more flexibility to accommodate refugees.

Child care: Many women have children they need to look after. When designing your sports programme make sure you take them into consideration. You can offer childcare during practice time near the grounds or the gym, or try to include the children in the training. Or a parallel training for children might work. Speak with your participants and find out what they prefer. Some enjoy having some free time without the burden of childcare, others prefer to see what is happening with their children during practice, and others may have the possibility to organise their childcare during practice hours themselves. And, of course, there are also female refugees without children.

Location and safe spaces: Be thoughtful about a place for your practice. If your infrastructure offers options, ask the refugee women if they prefer practising outside on a pitch or indoors in a gym. It can be more relaxing and comforting to have a closed space - Muslim women might prefer to take off their headscarf in a

women-only space. Either way, make sure they feel comfortable. Safety is paramount, the participants should not have to worry about insulting comments from bystanders or other people – especially men – disturbing their practice. Think about who might be using the training facilities at the same time when the women session is on. The space should also be safe in terms of minimising the risk of injuries etc. Also think about the sanitary infrastructure. Clean, women-only locker rooms, showers and toilets.

Tackling racism: Being a minority group in any country comes with an underlying risk that individuals may be subjected to racism at some point in their lives. If such an incident occurs to a member of your team during a competition or training session, it is critical that the situation is addressed and resolved as soon as possible. Ensure the victim is protected. Having the right safeguarding processes in place in advance will give coaches and team management the tools to act accordingly. Furthermore, you can report a racist incident either to match officials, local authorities or NGOs who have a reporting system in place to document discrimination in football.

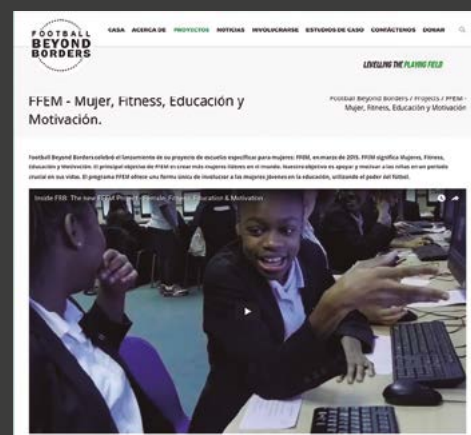
External support: Providing sport sessions for refugee women who can often be traumatised and need professional help due to their experience of war, persecution and flight, can be challenging. The task involves more than planning and running a football session. As a vulnerable group the women will require more encouragement, support and empowerment. Coaches need to understand their own abilities and limits in what support they can offer and when to get professional help from health professionals or local NGOs that work with refugee women.

PROVIDING ROLE MODELS, INVOLVING AND EMPOWERING WOMEN THROUGH THE SESSIONS

Involvement of refugees: Involve refugees as coaches, referees, interpreters, facilitators, childcare providers or engage volunteers as individual cultural assistants, etc. to make the training possible. Sharing out the responsibility and tasks is great for team building, gives a sense of ownership to the participants and helps organisers offer more efficient sessions. Check what your regional or national association can offer in terms of training and qualification for refugees to become coaches, referees, or to take up (voluntary) posts within the club's or association's structure.

Set up a social media group (e.g. WhatsApp) to manage the group and foster interaction.

If you involve the participants in creating a unique name and branding for the team this also provides opportunities to interconnect and create a sense of belonging.



BEST PRACTICE:

FOOTBALL BEYOND BORDERS LAUNCHED FEMALE, FITNESS, EDUCATION AND MOTIVATION (FFEM) IN SCHOOLS ACROSS SOUTH AND EAST LONDON. THE PROJECT HAS AN EDUCATIONAL ELEMENT THAT TEACHES THE GIRLS HOW TO NURTURE SELF-ESTEEM AND BE CONFIDENT WITHIN THEMSELVES, AND THE CLASSROOM ACTIVITY IS ACCOMPANIED BY FOOTBALL SESSIONS.



Role models: Refugee players often rely heavily on the manager/coach for help with any questions or advice, whether the query is related to the session or not. They might prefer the stability of one key individual, a person whom they feel comfortable with and who attends each session. Continuity is key and it is crucial that whoever leads the sessions is suitable for this role. A female coach/manager works best for female groups and demonstrates to the participants what options are available to them.

BEST PRACTICE:

DO YOU KNOW NADIA NADIM? NADIA FLED AFGHANISTAN IN 2000 WITH HER FAMILY AFTER HER FATHER WAS MURDERED BY THE TALIBAN, AND PLAYED FOOTBALL FOR THE FIRST TIME IN PUBLIC IN A DANISH REFUGEE CENTRE. IN 2009, SHE BECAME THE FIRST NATURALISED FOOTBALLER OF ANY GENDER TO REPRESENT DENMARK AND NOW PLAYS FOR MANCHESTER CITY IN THE WOMEN'S SUPER LEAGUE. SHE IS ALSO STUDYING MEDICINE AT THE UNIVERSITY OF AARHUS.

YOUR PARTICIPANTS

Cultural awareness: When working with people who come from different cultures and backgrounds, everyone in the sports club, and the coaches in particular, need to consider their own background and approach in order to develop an understanding for the participants.

Take into account the group's internal, cultural and social differences; try to make your offer suitable for all participants. Consulting participants and giving them the opportunity to voice what works for them will help.

As a sports provider, be aware of any cultural or religious holidays or celebrations that might affect your training plan.

BEST PRACTICE: START2COACH PROGRAMME

THE PROJECT "START2COACH" PROVIDES REFUGEES WITH THE OPPORTUNITY TO BECOME A FOOTBALL COACH WITHIN THEIR COMMUNITIES. IN ADDITION TO MIXED GENDER COACHING WORKSHOPS, CHOG OFFERS FEMALE ONLY WORKSHOPS THAT HELP REFUGEE WOMEN OVERCOME THE CHALLENGES THEY FACE CONCERNING SEXISM AND DISCRIMINATION TO PURSUE A COACHING ROLE. THEY CREATE A SAFE SPACE WHERE THESE WOMEN CAN SHARE FEELINGS OF SOLIDARITY AND EMPOWERMENT, DEVELOP THEIR SOCIAL AND LANGUAGE SKILLS THROUGH A PEER-TO-PEER SCHEME AND SUPPORT EACH OTHER THROUGH THE PROCESS OF BECOMING VOLUNTEER COACHES WITH LOCAL CLUBS IN PARTNERSHIP WITH THE PROJECT. THE WORKSHOPS AND MENTORING LAST UP TO ONE YEAR WITH LOCAL CLUBS WHO WANT TO PROMOTE INTERCULTURAL DIALOGUE AND KNOW MORE ABOUT THE CHALLENGES REFUGEES FACE.

QUICK INFO:

RAMADAN is one of the five pillars of Islam and takes place during the ninth month of the Islamic calendar. For those who observe this celebration, they will fast for the month and only eat before sunrise and after sunset. A number of Muslim players might choose not to participate in sports during this time as it puts added physical strain on their bodies. If you have many players who observe Ramadan, planning training and matches for before and after the holy month has ended might be useful.

Conflicts: Conflicts in training sessions may prevent sessions being carried out as planned. If conflicts arise, coaches are required to deal with them accordingly and utilise methods of de-escalation. Depending on the respective situation the same attention should be paid to each party. Coaches should talk to each participant individually and, if necessary, interrupt an exercise.

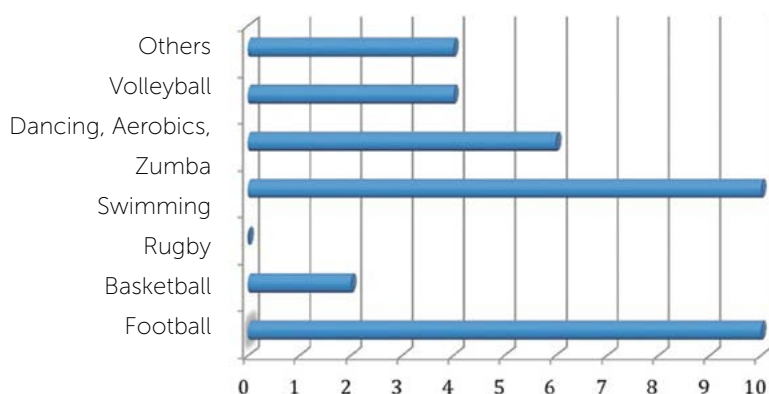
To prevent conflicts, team-building activities, exercises to strengthen bonding, but also social events off the pitch are helpful.

DESIGNING YOUR SPORTS PROGRAMME

Type of sport: Find out what sport the women would like to do. Tailor offers to their needs and wishes, rather than just providing what an available volunteer coach might happen to offer. Women are very interested in exercise and movement and are usually open to new ideas. In the situation of having arrived in a new, perhaps completely different society, and where the women are still feeling isolated or vulnerable (such as living in a refugee shelter) it is crucial to find out what the women are interested in and what they need. Besides football, there may be other sports they are interested in like self-defence or dance, basketball or yoga. Football training sessions can also be combined with drills from other sports to offer the women involved opportunities to discover different sports.

TIP: ORGANISING EVENTS WHERE WHOLE FAMILIES CAN PRACTICE TOGETHER, PREFERABLY TEAM SPORTS, OFTEN HELPS WOMEN AND REFUGEES TO BE MORE SELF-CONFIDENT AND GET ACTIVE IN SPORT.

Sports Refugees would like to take part in



Making it free: If possible, make participation free for refugees. Alternatively, only charge a symbolic amount, to avoid creating a feeling of being treated differently among refugees. Provide equipment or sports clothing, if possible new. This helps instil pride in one's team and can increase motivation. Don't expect women refugees to own football boots or sports gear. Some might prefer to wear their own everyday clothing.



BEST PRACTICE:

LES DÉGOMMEUSES SET UP A WHATSAPP GROUP TO MANAGE THE GROUP AND FOSTER INTERACTION. BOTH REFUGEES AND NON-REFUGEES (52 PARTICIPANTS IN TOTAL) SHARE MOTIVATIONAL MESSAGES AND INFORMATION ABOUT SPORTS ACTIVITIES IN A COOL AND HIGHLY PARTICIPATORY WAY.

Mobility: Many women are happy to have the opportunity to get away from the shelter for at least part of the day. However, it is important that the sports programme is not too far away. If resources allow it, a good solution could be to offer to pick the women up and bring them back to their accommodation - until they feel comfortable taking public transport. Consider paying for public transport tickets. Living in a new city presents many challenges, including geography and the local transportation system. If offering a pick-up service is no option, meet them at a well-known location that they can easily reach by themselves and continue the rest of the way to the pitch / gym together.

TIP: TRY TO ASK YOUR LOCAL AUTHORITIES AND TRANSPORT COMPANIES TO PROVIDE FREE SERVICE. LES DÉGOMMEUSES MANAGED TO GET GRANTS TO PROVIDE FREE TRANSPORT CARDS TO ALL REFUGEES ON THE TEAM.

Mixed teams or not: Experience of the INSPIRE project has shown that refugee women prefer female-only teams, especially if the level of football is very different between men and women. Frustration and disappointment on the field can be the result otherwise, and no real common game.

Free time: As free time may be very limited for women refugees due to family or other commitments, make sure that the football practice really is fun for participants and not just one of the many obligations they have. That includes thinking about how competitive the football sessions are and about voluntary participation vs. participation on a regular basis.

Time restrictions: Find out what is the best time of day to offer your sports programme. Some of the refugee women are responsible for childcare and household work and regularly attend language classes. Find out at what time during the day they are free to join the sports programme.

Language: Understanding of the local language may be low, and football vocabulary unknown. Make sure that you can communicate the most important matters with the participants, as a basic minimum. Find out whether there is a common language that can be used.

Participants who already speak your language might be able to translate for others. If not, maybe someone can help you during the first sessions and, ideally, in the following sessions no translation should be necessary. Use all the resources available. Many training units do not need much verbal explanation and work fine with practical demonstration. You can also use tactics boards, online translation tools or a common sign language.

By including a language element in your activities through the use of visual demonstrations and mentoring schemes, refugees will be able to develop their language and communication skills whilst enjoying the health benefits of sport. Active language learning can also be integrated into the training. Basic training vocabulary, such as terms relating to technique and tactics, colours and equipment can be taught while playing – with an effect that goes far beyond teaching football skills. Some providers have even created a list of useful terms in multiple languages and distribute these aids to participants during sessions. For ideas on how to integrate language elements into a training session, please see the resources section at the end.

BEST PRACTICE:

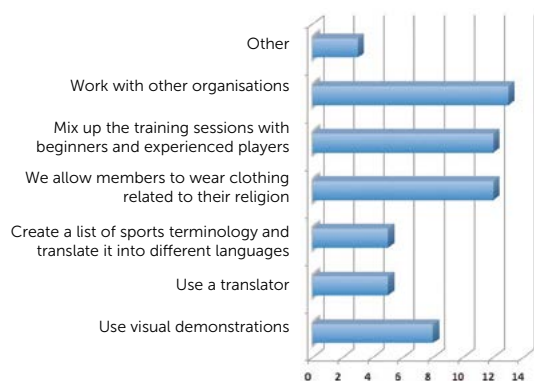
'KICKING OFF LANGUAGE SKILLS' WAS LAUNCHED BY THE IRISH FOOTBALL ASSOCIATION AND AIMS TO TEACH REFUGEES KEY WORDS AND PHRASES RELATING TO FOOTBALL BEFORE THEY CAN THEN TEST THEIR KNOWLEDGE ON THE PITCH. EACH SESSION TAKES PLACE AT THE HOME OF BALLAGHADERREEN FC, CONSISTING OF A 45 MINUTE LANGUAGE CLASS AND A 45 MINUTE TRAINING SESSION.



Different Abilities: Playing abilities might differ widely in an open training structure or among teams that do not participate in competitive leagues. Some women might have played semi-professionally in their home country; others may have never kicked a football before. Planning a session that accommodates and supports everyone at the right level can be a challenge but is not impossible. Exercises that can be executed at different levels of difficulty and intensity work well. Make use of different stations to allow players to learn at their own pace. Integrate the players' different levels of abilities during the session. Allocate roles of responsibility to experienced players. They can demonstrate exercises or lead parts of the session. A buddy system, where an experienced player is matched up with a less experienced player for some exercises, can also work well.

The chart below shows the measures that the thirty sport providers co

Adopted Practices to Support Refugees



DO AND DON'T'S WHEN ORGANISING INCLUSIVE SPORT SESSIONS

Do:

1. Make sure that the coaches are flexible and well prepared.

The coaches should plan different types of training according to the participants that are present on that day. Coaches must be very motivated and prepared to give training sessions for only a few participants. There is always insecurity from the participants new to sport, this is why the coaches have to be patient and understanding.

2. Value age diversity

The goal of the sport sessions is to bring refugees together, in particular refugee women who don't have contact with sport, or lack opportunities to do so due to family obligation. Our aim should be to give these refugees the space to practice sport. We don't want to close the door to other women, but it is important that every woman feels that they are part of the team.

ChoG "If we want a diverse group where every interested refugee can practice sports, we need to take into account that sometimes tensions may arise." Teenage groups do not have the same mentality as adults. They can go into conflict situations easily. The sport sessions are an opportunity to meet new people and make friends. Sometimes the elder people think that the younger ones don't really listen to what is happening on the field. On the contrary, the younger one thinks that the older one doesn't take football seriously enough.

3. Break stereotypes and clichés through sport sessions

The sport sessions are a channel towards breaking the stereotypes that women are not as strong as men or that women should not practice sports. There are girls - especially in the home countries of some of the refugees - that still think they are not capable of practicing sports. Some participants may be of the view that female coaches are not as good as male coaches. They think they would have better results in a tournament if they have a male trainer, and think men have more ideas about sport.

BEST PRACTICE:

IN ORDER TO COMBAT THE SPECIFIC BARRIERS ADDRESSED THAT CONCERN REFUGEE WOMEN THERE ARE A NUMBER OF INITIATIVES ACROSS EUROPE THAT HAVE BEEN IMPLEMENTED TO ENCOURAGE MORE WOMEN TO GET INVOLVED IN SPORTS. RONJA FK BASED IN UPPSALA, SWEDEN IS A FOOTBALL CLUB THAT WAS CREATED TO SPECIFICALLY CATER TO THE NEEDS OF YOUNG GIRLS WHO ARE AT RISK OF FAMILIAL AND SOCIETAL OPPRESSION, SUCH AS ARRANGED MARRIAGE. RONJA FK TARGETS GIRLS FROM UPPSALA'S MOST DEPRIVED AREAS, ENCOURAGING THEM TO DISCUSS GENDER ISSUES AND FIND A WAY INTO MAINSTREAM SOCIETY USING FOOTBALL AS A MEANS TO ACHIEVE THIS.

BEST PRACTICE:

ONE OF THE MAIN PSYCHOLOGICAL CHALLENGES REFUGEES FACE WHEN ADJUSTING TO THEIR NEW SURROUNDINGS IS A LACK OF FAMILIARITY AND LOSS OF SOCIAL IDENTITY. THE "COACH - WERDEN" PROJECT SET UP BY THE INSTITUT "INTEGRATION DURCH SPORT UND BILDUNG" E.V. IN 12 LOCATIONS ACROSS GERMANY AIMS TO ADDRESS THIS BARRIER WITH A FOCUS ON DEVELOPING THE COACHING SKILLS OF YOUNG GIRLS WITH MIGRANT BACKGROUNDS. THE INSTITUT "INTEGRATION DURCH SPORT UND BILDUNG" E.V. PUTS GIRLS THROUGH THE TRAINING AND QUALIFICATIONS REQUIRED FOR THEM TO BE ABLE TO ORGANISE THEIR OWN FOOTBALL COACHING SESSIONS. THE AIM BEHIND THE PROJECT IS THAT THE COACHES WITH A CULTURALLY DIVERSE UPRISING WILL BE ABLE TO ENCOURAGE OTHER YOUNG GIRLS FROM THE SAME COMMUNITIES TO PARTICIPATE IN SPORTS.



The women are often influenced by their peers and the media into thinking that women are less capable of doing sports. There are less possibilities to play as a girl, less tournaments, less sport materials. Women's sports is hardly even shown on TV. There are less spectators. This makes it more difficult for girls to trust themselves, and really think they can practice sports and obtain good results.

4. Listen to the needs of the participants

Coaches should be flexible and keep an open mind when working with refugees. They need to listen to the needs of the participants and be prepared to change their session plans if the refugees really enjoy one exercise in favour of another. **From the experience of ChoG, if the refugee women really love to play a match but lack the technique, the coach should adapt the session. It is a leisure team, and fun remains the main objective.**

5. Pay attention to logistics when organizing sport sessions

Some refugees live in isolated areas which means that there are higher transport costs incurred to attend sport sessions. This can often be a barrier to their participation. **ChoG always tries to pay for the ticket fares for refugee women, this doesn't only financially help the participants to attend the sport session but also encourages them to further attend the sessions.**

The time of the sport sessions also needs to be taken into account when working with refugees. Check with them their availability and the time they mostly feel comfortable attending. It may be after classes, or when their child is at school.

6. Present a realistic role model to girls/women

One of the challenges coaches must deal with is linked to the reason why many refugee women attend the sport sessions: "They want to lose weight". Sport promotes a healthy way of living, however during the sport sessions the aim is to encourage diversity and not to comply with the mainstream expectations of the feminine ideal. **ChoG noticed that very young girls were worried about their weight. In an attempt to address this issue ChoG found it effective to have coaches in the team that represent different types of bodies. The participants relate to the coaches and they become role models for the refugee women.**

7. Encourage people to practice sports although they are inexperienced

Polisportiva San Precario worked with a diverse team of refugees during the INSPIRE4ALL Sport Sessions, all of them interested in sport. However, some of them have never practiced any types of exercises or sport. This meant that the coaches had to start with basic movements and keep the participants motivated for the sessions.

8. Plan ahead your sport sessions

The sport sessions should be planned ahead and flexible. Keep an eye on the weather when planning outdoors sessions and always have a plan B. It may happen that in some countries during the summer the weather gets too hot to organise outdoor daytime activities - move the sport session to late afternoon or find a sport facility nearby where you can develop your activity in case the conditions do not suit your original plans that day.

9. Use a communication system with the participants

Although it is better to avoid changes in the schedule or the location of the sport sessions, sometimes last-minute changes are unavoidable. It is important for the coach and the organising entity to be in close contact with the group so they can communicate with the participants regularly in case of delays, changing of location etc. **Polisportiva San Precario used Whatsapp and social media groups to communicate with their refugee. This came very handy when, during an Action Day event, the location for all outside activities had to be changed in the morning of the event due to torrential rain.**

10. Organise non-formal activities

A good method to create closer relations between refugees and local players is to organise diverse, non-formal activities after training. This could be in the form of cultural evenings, group dinners or other activities. **ChoG organised non-formal programmes where the families of the players were invited to attend. The refugee players were given the chance to suggest and select the activities that they wanted to see and participate in: for example some of the girls wanted to organise henna hand painting workshops. Polisportiva San Precario organised concerts, and held sport activities for the refugee teams where the locals could attend and participate.**

DON'T

1. Orientate your efforts towards competition

If you are working with coaches interested in competition, it will be difficult for him or her to work with teams of refugees that include people who have never practiced sport in their lives and those who practice sport on a regular basis.

2. Cancel the training due to a reduced number of registrations

The training should always take place, even if there is only one person attending. It is important that training is open so that anyone who wishes can attend; therefore, participants will not have to register. Participants should feel free to attend without any pressure if they don't. It should be kept in mind that this however can make it difficult in having an overview of how many people will participate.

If the training is not delivered one week and that one person who wanted to come is disappointed, she or he will inform other participants, who may think that they risk coming to the training for nothing. Participation could therefore decrease due to mistrust.

3. Underestimate the importance of the family

When working with refugee women it is important to be aware that the family plays a very important role. It may even be that the family tries to or prevents the women from practicing sports. Sometimes their argument is that the women have to take care of the children, or because the family (not only the parents but also distant relatives) is against women or girls practicing sport / football.

The family should be welcomed to visit the sport facility, speak with the coaches and observe the trainings. Where activities are organised outside, the family should be welcomed to join and support the players and their relatives. In cases where the participant is underage, the family can tend to worry. **In ChoG it often happens that a parent comes with the girl for the first session. It is important to take the time to speak with the parents and answer their questions.** Therefore, it is advisable to have two coaches present during the session in case there are people interested to join or family members who have questions.

4. Interrupt or cancel sport sessions

As a coach you may feel affected by the political situation of the refugees or asylum seekers. Due to certain policies or regulations some or part of the team may be forced to move to another location. However, it is not a solution to cancel sport sessions or to disrupt the sessions as this may affect the other refugee participants and the links that were created.

5. Restrict yourself to coaching

Working with refugees and asylum seekers offers you an amazing opportunity to coach a culturally diverse team, where each player brings different skills and techniques, while fostering a continuous learning environment: refugee-coach-refugee. The coach may also be the only daily connection that the refugees have with a local person, aside from the social workers. If the coach is only interested in delivering sport sessions and has little interest in building relationships with the refugee players or the team, the collaboration will not be a lasting one.



9. FUNDING YOUR SPORTS PROGRAMME

There are many funding opportunities for training and support initiatives to include refugees in sports provided by national or EU organisations – check these out! You can contact your local, regional or national football association. Many of them have grants or funding schemes available that can support such projects. If they don't offer such schemes yet, it's still worth approaching them and submitting a proposal. They might be able to guide you in the right direction or have other means of supporting you.

The European Commission, for example through programmes like **ERASMUS PLUS**, funds cross border projects across the European Union and beyond. Refer to the specific calls for details and be prepared to develop your project well in advance as the application forms are quite complex to complete.

Foundations and trusts can be other sources for funding.



10. USEFUL RESOURCES AND CONTACTS



Deutsche Kinder- und Jugendstiftung: All different - All the Same? Developing Training Sessions for Groups of Refugees: https://www.dkjs.de/fileadmin/Redaktion/Dokumente/programme/180426_All_different_all_the_same.pdf

The FA: Ramadan and Football <http://www.thefa.com/get-involved/coach/the-boot-room/issue-37/ramadan-and-football-170518>

German FA: Best Practice Examples Football with Refugees https://m.bundesregierung.de/Content/Infomaterial/BPA/IB/Im%20Fu%C3%9Fball%20zuhause.pdf;jsessionid=57F-60329566D0A06172EDE02A4F447E9.s5t1?__blob=publicationFile&v=5

Irish Football Association: Best Practice Example - "Kicking Off with English Language Skills" <http://www.fai.ie/domestic/kicking-off-with-language-skills/videos>

A practical approach to improving English skills for language tutors & soccer coaches: http://www.fai.ie/sites/default/files/atoms/files/KOW-ELS_booklet_final_print%20small%20size%20version.pdf

German Children and Youth Foundation - 'All Different All the Same? Developing Training Sessions for Groups of Refugees' https://www.dkjs.de/fileadmin/Redaktion/Dokumente/programme/180426_All_different_all_the_same.pdf



11. INITIATIVES IN EUROPE

The Fare network has created a database of grassroots organisations, teams and sport clubs that are actively welcoming of refugees or that organise training sessions and other initiatives to help refugees find a place.

The database aims to give migrants and activists the opportunity to find out about teams near where they live and how they can get involved.

The database can be accessed via <http://farenet.org/campaigns/refugees-football-database/>

Some examples of European organisations and initiatives that opened their teams for refugees and refugee women:

Balon Mondial, Italy: <http://www.balonmundial.it/>

Champions ohne Grenzen Ladies team, Germany: <http://www.championsohnegrenzen.com/fussballtrainings>

Dynama Donau, Austria: <http://dynamadonau.at/>

Easton Cowboys & Cowgirls, England: <http://eastoncowboys.org.uk/>

Kicken ohne Grenzen, Austria: <http://kicken-ohne-grenzen.at/>

Plymouth Hope, England: <http://www.plymouthhope.com/index.asp>

Les Dégommeuses, France: <http://www.lesdegommeuses.org/>

United Glasgow FC, Scotland: <http://www.clubwebsite.co.uk/unitedglasgowfc/294566/Home>

Fundacja dla Wolności, Poland: www.fundacjadlawolnosci.org

Hisingsbacka FC, Sweden: <https://www.laget.se/hisingsbackafc>

Rampen, Sweden: <https://www.facebook.com/rampenco/?fref=ts>

StreetGames, United Kingdom: <https://network.streetgames.org/our-work-europe/integration-refugees-through-sport>

Deutsche Turner Jugend (DTJ), Germany: <https://www.dtb.de/integrationfluechtlinge/>

Play International, France: <https://www.play-international.org/en/about-us/vision>

Virtusvecomp Verona Srl, Italy: <http://www.virtusverona.it/>

Deutscher Olympischer Sportbund (DOSB), Germany: <https://integration.dosb.de/>

International Sport And Culture Association, Denmark: <http://isca-web.org/english/aboutisca>

European Non-Governmental Sports Organisation (ENGSO), United Kingdom: <https://www.engso.eu/post/aspire-activity-sport-and-play-for-the-inclusion-of-refugees-in-europe>



Sport Inclusion Network SPIN, Austria: <https://sportinclusion.net/football-refugee-day/>

RIGHT TO PLAY, United Kingdom: <https://www.righttoplay.org.uk/en-uk/>

KICKFAIR, Germany: <https://www.kickfair.org/?lang=en>

The list is not comprehensive. If you know about a team or club that works with refugees and/or refugee women, or if you want to set up a group or team, please get in touch by sending an email to info@farenet.org.

Useful Contacts in Poland, France, Germany and Italy:

Fundacja Ocalenie provides support in the integration of migrants.

ul. 6/14a Krucza, 00-537 Warszawa, Poland

www.ocalenie.org.pl

Fundacja Inna Przestrzeń is a sports provider for refugee women and asylum seekers.

ul. Nowy Świat 23/25 lok. 2, 00-029 Warszawa, Poland

<http://www.innaprzestrzen.pl>

Chrząszczyki FC is an LGBTQ+ and refugee friendly amateur women's football club

ul. Premiera Arciszewskiego 6/1, 02-685 Warszawa, Poland

<http://chrzaszczyki.com.pl>

Alternative Sports Club ZŁY is the only openly refugee-friendly club in Warsaw

ul. Strubiczów 8/6, 02-136 Warszawa, Poland

www.aks-zly.pl

Partyzant Śródmieście organises annual tournaments promoting refugee and migrant inclusion.

www.partyzant-srodmiescie.blogspot.com

Fundacja Dom Pokoju runs annual tournaments promoting migrant inclusion.

ul. Wł. Łokietka 5, 50-243 Wrocław, Poland

www.dompokoju.org

Never Again Association is a leading Polish anti-racism organisation.

PO Box 6, 03-700, Warszawa 4, Poland, <http://www.nigdywiecej.org>

Aurore is an organisation working with refugees and running indoor football training sessions:

34 Boulevard Sébastopol – 75004 Paris

<http://www.aurore.asso.fr/goupe-de-travail-migrants>

Ardhis hosts football sessions for gay refugees:

Centre LGBT Paris-IdF

63 Rue Beaubourg, 75003 Paris, <https://ardhis.org/WP3/>

Singa is an organization working with refugees and getting them involved in sport: KIWANDA, 50 rue de Montreuil, 75011 Paris, <https://www.singafrance.com/>

BAAM works with refugees and encourages participation in yoga sessions:

<http://baamasso.org/fr/>

Acceptess-T organises volleyball and swimming sessions for transgender people:

39 BIS Boulevard Barbès, 75018 Paris, <http://www.acceptess-t.com/>



On the move //Sport und Integration- an integrative sports programme for children and adolescents in Berlin in Brandenburg:

Neue Scheune 43, 14548 Schwielowsee
<http://www.sport-mit-fluechtlingen.de/>

Deutsche kinder- und jugendstiftung : Willkommen im Fußball programme allows young people under the age of 27 to gain access to sports and supports integration and social interaction beyond organized football.

Tempelhofer Ufer 11, 10963 Berlin
<https://www.dkjs.de/themen/alle-programme/willkommen-im-fussball/>

Landessportbund Berlin « SPORTBUNT – Sports clubs live diversity ! » programme using sports as a motor for integration that allows for social encounter and exchange.

Priesterweg 6, 10829 Berlin
<https://sportbunt.de/de/>

Discover Football is committed to equal rights, emancipation and women's rights worldwide, using football as an empowerment strategy.

Richardstraße 43, 12055 Berlin
<http://www.discoverfootball.de/home/>

Bikeygees e.V. is offering cycling lessons for women and girls

Friesenstraße 11, 10965 Berlin
<http://bikeygees.org/>

Citizen2be is helping traumatized women through the power of yoga

Dunckerstraße 7, 10437 Berlin
<https://citizen2be.de/>

Women in exile e.V. an initiative from refugee women that want to fight for their rights

Rudolf-Breitscheid-Straße 164, 14482 Potsdam
<https://www.women-in-exile.net/>

UISP (Unione Italiana Sport Per Tutti) is an Amatorial Organisation that organises most of the amateur championships around Italy. Several of their programs are focused on social inclusion of refugees.

L.go Nino Franchellucci, 73 00155 Roma
<http://www.uisp.it/nazionale/>

AFRO NAPOLI UNITED- aims at combating discrimination and promoting equal coexistence between Neapolitans and migrants.

Via Giovanni Porzio 4 80143 NAPOLI
<https://www.afronapoli.it>

RFC LIONS SKA CASERTA- their projects focus on promoting values of solidarity and fighting against racism

Centro Sportivo Talamonti, Via Talamonti,81100 Caserta
<https://www.facebook.com/rfclions>

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www.fundacjadlawolnosci.org

ASSOCIATION LES DÉGOMMEUSES

6, passage Brady, 75010 Paris, France
<http://www.lesdegommeuses.org>

DISCOVER FOOTBALL

Richardstr. 43, 12055 Berlin, Germany
www.discoverfootball.de

CHAMPIONS OHNE GRENZEN E.V.

Rudolf-Seiffert-Str. 50, 10369 Berlin, Germany
<http://www.championsohnegrenzen.com/>

POLISPORTIVA SAN PRECARIO

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