

# **Sport Welcomes Refugees (SWR)**

## **Social Inclusion of newly arrived migrants in and through sport**

### **Erasmus+ Sport Project**

Implemented by: Vienna Institute for International Dialogue and Cooperation - VIDC

Reporting Period: January 2017 – December 2018



## **FINAL EVALUATION REPORT**

January, 2019



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## INTRODUCTION AND METHODOLOGY

The object of this Evaluation Report is the European Commission funded, ERASMUS+ sport project, entitled “Sport Welcomes Refugees - Social inclusion of newly arrived migrants in and through sport ” (SWR), proposed by eight partners: VIDC-fairplay (Austria, Lead Organisation), FAI (Ireland), Camino (Germany), Mahatma Gandhi Human Rights Organisation (Hungary), UISP (Italy), Liikkukaa (Finland), Portuguese Players’ Union -SJPF (Portugal) and Faros (Greece). The project period runs from 1st January 2017 to 31st December 2018. The first part of this report covers the period of the first project year, namely 2017. The second part covers the period of the second project year, 2018.

### Objectives of Sport Welcomes Refugees (SWR)

The overall objective of the project “Sport Welcomes Refugees – Social inclusion of newly arrived migrants in and through sport” is to enhance and promote social inclusion of newly arrived migrants in and through sport.

The project is designed to achieve the following specific objectives:

- Facilitate grassroots sports participation of refugees, asylum seekers and other migrants through training of sport coaches and capacity building of mainstream sport clubs
- To generate evidence-based knowledge about the needs of sport organisations and sport multipliers (coaches, instructors) how to best integrate newly arrived migrants into sport
- Further develop a European framework for quality criteria regarding intercultural openness and inclusion of refugees and migrants in sport clubs
- To capacity-build and empower migrants and refugee initiatives to challenge exclusion and discrimination and harness the role of migrants as volunteers (coaches, administrators, referees) in sport clubs
- Develop educational tools and raise awareness among sport stakeholders about issues of exclusion and discrimination and how practically foster social inclusion in sport organisations

### Target groups

The Sport Welcomes Refugees project has been designed to address issues of the following target groups:

- Mainstream sport stakeholders (sport clubs and associations; sport coaches and other grassroots multipliers and sport governing bodies)
- Refugees, asylum seekers and other newly arrived migrants; migrant-led sport / football clubs
- Informal sport initiatives who work with refugees
- Public institutions including local authorities, ministries and the European Parliament
- Women and girls in football initiatives and fans
- Local and regional media

### Workstreams SWR

In brief, the SWR Work Programme encompasses the following Workstreams:

- Workstream 1.: Towards an Evidence base: Assessing Needs, Developing Quality Criteria and Good Practice
  - 1.1. Assessment of the needs of sport educators in view of the actual challenges
  - 1.2. Description and analysis of Good Practice examples in Europe
  - 1.3. Developing of quality criteria for projects including refugees in/through sports

- Workstream 2.: Training and Qualification of Sport Educators and Clubs
  - 2.1. Training Programme for Sport Coaches and Sport Instructors
  - 2.2. Online-Platform: Sport Clubs open doors for refugees and migrants
  
- Workstream 3.: Respect Refugees - Campaigning and Raising Public Awareness
  - 3. 1. Refugees Welcome Events during the European Week of Sport (Sept. 2017)
  - 3.2. Refugee Welcome Events during FARE Action Weeks (Oct. 2018)
  
- Workstream 4.: Capacity building of Sport Initiatives with newly arrived Migrants
  - 4.1. Get structured – Network Meeting: “Grassroots Initiatives meet the organised Sport” (May/June year 1)
  - 4.2. Basic Packages - Providing support for Sport Initiatives working with newly arrived migrants (ongoing)
  
- Workstream 5.: European Networking and Policy Development
  - 5. 1. Public Meeting at the European Parliament (Sept. 2018, EWoS)
  - 5. 2. European Conference: The Role of Sport in Building a Diverse and Inclusive Europe - Challenges and Opportunities (Nov. 2018, Lisbon)
  
- Workstream 6.: Coordination and Communication

### **Monitoring, Evaluation and Learning**

The approach, applied for the monitoring and evaluation of the SWR project, consists of three elements being monitoring, evaluation and learning (MEL):

- Project monitoring to review the project progress
  - Project evaluation based on monitoring, but adds a "judgment"
  - Project learning to build on what goes well and improve in areas where the project falls short.
- This approach assumes that learning is the most important aspect or goal of monitoring and evaluation (M&E). The aim of MEL is to improve the way that the project team does things during the implementation of the SWR project, rather than changing things radically. This results in monitoring and evaluation being seen as less of a separate activity and a mandatory assignment, and more as adding value to the project, improving the quality of our work, judging it by the outcomes and impact we achieve.

Therefore the project partners, and people they work with on other levels, like stakeholders and different target groups, should participate actively in different steps of M&E.

### **Evaluation Methods**

In order to stimulate participation in M&E and learning, various participatory M&E methods are deployed, which can be used, apart from the more traditional methods like questionnaires and observation, like timeline evaluations, most significant change method, walking scales, reporting in pictures and focus group interviews. In addition to the interactive methods above, also the effective, but more traditional methods of data collection are deployed, such as online questionnaire surveys and qualitative analysis of shared knowledge/experiences.

## MEL Activities and Methods used

During the project period 2017-2018, a number of activities carried out by the SWR project partners have been evaluated. In addition, the cooperation between the project partners has also been part of the monitoring, evaluation and learning (MEL) activities. Below is an overview of activities carried out in 2017 and 2018 within the framework of MEL.

- Evaluation of cooperation between network partners Jan-June 2017, June 2017  
used method: timeline evaluation
- Evaluation of Partner Meeting II, June 2017 in Rome  
used method: walking scale
- Evaluation of the Training Programme for sport coaches and sport instructors, June 2017  
used method: online questionnaire afterwards
- Evaluation of the Refugees Welcome Events in the European Week of Sports, Sep 2017  
used methods: questionnaires and most significant change / reporting in pictures
- Evaluation of National Meetings and distribution of Starter Packages  
used method: questionnaire, 2017
- Evaluation of cooperation between network partners June 2017 - May 2018, May 2018  
used method: timeline evaluation
- Evaluation of Partner Meeting III, May 2018 in Helsinki  
used method: walking scale
- Evaluation Refugee Welcome events during FARE Action Weeks, Oct 2018  
used methods: questionnaires project partners
- Evaluation Multiplier Training Sessions 2018  
used methods: questionnaires project partners and participants
- Evaluation of cooperation between network partners May 2018 - Nov 2018  
used method: timeline evaluation
- Evaluation European Conference, Nov 2018 in Lisbon  
used methods: online questionnaire participants and most significant change / reporting in pictures

This Evaluation Report is a report of all MEL activities mentioned above.



## 1. SUMMARY TIMELINE EVALUATION SWR-PROJECT FIRST HALF 2017

During the partner meeting in Rome (June 2017) it has been evaluated and discussed what went well in the implementation of the first half year of the SWR-project and how cooperation could be improved. The timeline method was used. This is an interactive method, whereby a group of collaborating partners reflect together on and evaluate the progress of a project. The focus is on what each partner thinks about what runs well and what not in the project. While the participants evaluate the project, they identify immediately also action points for improvement.

### **Key results of timeline evaluation**

The atmosphere between the partners in de SWR-project is good. In general the partners are satisfied about the collaboration and the achieved progress and results. Though those partners, who are responsible for one of the various work streams, experience that good collaboration is not obvious. They need to put a lot of energy in collecting input from the other partners and receiving it before the set deadline. This may lead to delays in the project.

- **Skype meetings**

The monthly Skype meetings are well appreciated, especially because of the good focussed discussions. However some points for improvement are mentioned. The following actions were agreed upon:

- More discipline regarding participation in Skype meetings
- Absence must be reported in advance
- Two days before the skype meeting, a reminder need to be sent by VIDC to all partner organisations
- For each Skype meeting an agenda is drawn up and circulated by VIDC
- Ten minutes before the Skype meeting, connections will be tested technically

- **Focus group meetings**

The project partners are very pleased with the results of the focus group interviews. The focus group interviews provide a good evidence-based basis for future work. Regarding the implementation, the partners are pleased with:

- the enthusiasm and active contribution of the participants
- the diversity in the participant group
- the expansion of the network as a result of organising focus groups interviews

Reflection on the process led to the following recommendations:

- Guiding a focus group meeting requires some experience and skill. Plan less questions or more time for a focus group interview
- The guidelines for focus group interviews need to be further elaborated with more details on how to guide the group/interview and how to ask questions.
- Those guidelines need to be followed more strictly, especially when it comes to the way the results are reported.

- **On-line Platform**

The design of the website is presented at the partner meeting in June. The website must be filled with data from the different partner countries. Data collection seems to be more difficult and time-consuming than expected. The platform's online launch is delayed. The timetable has been modified and new/more realistic appointments for data delivery have been made.

- **Diversity in target group**

Partners note that women and girls are underrepresented in activities and results. Extra focus is required.

- More focus on women and girls in SWR project.
- More attention for equal participation of women and girls in activities and in the choice of cooperation with organisations and grassroots initiatives in each partner country
- More attention for the different cultures within the target group and how to handle mixed cultures within the context of sport

- **Other remarks**

- The changed political climate and the changing public opinion on refugees, complicate the implementation of the project. This effect is more present in one country than in the other.
- In northern countries, it is more difficult to finance activities within the limits of the project budget because they are forced to organise more expensive indoor activities



## 2. WALKING SCALE EVALUATION OF PARTNER MEETING ROME, JUNE 2017

The partner meeting has been evaluated with all participants (project partners) at the end of the meeting. The method used was the walking scale. Participants had to answer various questions about the meeting by indicating on a scale of 1-10 (10 is best) their opinion.

### Main conclusions

- there should have been more time available to execute the timeline evaluation, with which the partners reflect on the past project period (since the last project meeting) and its activities. The 45 minutes available for timeline evaluation were considered too short.
- the timeline evaluation was considered a very useful and interesting method to discuss project progress and improvement
- there should be more time for the project meeting (now including evaluation 3 hrs)
- the results of Camino's report of focus groups were very well received and appreciated
- the content for the website with sport organisations that have activities for refugees is limited due to low input from partners
- deadlines and points of agreements should be followed (up). There is too much delay in completion of agreed tasks by various partners.
- more time is needed to prepare and execute a national meeting. In general there is more time needed for all activities.



### 3. EVALUATION EUROPEAN TRAINING COURSE FOR SPORT EDUCATORS

From 23-25 June 2017 the European Training Course for Sport Educators, organised by UISP and FAI, took place in Rome.



#### Aim of the training course

To train qualified sport operators, about working with people with past traumatic experiences (war, violence, flee from country), to give them necessary skills and instruments to work with these people and deeply involve them in sports activities.

People trained by the project will conduct national training programmes addressed to qualified sport educators. The guideline for replicating the training on national level will be available by the end of 2017. National multiplier trainings will take place between January and November 2018.

#### Target groups

- sport educators working with young people
- coaches of grassroots sport clubs

#### Evaluation report

From all partner countries ±4 participants participated in the course. In total 39 participants have followed the course. The course has been evaluated using an online questionnaire, filled in by 25 participants and conversations with participants and partners during and after training. The following is a summary of the participants' answers.

- Rating of the Course and its trainers

The training as a whole is valued with a 3.8 on a scale of 1 - 5. All trainers were valued with a figure higher than four.

Suggestions for improvement:

- reduce the size of the group or work in smaller groups
- more attention to the aspect of train the trainer and handouts to support trainers
- accommodation with better facilities for sports activities
- different time aspects: longer course, starting on time, more speed in training,...
- training in English language (for the Italian speaking trainers)

- **Importance of training course**

Participants assessed the importance of the training course with a 4 on a scale of 1 - 5.

*Comments:*

Participants find the training course important because it provided them with information on how to match activities with the needs and wishes of the target group (refugees) and to respond better to the specific issues of this group. Participants in the course appreciated the special international composition of the training group in Rome and the interaction and exchange during the training.

*Suggestions for improvement:*

- more attention for aspects of train-the-trainer; insufficient preparation for training sport educators and -coaches in participants' countries
- participants prefer training in English language. Interpreter intervention interferes with and complicates coaching of and responding to questions of participants.

- **Motivation for attending the European Training Course**

The main reasons of participants for attending the training course were to gain more knowledge about the target group of refugees and/or to exchange more knowledge and experience with colleagues from other countries (64%). 55% of participants wanted to improve their skills on working with refugees and 50% of the attendants wanted to learn how to assist sports coaches in their own countries.

- **Theoretical knowledge**

Participants rated the theoretical knowledge provided by the Training Course with 3.5 on a scale of 1 - 5.

*Suggestions for improvement:*

- more in depth theoretical knowledge
- less focus on young children and more on all age- and sex groups

- **Practical activities during the course**

The practical components provided in the Training Course were rated with 3.7 points on a scale of 1 - 5.

The practical (sports) activities were highly appreciated by the group. Some participants advocated being careful with activities that evoke emotions.

- **Improved skills**

Attendants rated the extent to which they improved their skills as a result of the Training Course with a 3.7, on a scale of 1 - 5.

- **Use of knowledge**

On the question how participants will use the new knowledge in their own country, half of the group answered that they will use it within their own sporting activities while the other half of the group answered that they will transfer the knowledge to other sports coaches (train the trainer).

- Missing aspects/approaches

Whether there were missing aspects or approaches in the training course was answered by 61% of respondents with 'none'. The following suggestions for improvement were given:

- more attention for methods of dealing with refugees (language and trauma)
- more focus on women and LGBT
- more focus on train the trainer

- Unnecessary components of the course

Half of the group indicated some aspects of the training that were not useful to their opinion. Most mentioned are:

- the aspect of racism
- too much time spent on explanation of games and comments/answers from the entire group (instead of some people)

#### 4. REFUGEES WELCOME EVENTS DURING EWOS 2017

During the European Week of Sport (Sept 2017) all partners of the SWR-project were to organise one or several multicultural sport events. The sport events should facilitate cooperation between refugee organisations and mainstream sport clubs in order to develop stronger bonds between refugees, asylum seekers and host communities, to overcome exclusion and to promote intercultural understanding.



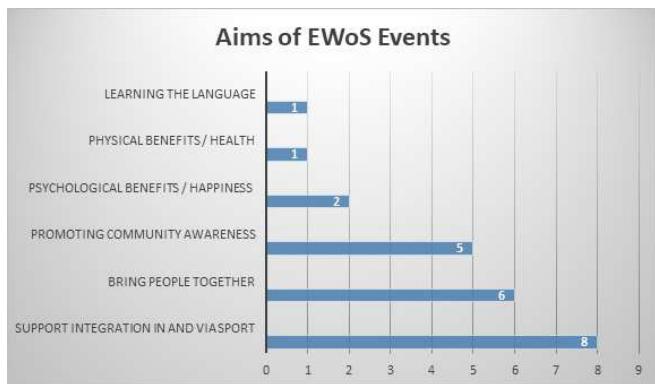
The evaluation of the Refugees Welcome Events during the European Week of Sport (EWoS), consists of:

- evaluation of the activities, organised by local (sport) organisations. By means of an online format the activities have been monitored
- monitoring of the experiences of the refugees (men and women) that took part in the activities, via photo and most significant change method

#### Results evaluation SWR-events

Seven partner organisations in seven countries organised Refugees Welcome Events during the European Week of Sport. Project partner Uisp – Italian Sport for All association - has chosen to organise these activities in Feb-June 2018, during the campaign “Aspettando I Mondiali Antirazzisti”, a series of initiatives Uisp organises in the frame of antidiscrimination and sport.

- In total 15 different sport events took place during the European Week of Sport 2017.
- Between 400-450 asylum seekers and refugees participated in the EWoS activities.
- Some activities took place over two days, and some activities served as a step towards structural participation in sports.
- All activities were organised in collaboration with local organisations, varying from local sports clubs and sports associations to local authorities, educational institutions, social (cultural) work, self-help organisations, reception centers, red cross, etc. and combinations of these organisations.
- Most activities were organised outdoors (9x), some activities were indoors or combined outside and inside. Most outdoor activities took place on sports fields (in stadiums and at local clubs), but also in schools (schoolyard and playing fields) and in community parks and squares. For indoor activities use was made of sports centers, schools and cultural institutions.



- The objectives of the events differed. The most mentioned aim was to support integration in and via sport (8x), followed by celebrating the SWR message / bring people together (6x). In addition objectives addressed to the target group were mentioned, such as physical benefits / health (1x), psychological benefits / happiness (2x) and learning the language (1x). Finally, promoting community awareness about inclusion, tolerance and diversity.

- Football was offered the most (8x). Furthermore, the following activities were offered: jeu de boules and mixed games (2x), table tennis, rope climbing, yoga, kite and board, mini golf, mini tennis, mölkky (cone game), leisure activities, rugby and volleyball (all 1x).
- The character of the activities varied. Joint training sessions/open club days were organised (2x), matches (4x), tournaments (3x) and various mixes of introductory activities (7x) were organised.
- The sports events were often combined with educational activities about diversity, anti-discrimination as well with social and cultural activities such as (traditional) sauna, food and drink.

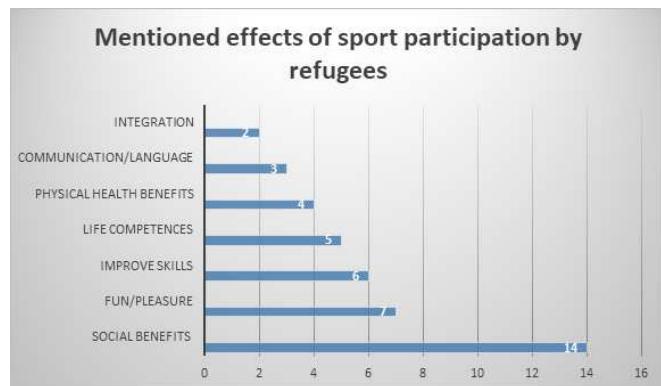
The organisers were very satisfied with the results of the organised events and rated the activities on average with an 8 (out of 10). Some points for improvement were mentioned:

- more involvement in the preparation of the co-organisations and the target group,
- this type of activities should be organised more often in order to generate more impact.

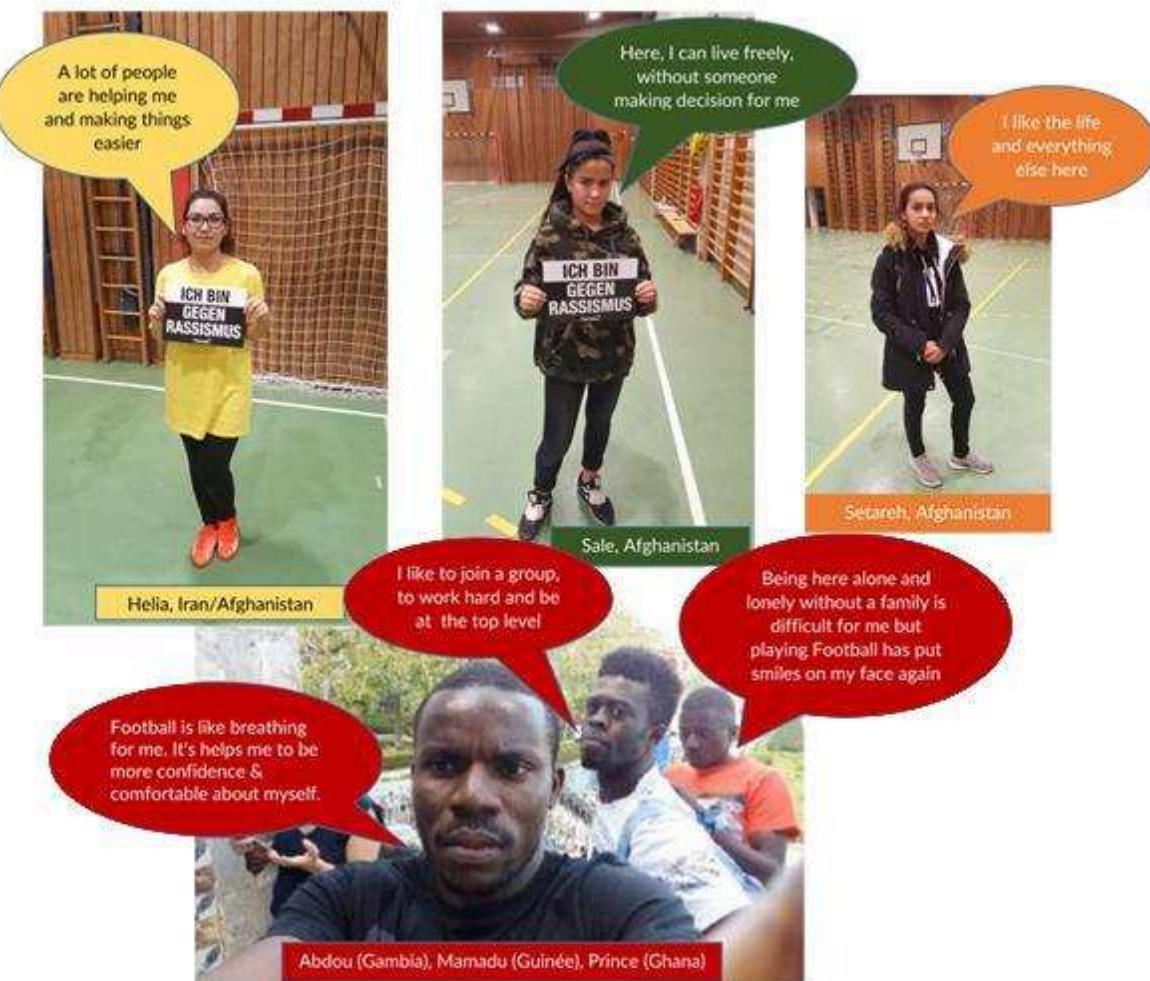


## **“A picture is worth a thousand words”**

Pictures and images provide another way of presenting information, and increasing understanding of project results. The partner organisations were asked to portray and interview three participants in the SWR events. Ultimately, 23 participants from the target group participated in the collection of stories from grassroots level. People were asked which most significant changes they experience since they participate in sports activities.



One participant answered “*It does not mean that much to me. I came to this event to have fun and play football with my friends.*” Any social event would have met this interest. All other participants confirmed the importance of sport in their lives. They formulated it in the following ways: “*It is an important part of my life*”, “*Football has helped me a lot in my life*” and “*It changed my life completely*”.





## 5. EVALUATION OF NATIONAL MEETINGS AND DISTRIBUTION OF STARTER PACKAGES, 2017

This chapter describes the evaluation of the organisation of national meetings and the dissemination of starter packages among local (sports) organisations/initiatives within the partner countries.

Purpose of the national meetings, as described in the project plan, is to provide practical support and foster the capacity building of informal sport initiatives and mainstream sport clubs who work with newly arrived migrants. In addition, as follow-up of the national meetings, the new (informal) initiatives who work with newly arrived migrants get provided with so-called “starter packages”, which include sport materials, to facilitate their daily work in sport sessions (training, tournaments, games).

### Timeline

- Network Meetings will take place in each partner country in the first half of year one (2017)
- The starter packages should be provided to participating grassroots initiatives which fulfil certain criteria after the national network meeting

### Outputs and Deliverables

- provide 45 starter packages (set of equipment such as bibs, cones balls and basic campaign material (e.g. SWR flag.) for initiatives in sport with newly arrived migrants
- several counselling and supports for refugees, asylum seeker and migrants in Sport
- 8 national Network meetings with an average of 25 participants each (200 participants)

### Results

- Planning
- Planning of the national meeting

By December 2017 7 partner countries have held their national meeting and have reported about that. Only one country Hungary, has held its meeting in the first half year of 2017. 6 other countries have held their meeting in the second half of 2017, because that suited better with regards to timing and planning. Italy will hold their meeting in 2018. So the report of the latter is not included in the results.



- Planning of the distribution of starter packages

Local sport/migrant initiatives that have participated in the national meeting and that meet certain criteria will receive a starter package. At the moment that the national meetings were held, the starter packages have not yet been distributed to the participating local refugee/migrant organisations. Most of the partners will do that some time after the national meeting.

Finland and Ireland have made a start with distribution of sport material. In Finland 5 local clubs (sport initiatives) received each of them training vests, a football, brochures and leaflets. A number of 150 refugees (110 men, 35 women, 5 children) will benefit from that. In Ireland the distribution of starter packages has also started, and is planned for also next year. At this moment 11 refugees benefit from these, while playing football at Galway Hibs.

- **Aim of the national meetings**

Most of the partners organised their national meeting with the following aims:

- Build capacity of migrant lead sport initiatives and support them to further develop their work
- Encourage and support migrants to join the structures of organised sport (competitions, leagues,...)
- Exchange good practice between newly started initiatives and experienced sport clubs
- Connect refugee/migrant led initiatives with local sport organisations

Finland had as aim to promote linkages not only between refugee/migrant led initiatives and local sport organisations but also with local authorities.

Portugal had as aim of the national meeting to build capacity of the school community, both refugee students and (sport) teachers, in the field of sport and integration.

Ireland has held its national meeting rather on city level than national level. There the focus is on connecting city sport organisations with the (public) city community network.

The meeting in Greece had the focus on exchange of good and bad experiences of (development and sport) organisations, that have already worked quite a bit of time in the field of refugees and sport.

In the project plan was mentioned that supporting refugee sport initiatives with basic sport gadgets should be an aim of the national meeting. Only the meeting in Finland and Ireland contributed to reach this goal and the set results. As mentioned already, for the other partners it was not yet suitable to actively distribute starter packages at the national meeting. They will first make a selection of local sport initiatives, following certain criteria.

All meetings organised the programme in such a way that there was a lot of opportunity for presentations of participants, good/bad examples, dialogue, and networking.

- **Participants**

In the national meetings participated the following organisations:

- Refugee sport initiatives and migrant lead community groups
- Local sport clubs and sport associations
- Local, regional and national public bodies dealing with sport

Most partners also invited refugee themselves, who are involved in sports, to the meetings.

As mentioned Portugal focused on the school community (students and teachers). In Finland as well as Ireland also local authorities were present at the meeting.

Country	Participants	Grassroots initiatives	Sport organisations	other
Hungary	15 (2 women, 13 men)	7		
Austria	36 (5 women, 31 men)	14	7	
Finland	23 (women & men)	7		
Portugal	30 refugees			9 organisations (incl. school)
Greece	9 (women & men)	5	1	national organisations
Ireland	18 (6 women, 12 men)	1 city community network org.	1 sport network	1 refugee centre
Germany	23 (11 women, 12 men)	5	9	
<b>Total</b>	<b>154</b>	<b>39</b>	<b>18</b>	<b>10</b>

Linkages are made between the participating sport organisations and migrant/grass roots initiatives.

- Success of the meetings in relation to the goals

The average score that the partners gave to the national meetings that they organised rated 8,7.

The following successes were mentioned:

- recognition of same experiences and challenges
- discussion about better ways to do things, solutions
- concrete tips and tricks (e.g. how to involve girls)
- organisations get to know each other, learn about and understand each other perspectives, which is the first step to help each other
- organisations know now what other organisations offer, and what they can expect from each other
- awareness raising
- it was a way to transfer the knowledge from activities from the SWR project (like results focus group interviews) to the field

Suggestions for improvement:

- organise these meetings more often
- take more time for discussions
- increase number of participants

## **Conclusions and recommendations**

In relation to the set outcomes for this activity, mentioned in the project plan, it can be concluded that the national meetings have contributed to:

- connect and link grassroots and organised sport
- exchange of good and bad practises between migrant lead clubs and initiatives working with refugees and asylum seekers
- enlarge the understanding about working with newly arrived migrants in sport

Concerning the rate of participation in national meetings, being total 163, this stays behind the target, mentioned in the project plan, which was pointed out to be at least 25 participants per country (8 countries in total 200 participants).

During the second year of the project there is still the opportunity to involve more people and organisations.

As only two countries have started with distribution of starter packages, at the end of 2017 (first project year) it is not clear yet to what extent the participating grassroots initiatives will make use of starter packages, and organise really start up sport activities. Each partner should follow this up!

In the second project year national meetings and awareness raising activities were organised by all partner organisations and their stakeholders, and all starter packages were distributed.



## 6. SUMMARY TIMELINE EVALUATION SWR-PROJECT JUNE 2017 – MAY 2018

During the partner meeting in Helsinki (May 2018) the implementation of the SWR-project so far has been evaluated and discussed. Again the timeline method was used, whereby the collaborating partners reflected together on and evaluated the collaboration in and progress of the project. The focus was on what each partner thinks about what runs well and what can be improved in the project. While discussing the collaboration in and progress of the project the partners identified points for improvement.



### Key results of timeline evaluation

The atmosphere between the partners in de SWR-project is still very good. In general the partners are satisfied about the collaboration and the achieved progress and results.

Agreements and good intentions made during the previous partner meeting seem to be well executed and seem to work well. Previous interim evaluation has led to improved cooperation, so it seems.

Over the past year the positive and less positive experiences are almost in balance. A lot of activities took place in September 2017, during the EWoS-activities.

There are just a few blue notes on the evaluation board, which means that not many new insights seem to have been gained in this period.

- **Training in June 2017**

The project partners are generally enthusiastic about the training in Rome. The atmosphere was very good and interesting people from all over Europe shared experience and learning together. The follow-up of the training is discussed extensively.

Instead of a train-the-trainer, the course proved to be more like a training.

Responsible partners experienced problems with putting together the manual and more time is needed. It is agreed that the guidelines and methods will be shared within the next 3 weeks. The suggestion is made to film the training and use it as a resource. This suggestion leads to the idea of making an animation.

One partner experienced the time gap between the training and the implementation being too long and making him feel insecure. Some partners are afraid that people that attended the training may not be available anymore to provide trainings in their countries. Besides it will be hard for them to memorise the lessons learned, after one year. The trainees were ready to go, but project partners had to make them wait.

Despite all this, in some partner countries Multiplier Training Activities have been organised. For example in Austria, one of the trainers is expert and felt secure to organise the training. The trainers in Finland could also add the knowledge from the Rome training to their usual work as a trainer and worked with it straight away. The knowledge is also used in other projects in Finland.

Conclusion: experienced trainers should be selected for the Multiplier Training Activities. The attendants will just be upskilled in the course. The time between European Training and National Trainings should be shorter.

- **Activities during European Week of Sport**

There are many positive comments on the EWoS activities for example about large numbers of participants, successful events, gratitude of participants, good cooperation, networking and follow-up activities.

Some less positive experiences are mentioned, such as bad weather during the activities and negative effects of political atmosphere.

In Ireland adults turned up and children stayed away. However, this negative experience led to discussion about this and that is positive in itself.

In Greece strictly boys and no girls participated. The activities were meant for both boys and girls. Perhaps too little attention has been given to promotion targeted on girls.

Some countries (Germany and Portugal) combined the national meeting and EWoS activities. They were organised at the same day, but organised separately.

One partner country postponed the EWoS-activities to 2019.

- **Starter Packages**

The starter packages were made available a bit late. The responsible partner confirms this and is not satisfied about it. In the end every partner organisation received the project-materials. Not all partners have distributed all materials yet. The proposal is to explore the possibility of translation, so that the information material can also be distributed online in the national languages.

- **Website**

There were some technical issues that took more time than foreseen. That has caused a delay for many months. The content has caused no problems. The platform is now online and available to the public (<http://swr.sportinclusion.net>). The website is on the agenda of the partner meeting (May 2018) and will be discussed later during this partner meeting.

- **Quality Criteria and good practice guide**

Participants are positive about the concepts of the good practice guide and the quality criteria. Eventually the activities led to a good result. Victoria (responsible for the work package) has pushed the deadline two months forward, because of previous experience with supplying information from the different countries. *"It is hard to organise work when partners don't deliver or don't communicate about it. A position of waiting and not knowing is difficult."* Can we think of a way to make the work less demanding?

Discussing criteria and good practice guide might work better. By working together in workshops you get debate and different opinions will be shared.

- **New Erasmus+ call**

During the last partner meeting partners noted that women and girls are underrepresented in activities and results and extra focus is required to achieve equal participation of women and girls.

The idea for the new Erasmus+ call to focus on migrant women exclusively is enthusiastically embraced. *"It was like a new feel, a new opening, an enlightenment."* The applicants experienced a lot of engagement and input from partners. The time was right, because there were not too much other activities at the time of submission.

- **Skype meetings**

The monthly Skype meetings have been greatly improved by applying the measures that have been agreed during the last time line evaluation in Rome. For example more discipline in attending; in May 2018 everybody 'was on board' of the Skype meeting. It seems to work that VIDC circulates an agenda for each Skype meeting.

- **Other remarks**

- The changed political climate and the changing public opinion on refugees, complicate the implementation of the project. This effect is more present in one country than in the other.
- In northern countries, it is more difficult to finance activities within the limits of the project budget because due to weather conditions they are forced to organise more expensive indoor activities.

## **7. WALKING SCALE EVALUATION OF PARTNER MEETING HELSINKI, MAY 2018**

The partner meeting in Finland/Helsinki has been evaluated with all participants (project partners) at the end of the meeting. The method used was the walking scale. Participants answered questions about the meeting by indicating their opinion on a scale of 1-10 (10 is best) and exchanging their opinions and experiences.

### **1. To what extent did the partner meeting meet your expectations at day 1?**

During the first day (afternoon) of the meeting we did a timeline over the past year and reviewed the state of affairs in the work streams, followed by a bus tour and dinner.

Despite the fact that some partners went to a conference prior to the partner meeting and were already present in Helsinki, the start of the meeting was delayed. Some participants are very satisfied with the flexibility with which the delay has been resolved, others find it difficult that some partners were not present in time and the program had to be adjusted. It has been agreed that from now on we will start in time, stick to the program, communicate better about flights beforehand and if necessary arrive a day earlier to be able to start the meeting on time.

The timeline evaluation realised a good start. It achieved a good focus in the minds and clarified the state of affairs in the various partner countries and in the project as a whole. Because of the delay not all work streams have been covered, but the discussion about the work streams is well appreciated. The bus tour and dinner were a welcome end to the first day.

### **2. To what extent did the partner meeting meet your expectations at day 2?**

During the second day we went to the sport park, continued the discussion on the workstreams, and discussed the quality criteria and the website. Afterwards we visited an island and had dinner in the city.

Although Liikkuukaa had arranged well in advance, transport to the sports park caused some delay in the program. It was very interesting to meet at the sports park and to hear people's stories from practice.

Due to the late start and the continuation of the discussion of the work streams, there was not enough time left for the discussion on the quality criteria and the discussion on the website. There was not enough time to conduct both discussions properly and the group showed little energy. Although attendants seem satisfied on the result of the discussion of the quality criteria, there is more dissatisfaction about the presentation and discussion of the website. Advices:

- A discussion about the promotion of the website could have been more appropriate than a presentation of the technical aspects.
- If it had been indicated in advance to bring a computer, the members of the project group would have been able to explore the website in practice.

Visiting the Island and the dinner in town were again highly appreciated.

### 3. To what extent did the meeting meet your expectations at day 3?

During the last day the atmosphere (policy and practice) around refugees in each country was presented. Subsequently, the critical situation of Mahatma Gandhi and the final conference were discussed. Finally, the M&E activities have been presented and the partner meeting has been evaluated.

People look back on a productive morning. Nevertheless some points for improvement are mentioned:

- disappointment about not reaching a solution on the situation in Hungary (also due to bad preparation);
- expectations about the preparation of the conference were higher; more details were expected

After having worked together for so many years, it is noticed that partners have become a close team. It is always sad when the time of farewell comes closer. Everyone looks back on a three good days, in which productivity and team building have been put to good use.



## 8. REFUGEE WELCOME EVENTS DURING FARE ACTION WEEKS, 2018

The FARE/Football People Action Weeks are the largest social campaign in football and a landmark in the international calendar for both professional and amateur football. In 2018 the Action Weeks took place from 11-25 October. During these weeks, Refugee Welcome Events would also be organised in all SWR project countries. Due to the fact that the funds marked for the successful Refugee Events during the EWoS 2017 were not entirely spent, individual partners organised events also during the 2018 edition of EWoS. Because this is an extra and facultative project activity with a similar character to the FARE Action Weeks, the activities organised within the framework of both action weeks are combined in this report.



### Results evaluation Refugee Welcome Events

All (8) partner organisations organised Refugees Welcome Events during the European Week of Sport and/or the Football People Action Weeks. Specifically, eight events were organised during the FARE Action Weeks and seven activities took place within the framework of the European Week of Sport. In total, over 500 refugees and migrants participated in the activities that SWR project partners organised in the framework of the EWoS and Football Weeks 2018.

#### Events

- Just like last year, a total of 15 different activities were organised by the SWR partner organisations.
- Most activities lasted a day or a part of the day, some activities had a subsequent evening program.
- Most activities were organised outdoors (9x), two activities were organised in indoor accommodations (2x) and four events took place both indoors and outdoors (4x).
- Obviously football was offered the most (11x), sometimes with adapted rules to promote fair play and / or in combination with other sports or games. Next most organised event is a 'play festival' consisting of various sports games, such as boccia, frisbee, slackline, rope pulling, biking, etc. (5x). Furthermore, sports such as basketball, table tennis, volleyball, badminton, handball and running have been offered.
- In many cases the sports activities were framed with music, creative activities, social activities (sauna), a culinary offer and participants were often rewarded with SWR promotion materials, medals, certificates and goody bags.

## Partnerships

- Partner organisations organised the activities themselves (usually together with local organisations) or funded activities organised by others.
- (Co-)organisers consisted of: sports organisations, refugee reception centers, migrant / minority organisations, educational institutions, cultural / community organisations and the local government.



## Aims of the events

- The objectives of the activities differed. Most mentioned is bringing people together, friendship and inclusion (8x), followed by fighting discrimination and intolerance (4x) and supporting integration in and via sport (3x) and offering a healthy and relaxing activity (2x). In addition, other than sports activities were organised to find solutions for problems related to social inclusion of newly arrived migrants in and through sport (2x), to raise awareness (2x) and to exchange experiences (1x).

## Target groups

- The events were aimed at (a mix of) different age groups. Most activities were aimed at adults (8x), followed by children (5x) and young people (5x). Two activities were aimed at all ages or families (2x).
- Three events are specially organised for women and girls. Most activities were aimed at both women and men. Only men participated in five events.
- The participants' countries of origin varied a lot. Not all SWR partners reported on this, but with regard to the partners that did, the following countries of origin were mentioned. Poland, Serbia, Croatia, Spain, South Africa, Zimbabwe, Niger, Nigeria, Burundi, Ghana, Congo, Somalia, Uganda, Tunisia, Cameroon, Afghanistan, Syria, Mongolia, China, India, Korea, Iraq, Brazil. In Hungary, activities were also focused on the Roma minority.

## Success of events

- The organisers were generally very satisfied with the events. They rated the success of their activities on average by an eight (out of ten).
- This figure is motivated by the following remarks. People from host countries and refugees connected / exchanged experiences (5x), the SWR intention is well understood (4x), participants (consider to) continue playing (3x), participants' shown

joy / good atmosphere (3x), the number of participants (2x), new partnerships have originated (2x), initiatives to solve challenges are set in motion (2x).

### Points for improvement

Mentioned points for improvement are:

- The one-off event character of EWoS and the Action Weeks limits the effect of the activities. For the future it is proposed to also initiate or support a series of activities (eg weekly), that possibly build up to an event during the aforementioned action weeks. It is plausible that this leads to more sustainable sports and exercise participation.
- Especially in the second project year, both event weeks take place in an extremely busy period, in which many final project activities need to be done and also the final conference is organised in this period.
- Again, it should be noted that more attention should be paid to activities aimed at women and girls.
- Moreover, the involvement of the target group in the organisation of activities could be stimulated more.



## 9. NATIONAL MULTIPLIER TRAINING SESSIONS, 2018

People trained at the European Training Course for Sport Educators in Rome (June 2017), were required to replicate the training session on national level in their home countries. The intention of these national training sessions is to spread the skills and instruments among sports trainers and sports coaches on grassroots level in all SWR participating countries.



### Results evaluation Multiplier Training Sessions

In seven countries these training sessions have been conducted. Reports from training sessions are provided by 6 partner organisations. In addition, participants of 3 training sessions completed questionnaires. The information from both evaluation tools has been used for this report. Because the SWR partner organisations have not all reported according to the supplied format, it is difficult to compare data. The following are the salient features and results of the multiplier training courses.

#### About the Training Sessions

- The duration of the training sessions varied from 3 hours to 2 days.
- It is estimated that 125 trainers/coaches were reached with the various training sessions.
- The reports show that women and people with a migrant background participated. It is unclear to what extent.
- The participants were recruited via: local NGOs, migrant organisations, municipalities, sports clubs / associations, refugee initiatives in sports, educational institutes and radio broadcasting.
- In addition to the knowledge and experience of the trained trainers in Rome, local lawyers and psychologists were also engaged and shared their expertise in various training sessions.
- The general objective of the training sessions was to provide sports trainers with knowledge, skills and instruments in order to be able to deal adequately with refugees in the sport context. More specifically, in the training courses more or less attention has been paid to the following themes:
  - introduction to refugee context in specific country
  - to understand and recognise trauma and how to deal with it
  - dealing with different performance levels
  - inclusion
  - benefits of sports

- discuss and overcome cultural differences
- legal issues
- conflict management
- language and communication

### **Feedback participants**

Three of the national training courses were evaluated at participants' level with a questionnaire. The feedback from about 40 participants was collected with these questionnaires. Other trainers requested feedback from the participants at the end of the training and reported these comments. Below is a summary of the bundling of all feedback from participants regarding the national training courses.

- **Rating of the course**

Participants assessed the different training courses on average with a 4.3 on a scale of 5. The score that participants gave to the importance of the course was 4.5 on a scale of 5. On that basis you might assume that the courses meet a need.

- **Reasons for attending**

When asked why participants attended the training course, the following answers were given (most frequently mentioned answer at the top).

- Because I had shown interest to participate
- Because I wanted to exchange knowledge and experience with other sports coaches
- Because I wanted to gain more knowledge about the target group (refugees)
- Because I wanted to improve my skills on working with refugees
- Because I wanted to learn how to assist sports coaches in my own organisation in their work with refugees
- Because I was selected to participate in the course
- Because I was asked to participate by the SWR project organisation

- **Learnings**

On the question 'how much did you improve your skills as a result of your participation in the training? the participants gave an average score of 4.2 on a scale of 5.

The aspects named as most valuable were (most mentioned at the top):

- New methods, exercises, games etc.
- Exchange of experience and methods with experts and with other coaches/sport instructors
- Networking
- Information about trauma
- Awareness and understanding of issues faced by migrants
- All aspects, improved basic knowledge
- Understanding how we affect people
- Being able to transfer knowledge to other coaches/trainers
- Legal issues

- **Tips for improvement**

The most eye-catching word in the feedback from participants concerns "more".

- more time for speakers
- more time for the course (longer training)
- more types of sports involved in training
- more role models (famous athletes) involved
- more participation of refugees/asylum seekers
- more participation of sports coaches
- more participation from municipalities and educational institutions
- more practical examples and recommendations regarding the challenges
- more interactive games
- more time regarding football values
- more true stories/best practices
- more promotion of the good examples
- more training sessions spread all over the country

Some participants recommended to deliver the training in alternative venues. Others advised on a different order of the subjects covered in the training. Finally participants advised on the use of (information) technology.

## 10. SUMMARY TIMELINE EVALUATION SWR-PROJECT MAY 2018 - DECEMBER 2018

Prior to the final conference, the last project group meeting was organised on 22 November 2018 at the office of the Portuguese Player' Union (SJPF) in Lisbon.

The meeting consisted of just one afternoon, which was largely filled with the final preparations for the closing conference and the making of agreements on the (financial) closure and accountability of the project. There was not enough time left to thoroughly discuss all points from the timeline. Nevertheless below is a description of the most important points and discussions considering the progress and improvement of the SWR-project.



### Key results of timeline evaluation

The most comments in the timeline are positive experiences. The partners in the project are still positive about the collaboration and about the project in general. They look back with a good feeling on the last partner meeting in Finland and find it unfortunate that the SWR-project is almost over. It is obvious in the timeline that during the FARE Action Weeks, most activities were organised and most experiences were gained. It seems that again there has been learned from previous experiences, because this time the subjects differ from the points of discussion of the previous timeline evaluation. In this period more insights have been gained than in previous project periods.

- SWR animated video



UISP and FAI are both positive about the cooperation during the production of the video. All partners are enthusiastic about the result. The video captures some key themes from practice and research, is highly appreciated and has already been used successfully in several countries during national multiplier training sessions. The partners are less satisfied with the range of the video, outside the SWR project. More

publicity could have increased the impact of the video and the awareness of the project. This is seen as a missed opportunity.

- **Good Practice Guide and Quality Criteria**



After the Finland meeting, the cooperation regarding the good practice guide has been improved. Partners indicate that they are happy with their contribution and Camino (responsible) is satisfied with the delivery. The good practice guide including quality criteria has become a useful tool for organisations that (want to) organise activities with / for refugees. An instrument for self-evaluation will soon be available. Partner organisations are happy with and proud of the brochure and the self-evaluation tool. They consider it to be valuable and useful instruments.

- **National Training Sessions**

A number of partners have organised a National Training Session for sports trainers during this timeline period. On the timeline, positive messages were written about these sessions. The partners are particularly positive about bringing together a diverse group of people and organisations; professionals, refugees, asylum seekers, grassroots sport initiatives, trainers (also with refugees / migrants background), coaches, media, etc. Participants and organisers are happy with the interaction and exchange of knowledge and experience during the training sessions. SWR-partner organisations note a lot of interest, also from people who had to travel far.

One note reported: "*next time: make training session less informative and more practical*".

- **Activities during FARE Action Week and extra activities during European Week of Sport (EWoS)**

The timeline notes about activities organised within the framework of the EWoS and FARE Action Weeks are predominantly positive. Positive about the location where activities are organised, positive about the organisations that have participated, positive about the participation of refugees, teams of refugees and about the participation of girls and women. It was noted that youth must be approached in its own way. Involve them in the organisation of and communication about activities. People are also positive about supporting grassroots sport initiatives with the SWR-basic packages. On the transmission of basic packages to a single partner organisation occurred some irritation. In another partner organisation, due to miscommunication within the organisation, the activities were not organised in the right week. Furthermore in one country the involvement of mainstream clubs was disappointing. Partner organisations would like to spread more structural activities over a longer period of time. A focus on the action weeks leads to stress (in combination with other activities that partners already organise in these action weeks) and does not always lead to sustainable activities. Some partner organisations plea for more sustainable activities, stretched out over a longer period of time.

- **Closing Conference**

People experience enthusiasm and curiosity about the Lisbon Conference. The feeling prevails that the preparation of the congress started too late. Due to late and/or lack of communication, insufficient representatives of European organisations and people from partner countries could respond to the invitation to participate. On the other hand, there is relief about the fact that the last minute actions seem to work out well and SJPF seems to have succeeded in creating a promising conference.

- Accountability / reporting

Monitoring and evaluation tasks have not (yet) all been fulfilled. Most organisations still have to deliver their reports. This could have to do with the busy period in which the activities take place, but also the evaluation assignment is considered to ask a lot of effort. A solution could be to organise more online evaluation activities at national level.

With regard to the financial closure of the project, it is already feared that people will not succeed to deliver in time. Of course everyone will do his or her utmost to deliver everything correctly and in time. Agreements about deadlines are made. In the budget of the national projects, time / money should be made available for the financial affairs to be carried out by an expert.

- SPIN women project 2019-2020

Participants are pleased with the Erasmus + subsidy 2019-2020 for the project aimed at girls and women with a migrant or refugee background. It is a logical continuation, because it is based on the experiences gained in the SWR project. Items that need to be discussed or taken into account at the start of the project in 2019 are:

- Implement more activities publicising the project, to create more impact and acknowledgement at national and European level.
- Explore the need to invest in acquiring knowledge about diversity.
- Explore opportunities to organise (sport)activities over a longer period of time, to reduce stress during action weeks and to make activities more sustainable.
- Reduce time between Train-the-Trainer and national Training Sessions.
- Reduce the workload of Monitoring and Evaluation activities on national level and find sufficient time for reflection and learning during partner meetings.
- Find a good solution for financial reporting, for example by involving financial experts at national level



## 11. EVALUATION EUROPEAN CONFERENCE “SPORT INCLUSION OF MIGRANTS AND REFUGEES IN A TRANSFORMING EUROPE”, Nov 2018

On 23rd and 24th of November 2018 the Final Conference “Sport Inclusion of migrants and refugees in a transforming Europe” organised by Sindicato dos Jogadores Profissionais de Futebol (SJPF), took place in Lisbon.

### Aim of the Conference

The aim of the European Conference is presenting and evaluating the preliminary results of the project to a broader audience, including Portuguese media. Other aims are to share experience and provide exchange about strategies tackling exclusion and other forms of discrimination on all levels (from grassroots to European levels).



### Evaluation report

The monitoring and evaluation activities concerning the final conference consist of:

1. an online survey; intended for all participants in the conference
2. reporting in pictures; photos and quotes from speakers and participants
3. report of the conference (made by the organising institution SJPF and therefore kept out of this report)

#### • Results of the online Survey

The intention was to ask the opinion of all participants by sending them an online survey immediately after the conference. Due to the European General Data Protection Regulation (GDPR) the organising agency SJPF in Portugal felt hindered in sharing the email addresses of participants at the conference because they had not requested permission in advance. The survey was therefore only sent to 40 participants, whose email addresses were known to and/or shared with the evaluators.

The survey was filled out by 17 respondents. Almost 65% of whom work at the organising institutions from the 8 partner countries, 24% belong to the group of plenary speakers and workshop leaders, 12 percent from the group of invited guests and 6% were informed by an acquaintance. From the group of respondents, all participants were recruited through personal contacts. None of the respondents indicated that they were reached via the website, social media or other Public Relations activities.

### Rating of the conference

The European Conference "Sport inclusion of migrants and refugees in a transforming Europe" overall is valued by its participants with a **8.8** on a scale of 1-10!

### Reasons of attending the Conference

The main reasons of respondents for participating in the European Conference were to share and exchange knowledge on the topic of inclusion of migrants and refugees through sports and to meet other people that work in this field (networking).

### Rating of Round table discussions

During the two-days conference, a total of 4 plenary round table discussions were organised. The overview below shows the appreciation of the respondents for the different round tables (on a scale of 1-10). All 17 respondents answered this question.

Round Table 1	Can sport build a diversified and inclusive Europe?	<b>7</b>
Round Table 2	Social inclusion through sport: challenges and needs of sport organisations, migrants and refugees	<b>7.9</b>
Round Table 3	Migrant and minority women in sport - promoting sports participation and leadership capacities	<b>9</b>
Round Table 4	Are the athletes really engaged with social inclusion? A football perspective	<b>7.5</b>

### Rating of workshops

A total of 4 workshops took place in two rounds. The overview below shows the appreciation of the respondents for the various workshops. Some of the respondents did not score the workshops because they were involved in the organisation themselves. Therefore please note that the number of respondents is so low that hardly any conclusions can be drawn.

	Workshop	rating	number of respondents
A	Grassroots sport clubs as agents of inclusion and active citizenship: Challenges and Good Practices	<b>9.2</b>	3
B	Innovative tools and methods for social inclusion: How to practically support sport educators?	<b>8.9</b>	8
C	Developing an international Sport Inclusion Network: Building alliances, establishing new cooperations and identifying resources	<b>7.2</b>	5
D	The contribution of Migrant and Refugee-led Organisations	<b>8</b>	4

A number of respondents explained his / her score. These can be read in the appendix.



### Most valuable gains

To the question of what participants found most valuable at the conference the respondents answered: contacts, the network (11x), followed by information, knowledge and experience (8x). A number of respondents emphasized the good organisation of the conference (3x).



### **“A picture is worth a thousand words”**

During the conference both speakers and participants were asked about their most important experience or opinion on inclusion of migrants and refugees through sport and about the importance of the conference itself. Their photographs and statements are listed in the following part of this evaluation.



*“Sport is life for me. Because of my sport, I met many people, I have had great experiences and sport gave me the opportunity to travel to great places.”*

Cynthia Uwak - former FIFA Women's World Player of the Year nominee, two-times African Footballer of the Year



*“We should know our history. We are the others... Make empathy great again; build less walls, more bridges!”*

Pedro Calado - ACM, High Commissioner for Migration (Portugal)



*“Every person is different! What worked once, might not work for the other. Every time I try to reshape myself to meet a new culture, new needs, new problems, new dreams! I never take an answer for granted!”*

David D'Agnelli - Liberi Nantes (Italy)



*Key element is interaction between different groups. Nice words, but I realise that it is difficult to put this into practice.*

Varpu Taarna - Ministry of Economic Affairs and Employment (Finland)



*"The issue of refugees is a reflection of many aspects of societal factors. That is why this conference and projects have brought together diverse experts and practitioners to devise strategies and concepts to address it."*

Bella Bello Bitugu - Director of Sports, University of Ghana



*"We have to create 'safe spaces' and educate boys and men about gender equality, masculinity, homophobia, etc. But of course female role models are also very important!"*

Mia Caroline Wyszynski, External consultant, FIFA / Football for Hope



*"The Olympic Committee wants to help refugees to integrate in society through sports. Preferably we want them to participate in local teams, to really integrate."*

Maria Machado - Portuguese Olympic Committee



*"I found my way in life, thanks to football."*

Ranque Franque, ex-player and board member of Sindicato dos Jogadores Profissionais de Futebol (SJPF)



*"Sport is an amazing tool. Sport is a universal language. It can give a feeling of belonging, a sense of community."*

Paulo César - Odivelas, Candidate for European City of Sport 2021



*"The handball project for girls was worth every effort. They were able to apply the skills gained in playing handball in the rest of their lives. The girls always said: Handball saved our lives."*

Assunção Fernandes – president of the Assumada Solidarity Association



*"Sport for development methodologies contribute to emotional wellbeing of children and also to eliminate the barriers of integration with children from the host communities."*

Aisha Albella - Head of Partnerships, Innovation and Knowledge, Fundació FC Barcelona



*“Many of us have realised the power of sport and we use it as a tool for social inclusion. So opportunities like the SPIN Conference are absolutely necessary in order to share best practices and start new collaborations.”*

Katerina Salta - freelancer on sport for development projects (Greece)



*“We need to include the media more in our activities. They have the opportunity to bring our message further into the world and thus reach and educate more people and organisations.”*

Carlos de Cárcer - General director, Fundación Red Deporte y Cooperación (Spain)

## OVERALL CONCLUSIONS AND RECOMMENDATIONS

It should be underlined that all partners collaborate well together, and did their best to contribute to all the work packages and to implement activities! In each of the former chapters has been described what worked well in each of the activities and suggestions have been given on how to improve. In addition to this the following general conclusions and recommendations can be given.

Almost all activities that were planned have been executed, with ultimately high quality and valuable and satisfying results, (knowledge)products and instruments, such as:

- Focus group interviews have been organised in all countries to collect knowledge for a Good Practice Guide, with Quality Criteria (and in addition an instrument for self-evaluation).
  - A European training for sport coaches and sport instructors on the basis of which useful training material has been developed (powerpoint, manual and highly appreciated informative video). Multiplier training sessions in all countries have ensured that the knowledge and experience gained have been disseminated and are used in every country.
  - An online platform/website available to the public (<http://swr.sportinclusion.net>), where 'open' sport clubs are registered and knowledge is shared.
  - Several successful multicultural sport events have been organised during the European Week of Sport (2017 and 2018) and during the FARE Action Weeks (2018), with a large reach among the target group.
  - National Meetings have been organised and well appreciated with 8.7 points. National meetings provided an opportunity for presentations, good/bad examples, dialogue, and networking between national organisations and grassroots sport initiatives.
  - At the very well organised European Conference (rated 8.8) the preliminary results of the project are presented to and discussed with a broader audience, including Portuguese media. The project has been represented at several European and international meetings/conferences as a result of which the SWR project / SPIN network has reached out to the UEFA and the FAs and has established a good and recognisable brand.
- 
- Though throughout the project it has been a challenge for each partner (some more than others) to keep up with the original planning and to stick to deadlines. So this requires from the partners to plan well ahead and deliver in time. It also requires of the project manager and of the partners responsible for the work streams to actively monitor the time schedule.
  - The (political) climate in Europe with respect to refugees has changed considerably during the project period. In a few countries, the changed political conditions made it more difficult to successfully implement the project.
  - The monthly skype meetings have proven themselves as a valuable means of communication and project monitoring. The discipline around the skype meetings has increased considerably in the course of the project.

- During partner meetings, there is not enough time structurally to handle all agenda items properly. Recommendations:
  - better preparation of agenda items from all concerned
  - better (perhaps more extensive) planning of items on the agenda
  - better time management and more discipline during the meetings
  - better planning of travel and return travel (being present throughout the meeting)
  
- Up till now it happens to be still difficult to involve a reasonable number of women and girls in the local sport activities. So this remains an important point of attention for the partners. This finding led to a next Erasmus + subsidized project 2019-2020, that focuses on the inclusion of female refugees and asylum seekers as well as women with an ethnic minority background in and through sport. Items that need to be discussed or taken into account at the start of the project in 2019 are:
  - Implement more activities publicising the project, to create more impact and acknowledgement at national and European level.
  - Explore the need to invest in acquiring knowledge about diversity.
  - Explore opportunities to organise (sport)activities over a longer period of time, to reduce stress during action weeks and to make activities more sustainable.
  - Reduce time between Train-the-Trainer and national Training Sessions.
  - Reduce the workload of Monitoring and Evaluation activities on national level and find sufficient time for reflection and learning during partner meetings.
  - Find a good solution for financial reporting, for example by involving financial experts at national level: