



KROSSS- Kick Racism Out of Sports, Schools and Society

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Executive Summary

The Kick Racism out of Schools Sports and Society project brings together practitioners from the areas of formal education and sports to develop the role of sport for educating children on anti racism and interculturalism. The project aims to make a positive contribution to the fight against racism and xenophobia in Europe today. It is supporting the development of capacity among education practitioners in both the formal education system but also amongst education practitioners in the non formal sector, including sports clubs, to meet this important challenge.

The project is being delivered by a collaborative network of sports clubs, education organisations and social researchers. It seeks to improve capacity of teachers and educationalists to use sport as an educational tool to promote anti racism and interculturalism. The project also seeks to influence policy makers in order to advance the role of education and sport in the fight against racism by encouraging strategic engagement by policy makers with issues identified through the KROSSS project.

In order to achieve these aims the project is structured around four main strands of work

- a) An in-service training course for teachers from the perspective of teaching/ learning anti-discrimination and co-operation principles through sport.
- b) A pilot schools curriculum with a programme of sports activities involving teachers, pupils and representatives of sports bodies and voluntary organisations
- c) A series of publications and teaching resources for wider dissemination across the education and sports communities
- d) A European wide conference on Equality in Sport, Schools and Society

The project is structured around partnership between experts from the fields of education, sport, civil society and policy research. The lack of opportunities of exchange between practitioners from the different areas concerned with issues of racism in education, sports and broader society was a key motivating factor in the design and intended outcomes of the project. The project actively seeks to open up exchange and sharing of experiences and practice between partners as a principle that is an important output of the project itself. The KROSSS partners include:

- Arsenal FC Arsenal in the Community
- SK Vard
- The Spanish Confederation of Education and Training Centres (CECE)
- Pædagogisk Center Albertslund (PCA)
- PPS Karmøy
- The Change Institute

To date the KROSSS project has achieved a number of clear outputs. These have included an initial literature review and review of best practice to frame the design of the in-service teacher training course content and to identify areas for further research in order to inform the drafting of a number of policy and practice papers. The teacher training course has been designed and listed in Comenius training catalogue and a number of participants already confirmed for the course that will be held at Arsenal FC's Emirate's stadium in April 2010. Dissemination activities have been undertaken by the project partners promoting awareness of the aims and objectives of the KROSSS project throughout their networks in preparation

for the 2010 conference. A project website has been developed that provides information about KROSSS and will be updated with materials as the project progresses.

The project is now at its half way points and a number of important activities will be delivered over the coming 12 months. These include:

- Delivery of the in service teacher training course at Arsenal FC's Emirates stadium April 2010.
- Finalisation and piloting of schools curriculum and materials.
- Completion of stakeholder interviews and drafting of policy and guidance papers.
- Design and delivery of conference to be held in Karmoy Norway, September 2010.
- Two project team meetings.
- Final project reporting.

The project is directly support as range of key EU policies in the field of non discrimination and education and skills. The project supports the practical realisation of non discrimination directives through the development of effective educational interventions that address racism and xenophobia. In addition the project will support the Lisbon strategy for skills key competency 8 promoting active citizenship and intercultural competence. The project also supports the realisation of the strategic framework for European cooperation in education and training 2020. The project is actively promoting exchange and cooperation between education and sports partners in different European states as well as addressing strategic objective 2: Improving the quality and efficiency of education and strategic objective 3: Promoting equity, social cohesion and active citizenship by advancing the practice of anti racism and intercultural education in the field of education.

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1. Project Objectives

The Kick Racism out of Schools Sports and Society project brings together practitioners from the areas of formal education and sports to develop the role of sport for educating children on anti racism and interculturalism. The project aims to make a positive contribution to the fight against racism and xenophobia in Europe today. It is supporting the development of capacity among education practitioners, in both the formal education system but also amongst education practitioners in the non formal system, including sports clubs, to meet this important challenge.

Whilst great efforts and progress have been made at the EU and member states levels to tackle discrimination and social inequalities, all available evidence paints a picture of continuing inequality, prejudice, discrimination and intolerance. Racism continues to impact negatively on communities and individuals throughout Europe. The Eurobarometer 2007 survey shows that levels of prejudice towards ethnic minorities remain high, but also that the longer people benefited from education, the more they favour the concept of a multicultural society.

Sport, as an activity that is both participatory and followed by many children and adults alike has long been viewed as an important tool in countering racism. The potential role of sport has often been linked to public awareness campaigns around sports stars and major events. The positive role of sport in personal develop have also long been recognised, with sports activities an important feature of most education systems. However, although sport plays an important tool in the fight against racism the potential negative impacts of sport in perpetuating racism and exclusion is also an ongoing challenge that must be recognised in any educational activity.

The role of education is fundamental to the fight against racism and intolerance in European societies today. Alongside major sports organisations, education providers are at the forefront of addressing issue of racism and discrimination with young people. A great deal of activity and examples of good practice in education and sport to combat racism exist across the member states. However there are limited opportunities for sharing and promoting this work in a systematic way across the education and sports sectors in order to support the development and dissemination of good practice through the education systems of Europe and improve their capacity to counter racism and intolerance.

The KROSSS project brings together key experts from the fields of education, sport, civil society and policy research to review and develop best practices and achievements of sport and education providers in this field. The KROSSS project will connect the important work that that is being undertaken by many sports clubs in their local communities to promote anti racism and social inclusion. The project is identifying good practice in the use of sport in education interventions and how these relate to the principles of anti racism education.

The programme will develop an in service teacher training course for teachers and educational practitioners who wish to learn more about the role of sport for anti racism education. The project also aims to disseminate the principles of good practice identified throughout the project to practitioners and policy makers in order to advance the effective role of sport and education to promote anti racism and social inclusion in Europe.

2. Project Approach

The project is being delivered by a collaborative network of sports clubs, education organisations and social researchers. It seeks to improve capacity of teachers and educationalists to use sport as an educational tool to promote anti racism and interculturalism to challenge racism and in tolerance in Europe. The project also seeks to influence policy makers in order to advance the role of education and sport in the fight against racism by encouraging strategic engagement by policy makers with issues identified through the KROSSS project.

In order to achieve these aims the project is structured around four main strands of work

- e) An in-service training course for teachers from the perspective of teaching/ learning anti-discrimination and co-operation principles through sport.
- f) A schools curriculum with a programme of sports activities involving teachers, pupils and representatives of sports bodies and voluntary organisations
- g) A series of publications and teaching resources for wider dissemination across the education and sports communities
- h) A European wide conference on Equality in Sport, Schools and Society

The delivery of the outputs is being supported by a review of literature in the field and the input of the extensive practical experience of the sports clubs and educational practitioners themselves. A series of interviews with practitioners and policy officials from around Europe is also being conducted in order to identify additional experiences and learning from practice as well as setting out the policy context in which activity is taking place.

The research phase has informed the design and delivery of a six day teacher training course to be held in London England in April 2010 at Arsenal FC's Emirates stadium. The course will be attended by teachers and educational practitioners from around Europe who will participate in a course that address the issues relevant to using sport for anti racism and intercultural education in order to promote greater understanding of the good practice. Specifically the course will:

- Inform participants about the ideas behind the KROSSS project
- Share best practice from all over Europe in the field of integration of children and youngsters.
- Encourage course participants to include the European and international dimension in their future projects and actions plans
- Promote exchange of professional and cultural experiences among course participants.
- Inspire to individual or team based reflective projects and action plans undertaken by the course participants – with particular emphasis on developing action plans for implementation within home schools and developed at the conference in partnership with experienced mentors.

The course will be comprised of a series of lectures, workshops, individual and group involvement activities, presentations of status in the countries of the participants and local study visits. The course will also be supplemented by a school's curriculum with associated materials for use by teachers as well as teaching resources that can be made available for teachers and practitioners who are active in the field.

The project will also produce policy papers in order to disseminate the learning from the programme of work to a wider audience. Policy papers will also seek to connect the experiences of the KROSSS programme to key European and national policy debates. The policy papers will assess in more detail the principles of good practice and how these may be delivered as part of clear and coherent programmes of work that link schools, sports clubs and broader policy agendas of social inclusion and cohesion.

The findings and outputs of the KROSSS programme are being disseminated by partners throughout the delivery of the project in order to raise awareness of the issues and the potential and limitations of sports based educational activities in this area. Towards the end of the project a conference will be held in Karmoy Norway that will bring together education practitioners, anti racism activists, sports organisations, policy makers and academics and researchers. The conference will provide an opportunity for exchange and dissemination of knowledge in the area of anti racism education and the effective role of sport.

The project is being delivered in a collaborative manner through a series of meetings between the project partners. Meetings last for two-three days and rotate between the cities of the different partners. They provide an opportunity for partners to discuss the delivery of the work packages and agree on the outputs required for the next stage of work. The meetings enable the partners to exchange experiences and the approaches that are adopted in their own work and national contexts in order to help shape a programme of work that incorporates the diverse experiences of the various European partners in order to ensure that the outputs are useful for interested practitioners from around Europe.

3. Project Outcomes & Results

To date the KROSSS project has delivered a number of clear outputs, these have included:

- Initial literature review and selected stakeholder consultations
- Design of in service teacher course and inclusion on Comenius training database.
- Development of project website and commencement of dissemination activities.
- Exchange between Arsenal FC and SK Vard

The initial literature review has been completed in order to help inform the design and delivery of the various components of the project. The review identified a number of key areas for emphasis during the KROSSS project:

- The history and profile of social cohesion and racism in Europe today. This provides important context to the issue of racism and practical knowledge about how broader social processes are shaping attitudes and communities at local levels and the associated legal and policy frameworks.
- The role of sport in addressing social issues, including youth and community development. This looks at how sport is already being used for both the personal development of youth but also how it is being used to support the development of local communities.
- The issues of discrimination and marginalisation in sport, including how sport and competition can reinforce prejudices and how these prejudices and inequality can be seen in sport today.
- Intercultural competences, the lifelong learning skills and personal characteristics that help individuals navigate situations of cultural differences without negative emotions linked to issues of identity threat.
- The pedagogical principles of teaching anti racism and intercultural competence. The role of education has an important role in promoting these competencies through personal development of children through activities such as sport, including issues such as conflict resolution and identity formation.

This has informed the design and delivery of the in-service teacher training course. Elements of the training programme will include

- Race and school, sport and society
- The VARD model
- Arsenal—a football club in UK—working with integration
- Meeting British history and culture
- Conflict resolution
- Literature review
- The legal possibilities for tackling racism at the global, regional, national and local level
- Café workshop
- Planning school and classroom

A KROSSS logo was selected out of a number of entrants from school children who had entered a competition to design a KROSSS logo, with Arsenal FC prizes awarded to the winner. A brochure outlining the course content has been disseminated via the partners' networks and the Comenius training database. The website contains details of the aims and objectives of the project and its partners and the course brochure that includes further details of the in-service course and guidance on how to apply.

Dissemination activities include press releases on the Arsenal FC website that receives a large volume of web traffic expected of a football club with a worldwide profile. SK Vard have also received national press coverage relating to their work and their participation in the KROSSS project. The KROSSS project has also been disseminated during the activities of partners including at teaching conferences, academic conferences, with practitioners and policy stakeholders at the national and European level. Other dissemination activities include newsletters circulated by the individual partners that have raised awareness of the programme and encouraged teachers to sign up to the course from all around Europe.

Other key outputs have included two project team meetings:

- The kick off meeting held in Karmoy in January 2009 to agree the parameters of the project. The kick off meeting included introductions of the partners, the agreement of work packages, schedules and budgets. The trip also included a tour of educational institutions in the Karmoy area. The meeting also commenced planning for venue and dates for the in service training course and conference.
- Madrid meeting 16th – 18th May 2009: The meeting in Madrid was primarily focused on the design of the content of the training course, including presentation of review of literature of the role of sport and education and workshops on the legal and social context of racism. The work programme for the subsequent phase of work was also agreed between partners. The meeting finalised the venue and dates for the training course and the conference. The visit also included a tour of a Madrid school participating in the project.

Meeting reports have been produced for both meetings that summarised the activities of the visits and the outcomes.

Coaches from Arsenal in the Community also attended a summer tournament, "Colourful Soccer" in Haugesund, Norway as an idea to develop this as a part of the project in three of the four partner countries (NO,UK, DEN).

4. Partnerships

The project is structured around partnership between experts from the fields of education, sport, civil society and policy research. The lack of opportunities of exchange between practitioners from the different areas concerned with issues of racism in education, sports and broader society was a key motivating factor in the design and intended outcomes of the project.

The project actively seeks to open up exchange and sharing of experiences and practice between partners as a principle that is an important output of the project itself. The key project partners include:

Arsenal Football Club are a leading English Premier League club with a world wide profile and a team drawn from players from around the globe. Arsenal Football Club has recognised for a long time the power of football to create positive influence and connections at a cultural and sociological level. The Club has strong credentials in pursuing racial equality and have been at the heart of a multi-cultural local community for several decades. In the last decade they have combined long standing local community focus and heritage with the development of an international playing staff and brand that is a true global celebration of the power of the diversity of race and nationality.

Arsenal in the Community have a range of innovative schools programmes on a wide range of issues, from improving attainment to race and diversity education. Projects include the Local Schools Programme; the award winning Double Club an innovative education and football programme that also sees full time 'Arsenal Teachers' working in schools. This model is now receiving support from the national education ministry and is being emulated by a range of sports clubs in England. Other projects include 'The World on our Doorstep' celebrating the diversity of the local area and a Religious Exchange events and Maimonides Football Programme that brings together Jewish, Hindu and Muslim pupils into mixed activities. Arsenal also undertakes extensive activity as part of Black History Month. Arsenal are currently working with the Commissioner for multilingualism from the E.C to encouraging young people to learn a foreign language.

SK Vard Is a Norwegian second division football club with 1200 members, 55 teams and 220 leaders/coaches. The club is actively engaged in the local community and has a strong volunteer culture. It has been notably active in promoting social inclusion in the local community by systematically working to include children with immigrant, refugees and asylum seeker background. The approach of Vard is notable as it will offer the entire family an opportunity to be included in an active club environment with all the rights and duties this entails. Some of the activities that Vard have undertaken include:

- Accompany all children to training sessions
- Family visits
- Information to coaches, team leaders, schools, reception centres, local authorities and other partners
- Social arrangements

There are a number of Key educational outputs that the Vard Model has produced. These include:

- Improved language skills
- Developed social skills
- Positive leisure time
- Learn Norwegian culture

- SK Vard has got new knowledge that breaks down differences in culture and frees it from prejudice
- Adult immigrants take part as coaches and leaders, being good role models

The Spanish Confederation of Education and Training Centres (CECE) is a not-for-profit employers' and professional organization founded in 1977. It represents the whole educational sector in Spain from nursery school to university level and has federations in every Autonomous Community. Additionally, some sectoral federations like that of tourist colleges, hairdressers/beautician institutes or nursery schools are also members of CECE. The Institute of Education Technology (ITE) of CECE realizes its activities in four areas:

1. assistance in the implementation of the European Quality Assurance System in its member institutions
2. organisation of continuing training courses for teachers
3. implementation of technological innovation in its members
4. internationalization of the members

The Teacher Training Department of ITE develops continuous professional training (CPT) courses for teachers from all educational levels based on needs analysis and financed by different actors (European Social Fund, Autonomous Communities, Ministry of Education, employers contribution). The annual number of teachers who participate in these CPT courses exceeds 10,000.

Pædagogisk Center Albertslund (PCA) is a regional Teachers Learning and Resource Centre for the municipality of Albertslund in Denmark. PCA supports the pedagogic development through courses and in-service training for teachers and by making pedagogic expertise available. Pedagogic personnel and advisers are attached to the centre, to which schools and preschool in need of advice and instruction can apply. A number of CPD courses and activities are provided at the centre for teachers and pedagogic personnel from pre-school to secondary schools.

The Centre has excellent media-workshop facilities and provides technical and pedagogic assistance to teachers working on producing their own teaching materials. Up to date networked ICT is used throughout the Centre supporting both administrative and pedagogic needs. The Centre supports the compulsory schools in developing their own curriculum networks. PCA has vast experience with international co-operation through participation in Minerva, Grundtvig and Comenius projects.

PPS Karmøy is responsible for all in-service training for its 600 teachers and 90 support staff. Karmøy has been involved in more than 40 EU-projects and in 2005 PPS Karmøy awarded the first national Comenius prize in Norway. Personnel at PPS have many years experience of running conferences and being key-note speakers at courses. The expertise of the staff includes:

- Educational innovation
- In-service-training
- Collaboration with universities on decentralized post-graduate courses
- Advise on methodology
- Co-ordination of pedagogical initiatives
- Advising pupils, teachers, parents and politicians
- Implementing external and internal evaluation
- Developing school management programmes
- Providing ICT support

- Operating a regional resource centre

Karmøy has also worked with schools on combating racism. Much of the expertise in this area has been acquired through participation in EU- supported actions. Since the 1997 European Year Against Racism Kamøy has collaborated with European partners in organising three anti-racist conferences, has developed Comenius funded intercultural education courses and produced an anti-racism package for all its schools.

The Change Institute: is a specialist consultancy offering research, evaluation and organisation development services in issues of race, faith, diversity and identity and the development of cross-cultural understanding, awareness and competence for public and private organisations. Interventions include educational modules, analysis and evaluation of learning and development needs, audit and evaluation of how institutions are responding to diverse societies, through to the design and direct delivery of strategies and staff development programmes.

The Change Institute focuses on a range of key fields that includes education, arts and culture and the challenges of integration and countering violent extremism. Education is a core specialism led by CI staff with a long track record of work to promote educational achievement, equality and intercultural education fields across all levels and sectors of education. Recent work includes authorship of a report titled 'Fighting racism and promoting equal rights in the field of education on behalf of the European Network Against Racism, and collaboration in a LEONARDO project to develop an assessment tool for use in Vocational education and training.

5. Plans for the Future

The KROSSS project will continue throughout 2010 with a number of key deliverables to be completed. These include:

- Delivery of the in service teacher training course
- Finalisation and piloting of schools curriculum and materials
- Completion of stakeholder interviews and drafting of policy and guidance papers
- Design and delivery of a conference to be held in Karmøy/Haugesund
- Two project team meetings
- Final project reporting

The in-service teacher training course is scheduled for April 2010. The course is already receiving confirmed bookings from teachers and educators keen to participate and is on course for an expected total of approximately 25 attendees. The design of the course has already been completed, with final preparations for the course to be completed during the project meeting to be held in Copenhagen November 22nd-24th 2009.

In support of the in service training course a course handbook will be produced. The handbook will contain key policy documents, handouts, case studies, lesson plans, research data and teaching materials. An educational DVD production highlighting the awareness program will be produced. The film will be produced in Norwegian, Danish and English, as well as sub-titled versions in Spanish and English.

In addition to the training course a participatory sports module for schools involving sports clubs, schools and voluntary organisations will be developed. The sports partners will work with young people, each drawn from targeted local schools and involve up to 20 parent/ community participants each on a two week awareness programme.

A conference will be held in Karmøy/Haugesund in September 2010, The conference will bring together educationalists, activists, sports clubs, researchers and the policy field who all have an interest in the role of education to promote anti racism in sports and in broader society. The conference will provide an opportunity to disseminate the findings and results of the KROSSS programme whilst also providing a significant opportunity for exchange and opportunities for the development of cooperation between participants.

A range of reports are also due to be produced as part of the KROSSS programme. These reports will be based on the findings of the literature review, interviews with key stakeholders, the experiences of the sports clubs and educationalists involved in the KROSSS project and the results from the teacher training course and in school module. Specific reports will include:

- A course evaluation report based on participant feedback will be produced.
- A teacher training policy report/publication will be produced with recommendations in relation to in-service provision in this area.
- An education and sport focused policy paper/publication that sets out the key principles and strategies for co-operation in teaching/learning about controversial issues.

- A project report synthesising key conclusions and learning from the two delivery programmes (course and schools programme).
- A conference report summarising the findings of the conference in 2010
- A final project report. This report will bring together all project reports, publications and project conclusions in order to provide an additional resource for practitioners, policy makers and researchers engaged with the issues.
- An evaluation report based on participant feedback, quality assurance assessment and internal peer evaluation by all stakeholders in the project.

The website will continue to be developed as a platform for dissemination of project related information and resources, including the promotion of project events and activities, the dissemination of project reports, resources and materials. In addition it is planned for the website to channel partner communications as well as becoming an open discussion forum for professionals.

Although the project formally runs to the end of 2010 it is intended to be the development of an ongoing network of cooperation and exchange between the partners. In particular the sports club partners are developing plans for ongoing exchange and cooperation.

The KROSSS concept will also be promoted with the aim of getting interested schools to apply for Comenius funding through the school partnership program. This possibility will also be promoted to the participants at the in-service-training course in April 2010 in London and at the conference in Karmøy/Haugesund in September 2010.

6. Contribution to EU policies

The project is intended to support directly the achievement of certain key planks of EU policy. These include

- Practical realisation of non discrimination directives
- Promotion of intercultural competence and active citizenship in line with the Lisbon agenda for skills
- Driving exchange between European partners

Although the majority of member state governments have now transposed the EU equalities directives, legislation by itself is not enough to address racism in society and its institutions. Educational institutions, alongside the media and sports organisations are expected to take a lead in promoting anti-racism. Consequently there is a vast expectation on teachers to tackle racism at both the school and broader societal levels. However, there is very little information, training and support available for teachers to address these issues. This project seeks to directly address this capacity gap in the implementation of directives by delivering training and facilitating exchange.

The KROSSS project will contribute to the promotion of intercultural education practice and the promotion of lifelong learning skills in area of social and civic competences. Social and civic competencies are one of the eight key competences for education and training as part of the EU's Lisbon strategy for skills. The competencies for lifelong learning as recommended by the European parliament and adopted as part of the Lisbon strategy and are defined as as:

“essential in a knowledge society and guarantee more flexibility in the labour force, allowing it to adapt more quickly to constant changes in an increasingly interconnected world. They are also a major factor in innovation, productivity and competitiveness, and they contribute to the motivation and satisfaction of workers and the quality of work.”¹

The KROSSS programme also supports the delivery of the strategic framework for European cooperation in education and training ('ET 2020'). It promotes cooperation and exchange between European education partners and partners to foster exchange. Specifically it supports strategic objective 2: Improving the quality and efficiency of education and training through in the development and promotion of teacher training and competencies. The project also directly supports the aims of Strategic objective 3: Promoting equity, social cohesion and active citizenship by advancing the practice of anti racism and intercultural education in the field of education.

¹ Recommendation of the European Parliament and of the Council, of 18 December 2006, on key competences for lifelong learning [Official Journal L 394 of 30.12.2006]

7. Extra Heading/Section

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