



Skills first

Description of project

The project's objective is to make UEFA's work environment more accessible by removing the barriers disabled people may face when applying for a job at UEFA.

People from different backgrounds bring unique experiences and ideas that can only benefit an organisation. The project aims to dispel the myth that employing disabled people is complicated and to help UEFA recognise the added value that diversity can bring, ensuring that it always employs the best person for the job.



Blind football demonstration match at UEFA HQ in Nyon, Switzerland

Objectives

- Remove the barriers disabled people may face when applying for a job at UEFA by:
 - completing an accessibility audit on UEFA's buildings, and
 - analysing UEFA's application process to ensure that it is accessible
- Dispel the myth that employing disabled people is complicated by:
 - organising a disability awareness day, including a panel discussion and blind football demonstration match, and
 - distributing written information on disability awareness

Results

- Provided an open forum for discussion of disability issues and welcomed high-profile disabled athletes and business leaders to UEFA
- Hosted a blind football match at UEFA where the players showcased their talents for UEFA staff
- Ensured that the UEFA job application process was inclusive for all potential candidates
- Laid the groundwork for making the UEFA buildings fully accessible
- Prepared long-term objectives to ensure that diversity becomes embedded in UEFA's culture
- The UEFA President showed his commitment to diversity by supporting the

Tips for replication

- First evaluate your organisation to decide whether a project such as this is required, then set realistic objectives
- Get advice from experts on disability awareness, accessibility and communication
- Aim high with the speakers and the football teams – make sure they embody the message
- Engage your colleagues with the project and communicate your vision

Contact information

Should you have any questions with regard to this project, please contact Rebecca Lee (rebecca.lee@uefa.ch)