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# Anti-doping in Grassroots Football

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Summary Results of a European Survey

October 2019



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## 1. Introduction

There is a growing concern among policy makers and sport stakeholders that doping outside the elite sporting system is an expanding and problematic phenomenon. That's giving rise to the belief that the misuse of doping agents in recreational sport has become a societal problem and a public health concern. Whereas the latter is happening at high level, the same level of awareness is missing among amateur football players, thus representing a major issue if we consider the social harm and impact upon both users and sport communities doping abuse might create. It is equally important to raise awareness of the issue even where doping may not be occurring. An understanding of the issue dangers of doping is important so that a broad clean sport culture can be nurtured. The use of drugs in football is not widely associated with the sport because of lack of evidence, unlike individual sports such as cycling, weightlifting, and track and field. Much closer collaboration and further investigation is needed with regard to prohibited substances, detection methods, and data collection. This project seeks to address these various issues through a series of key actions:

1. Understand the problem/evaluate the current situation (investigation) in the European Local/grassroots football clubs.
2. Creation of value-based education materials (based on Key Action 1).
3. Creation of guidelines for “anti-doping coaches” who act as ambassadors in the fight against doping.
4. Production of an Anti-Doping Code of Conduct for Amateur Grassroots Football.

This project will be the first educational tool to meet the anti-doping education standardization criteria. In fact, the project aims to contribute to the development of these new standards (especially in respect of grassroots football). Thus, the proposed project is the first of its kind, in terms of providing sport-specific educational material that will be delivered to grassroots level footballers and meet the anti-doping education standardization criteria.

This report relates to key action no. 1 and presents a study among grassroot players.

## 2. Partners

The composition of the partners for the project aims to cover the width of the topic and therefore consists of national football associations, antidoping agencies, health and medical bodies and academia.

**The Football Association of Norway** comprises 18 regions, 1844 football clubs, 30.000 team, 300.000 players and 130,000 volunteers/elected representatives). NFF have been certified as a “clean Sports Federation” by Anti-Doping Norway, and thereby committed to an action plan and a structure for handling doping cases. The subject is a part of the Quality Club Program and the FA have an information and implementation strategy from the FA through the 18 regional offices to the clubs, teams and players

**Bulgarian Football Union** is a national football association responsible for the governance, development and promotion of football in Bulgaria. The football club-members of the Bulgarian Football Union are 546, 30 of which are professional clubs and the rest with amateur status. The Bulgarian Football Union operates under the umbrella of the Bulgarian Ministry of Sport and Youth and runs an anti-doping program in compliance with the Ministry requirements as well as with the requirements of FIFA, UEFA and WADA. The program affects only the professional clubs in the country and its main activity is to educate the clubs and professional football players on the WADA Prohibited List.

**Masinio Futbolo Asociacija** are Lithuanian grassroots association which work under Lithuanian football federation by using the same strategy. MFA are running different projects with kindergartens and schools, organizing football feasts and tournaments for kids with special needs, also with kids from foster homes and families, which have socially unstable background and tend to engage in negative habits. MFA cover all areas of unprofessional grassroots football providing them educational tools and physical activities.

**The Aristotle University of Thessaloniki** is the largest university in Greece and in Balkans. The Department of Physical Education and Sport Sciences (DPESS) was founded in 1982 and since then has participated in various research projects funded by national and international agencies. In relation to the proposed project, the principal investigator as staff

member of the DPESS has successfully completed 6 projects funded by the World Anti-Doping Agency on the use of doping and nutritional supplements by adolescent and adult athletes, and participates as national coordinator in 10 ongoing multi-national projects on the risk and protective factors of doping use in adolescents and young adults.

**Institute of National Anti-Doping Organisations. (iNADO)** is a world-wide organization that comprise 67 National Anti-Doping organizations (NADOs). A primary objective of the organization is to identify and share best practice in all fields of anti-doping critically including education. iNADO has an online discussion and information sharing tool specifically for the Education Managers in each NADO and consequently has access to and can collect input from the most expert people in anti-doping education from around the world. iNADO has a variety of other tools which also add to its ability to be a hub for the sharing of anti-doping education expertise

**EuropeActive** is a none-profit organization representing the European health and fitness sector that serves over 52 million consumers, it generates 26.7 billion Euros in revenues, employs over 650,000 people, and consists of 51,200 facilities. Since its foundation, EuropeActive has worked together with EU institutions, academics, national associations, anti-doping national agencies and WADA to the promotion of free-doping environment, in recreational sport. Indeed, there is a growing concern that doping outside the elite sporting system is an expanding and problematic phenomenon, giving rise to the belief that the misuse of doping agents in recreational sport has become a societal problem and a public health concern.

### **3. Literature study**

According to institutions such as WADA and the International Olympic Committee (IOC), doping is defined as the taking of banned substances or using prohibited methods to enhance or maintain sporting performance. Further they say that doping and medication abuse present a huge health risk to the athletes and give them an unfair advantage over their competitors and teammates, which goes against the principle of fair play that is embedded in sport (fifa.com). According to Goal.com's (2018) article about doping in football, isn't doping widely associated with football due to lack of evidence, unlike its presence in other

sports such as cycling, weightlifting and track and field. If we get cases of doping in football, it's usually on the elite level, at least that's what we hear about. And, due to the irregularity, they often draw huge attention as well. The opinions about doping is divided. Some think that there is no doping-problem in football, while some think that there is not enough done.

A Dutch report about "doping in de breedtesport" from 2002 shows that the athletes within strength training, fitness training or body building are those who are the principal users of the harder doping products. The NPO report that they used in the report also stated that that's where the majority of the users were found (van den Heuvel, van Kalmthout & van den Houdt, 2002). In the article written by Tom Walker in 2019 on [LeisureOpportunities.co.uk](http://LeisureOpportunities.co.uk), it says that the research of gym users in the UK shows that a third of them were aware of dangerous drug use at their gym. Some had even been advised to use by their personal trainer or gym staff. After seeing these results, UKAD has now secured a commitment from the fitness industry for a new education program. The article states the fact that the fitness industry has grown and will continue to grow, which makes it even more important that they raise awareness of this all over the industry.

Previous research on elite level shows huge engagement around the subject. They want the best possible information and knowledge about doping, so that they will avoid doing anything unintended, that might bring on enormous consequences for themselves and the team and people around them (antidoping.no, 2019). They also think that that should apply for the young athletes as well. The Dutch report shows that doping is not an issue among young athletes in the Netherlands. It also shows that the elite athletes are well informed about doping, because they answered that they think they have enough knowledge about the issue, however they think that the young players should receive more education in their local clubs (van den Heuvel, 2002). That way the young athletes will be exposed to it from a young age and will acquire knowledge that might stay with them for the rest of their carrier.

In Hisdal's (2014) master thesis he is mentioning a former world class elite athlete and former doper that says that one of the most important things to prevent doping, is to target young athletes. To help them understand the possible consequences of taking prohibited

substances and to make them see that it is possible to reach the top without doping. Further in his chapter, Hisdal (2014) mentions several studies of young athletes and doping. It is important to highlight that a big plural of the respondents is negative to doping and don't think it's okay to use under any circumstances. However, there is always someone to pay attention to. Most of the studies shows that the male athletes have a bigger percentage of respondents that are or have been involved in doping.

A study from Sweden among high school students, that Hisdal (2014) is writing about, showed that only 0,4 % of the female had used doping in their life, while 2,7 % of the males said they had. A longitudinal study among students in Italy showed that 1-2,1 % reported to have used doping. When it came to supplement use, the percentage increased to 15,2 – 15,4 %. In another study, mentioned in an article written by Christopher Maynard consumersaffairs.com on 2015, shows that around 31% of youths from the age of 12 -19 in the United States consume energy drinks on a regular basis. It has become essentials for them to get through the day. The study concluded that energy drinks are the cause of many sudden cardiac deaths in young, healthy individuals. These beverages can easily aggravate underlying heart issues because of the high amount of caffeine that can be causing serious harm (maynard, 2015).

Another study from Sweden, mentioned by Hisdal (2014), looked into the prevalence of anabolic steroids among the youths. They found that at the age of 16 and 17, the prevalence was 3,6 % and 2,8 % among the males and 0 % among females. The reason the males listed for using, was among other because they wanted a better appearance, wanted to impress the girls and some didn't think it was harmful to use anabolic steroids at all. The study also showed that those who used anabolic steroids also had a bigger chance of using other prohibited doping substances. This was also characterized in a Finnish study from 2009 Hisdal mentioned, a Danish study from 2013, an Italian study from 2004 *and* a Polish study from 2006 – higher percentage of male users of anabolic steroids than female and a bigger chance of using other prohibited substances.

## 4. Best practices

The project`s main task is to answer to questions:

1. What is the most efficient way to inform the athletes about anti-doping?
2. How do we reach the grassroots players that might be tomorrow's star player or those who just play for fun?

An important part of answering these questions was to have knowledge and understanding of what was already being done towards the grassroots football in Europe.

We asked the football associations and the national anti-doping agencies in Europe for information about how they work in general to inform the athletes. In total we got information from 15 different countries to work with. Some only had information in their own language and if that was the case, we got an explanation by mail so that we had something to work on. We got examples of "best practices" from Greece, Estonia, Switzerland, Sweden, Scotland, Slovenia, England, Italy, France, Hungary, Finland, Ireland, Denmark, Austria, the Netherlands and Norway. They all work with the same goal in mind – a clean sport.

All of the football associations seem to have a page on their website with information about anti-doping in general and links to the national anti-doping agency, whether they collaborate in this matter or not. Most of the materials from the different national anti-doping agencies are aiming for athletes in sport. However, some are also intended to reach the fitness athletes as well. Out of the information we got, it looks like the national football association in Slovenia and Finland is using the national anti-doping agency's materials, which is for all kinds of sports. The rest of the countries seem to have a collaboration between the football association and the anti-doping agency to find the best way to reach the football players, some closer than other.

Our focus in this project is the grassroots player within football. If you look to Austria, Italy and Switzerland as an example, they have materials which are intended for the young players especially and the grassroots player. In other words, materials for those who are not elite players. That's also the case in Slovenia, where they are using the national anti-doping agency's materials that is focusing on the youth. Some are also using materials that reaches



both “groups”, where the elite-intended materials also reach and educates the grassroots players. On the other side, some of the countries have materials intended for the elite – like the national anti-doping agency in the Netherlands. That’s how they want it to be, based on a former study which ended in a conclusion saying that the use of doping in grassroots sports was very low in the Netherlands.

Many of the countries are using a e-training program to teach their athletes about anti-doping. Programs with modules with different level of information. The athletes would learn about anti-doping through their phone or pc, by reading informative texts, watch short explaining movies etc and answering related questions to complete the different modules.

Even though learning online is more and more used, we still spread information on paper in one way or another. Flyers, posters, informational brochures and handbooks are used, especially when we talk about anti-doping courses or classes. Courses are still used to educate athletes in the clubs, some football associations or national anti-doping agencies are even having classes as a part of their program where they travel out to different schools to meet the students face to face and to learn them about anti-doping. In the lecturers they are having a presentation, telling about different topics within anti-doping and are handing out written information so that the students can follow the presentation easier and for them to take the information home with them.

To mention some examples, with the focus of the young players

Switzerland has a project they call “cool and clean”, initiated by the Swiss Olympic. They reach out to the youth through different clubs all over the country with the aim of establishing a fair and healthy sports culture. The local clubs help the program to reach the young athletes through their coaches and leaders. The program puts a light on the athlete’s responsibility, the coach, the team around the athlete and the arena where the activity happens. As a young athlete it’s easy to be influenced by others. That’s why the focus in this program is so important. If they know what is wrong at an early stage, they will keep that in mind as the grow and the sport takes more of their time. When athletes reach the age where they start competing competitively on a national and international level, roughly

after the age of 16, the Antidoping Switzerland comes in with more specific anti-doping education.

From Slovenia we learned about the Erasmus funded project called “prePlay – doping prevention through peer learning among youth”. The program will be implemented in countries like Malta, Croatia, Estonia and Latvia, as well as Slovenia. They want to create an international network of young athletes through the program. Each country will choose and train a group to be anti-doping ambassadors. They will join a camp where they all get the same training to prepare to be ambassadors for athletes on their own age. They will exchange experiences with each other and work together to find the best way to spread the message, before they go back to be ambassadors at different schools, sports associations, clubs, teams and events. The goal is to create a generation of young athletes that openly support the anti-doping work and that will share their own values with athletes at their own age within the country and across the borders.

In 2013-14 season in Italy, Anti-Doping and Health Protection Commission of the FIGC initiated an educational project open to the participation of second grade high school students. The goal was to inform and raise awareness of the danger of doping and educate them on a healthy lifestyle. They stopped in several Italian cities and visited the schools there. They had a series of meetings and lectures to educate the teachers first and then the students, about anti-doping. In the next step, the students are asked to look closer into some of the topics discussed in the classrooms and make an educating video of the chosen topic, that will be their contribution to the national competition. One video from each participating city will go to the big final against the rest of the cities. In 2016, with the name “A goal for health” and they also received support from the campaign of the World Anti-Doping Agency, “Say No! To doping”, which helped spreading the contents of the project. Today, the project is still going.

In Austrian, the heart of anti-doping work is the "anti-doping education program for young sport performance models and performance sports schools" which was started in 2013 in coordination with the Ministry of Education and the "Association of Austrian youth performance sports models". The program has since the start, been extended to schools with a sport focus as well as football academies. Each team or class of the participating

academies or schools conducts one of the age-appropriate, building up modules per year under the guidance of NADA Austria's speakers. Each of the units lasts two to three hours and are interactively structured and encourage active participation from the participants. The setting is, as they explain it, on eye-level with the athletes and includes several group-works, discussions, case studies, dilemma situations and role plays. The first module deals with the basics of anti-doping work and allows a clear view of the upcoming units. The second module focuses on fairness and the importance of rules. The focus of the third module is value education and self-image of young people. The fourth module is dedicated to the conduct of a doping control. The final fifth module provides a summary and deepening.

With a program called "vaccinate the club against doping", Sweden puts light on the entire club or organization. Sweden also has one anti-doping project called "clean winner" where they reach out to the athletes and their coaches with an educational program for them to complete on their phone or pc. This program is focusing on you as an athlete or coach and your attitude towards the subject.

In Norway there is a close cooperation between the NADO and the Norwegian FA with the concept of online programs "Clean club" and "Clean Athlete". The Norwegian FA is classified as a "Clean Sports Federation" by NADO and that means that the FA have committed themselves to a comprehensive plan in order to get the message out to both professional and grassroots football.

## 5. The survey

The ambition of the survey was to gather information about the use of and attitudes towards doping, as well as information about the way anti-doping education best could be delivered. A limited survey would not reveal the truth about doping in grassroots football, but it will provide the project with insight that is crucial in developing the education material.

To create the survey, every partner sent their own suggestions for the questions, number of questions and what they thought was important to get of information. NFF put the questions together, with the common questions from the partners as a base for the survey. NFF chose the suggestions that they thought would give the project enough information to work with. Both some basic questions about the respondent him- or herself and some informational questions about the respondents use, knowledge and attitude towards doping. A draft was sent out to all the partners and edited in line with their comments. When the survey was completed, it was translated it to each partner's language. The survey was created in SurveyMonkey, and the translations were put into the program, so that we could send out the survey in different languages.

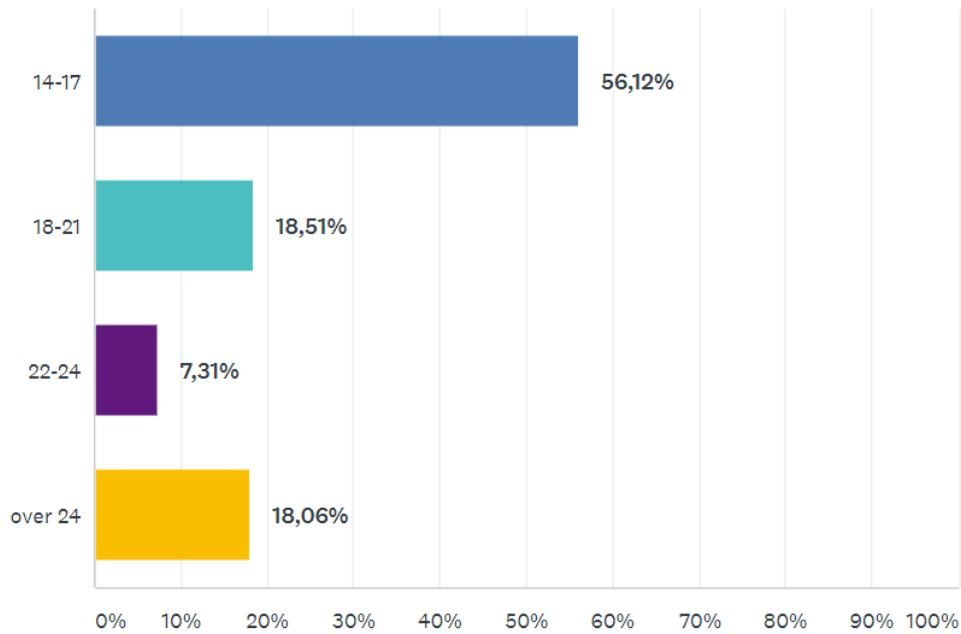
Each partner sent out the survey in their own language, in hope to get more responses than if it was distributed in English only. Most of the partners sent the link to the survey to every club, team and academy in their country, asking them to share it with their grassroots players. NFF chose to use the clubs that are in the process of being, or that already are a "Quality Club" – a member of the concept that requires the club to meet certain criteria, to share the survey with their players on the grassroots level.

## The respondents

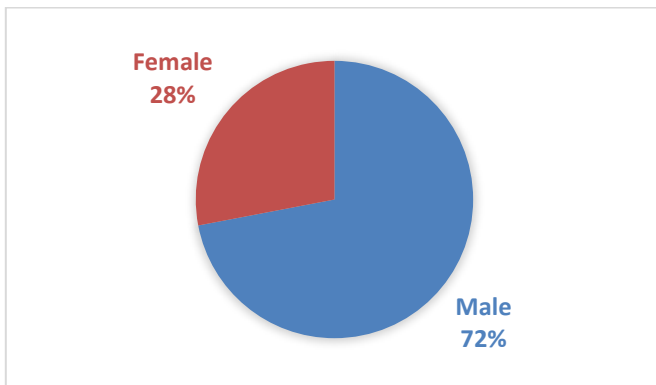
The 670 respondents are from Greece, Lithuania and Norway. In addition a limited Bulgaria survey was conducted with 59 responses.

## Age and gender

The age of the respondents is in compliance with the age distribution of grassroots players.

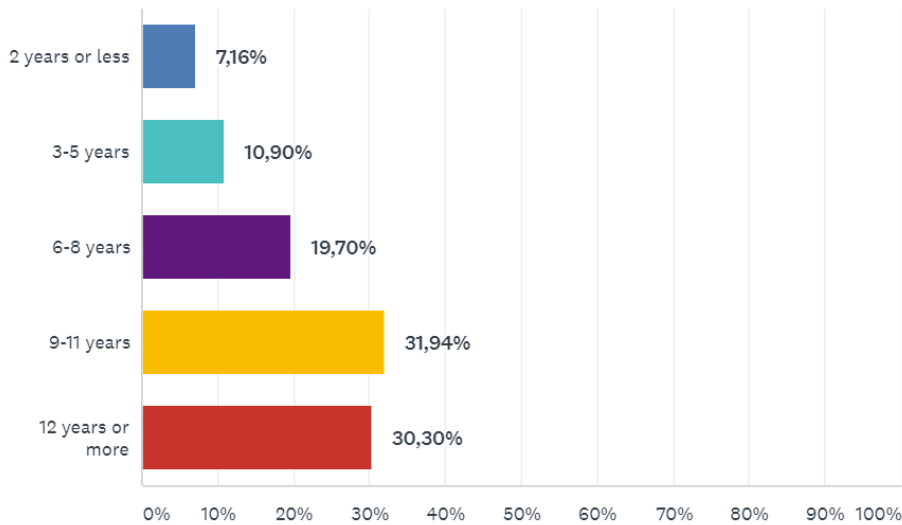


The sex ratio is also close to the realities of grassroots football, and the ratio has little variations in the different age groups.



## The respondent`s football everyday life

The respondents have played for a considerable time, as 62% of the players have been a footballer for more than nine years.



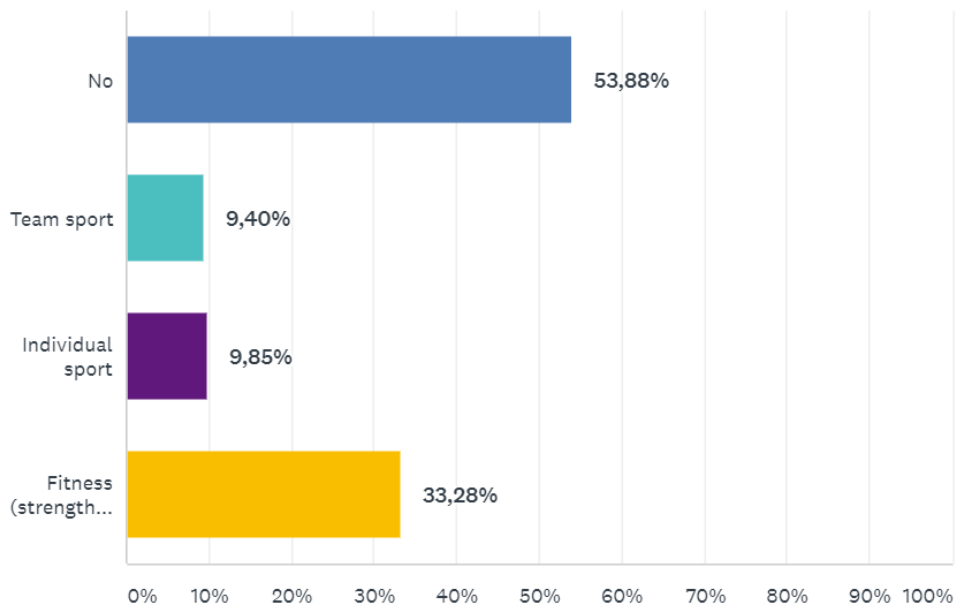
The respondents spend a lot of time on football per week:

<b>1 – 2 times</b>	<b>3-4 times</b>	<b>5-7 times</b>	<b>More than 7</b>
15%	50%	30%	5%

The aim of the study was to focus on grassroots football, and the respondents was non-paid amateurs as the majority did not earn anything from their football:

<b>Nothing</b>	<b>Small allowance</b>	<b>Partial salary</b>	<b>Full salary</b>
84%	8%	6 %	2%

The use of illegal substances in grassroots football have not been on top of the agenda as it has been considered – right or wrong – not to be a problem in the sport. The survey wanted to focus on the players, and not on the sport as such, and the respondents were asked if they participated in any other sport or training.



It was interesting, although not surprising, that it was fitness that was the no. 2 activity for the respondents.

## Antidoping Education

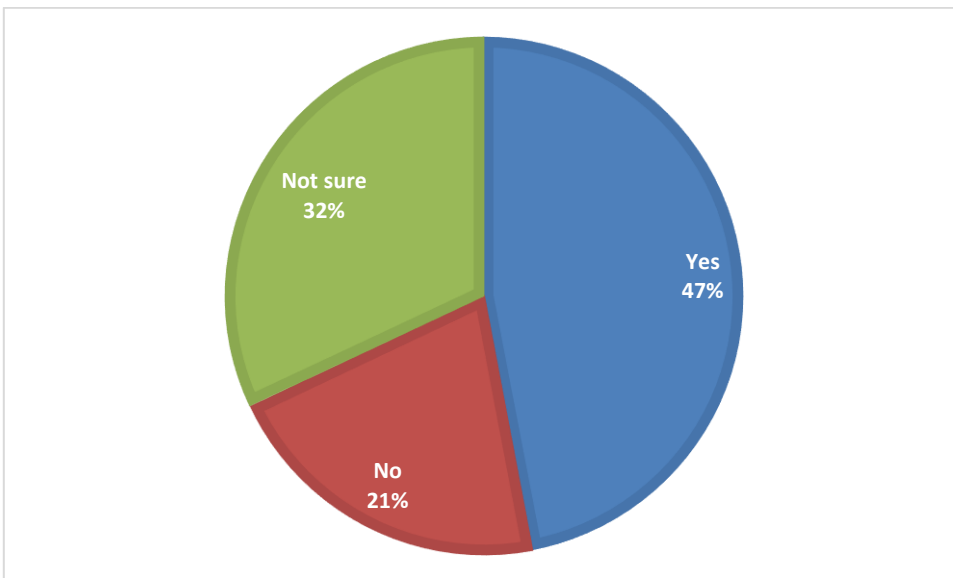
The aim of these question was to acquire knowledge about the education that players might have received, and more importantly – how they would like to receive education.

Firstly, the respondents were asked about their current anti-doping education, and the results confirms the notion that anti-doping is not on top of the agenda for grassroots football:

- 20% had been offered any information or education on anti-doping.
- 26% had attended any lectures or seminars on anti-doping.
- 14% were aware of any antidoping education within their club.

The Bulgarian survey showed that 88% of the respondents had not been offered any anti-doping education from their club and 76% had not attended any seminars or lectures.

The next step was to get insight in the motivation for the players for participating on anti-doping education. The results show that over 50% of the players are not particularly interested.

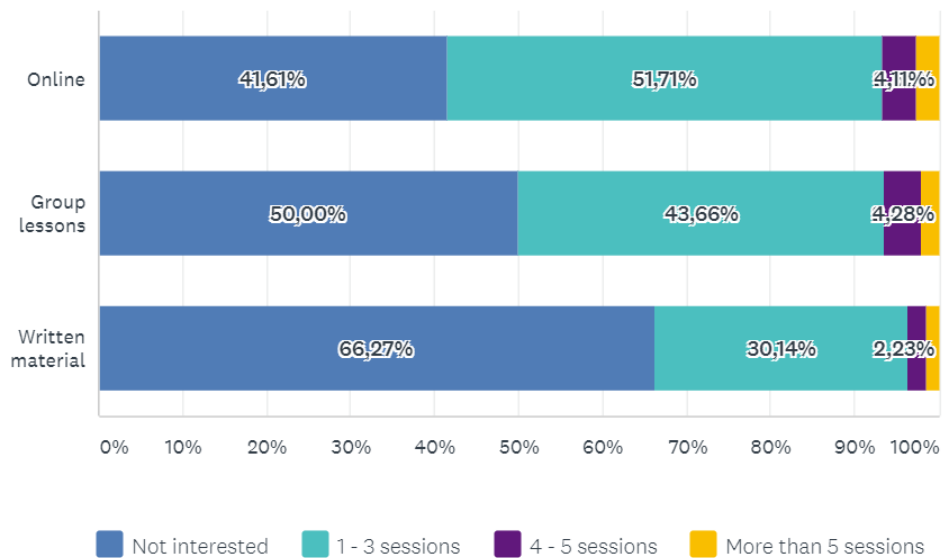




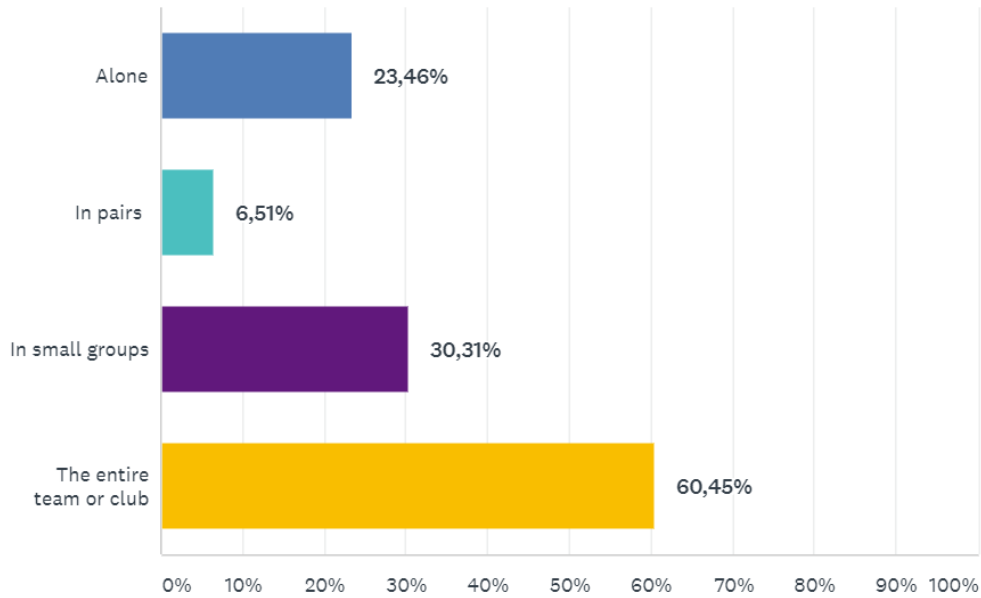
The survey left the motivation challenge and dug into the ways the education should be delivered.

Written material	Group sessions	Online
10%	29%	61%

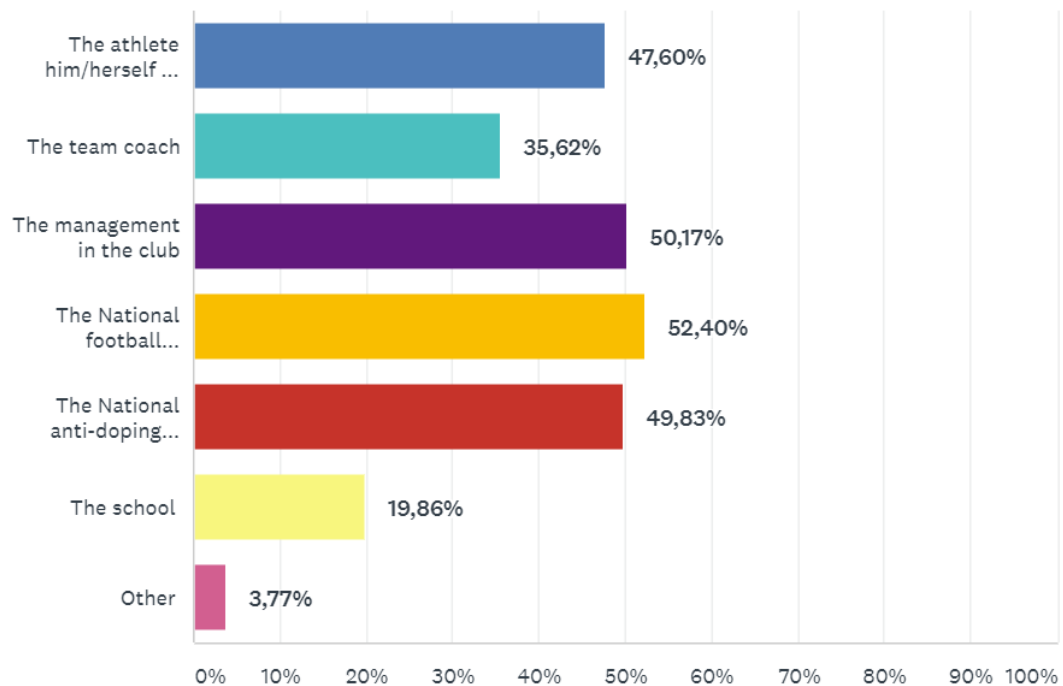
The preferred education methods are reflected in the respondent's answers on the length of the education sessions. The pattern is quite clear; online education is the preferred method. It is also evident that the interest in anti-doping is not high among the respondents.



The survey dug deeper into the educational process and it is interesting to note that the majority preferred the anti-doping education to be an all-team and/or all-club process. Even though most of the respondents wanted the education to be online; only 23% wanted to learn by themselves.



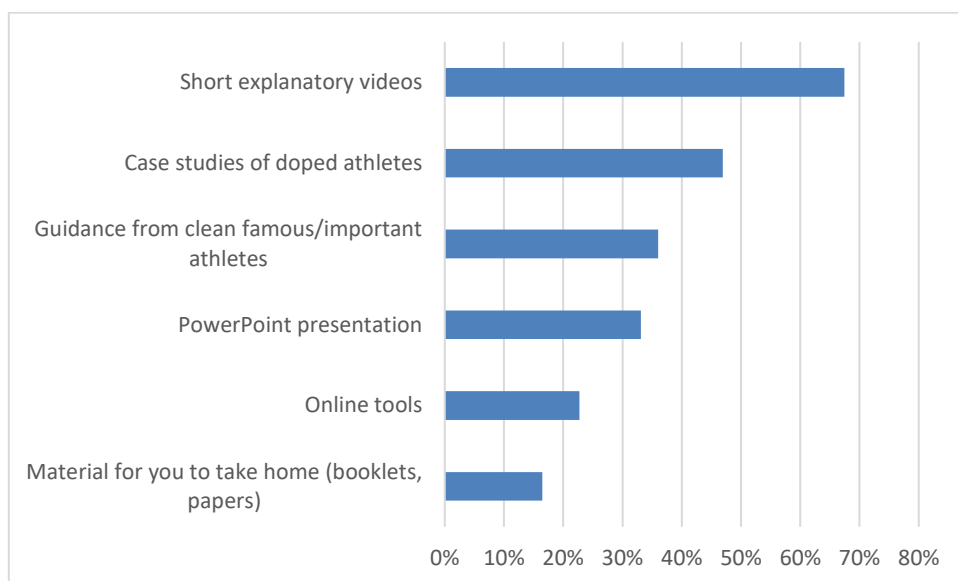
It can be assumed that most grassroots players are aware of doping, although they might not see the topic as very relevant for themselves nor their sport. They were asked who should be responsible for the antidoping education.



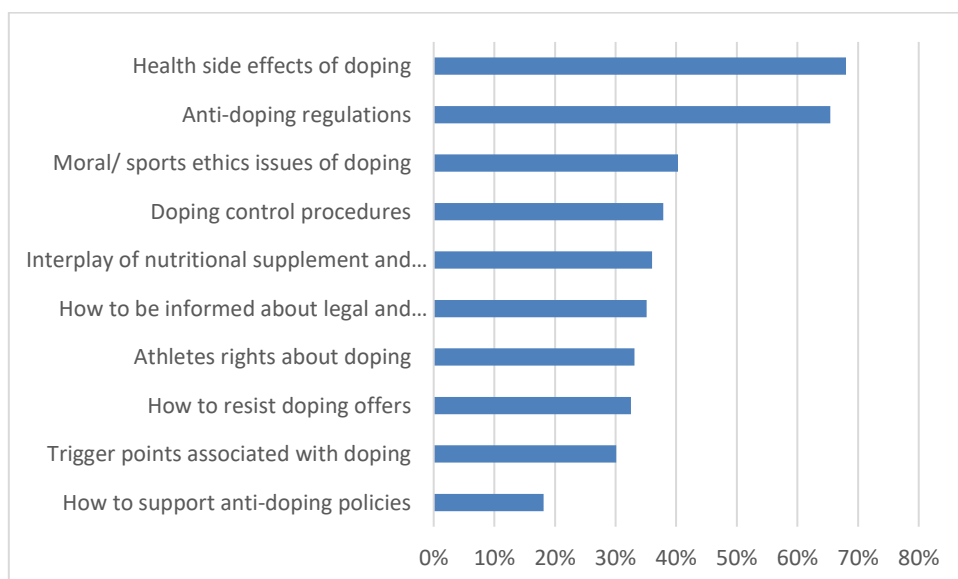
The results show that the respondents identified a number of agencies, but it is noteworthy that only 47,6% agreed that they had a responsibility themselves.

## The Content of the Education.

The survey gave clear indications on the “how`s” on antidoping education, but what about the content?

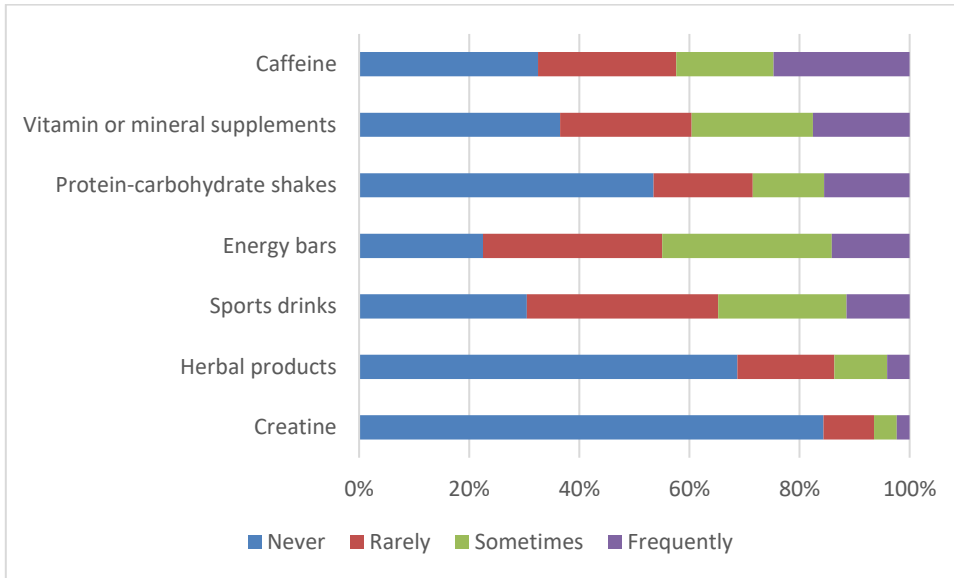


The topics most wanted was clear health and risk were the top two.



## What do the players use?

How often have you used any of these nutritional supplements in the last 12 months?



The intake of non-food items is quite varied and indicates that grassroot players use a variety of substances.

The least 3

Creatine	84%
Herbal products	69%
Protein-carbohydrate shakes	53%

The top 3

Caffeine	25%
Vitamin or mineral supplements	18%
Protein-carbohydrate shakes	16%

In the last 12 months, how often have you used any of the following, for whatever reason?

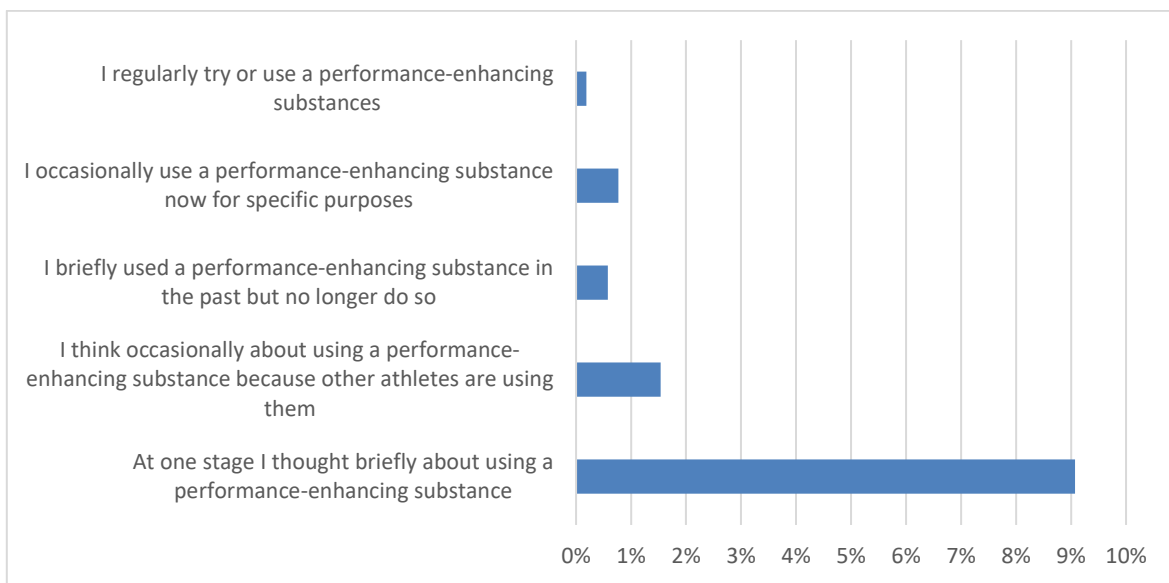
Delicate question and do they answer honest?

98-99% have never used any of the illegal substances. 18 respondents reported that they had used one or more of the substances more than once.

### The respondent`s attitudes towards doping

When asking people for their attitudes towards illegal or controversial issues, there is a danger that people will answer “correctly” and not reveal their true attitudes. Nevertheless, the results indicate strong attitudes against doping. 88% of the respondents answer that they never had considered using a performance-enhancing substance.

The 12% who answered differently had a variety of views:



Doping is perceived as cheating, and we asked the respondents about this, but also about their moral standpoint when it included “only” their own physical appearance.

	To improve performance	To improve physical/muscular appearance
Morally wrong under any circumstances	83 %	81 %
Morally OK under some circumstances, but wrong under others	15 %	16 %

Morally OK under any circumstances	2 %	4 %
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The results indicate that the moral standpoint is strong independent of the reason for the intake of illegal substances, but it shows a slight difference as more respondents are positive when it comes to their own physical appearance than to improve their performance.

## Summary analysis

The survey consisted of answers from 670 respondents from Greece, Lithuania and Norway. 72% male and 75% of the players were 21 years and younger. They spent a lot of time on grassroots football and the overwhelming majority did not earn any money on their football. They used a variety of legal substances, and almost none had taken or even considered taking illegal substances of any kind. The moral stance against doping was strong, but there was slightly more who were positive to doping when it comes to physical improvement.

Few of the players had received any anti-doping education and they were not particularly interested in getting any. If they were to receive such education, the whole club or team should be involved with online education and it should be brief. The health risks and the anti-doping regulations were the top two topics.

The material showed hardly any difference between boys/men and girls/women.

The boys/men had played longer than the girls, but they spent the same amount of time on football. More boys took part in fitness than girls. There was no significant difference in their attitudes towards anti-doping education – none were particularly interested, and they all preferred online.

The boys and the girls do more or less agree on the fact that doping is not okay. Some of the respondents have thought about using and some have used prohibited substance. So even though a big majority of the respondents haven't thought about using, it is still important to focus on the last percentages that are in the "danger zone". If the tools developed at the end of this project can help us to get them out of the "danger zone", we have prevented the use of doping for many players if you look at the big picture and not just the percentage in this survey.

One of the main findings of the survey is that the majority of grassroots players are not very interested in anti-doping education, and it is therefore a major task to make the subject relevant to the players.

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## **Appendix 1: Methodological plan**

Overall the project has translated the Key Actions of the project into a series of four (4) Intellectual Outputs:

### **Intellectual Output 1**

- The first phase of the project, Intellectual Output 1, will be an analysis of the current situation in European local/grassroots football clubs, to understand the problems and to understand the current situation of doping in football and to determine the knowledge and experience at football grassroots level.
- Following the data gathering process a comprehensive Review Report will be written and published on the Project website and will be freely available to download to interested individuals and organizations.

### **Intellectual Output 2**

Creation of value-based education materials (based on Key Action 1):

- Toolkit on educational standards to be followed,
- Materials for informative webinars,
- Pilot phase (150 participants)
  - During the pilots National Football Associations together with NADOs will inform local grassroots football clubs of the risks of taking doping substances and of the importance of having in place effective anti-doping measures.
  - National Football Associations in cooperation with NADOs will hold training sessions with local clubs to disseminate the education materials.
  - Involvement of the main stakeholders that are active in the field of sport and policy makers.
  - Give a European dimension to the fight on doping abuse in amateur football and measure the potential impact of the doping intervention in football.

### Intellectual Output 3

- Creation of a guideline for “anti-doping coaches” who act like ambassadors in the fight against doping in football.

### Intellectual Output 4

- The code represents a new call for accountability of the amateur grassroots football sector on doping. Although it will be voluntary it aims to promote a standardized approach across Europe which can be supported by local football clubs, coaches and players. The code of conduct focuses on the following themes:
  - Education and research to combat and reject doping.
  - Social responsibility.
  - Food and supplements.
  - Cooperation in anti-doping actions.

In accordance with the approved project application (see extract below) a Methodological Plan is required to be produced for Partners at the start of Output 1 ‘European Survey/Mapping Report – Football and Anti-Doping Measures’ which sets out how the analysis underpinning IO1 will be undertaken and the methodology for the data gathering and report production.

NFF is leading this activity and has developed a detailed timetabled action plan for Partners:

*Extract from the approved project application relating to Intellectual Output 1*

<b>Output number</b>	1
<b>Output's title and type</b>	European Survey/Mapping Report – Football and Anti-Doping Measures Type: Study Exercise
<b>Start and end date</b>	1 March 2019 – 30 September 2019 (7 months)
<b>Leading organization</b>	Norges Fotballforbund (NFF), Norway

<b>Participating organization(s)</b>	ALL Partners
<b>Language(s)</b>	Norwegian Bulgarian Lithuanian Greek German French English
<b>Output description (including its form, impact and transferability)</b>	<p>The first phase of the project will comprise two parts:</p> <ul style="list-style-type: none"> <li>• An analysis of the current situation in European local football clubs in respect of the issue of doping and to determine the knowledge and experience at football grassroots level.</li> <li>• A European literature review cataloguing what material relating to football and anti-doping is currently e.g. training programmes, support material, research material</li> <li>• previous or current general initiatives in anti-doping education (or similar).</li> </ul>
<b>Please describe the <u>tasks</u> leading to the production of the intellectual output and the applied</b>	<p>The start of the Output will be the production of a Methodological Plan which will set out how the analysis will be undertaken and the methodology for the data gathering.</p> <p>Data gathering will be undertaken using established methodology e.g. questionnaires, focus groups, face-to-face, internet and literature searches and</p>

<p><b>methodology.</b></p>	<p>telephone interviews.</p> <p>The leader of this Output will undertake the European literature review and each Part will undertake a series of “field studies” using questionnaires, interviews and focus groups (as appropriate) of approximately 150 football clubs/individuals in their own Countries.</p> <p>Following the data gathering process a comprehensive Review Report will be written and published on the Project website and will be freely available to download to interested individuals and organizations.</p> <p>The Review will also identify and publish best practices that are considered valuable.</p>
<p><b>Number and profile of staff involved ('manager', 'teacher/trainer/researcher', 'technician', 'administrative staff'). Please justify it and link it to concrete tasks.</b></p>	<p>Appropriate staff at NFF will oversee and participate in all activities relating the production of the Mapping Report e.g. questionnaire development, collation and report writing.</p> <p>Appropriate staff from ALL the other Partners will undertake local in-Country surveys and report the results back to NFF for collation and publication</p> <p>Henrik Lunde (classified as Researcher) will be the staff member overseeing the management of this IO with Dr Paul Quantock (classified as Researcher) being the day-to-day Project Manager for the organization.</p> <p>A part-time person (classified as a Technician) will be appointed to provide the IT support for this IO e.g. developing the software to analyze the results of the survey etc. and also review and support the other IT activities of the Partners active in the other 3 IOs.</p>
<p><b>Media</b></p>	<p>Media Press Release, distribution through Partner Networks (including</p>

	UEFA network), social media e.g. Facebook, LinkedIn. Twitter etc., project website, Partner websites
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