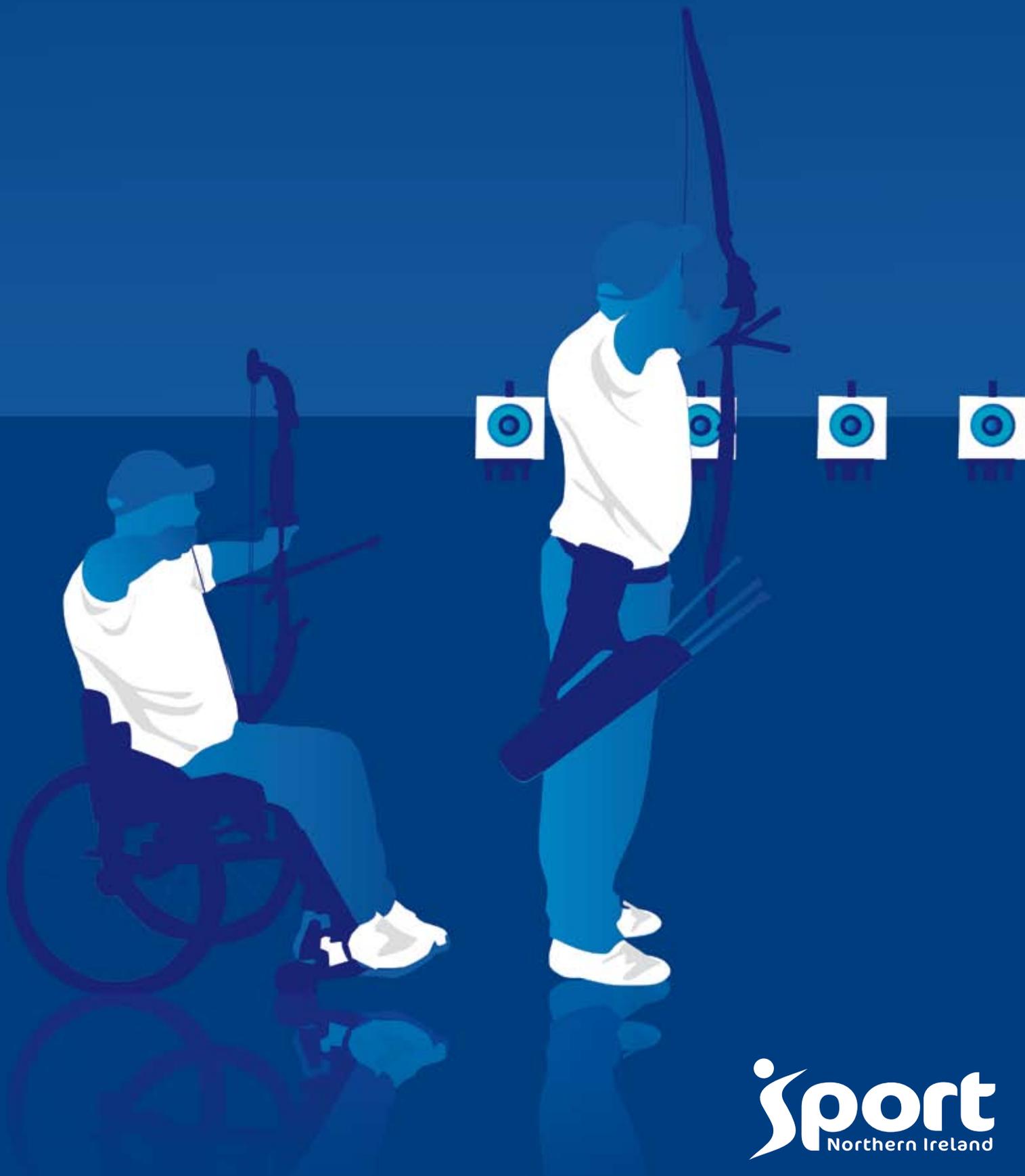


**An Impact Review
of Sport Northern Ireland's
Disability Mainstreaming Policy**



Further Information

This Research Report was commissioned by Sport Northern Ireland to provide an independent review of the impact and effectiveness of Sport Northern Ireland's Disability Mainstreaming Policy from 1 April 2006 to 30 September 2010 and to provide conclusions and recommendations to maximise the future success of disability sport policy.



Sport Northern Ireland welcomes this review of the impact of its' Disability Mainstreaming Policy.

Adopted in 2006, the Disability Mainstreaming Policy aims to put disability sport to the forefront of people's minds in developing and implementing programmes and services aimed at delivering on Sport Northern Ireland's core business objectives of:

1. Increasing participation in sport and physical recreation;
2. Improving sporting performance; and
3. Improved efficiency and effectiveness in the administration of sport.

In partnership with the Department of Culture, Arts and Leisure (DCAL), Sport Northern Ireland has developed 'Sport Matters: The Northern Ireland Strategy for Sport and Physical Recreation 2009-2019'.

The Strategy's vision of "a culture of lifelong enjoyment and success in sport" is indicative of what Sport Northern Ireland is working to deliver - ensuring that everyone has access to fit for purpose local sporting facilities; encouraging high-quality participation in sport for all ages; and enabling talented athletes to compete and win at the highest levels in their sports.

'Sport Matters' contains a number of disability specific targets across Participation, Performance and Places including:

- To deliver at least a 6 percentage points increase in participation rates in sport and physical recreation among people with a disability;
- At least 100 Northern Ireland athletes to have attained medal success at the highest level in their sport including European, World and Olympic / Paralympic Level; and
- To have a minimum of 10 new or upgraded facilities that will support Northern Ireland player / athlete development in Olympic and Paralympic sports.

Ensuring that Sport Northern Ireland's policy on disability sport is entirely appropriate and effective through its implementation is a key step in contributing towards the achievement of these challenging targets.

This report identifies issues for further consideration particularly the introduction of new legislation, the philosophy of 'twin track' provision and 'mainstreaming' and the need for clarity on defining 'disability' in a sporting context. Sport Northern Ireland will continue to consult on its policy development and how the review recommendations can be translated into a practical policy for disability sport.

Dominic Walsh

Chair

Sport Northern Ireland

Contents

1.	Executive summary	3
2.	Brief and methodology	11
3.	The Disability Mainstreaming Policy (DMP)	14
4.	Implementation of the DMP	18
5.	Study outcomes	23
6.	Conclusions and recommendations	44

APPENDICES:

A.	List of consultees	48
B.	Comparator review	50
C.	Case studies	68
D.	Questionnaire analysis	77
E.	Equality Commission for Northern Ireland guidelines on the Equality Act 2010	100

I. THE STUDY

- 1.1** In June 2010, Wharton Consulting was commissioned by Sport Northern Ireland to conduct an independent review of the impact and effectiveness of the current Sport Northern Ireland Disability Mainstreaming Policy (DMP) from 1 April 2006 to 30 September 2010.
- 1.2** Sport Northern Ireland requested that the study should:
- Provide an objective assessment of the implementation of DMP to date;
 - Provide conclusions and recommendations to maximise the future success of Disability Sport Policy; and
 - Inform a post-project evaluation of Sport Northern Ireland's investment in Disability Sports Northern Ireland (DSNI) in 2012.
- 1.3** During the course of the study, Wharton Consulting:
- Conducted desk research into a range of documents and online information;
 - Researched the legislative background;
 - Conducted workshop-style consultations with representatives of the following organisations:
 - o Sport Northern Ireland;
 - o DSNI;
 - o Ulster Blind Sports Network; and
 - o Ulster Deaf Sports Council.
 - Conducted a comparator review which examined the following nations and organisations:
 - o England - Sport England and the English Federation of Disability Sport;
 - o Ireland - the Irish Sports Council and Paralympics Ireland;
 - o New Zealand - SPARC;
 - o Scotland - sportscotland and Scottish Disability Sport; and
 - o Wales - Sport Wales and the Federation of Disability Sport Wales.

- Based on meetings and research, compiled case studies involving the following organisations:
 - o Tollymore National Outdoor Centre;
 - o The Irish Football Association (IFA);
 - o The Fermanagh Inclusive Sports and Leisure Project; and
 - o The Sports Institute Northern Ireland (SINI).
- Delivered an online survey to 156 organisations involved in the delivery of disability sport. A total of 54 responses (34.6%) were received, of which 49 were fully completed; and
- Due to a zero response from the education sector to the first survey, a repeat online survey was subsequently sent to the Education and Library Boards as well as Special Schools (via DSNI) and Activ8 schools. This second request generated four responses.

II. THE DISABILITY MAINSTREAMING POLICY

1.4 The DMP arose out of a 2003 review of the provision of sports and leisure opportunities for people with disabilities. The consultation phase which followed this review led to the drafting of a policy that was made subject to an Equality Impact Assessment (EQIA) in Autumn 2005. The EQIA confirmed the legislative foundation for such a policy, and recommended that it should have as its focus the following elements:

Policy development	Resource allocation
Research	Planning
Advocacy	Implementation
Dialogue	Monitoring of programmes and projects
Legislation	

1.5 The DMP was agreed by Sport Northern Ireland in February 2006. It recognises principally that:

- People with disabilities are not homogenous, and that some are particularly vulnerable to discrimination;
- Consideration needs to be given to the needs of people with disabilities at three separate levels - corporate, programme and project; and
- While the desired aim is to encourage organisations to work towards the end of 'mainstreaming', a 'twin-track' approach which includes parallel provision may be appropriate in the short term in certain circumstances.

1.6 The stated aims of the DMP are as follows:

- To ensure that people with disabilities are able to access and participate fully in the provision of facilities, goods, services and employment opportunities in sport and physical activity;
- To ensure that people with disabilities, including young people and groups representative of those particularly vulnerable to exclusion, are fully consulted in future policy and programme development;
- To ensure that the needs of people with disabilities influence and inform future policy and programme development; and
- To identify and implement positive action initiatives based on consultation and identified needs.

1.7 Following the adoption of the DMP by Sport Northern Ireland, its initial implementation was made subject to a three-year service contract which was put out to public tender. The contract was won by DSNI, who were engaged by Sport Northern Ireland to deliver the following services over the period 2006-09:

- Training;
- Information;
- Advice and support; and
- Programme delivery.

- 1.8** These services were to be delivered in four dimensions, each of which had specific objectives attached to it:
- Performance sport and governing bodies of sport (including talent identification and club development);
 - Community sport (including schools, education and outdoor recreation);
 - Education and training; and
 - General duties (including governance, information and advice).
- 1.9** Specific tasks to be delivered were:
- To work with six specific Paralympic sports - athletics, basketball and swimming in Year 1; boccia and sailing in Year 2; and the IFA;
 - To support the network of Community Sports Development Officers active in Northern Ireland; and
 - To provide relevant training and education, information and advice to support the implementation of the DMP.
- 1.10** An independent review was commissioned in 2007 to determine the impact and effectiveness of the service contract in delivering the specified objectives. Its conclusions were that there were many successes achieved through the contract, but there were also several areas requiring development.
- 1.11** On receipt of the review's findings, Sport Northern Ireland agreed to confirm the third year of DSNI's contract, and further prepared a business case for a new investment award from 1 April 2009 through to 31 March 2012. A raft of new provisions and priorities was agreed, for delivery both through the award and through Sport Northern Ireland's own executive, as part of the programmes which they funded and supported.

III. OUTCOMES AND RECOMMENDATIONS

1.12 The findings of the study carried out by Wharton Consulting are that the DMP has fulfilled a wholly worthwhile purpose and has achieved a number of notable successes over its four years to date - specifically:

- It has created a unique platform from which the promotion and development of sport for people with disabilities could be effectively launched;
- It gave birth to an action plan which has:
 - o Seen investment by Sport Northern Ireland in disability sport increase by 44.69% between 2006 and 2012; and
 - o Kick-started DSNI as a delivery agency, from where a raft of activity has come about to increase the participation of people with disabilities in sport and physical recreation.
- It has inspired or reinforced an equitable approach within somewhere between 50 and 66 percent of organisations involved in the promotion and development of sport for people with disabilities in Northern Ireland; and
- The voice of people with disabilities is now routinely canvassed and embraced within planning and policy development for sport, especially through the medium of DSNI.

1.13 Notwithstanding the above, the following considerations have arisen during and because of the implementation of the DMP, and remain to be addressed:

- There is no commonly accepted definition of 'disability' within sport in Northern Ireland - which creates difficulty in delivering both the aims of the DMP and the monitoring of its effectiveness;
- There is no commonly accepted definition of, or agreement around the appropriateness of the concept of 'mainstreaming' - nor is it clear whether the principle should be applied literally, or merely dictate a philosophical approach;
- The proposition that a 'twin-track' approach should exist only as a means to the end of 'mainstreaming' is widely considered to be inappropriate. Instead, it is believed that a 'twin-track' approach has a permanent validity as an end in itself;
- There is no current data set which gives an accurate picture of participation either within the disability sports sector as a whole, or within specific disability groupings; and
- There is somewhere between 33 and 50 percent of organisations involved in the promotion and development of sport for people with disabilities in Northern Ireland who, for various reasons including and especially a lack of capacity, are yet to embrace a fully equitable approach.

1.14 Four years on from the launch of the DMP, the landscape within which Sport Northern Ireland operates has changed: the legislative backdrop is different, policy and practice in sport have evolved, DSNI has grown as an agency. Each of these needs to be taken in to account and addressed as Sport Northern Ireland moves forward with the DMP. The recommendations arising from this study are therefore as follows:

- 1. Anticipate the impact of new legislation.** The implementation of the Disability Discrimination (Northern Ireland) Order 2006 has significantly enhanced the responsibility carried by both public sector bodies such as Sport Northern Ireland, and individual sports clubs involved in delivering sport for people with disabilities. This fact needs acknowledging within the scope of the policy.

- 2. Anticipate the impact of impending legislation.** The implementation of the Equality Act 2010 within the UK may spark a response from the Northern Ireland Executive, prompted by the Equality Commission for Northern Ireland. In this event, Sport Northern Ireland may well be presented with circumstances similar to those which led sportsotland and Sport Wales to bundle disability together with all other equity issues (gender, religion, sexual orientation, racial origin, etc.) inside a Single Equity Scheme. Sport Northern Ireland would do well to anticipate its response to such a development, in preparation for the possibility that it may well come about.

- 3. Reconsider first principles.** Sport Northern Ireland should ask itself the question, what is the DMP ultimately seeking to achieve? Is it to require that every sport should be accessible to every disability grouping in some form or another - and that every organisation should be engaged in delivering this? Or is it to ensure that as many people with a disability as are willing have access to opportunities to participate in sport and physical recreation as far as is reasonable? Clarity around this set of expectations will be important for Sport Northern Ireland to avoid a host of unintended consequences.

- 4. Reconsider and amend the philosophy of twin-track → 'mainstreaming'.** As currently expressed, the DMP has the potential to give validity to a number of illogical conclusions. For example, if taken to the extreme, it could justify the claims of a wheelchair rugby player to be selected to represent Ulster in the Magners League - not only impractical, but also highly dangerous to the individuals involved. There are compelling arguments for disability sport to be delivered through a mixed economy which offers provision on a 'mainstreamed', pan-disability and disability-specific basis - and for each of these strands to be ends in themselves, rather than a means to one another. In other words, there should be equality of opportunity, but not equality within provision.
- 5. Clarify the meaning of 'disability' in a sporting context.** While the Disability Discrimination (Northern Ireland) Order 2006 has broadened the definition of disability, it has taken a step away from the traditional sporting perception of the term. In order to avoid misunderstanding, and to give focus to its initiatives, Sport Northern Ireland should state not only clearly what it understands by the term 'disability' within the sporting context, but also ensure that it calibrates its targets and objectives against that definition.
- 6. Clarify the meaning of 'mainstreaming' - or replace it with another term, similarly clarified.** If Recommendation 4 is accepted, then the currently accepted concept of 'mainstreaming' becomes obsolete. The term may retain validity if its meaning is recalculated to imply one of a number of the other potential interpretations. However, it may be more straightforward for Sport Northern Ireland simply to replace it with another, similar term such as 'inclusivity', as long as its definition is provided.
- 7. Review the implementation plan.** Recent work by the Federation of Disability Sport Wales to research and implement the InSport model, based on Australia's SPORT Connect programme, was inspired by a realisation that a fully inclusive approach only comes about within organisations as a result of cultural change that is driven forward over a prolonged period of time through sustained investment, training and education, and internal / external incentivisation. A concerted action plan of this nature will surely be key to delivering the kind of cultural change that Sport Northern Ireland wishes to see within its stakeholder and partner organisations. It is therefore recommended that the current DMP implementation plan should be reviewed, renamed and reconstructed to embrace either InSport or a similar model.

- 8. Review and agree the role of DSNI.** The agency has clearly evolved and grown over the period of funding from Sport Northern Ireland to implement the DMP to date, from being a simple contractor / service deliverer into an organisation which is widely perceived as the strategic lead for disability sport within Northern Ireland. There is a sense, however, that the growth has been organic rather than planned, in response to opportunities arising rather than with any clear vision of the desired endgame. At the same time, there appears to be a difference of opinion as to what the agency is and does in several key respects - both between Sport Northern Ireland and DSNI, and in the understanding of the organisations and individuals who completed the online questionnaire. Therefore, while it has not been a function of this study to review the success or otherwise of DSNI in delivering the DMP, it is none the less recommended that the role of the agency should be reviewed and agreed between Sport Northern Ireland and DSNI - this is because:

 - a. DSNI is fundamentally important to the delivery of the aims of the DMP; and
 - b. Such a review will be fundamental to the agreement and implementation of Recommendation 7.

- 9. Refine the data-gathering process.** Unless accurate data can be compiled regarding the participation in sport of people from specific disability groupings, the success of the DMP (or similar policy) will never be effectively quantified - nor will it be possible to target interventions to ensure that particularly hard-to-reach communities are impacted by the policy. In particular, there needs to be a clear concept of:

 - a. The overall numbers / percentage of the population who have disabilities which are traditionally catered for within sport;
 - b. The overall numbers within specific disability groupings which are traditionally catered for and specifically targeted by sport;
 - c. The numbers / percentage of these groupings who currently participate in sport; and
 - d. Comprehensive coverage of the age range within these groupings, bearing in mind that younger age groups are more likely to participate in sport than older ones.

Brief and Methodology

- 2.1** In June 2010, Wharton Consulting was commissioned by Sport Northern Ireland to conduct an independent review of the impact and effectiveness of the current Sport Northern Ireland Disability Mainstreaming Policy (DMP) from 1 April 2006 to 30 September 2010.
- 2.2** Sport Northern Ireland requested that the study should:
- Provide an objective assessment of the implementation of the DMP to date;
 - Provide conclusions and recommendations to maximise the future success of Disability Sport Policy; and
 - Inform a post-project evaluation of Sport Northern Ireland's investment in Disability Sports Northern Ireland (DSNI) in 2012.
- 2.3** In carrying out this study the consultants were requested to:
- Review and analyse all of the data / information relating to the development and implementation of the DMP, including benchmarking the policy nationally and internationally;
 - Design and conduct a survey involving all partners and stakeholders involved in the implementation of the DMP;
 - Develop and produce a number of in-depth case studies which will identify the key enablers of success in a variety of settings and across themes; and
 - Produce a policy review report detailing the information collected and a comprehensive analysis of the data, alongside recommendations for future policy implementation.
- 2.4** The overall conclusions and recommendations of this study should:
- Provide a brief overview of the wider policy context, including relevant equality legislation;
 - Identify strengths, weaknesses, opportunities and threats within the DMP; and
 - Inform the development of future policy interventions.

2.5 During the course of the study, Wharton Consulting:

- Conducted desk research into a range of documents and online information, including but not limited to the following:
 - o Sport Northern Ireland policy documentation, papers, reports, strategies and business plans;
 - o DSNI strategy documents and reports;
 - o Comparator information; and
 - o Case study relevant information.
- Researched the legislative background, with specific reference to:
 - o Section 75(1) of the Northern Ireland Act 1998;
 - o Human Rights Act 1998;
 - o Disability Discrimination (Northern Ireland) Order 2006; and
 - o Equality Act 2006 and 2010.
- Conducted workshop-style consultations with representatives of the following organisations:
 - o Sport Northern Ireland;
 - o DSNI;
 - o Ulster Blind Sports Network; and
 - o Ulster Deaf Sports Council.

A full list of consultees is included at Appendix A.

- Conducted a comparator review which examined the following nations and organisations:
 - o England - Sport England and the English Federation of Disability Sport;
 - o Ireland - the Irish Sports Council and Paralympics Ireland;
 - o New Zealand - SPARC;
 - o Scotland - sportscotland and Scottish Disability Sport; and
 - o Wales - Sport Wales and the Federation of Disability Sport Wales.

A summary of the outputs of this review is provided at Appendix B.

- Based on meetings and research, compiled case studies involving the following organisations:
 - o Tollymore National Outdoor Centre (TNOC), as an example of an entity funded and managed by Sport Northern Ireland;
 - o The Irish Football Association (IFA), and its disability football development programme, as an example of a programme delivered by a large governing body of what is a focus sport for both Sport Northern Ireland and DSNI;
 - o The Fermanagh Inclusive Sports and Leisure Project, as an example of a bespoke project begun by a District Council apparently in response to the DMP; and
 - o The Sports Institute Northern Ireland (SINI), as an organisation involved in elite sport and the provision of services to Olympic, Paralympic and other world-class athletes with and without disabilities.

A summary of the case studies is provided at Appendix C.

- Delivered an online survey to 156 organisations involved in the delivery of disability sport. A total of 54 responses (34.6%) were received, of which 49 were fully completed. The results of this survey are provided at Appendix D;
- Due to a zero response from the education sector to the first survey, a repeat online survey was subsequently sent to the Education and Library Boards as well as Special Schools (via DSNI) and Activ8 schools. This second request generated four responses.

2.6 Wharton Consulting would like to thank sincerely all the individuals and organisations who provided input into this review for their consideration and co-operation, and for the valuable time and opinions that they contributed.

The Sport Northern Ireland Disability Mainstreaming Policy

I. ORIGINS

- 3.1** The origins of Sport Northern Ireland's DMP lie in a 2003 review of the provision of sports and leisure opportunities for people with disabilities: this review looked at existing levels of participation by disabled people in sport and leisure, and sought new ways of working which would increase opportunities and secure ownership and buy-in from a wide range of stakeholders. Its conclusions were broadly that:
- There was scope to do more in terms of the provision of such opportunities;
 - Existing ways of working were disjointed and fragmented; and
 - Capacity-building was required in key organisations and agencies, as well as improved relationships between those organisations / agencies.
- 3.2** The consultation phase which followed on from this review identified a range of key issues that would require detailed attention to address "the current lack of a coherent and co-ordinated strategy for providing and promoting opportunities for people with disabilities to take part in physical activity and sport within Northern Ireland". These issues included:
- The overall level of investment in disability sport, which was in arrears of other nations;
 - The lack of capability and resource within a majority of governing bodies of sport either to plan or to deliver inclusive programmes;
 - A shortage of suitably trained and expert coaches and volunteers to deliver programmes;
 - The paucity of information, experience and capacity within individual sports clubs;
 - The inaccessibility to disabled people of many facilities and programmes of activity;
 - The absence of pathways, kit and equipment, training and appropriate competitive opportunities within both mainstream and special schools;
 - The wide range of organisations involved in the disability sports landscape, without co-ordination or clarity regarding their respective roles;

The Sport Northern Ireland Disability Mainstreaming Policy

- A shortage of advice and information for dissemination to those organisations and individuals who would be engaged in providing opportunities for disabled people;
- Attitudes towards the participation of disabled people in sport, which were often negative; and
- The need for discretion as to when the mainstreaming of people with disabilities may be practical and beneficial, and when it would not be.

3.3 In response to this consultation phase, the DMP was drafted and made subject to an Equality Impact Assessment (EQIA) in Autumn 2005. The EQIA made clear inter alia that the DMP was:

- Related to Sport Northern Ireland’s responsibilities under Section 75(1) of the Northern Ireland Act 1998, which require it to “have due regard to the need to promote equality of opportunity” across and between nine key dimensions, including people with a disability;
- Associated with the Sport Northern Ireland Equity Policy and Equal Opportunities Policy; and
- Aligned with relevant legislation such as the Disability Discrimination Act 1995 and the Human Rights Act 1988.

3.4 The EQIA further suggested that the DMP should have as its focus the following elements:

Policy development	Resource allocation
Research	Planning
Advocacy	Implementation
Dialogue	Monitoring of programmes and projects
Legislation	

3.5 There were no adverse findings arising from the EQIA, which allowed the DMP to be finalised for approval and adoption by Sport Northern Ireland in December 2005.

II. THE POLICY

3.6 The DMP was agreed by Sport Northern Ireland in February 2006. It recognises principally that:

- People with disabilities are not homogenous, and that some are particularly vulnerable to discrimination;
- Consideration needs to be given to the needs of people with disabilities at three separate levels - corporate, programme and project; and
- While the desired aim is to encourage organisations to work towards the end of 'mainstreaming', a 'twin-track' approach which includes parallel provision may be appropriate in the short term in certain circumstances.

3.7 The stated aims of the DMP are as follows:

- To ensure that people with disabilities are able to access and participate fully in the provision of facilities, goods, services and employment opportunities in sport and physical activity;
- To ensure that people with disabilities, including young people and groups representative of those particularly vulnerable to exclusion, are fully consulted in future policy and programme development;
- To ensure that the needs of people with disabilities influence and inform future policy and programme development; and
- To identify and implement positive action initiatives based on consultation and identified needs.

3.8 The purpose of the DMP is expressed thus:

- To avoid discrimination against people with disabilities in Sport Northern Ireland funded programmes; and
- To encourage the stimulation and engagement of other organisations in promoting a climate of non-discrimination and equal opportunities for people with disabilities.

3.9 The objectives of the DMP are stated as follows:

- Sport Northern Ireland will work closely with organisations, e.g. governing bodies of sport, community and voluntary groups, health promotion agencies, disability organisations and people with disabilities to implement, monitor and review the impact of the policy;
- Sport Northern Ireland will aim to ensure that people with disabilities have increased physical, attitudinal¹, sensory and intellectual access to, and increased participation in activities, places, events, services and jobs within sport and physical activity;
- Sport Northern Ireland will ensure that the needs of people with disabilities are addressed in the early stages of programme and intervention development; that people with disabilities are appropriately consulted with and are actively involved in this process, and that the impact of policies on people with disabilities is measured;
- Sport Northern Ireland will facilitate accessibility through information and resources, communication, the environment and mainstream activities if appropriate; and
- Sport Northern Ireland will actively promote equality for people with disabilities. This will include promoting disability policy and practice, and aiming to ensure that people with disabilities are portrayed in a positive light.

3.10 The DMP states that monitoring and evaluation is to be conducted as follows:

- Sport Northern Ireland will ensure that the appropriate provision of disability data, targets and indicators are set and collated;
- Sport Northern Ireland will provide information to enable the analysis of the direct and indirect impact of policies and actions on people with disabilities in society;
- Sport Northern Ireland will monitor, evaluate and review on a regular basis to ensure that progress is made; and
- Implementation of the policy will ensure that investment and activities around the provision of opportunities for people with disabilities are monitored and evaluated effectively at all levels.

¹ This means people's behaviour when dealing direct with people with disabilities and their needs (training).

Implementation of the DMP

- 4.1** Following the adoption of the DMP by Sport Northern Ireland, its initial implementation was made subject to a three-year service contract which was put out to public tender. The contract was won by Disability Sports Northern Ireland (DSNI). Established in 1997, DSNI aims to tackle the underrepresentation of people with disabilities in sport and works to promote equality of opportunity for people with disabilities to take part in and enjoy sport and physical activity at a level of their choice. DSNI is a limited company with charitable status.
- 4.2** DSNI were engaged by Sport Northern Ireland to deliver the following services:
- Training;
 - Information;
 - Advice and support; and
 - Programme delivery.
- 4.3** These services were to be delivered in four dimensions, each of which had specific objectives attached to it:
- Performance sport and governing bodies of sport (including talent identification and club development);
 - Community sport (including schools, education and outdoor recreation);
 - Education and training; and
 - General duties (including governance, information and advice).
- 4.4** Specific tasks to be delivered were:
- To work with six specific Paralympic sports - athletics, basketball and swimming in Year 1; boccia and sailing in Year 2; and the IFA;
 - To support the network of Community Sports Development Officers active in Northern Ireland; and
 - To provide relevant training and education, information and advice to support the implementation of the DMP.

- 4.5** The service contract was let for an initial period of two years, from 1 April 2006 to 31 March 2008, with a third year to be confirmed subject to a performance review. The value of the contract (which was in effect Sport Northern Ireland's budget for the implementation of the DMP) was a total of £375,755, broken down as follows:

	Year 1 2006-7	Year 2 2007-08	Year 3 2008-09
Staffing	114,124	114,124	114,124
Programmes	10,100	10,825	12,458
Total	124,224	124,949	126,582

- 4.6** Over the period of its service contract with Sport Northern Ireland for the implementation of the DMP, between 2006 and 2009, DSNI collected and maintained data relating to the number of opportunities it created in each of the required dimensions. This data can be summarised as follows:

Participants in DSNI events and initiatives:

	2006-07	2007-08	2008-09
Total participants	1210	1406	1204
Total disabled participants	1140	1358	999
Male	670	750	561
Female	540	656	518
U16	765	930	633
16-25	220	153	118
26-44	182	168	103
45-64	40	103	61
>65	3	37	24

Participants in training courses:

	2006-07	2007-08	2008-09
Disability Awareness Training	56	59	24
Games for All	59	96	118
Including people with disabilities in your club	97	46	91
Inclusive Games	203	172	252
Other*	-	-	68
Total	415	373	553

* "Barriers and Issues"; Elite Facilities - Inclusive Design; Inclusive Community Coach; Boccia Coaching Course

Information and advice:

	2006-07	2007-08	2008-09
Information enquiries	866	986	1197
Advisory meetings	43	37	6

Athletes and squads given direct support²:

	2006-07	2007-08	2008-09
Athletes	49	60	53
Coaches	15	12	10
Volunteers	4	2	2
Total	68	74	65

² This in the six focus sports that DSNI was contracted to service (for which, see paragraph 4.4). Of these six, however, data was not consistently available from the IFA, who maintained their own internal monitoring function.

4.7 An independent review was commissioned in 2007 to determine the impact and effectiveness of the service contract in delivering the specified objectives. This review was conducted by Edgewood Consulting, and reported in April 2008: its conclusions were that there were many successes achieved through the contract, but there were also several areas requiring development. The report made a total of 48 recommendations as to how this development might be achieved.

4.8 On receipt of Edgewood Consulting's recommendations, Sport Northern Ireland agreed to confirm the third year of DSNI's contract, to 31 March 2009. It further prepared a business case for a new investment award to begin on 1 April 2009 and to extend through to 31 March 2012, based on a budget which demonstrated an increase in investment of 44.69% over the period between 2006 and 2012:

2009-10	159,800
2010-11	169,920
2011-12	179,740
Total	509,640

4.9 In December 2008 Sport Northern Ireland agreed the new investment award to DSNI. At the same time a raft of new provisions and priorities was agreed, for delivery both through the award and through Sport Northern Ireland's own executive, as part of the programmes which they funded and supported.

4.10 *Note that, in the commissioning of this current study, Sport Northern Ireland has stated specifically that it does not wish there to be a further review of DSNI's performance in delivering the service contract. Instead, this present review is to concern itself solely with the policy, and the changes that it has worked within the landscape out of which it originally emerged.*

4.11 For its part, Sport Northern Ireland noted its own obligations to embed the DMP within its own practices and procedures and, to this end, produced a Disability Action Plan for the period 2007-09. This sought to prescribe a series of actions and targets / performance indicators that would move towards full compliance with the DMP, including:

- Monitoring the number of its own employees with a disability;
- Ensuring that the workplace and working practices were fully inclusive of the needs of people with disabilities;
- Ensuring that all facilities and sources of information were fully accessible;
- Ensuring that all employees were trained in disability awareness, and that specific individuals were trained to take the lead in key aspects of the policy;
- Screening all policies and practices to ensure compliance with the DMP;
- Creating and promoting opportunities for people with disabilities to become involved in sport, and public life in general; and
- Working with partner organisations to promote positive attitudes towards disability.

Study Outcomes

I. LEGISLATIVE BACKDROP

5.1 Paragraph 3.3 above points out that, in its original drafting in 2005, the DMP was:

- Related to Sport Northern Ireland's responsibilities under Section 75(1) of the Northern Ireland Act 1998, which require it to "have due regard to the need to promote equality of opportunity" across and between nine key dimensions, including people with a disability;
- Associated with the Sport Northern Ireland Equity Policy and Equal Opportunities Policy; and
- Aligned with relevant legislation such as the Disability Discrimination Act 1995 and the Human Rights Act 1988.

5.2 Since that time, the legislative framework within which the DMP operates has changed, in the following ways:

- The Disability Discrimination (Northern Ireland) Order 2006 came into force; and
- The Equality Acts of 2006 and, more significantly, 2010 have been enacted.

5.3 The Disability Discrimination (Northern Ireland) Order 2006 was made at Privy Council on 14 February 2006. It seeks to strengthen and extends the coverage of the Disability Discrimination Act 1995, including and especially in the following respects which have a relevance to the DMP:

- a) Increasing the scope of legislation to include more people with disabilities. For example, people diagnosed with cancer, HIV and multiple sclerosis (MS) but not yet showing signs of their illness are protected by the legislation, while people with mental ill health no longer have to prove their condition is 'clinically well-recognised'.
- b) Providing extra protection for disabled people in other areas such as private clubs and in discriminatory job advertisements. With regard to private clubs:
 - i. These are prevented from discriminating against disabled persons in their capacity as employers and as service providers in respect of any service the club offers to members of the public; and
 - ii. It is now unlawful for clubs with 25 or more members to discriminate against disabled members, prospective members or associates and guests in certain circumstances.

- c) Bringing the functions of public authorities within the scope of disability legislation for the first time, and imposing a new duty on them to promote positive attitudes towards disabled people and encourage their participation in public life.
- d) Making transport more accessible to disabled people through measures related to land-based public transport, vehicle hire, breakdown services and leisure and tourism transport vehicles.

5.4 The Equality Bill received royal assent in April 2010 to become the Equality Act, with the stated aim of harmonising existing discrimination law, and strengthening the law to support progress on equality - especially in respect of employment opportunities. However, the Act does not apply in Northern Ireland except in three specific respects: only one of these, regarding offshore work, can be reasonably construed to relate to disability sport, and that in a merely tangential sense.

5.5 The Equality Commission for Northern Ireland has produced guidance on the issues raised by the Equality Act (see Appendix E). The guidance notes that the implementation of the Act has created a different landscape in Northern Ireland from that which pertains in the rest of the UK. It also notes the likelihood of the Northern Ireland Executive moving to address this, stating that "they recognise the need to take steps to update and strengthen anti-discrimination law so as to ensure that Northern Ireland citizens enjoy the same legal protection as citizens elsewhere".

5.6 The question of legislation and its application in the areas covered by the DMP was raised during the consultation exercise as part of this study. The response of most consultees was to the effect that, while legislation forms a framework within which sport must operate, it should not be used as a stick to enforce inclusivity: instead, influence and advocacy were considered to be more powerful weapons in the drive to ensure that sport is fully inclusive of people of all abilities.

II. APPROACH

5.7 This study has compared Sport Northern Ireland's approach with that of other Sports Councils in other countries. The results of that comparison are as follows:

- Sport Northern Ireland is the only Home Country Sports Council to have a policy of this nature which specifically governs its work in disability sports both internally and externally;
- The approach of the other Home Country Sports Councils can be summarised as follows (within the latitude required for such generalisations):
 - An internal policy framework for equality which addresses disability within a bundle which also includes gender, religion, sexual orientation, racial origin, etc., and seeks inclusivity for all of these³; and
 - A strategy for the promotion and development of disability sport which is formulated and delivered by the relevant Home Country disability sports federation, and funded by the Sports Council to the extent that it coincides with wider Sports Council objectives.
- In other countries such as Ireland and New Zealand, the approach is slightly different:
 - The Sports Council has a general, outward-facing policy statement that sports should be inclusive of all, regardless of ability, gender, religion, sexual orientation, racial origin, etc.; and
 - The Sports Council is also the author of a strategy to promote and develop disability sport, which it delivers through a package of funding-driven, positive initiatives.

³ Most notably the Single Equity Schemes implemented by sportscotland and Sport Wales, which seek to respond effectively and comprehensively to the demands of the Equality Act 2010.

- 5.8** From these comparators, it can be seen that Sport Northern Ireland is different from its peers in having a policy which deals specifically with the internal and external promotion and development of disability sport - as opposed to:
- The inclusion of disability within a general policy to include all people within sport, regardless of their ability, gender, religion, sexual orientation, racial origin, etc.; and
 - A strategy-driven approach, be it internally or externally generated.
- 5.9** There is no saying which of these approaches is right or wrong. However, one consultee did pass the opinion that Sport Northern Ireland's approach was preferable, in that it provides a firm underpinning to the promotion and development of disability sport; and has no time limitations such as might be attached to a strategy or an award of funding.

III. TERMINOLOGY

a. 'Disability'

- 5.10** Within the EQIA which preceded the adoption of the DMP, a working definition of disability was provided - thus:
- "a permanent physical, sensory or intellectual impairment which seriously affects day-to-day activities and restricts participation in mainstream sporting opportunities on an equal basis."
- This definition is also used within the business case assembled in 2009 by Sport Northern Ireland in support of the continuation of exchequer funding to DSNI for the period 1 April 2009 to 31 March 2012 (see paragraph 4.8). Here it is stated that, for the purposes of the implementation of the DMP, this is how disability will be defined.
- 5.11** However, within 'Sport Matters': The Northern Ireland Strategy for Sport and Physical Recreation 2009-19, disability is defined "in terms of limiting long standing illness for the purposes of [the] Strategy". This definition was also utilised in the 2001 census, and therefore provides the basis upon which the core body of current statistical data has been compiled.

5.12 While both of these definitions have validity per se, both also present difficulties - on their own account, and in the extent that they are neither mutually exclusive, nor are they necessarily compatible. For instance:

- The definition provided in paragraph 5.10 is a 'medical model', which seeks to classify and cater for people according to their impairment. This is distinct from the 'social model' which focuses on society's reaction and discrimination against any impairment, and the barriers to full participation in sport which are caused by this⁴. By way of comparison, the definition of disability favoured by the English Federation of Disability Sport⁵ works against the social model, on the basis that this allows EFDS to extend its work without limitation to include groups who are not traditionally classed as disabled but who are none the less discriminated against because of their impairment, e.g. those with mental health problems;
- The definition provided in paragraph 5.11 focuses on long standing illness. This is a broad definition which, in some cases, will include conditions which carry effects which are commonly encountered and embraced within disability sport, e.g. poliomyelitis. In other cases, the illnesses and effects will undoubtedly be debilitating, e.g. asthma, cancer, diabetes or HIV - but these will not find a recognised place within disability sport. In this respect, there are potential complications created by the Disability Discrimination (Northern Ireland) Order 2006, and its extension of the definition of disability to include more illnesses along these lines (for which, see paragraph 5.3 (a) above); and
- Potentially excluded from this latter definition altogether are trauma-based disabilities such as amputations or loss of sight - both of which are accommodated within disability sport, but which may not commonly be defined as illnesses. The same would apply to conditions such as cerebral palsy and various learning difficulties, whether these would commonly be classified as illnesses or not⁶.

⁴ Compare the definition given by SPARC in New Zealand, thus: "Disability is not something individuals have. What individuals have are impairments and they are disabled by their environments. They may be physical, sensory, neurological, psychiatric, intellectual or other impairments. Disability relates to the interaction between the person with the impairment and the environment"

⁵ "Our definition of 'disabled' relates, not to the state of having an impairment, but to society's reaction to this: a discrimination, which creates barriers that restrict people from fully participating in sport ... we recognise that, within the disability sector, there is ongoing debate around different definitions of disability, for example the current UKDS (UK Deaf Sport) campaign for 'deaf and disabled'. We will remain abreast of all debate and, where necessary, endeavour to work with our members to reach a common position statement."

⁶ Mosby's Medical Dictionary defines illness as "an abnormal process in which aspects of the social, physical, emotional or intellectual condition and function of the person are diminished or impaired, compared with that of the person's previous condition".

5.13 The world of sport offers its own definitions of disability in the form of the classifications and sectors which it offers for the conduct of sport. To start with, there are the six classifications which are recognised by the International Paralympic Committee⁷:

- Amputees;
- People with cerebral palsy;
- Blind or partially sighted people;
- Those with spinal cord injuries;
- Those with an intellectual / learning disability; and
- 'Les autres' - i.e. those whose disability does not fit into any of the above definitions, and who suffer from a range of conditions which result in locomotive disorders.

5.14 In addition to the above, the International Committee of Sports for the Deaf is the international governing body of sport for people who are deaf / hard of hearing. The ICSD every four years hosts the summer and winter Deaflympics, events which are sanctioned by the International Olympic Committee and which feature 19 and five sports respectively.

5.15 Other health-related conditions which affect participation in sport, including long-term and progressive / degenerative illness such as MS and cancer, have no standardised or recognised classification in the world of sport. Thus the widening of the definition of disability by the Disability Discrimination (Northern Ireland) Order 2006 (see paragraph 5.3 above) creates problems within the sporting context, as there is currently no agreed vehicle through which to respond to the change.

5.16 There appears, then, to be some doubt as to what Sport Northern Ireland publicly and officially defines as disability within the sporting context. While there may be historical and political reasons behind this, it is foundational for the DMP going forward to include a tested and secure definition as the basis of the principles that it espouses.

⁷ Again, see the EFDS definition of disability: "... we also recognise that, in some areas of sport, particularly at an elite level, it is necessary to classify and cater for people according to their impairment, as per the medical model of disability."

b. 'Mainstreaming'

5.17 While the DMP refers to 'mainstreaming' as the ideal ("the adoption of this policy will encourage organisations to work towards the end goal of 'Mainstreaming'"), it does not include a clear definition of the term. Consultation during this study identified that there are at least three main interpretations of the term "mainstreaming" in common circulation - thus:

- The inclusion of people with disabilities within sporting activities and programmes which also embrace able-bodied people, on equal terms (that is, all together in the same environment, regardless of capability); or
- The provision of opportunities for people with disabilities to participate in sporting activities and programmes by those organisations which also provide similar opportunities for able-bodied people (that is, a requirement on sporting organisations to offer equal opportunities); or
- The provision of opportunities for people with disabilities to participate in sporting activities and programmes in equal measure to those opportunities which exist for able-bodied people (that is, equal opportunities for all, howsoever provided).

5.18 Moreover, consultees stated that they considered the term 'mainstreaming' itself to be old-fashioned, and to carry now some negative connotations which originate from the use of the term within education. Most of the comparator organisations who were consulted during the course of this study stated that they preferred and utilised the term 'inclusivity' instead of 'mainstreaming' - although it should be noted that this, too, is not without its ambiguities.

5.19 Therefore, given that the term 'mainstreaming' is open to such diverse interpretation, again, it is foundational for Sport Northern Ireland to clarify its definition as the basis of the policy that it espouses. Alternatively, Sport Northern Ireland may wish to reconsider the terminology it uses in order to reflect current accepted good practice.

IV. PHILOSOPHY

5.20 Any assessment of the philosophy of the DMP is dependent on which interpretation of the term 'mainstreaming' one wishes to accept. Given that this interpretation remains to be agreed, it is difficult to analyse the philosophy behind the policy in any detail.

5.21 What can be related, however, is the attitude of other organisations and agencies both in Northern Ireland and in other nations towards a concept of 'mainstreaming'. Consultation with these identified a consensus between these organisations which can be summarised as follows:

- As is recognised within the DMP, people with disabilities are not homogenous. There is a range of disabilities, each of which carries its own unique requirements - and within each of these there is a spectrum of disability which extends from the relatively minor to the severe;
- There are certain disability groupings, and certain classes within disability groupings, whose level of impairment means that they are capable of participating in sport and physical activities on an equal or relatively equal footing with the able-bodied. In these cases, it is reasonable to expect that the sporting opportunities which are available to the able-bodied should also be open to these disabled individuals in the same way, at the same time and in the same place;
- At the same time, the element of individual choice should be respected. That is to say, there may be social or other valid reasons for these moderately disabled individuals to want to pursue their sport within their peer group, rather than among the able-bodied. In this event, they should have the opportunity to do so - and this should not be decried;
- For those whose disability is more severe, it is highly unlikely that their needs can be accommodated within able-bodied sport - in which case parallel provision must be made available to them, and on a permanent basis. If it is not, then the opportunity for such people to participate in sport will simply not exist;
- This principle naturally applies within sports which have been adapted or designed specifically for the disabled to practise, such as boccia, new age curling, and wheelchair sports - notwithstanding the fact that 'reverse equity' is often applied to these so that they become available to the able-bodied to practise alongside the disabled;

- There is no particular segment of the athlete pathway which lends itself more or less to the principle of 'mainstreaming':
 - o At grassroots level, there is need for a variety of different models to be operated to encourage the disabled into sport and physical activity - be it through a 'mainstream' sports club, a pan-disability or disability-specific club or activity; and
 - o For the more talented performers, it may be helpful and appropriate for them to be embraced within an able-bodied performance programme, where technical expertise and input is most readily available. However, it may be equally valid to pursue a disability-specific performance programme, including and especially where the desired outcome is a disability-specific event such as the Paralympic Games, Deaflympics or Special Olympics. Herein there is the additional consideration of the accepted philosophy behind elite athlete provision, which is of tailored support packages fitted around the needs of the individual - disability and all - which could be argued to be the polar opposite of 'mainstreaming'.
- In summary, then, consultees are saying that a 'twin-track approach' should never be seen simply as a means to the end of 'mainstreaming'. Parallel provision is viewed as having permanent validity within a mixed economy which offers provision on a 'mainstreamed', pan-disability and disability-specific basis - with a key determinant between these strands being athlete choice.

5.22 This finding is supported both by the case studies which are presented in Appendix C, which show the appropriateness, the desirability and the success of a twin-track approach; and by the results of the online survey, wherein over 50 percent of respondents who work with people with disabilities stated that they adopt what might best be described as a pragmatic approach, whereby there is a mix of fully mainstreamed services and those which are adapted or remain disability-specific (paragraph 4.3 of Appendix D).

5.23 A notable area of consensus among the consultees was that, if full equality of opportunity is the desired outcome, this will not happen overnight. It was recognised especially that an inclusive approach is all too often the result of single individuals moving change within organisations - and that the departure of those individuals will usually signal an end to the inclusivity that they have been working towards. The key to genuine inclusivity is considered to be wholesale cultural change - and that the key ingredients of this are:

- Widespread awareness of the issues;
- Investment;
- Training and education;
- Incentivisation, be it internal or external; and
- Time - no less than seven to ten years.

V. AWARENESS

5.24 This study has attempted to assess levels of awareness of the DMP within Sport Northern Ireland and within its stakeholder organisations and partners - both through consultation, and through the online survey described in Appendix D. The results of this exercise were as follows:

- Sport Northern Ireland personnel who were consulted - who are mainly involved in managing programme delivery (see Appendix A) - claimed an awareness of the existence of the policy, but not of its detail / content;
- DSNI personnel claimed that:
 - o They are aware of the existence of the policy and its aims, as it is the origin of the investment award under which they conduct many of their activities. Internally, however, the DMP has become secondary to the terms of that award; and
 - o Externally, the strictures of the DMP have largely been overtaken by the activity strands which are built into the investment award. The Sport Northern Ireland award presents DSNI as the primary point of contact for external partners and organisations involved in the promotion and development of disability sport - and therefore DSNI is seen as the principal driver in this regard, rather than Sport Northern Ireland or its DMP.

- The online survey results demonstrated the following:
 - o 47 percent of respondents claimed an awareness of the DMP - of whom 78 percent claimed to know the aims and objectives of the policy;
 - o Only 26 percent of respondents claimed to know how the DMP was delivered; and
 - o 43 percent of respondents stated their belief that Sport Northern Ireland had had an influence over their organisation's approach to working with disabled people.

5.25 By extension of this line of questioning, the online survey revealed two significant findings in regard of the respective roles of Sport Northern Ireland and DSNI - thus:

- When asked which organisation has lead responsibility for the strategic planning of sport for people with disabilities in Northern Ireland, 19 percent of respondents said it was Sport Northern Ireland - while 58 percent said DSNI; and
- When asked which organisation has responsibility for delivering programmes of sport for people with disabilities in Northern Ireland, 51 percent of respondents said it was Sport Northern Ireland - while 72 percent said DSNI:
 - o 61 percent said responsibility lies with the governing bodies of sport; 46 percent with individual sports clubs; 44 percent with disability-specific organisations; and 42 percent with District Councils.

5.26 These findings would suggest that awareness of the DMP - and in particular, the detail of its aims and objectives - is low. This is coupled with an overall perception that it is not Sport Northern Ireland who is leading the area of disability sport, both strategically and in terms of delivery, but DSNI. However, it is arguable whether either of these findings is in fact important, compared to the impact of the policy which will be discussed below. In other words, it matters less how the end result is achieved, as long as that end result is positive.

VI. IMPACT

5.27 Paragraph 4.10 above has recorded the fact that, in the commissioning of this current study, Sport Northern Ireland has stated specifically that it does not wish there to be a further review of DSNI's performance in implementing the DMP. Instead, this present review is to concern itself solely with the policy, and the changes that it has worked within the landscape out of which it originally emerged. Indeed, it is a function of this study that it serves as background to a post-project evaluation of Sport Northern Ireland's investment in DSNI that will take place in 2012 (see paragraph 2.2).

5.28 The impact of the DMP on sport in Northern Ireland requires assessment in two specific respects:

- Quantitative - that is, have more opportunities been opened up to people with disabilities to participate in sport and physical recreation, with the result that participation has increased?
- Qualitative - that is, has there been cultural change within the organisations involved in the promotion and development of sport and physical recreation for people with disabilities, with the result that their needs and preferences are routinely assessed and catered for in all aspects of the business?

a. Data

5.29 Any assessment of the quantitative impact of the DMP requires data sets which describe participation levels prior to the implementation of the policy, and those which are demonstrated now in 2010. The comparison between the two will show whether there has been growth or regression. Furthermore, there is a need:

- To place those participation figures within the context of the overall population of people with disabilities in Northern Ireland, to ascertain whether they represent a reasonable percentage of that population; and
- To break the figures down into their constituent disability groupings (i.e. blind / partially sighted, deaf / hard of hearing, learning disabilities, etc.) to illustrate which particular subsets of the overall population are well served and growing in participation, and those which are hard to reach.

5.30 It was highlighted by the 2005 EQIA which preceded the implementation of the DMP that there is little hard data regarding the numbers of people with disabilities in Northern Ireland. The EQIA quoted the following sources:

- Research from 1992, which suggested a total of 201,000 people with disabilities in Northern Ireland - 83,000 male and 118,000 female - of whom 14,600 were aged under 16;
- The 2001 Census, which suggested that:
 - o 20 percent of the population have some form of disability / limiting long-standing illness. Of these, just over 17 percent were of working age. Given that the census indicated a total population in 2001 of 1,685,267, this would indicate around 337,000 people with disabilities / a limiting long-standing illness - rather more than the 1992 estimate; and
 - o Of these 337,000 people with disabilities, 13 percent (or 44,000) suggested that they were taking the recommended level of physical activity.

5.31 From a different perspective, Continuous Household Survey data from 2004-05 (referred to in 'Sport Matters': The Northern Ireland Strategy for Sport and Physical Recreation 2009-19) suggested that people with a limiting, long-standing illness were less than half as likely to participate in sport compared to the rest of the population (30 percent, as compared to 63 percent).

5.32 Since the implementation of the DMP, and in addition to ongoing data provided by the Continuous Household Survey, a report entitled 'The Prevalence of Disability and Activity Limitations among adults and children living in private households in Northern Ireland' has been published by the Northern Ireland Statistics and Research Agency in 2007. This confirmed inter alia that:

- There is a lack of good-quality information on people in Northern Ireland with a disability;
- User needs are varied, and there are significant difficulties surrounding the definition (or definitions) of disabilities, including the conflict between the medical and social models;
- 18 percent of the population in Northern Ireland are limited in their daily activities for reasons associated with a disability or long-term condition; and
- 21 percent of adults, and 6 percent of children, have at least one disability - with females more likely to be disabled than males.

5.33 'Sport Matters' has a specific objective to increase participation among people with disabilities in sport and physical recreation by 6 percent between 2011 and 2019 (target PA10) - this within a series of targets associated with 'driving up' participation levels of certain groups of people, most notably women, those from areas of high social need, and those with a disability. The strategy acknowledges that reliable baseline data for participation in sport is in short supply. This because:

- Previous and current surveys do not provide data relating to the intensity, frequency and duration of participation (with the exception of the Health and Well-being Survey 2001 and 2006);
- Sample sizes in existing surveys such as the Northern Ireland Health and Well-being Survey and the Continuous Household Survey are too small to disaggregate data at a sub-Northern Ireland level; and
- There is a lack of bespoke research related to measuring the Chief Medical Officer's guidelines for physical activity.

5.34 'Sport Matters' therefore seeks:

- A robust monitoring and evaluation framework to provide the evidence base that will identify baselines and track progress towards the longer term vision of the strategy;
- A coordinated approach to research in sport and physical recreation so that the government of Northern Ireland and the wider community have access to robust and reliable information; and
- Consistent approaches to data collection, analysis and evaluation.

5.35 'Sport Matters' has a primary objective to establish benchmark figures by 2011 - this by means of the Continuous Household Survey and / or by the commission of a bespoke large-scale Adult Sports Participation Survey. Such a survey - the Sport and Physical Activity Survey, or SAPAS - was conducted during the period of this study, with the following overall aim:

"To provide statistically robust data on participation, club membership, volunteering, coaching attitudes to sport and spectating amongst a representative sample of Northern Ireland adults (16+) in order to reliably enhance our understanding of sport and physical activity patterns and determinants across the population."

5.36 Within this overall aim there are a number of specific research objectives:

- To assess the type and frequency of participation in sport and physical activity within the last seven and 28 days across four life domains (home, work, travel and sport and leisure);
- To ascertain the intensity of participation to enable a distinction between moderate and vigorous activity;
- To assess the length and duration of participation (within a minimum measure of ten minutes);
- To identify attitudes towards physical activity;
- To determine levels of club membership, receiving instruction or coaching and involvement in competitive sport;
- To identify levels of involvement in sport as a volunteer;
- To provide attitudinal measures to include barriers, constraints and motivational factors;
- To assess levels of satisfaction with local sports' provision;
- To measure spectating in sport and physical recreation; and
- To capture socio-demographic data comparable with the Census including social class, disability, age and gender.

5.37 A draft of the summary findings was seen by the consultants. Given their incomplete and draft nature, it is inappropriate to comment on the findings in detail. However, the following observations can be made:

- The definition of disability used by the survey includes longstanding infirmity or illness - which is in line with legislation (see paragraph 5.3) but problematic in regard of the existing and acknowledged framework of sporting provision (see paragraphs 5.10-16); and
- The summary provided to the consultants showed a sample size of people with disabilities within the 16-29 age group which was too small to give meaningful data in regard of their participation in specific sports - despite this being the age group most likely to participate in sport and physical recreation.

- 5.38** The data gathered through this survey gives the benchmark which is required by 'Sport Matters' for the assessment of whether its objectives to increase overall levels of participation by people with disabilities in sport and physical recreation are being fulfilled. However, it may be that this data needs to be mined more deeply if Sport Northern Ireland is to extract the management information which it requires regarding:
- The need for specific interventions in particular disability groupings, in order to address incidences of under-representation; and
 - The outcomes of specific interventions in particular sports or disability groupings which have been inspired by the DMP, and in which it makes investment.
- 5.39** The concern is that, unless and until more specific data sets such as those described in paragraph 5.29 are forthcoming, the success or otherwise of the DMP - and Sport Northern Ireland's objective to increase participation among people with disabilities in sport and physical recreation by 6 percent by 2019 - will both have an uncertain outcome.
- 5.40** The anecdotal and subjective research conducted through this study indicates that there are increases in participation to be found in various sectors, e.g. each of the case studies included in Appendix C represents a framework through which more people with disabilities are said to have been engaged in sporting activities than was previously the case. Moreover, each of these entities is carefully recording the number of participants within whom it engages, in order to demonstrate to its stakeholders that it is successful as an initiative. While the data gathered at this local level is reliable and positive, these represent isolated units which, at present, stand alone instead of forming part of a wider and reliable picture of participation.

b. Cultural Change

- 5.41** In order to assess the qualitative impact of the DMP, the study has employed an online survey to consult with a broad range of Sport Northern Ireland's stakeholder and partner organisations - governing bodies of sport, disability-specific organisations, District Councils, educational bodies, community / voluntary organisations, individual sports clubs - with a view to assessing the extent to which they have embraced a fully inclusive approach, as required by the policy.

5.42 The results of the survey demonstrate the following:

- 63 percent of respondents claimed that their delivery of services to people with disabilities was either excellent or good;
- The foundation stones of high-quality delivery were stated to be:
 - o Disability-specific expertise and knowledge;
 - o Well qualified and committed staff;
 - o Fully integrated and inclusive approach;
 - o Facilities;
 - o Strong partnerships; and
 - o Strong planning and problem solving approach.
- 62 percent of respondents claimed that they were working to a formal and structured plan to improve their provision for people with disabilities, while 77 percent could give examples of good practice which had brought them particular success (paragraph 4.6 of Appendix D);
- 47 percent of respondents stated that their organisation had an officer with lead responsibility for disability awareness. 16 percent stated that this officer was either a Board member, a senior executive or a manager;
- While 68 percent of respondents had an equal opportunities policy, only 39 percent had a specific disability policy;
- 47 percent of respondents stated that their organisation monitors its provision for people with disabilities - with such monitoring typically taking place on an annual basis;
- 47 percent of respondents did not know how many people working within their organisation have a disability;
- 40 percent of organisations offer flexible working to people with disabilities working within their organisation;
- 64 percent of respondents claimed that their organisation offers training in disability awareness to its employees either regularly and periodically, or as and when requested. Ten percent offer no training;
- 69 percent of organisations claimed that their provision for people with disabilities within their workforce was either good or OK. Only 7 percent rated their organisation as excellent;
- 69 percent of respondents stated that their primary workplace was accessible to wheelchair users - while 48 percent stated that their workplaces were accessible to, respectively, the blind / partially sighted and deaf / hard of hearing;
- 69 percent of respondents claimed that the information which their organisation makes publicly accessible is available to people with disabilities, while 52 percent claimed that their website was accessible by people with disabilities; and
- 62 percent of respondents claimed that they consulted with people with disabilities with regard to their needs and preferences - with the means of consultation being varied (see Appendix D, Table 7.9).

5.43 When asked what influence had been brought to bear over them by Sport Northern Ireland, respondents answered as follows:

- 53 percent stated that Sport Northern Ireland had specifically required or requested them to take consideration of the needs of people with disabilities;
- 45 percent stated that Sport Northern Ireland had specifically required or requested them to provide data in respect of participation in their organisation's activities by people with disabilities; and
- 50 percent stated that Sport Northern Ireland had specifically required or requested them to develop sporting opportunities for people with disabilities.

5.44 The picture which emerges from these responses is that between half and two-thirds of Sport Northern Ireland's stakeholder and partner organisations believe that their operational practices demonstrate the key elements of good practice in their provision for people with disabilities, internally and externally. The fact that around half the organisations surveyed indicated that they had experienced some form of compulsion from Sport Northern Ireland along the way, clearly suggests that the DMP has been applied effectively as a tool to enforce an inclusive approach.

5.45 The online survey asked respondents specific questions about the weaknesses within organisations which hamper delivery of services to people with disabilities; also about the barriers which exist to the provision of sport for people with disabilities in Northern Ireland. The responses were as follows: collectively, these can be viewed as reasons why one-third to a half of the organisations surveyed could not state with conviction that their provision for people with disabilities is in line with good practice:

Weaknesses:	Barriers:
<ul style="list-style-type: none"> • The reliance on volunteers; • Lack of time and or resources; • Lack of knowledge; • Lack of profile / public perception; • Limited number of athletes; • Lack of sustainable funding; and • Limited facilities. 	<ul style="list-style-type: none"> • Awareness / publicity; • Funding; • Training - especially for coaches; • More / better facilities and resources; • Public image / attitudes; • More / better information / communication; • Transport; • Better inclusion; • Better / more setting of disability-specific targets when funding awards are given; • Opportunities for people to try activities; • More dedicated staff; • Mainstream funding for DSNI; • Organisational capacity; • Support from the Local Authorities; and • Better sports hubs.

5.46 Outside of the online survey, conversations with the principal organisations involved in the promotion and development of sport for people with disabilities in Northern Ireland provided the following anecdotal points:

- Sport Northern Ireland practice is to invest and build partnerships with those organisations whose capacity and capability means that the returns will be greatest; and DSNI adopts the pragmatic approach of taking the most obvious opportunities and maximising these. The net result of this is that strong organisations tend to become stronger, while the weak remain weak;
- The weaker organisations suffer from their smallness and the fact that they are mostly run by volunteers. These have time and resource only to deliver activity, and not for thinking strategically and developmentally, developing policy frameworks or building capacity within their organisation, or undergoing training. Such organisations tend to pay lip service to equity requirements, doing the bare minimum to satisfy the demands of funders;
- Public-sector organisations are more likely to absorb and respond to equity issues and to develop an inclusive approach, because of the public service imperatives which drive them - albeit that some of these organisations are more responsive than others, as is evidenced by the somewhat patchy take-up of schemes such as the Inclusive Leisure Project. Governing bodies of sport are less likely to be inclusive, due to the capacity issues mentioned above;
- Some disability groupings tend to be less well catered for, specifically because:
 - o They do not deliver high-level outcomes. That is to say, Paralympic sports tend to attract investment and support which builds organisational capacity, because they present the prospect of outcomes at large multi-sport events in the form of the Paralympic Games. Those groupings which have no involvement in these events attract less investment and support - and thus their organisations remain weak; and
 - o It is more practical for agencies such as DSNI to work on a pan-disability basis, in order to 'get more bangs per buck', i.e. more participants per intervention. It is acknowledged that this favours the less severely disabled, over and above the harder-to-reach communities - but is none the less considered a pragmatic, cost-effective approach.
- While support and resource is available to bolster these organisations and groupings, it is available on a 'pull' basis rather than a 'push' basis, i.e. it is the responsibility of the organisations themselves to identify a need for this support and to commission or request it. Given what has been said above, the time and inclination of smaller organisations to 'do the pulling' is severely restricted.

5.47 Broadly speaking, then, the consensus regarding cultural change within the sporting, disability and other organisations through whom Sport Northern Ireland seeks to deliver the DMP is that it remains incomplete - and that, as stated above in paragraph 5.23, its completion will require:

- Widespread awareness of the issues;
- Investment;
- Training and education;
- Incentivisation, be it internal or external; and
- Time - no less than seven to 10 years.

Conclusions and Recommendations

- 6.1** The findings set out in Section 5 suggest that the DMP has fulfilled a wholly worthwhile purpose and achieved a number of notable successes over its four years to date - specifically:
- It has created a unique platform from which the promotion and development of sport for people with disabilities could be effectively launched;
 - It gave birth to an action plan which has:
 - o Seen investment by Sport Northern Ireland in disability sport increase by 44.69 percent between 2006 and 2012; and
 - o Kick-started DSNI as a delivery agency, from where a raft of activity has come about to increase the participation of people with disabilities in sport and physical recreation.
 - It has inspired or reinforced an inclusive approach within somewhere between 50 and 66 percent of the organisations surveyed who are involved in the promotion and development of sport for people with disabilities in Northern Ireland; and
 - The voice of people with disabilities is now routinely canvassed and embraced within planning and policy development for sport, especially through the medium of DSNI.
- 6.2** Notwithstanding the above, the following considerations have arisen during and because of the implementation of the DMP, and remain to be addressed:
- There is no commonly accepted definition of 'disability' within sport in Northern Ireland - which creates difficulty in delivering both the aims of the DMP and the monitoring of its effectiveness;
 - There is no commonly accepted definition of, or agreement around the appropriateness of the concept of 'mainstreaming' - nor is it clear whether the principle should be applied literally, or merely dictate a philosophical approach;
 - The proposition that a 'twin-track' approach should exist only as a means to the end of 'mainstreaming' is widely considered to be inappropriate. Instead, it is believed that a 'twin-track' approach has a permanent validity as an end in itself;
 - There is no current data set which gives an accurate picture of participation either within the disability sports sector as a whole, or within specific disability groupings; and
 - Somewhere between 33 and 50 percent of organisations surveyed who are involved in the promotion and development of sport for people with disabilities in Northern Ireland, are yet to embrace a fully equitable approach - for a variety of reasons.

6.3 Four years on from the launch of the DMP, the landscape within which Sport Northern Ireland operates has changed somewhat. The legislative backdrop has changed, policy and practice in sport have evolved, DSNI has grown as an agency. Each of these needs to be taken into account and addressed as Sport Northern Ireland moves forward with the DMP.

6.4 The recommendations arising from this study are therefore as follows:

- 1. Anticipate the impact of new legislation.** The implementation of the Disability Discrimination (Northern Ireland) Order 2006 has significantly enhanced the responsibility carried by both public sector bodies such as Sport Northern Ireland, and individual sports clubs involved in delivering sport for people with disabilities. This fact needs acknowledging within the scope of the policy;
- 2. Anticipate the impact of impending legislation.** The implementation of the Equality Act 2010 within the UK threatens to spark a response from the Northern Ireland Executive, prompted by the Equality Commission for Northern Ireland. In this event, Sport Northern Ireland may well be presented with circumstances similar to those which led sportscotland and Sport Wales to bundle disability together with all other equity issues (gender, religion, sexual orientation, racial origin, etc.) inside a Single Equity Scheme. Sport Northern Ireland would do well to anticipate its response to such a development, in preparation for the possibility that it may well come about;
- 3. Reconsider first principles.** Sport Northern Ireland should ask itself the question, what is the DMP ultimately seeking to achieve? Is it to require that every sport should be accessible to every disability grouping in some form or another - and that every organisation should be engaged in delivering this? Or is it to ensure that as many people with a disability as are willing have access to opportunities to participate in sport and physical recreation as far as is reasonable? Clarity around this set of expectations will be important for Sport Northern Ireland to avoid a host of unintended consequences;

- 4. Reconsider and amend the philosophy of twin-track → 'mainstreaming'.** As currently expressed, the DMP has the potential to give validity to a number of illogical conclusions. For example, if taken to the extreme, it could justify the claims of a wheelchair rugby player to be selected to represent Ulster in the Magners League - not only impractical, but also highly dangerous to the individuals involved. There are compelling arguments for disability sport to be delivered through a mixed economy which offers provision on a 'mainstreamed', pan-disability and disability-specific basis - and for each of these strands to be ends in themselves, rather than a means to one another. In other words, there should be equality of opportunity, but not equality within provision;
- 5. Clarify the meaning of 'disability' in a sporting context.** While the Disability Discrimination (Northern Ireland) Order 2006 has broadened the definition of disability, it has taken a step away from the traditional sporting perception of the term. In order to avoid misunderstanding, and to give focus to its initiatives, Sport Northern Ireland should state not only clearly what it understands by the term 'disability' within the sporting context, but also ensure that it calibrates its targets and objectives against that definition;
- 6. Clarify the meaning of 'mainstreaming' - or replace it with another term, similarly clarified.** If Recommendation 4 is accepted, then the currently accepted concept of 'mainstreaming' becomes obsolete. The term may retain validity if its meaning is recalculated to imply one of the other interpretations which appear in paragraph 5.17. However, it may be more straightforward for Sport Northern Ireland simply to replace it with another, similar term such as 'inclusivity', as long as a clear definition is provided;
- 7. Reconsider the implementation plan.** Recent work by the Federation of Disability Sport Wales to research and implement the InSport model, based on Australia's SPORT Connect programme (see Appendix B), was inspired by the realisation that a fully inclusive approach only comes about within organisations as a result of cultural change that is driven forward over a prolonged period of time through sustained investment, training and education, and internal / external incentivisation. A concerted action plan of this nature will surely be key to delivering the kind of cultural change that Sport Northern Ireland wishes to see within its stakeholder and partner organisations. It is therefore recommended that the current DMP implementation plan should be reviewed, renamed and reconstructed to embrace either InSport or a similar model;

- 8. Review and agree the role of DSNI.** The agency has clearly evolved and grown over the period of funding from Sport Northern Ireland to implement the DMP to date, from being a simple contractor / service deliverer into an organisation which is widely perceived as the strategic lead for disability sport within Northern Ireland. There is a sense, however, that the growth has been organic rather than planned, in response to opportunities arising rather than with any clear vision of the desired endgame. At the same time, there appears to be a difference of opinion as to what the agency is and does in several key respects - both between Sport Northern Ireland and DSNI, and in the understanding of the organisations and individuals who completed the online questionnaire. Therefore, while it has not been a function of this study to review the success or otherwise of DSNI in delivering the DMP, it is none the less recommended that the role of the agency should be reviewed and agreed between Sport Northern Ireland and DSNI - this because:

 - a. DSNI is fundamentally important to the delivery of the aims of the DMP; and
 - b. Such a review will be fundamental to the agreement and implementation of Recommendation 7.

- 9. Refine the data-gathering process.** Unless accurate data can be compiled regarding the participation in sport of people from specific disability groupings, the success of the DMP (or similar policy) will never be effectively quantified - nor will it be possible to target interventions to ensure that particularly hard-to-reach communities are impacted by the policy. In particular, there needs to be a clear concept of:

 - a. The overall numbers / percentage of the population who have disabilities which are traditionally catered for within sport;
 - b. The overall numbers within specific disability groupings which are traditionally catered for and specifically targeted by sport;
 - c. The numbers / percentage of these groupings who currently participate in sport; and
 - d. Comprehensive coverage of the age range within these groupings, bearing in mind that younger age groups are more likely to participate in sport than older ones.

APPENDIX A: List of consultees

Sport Northern Ireland:	Angharad Bunt (Development Officer - Community Sport)
	Leslie Dewart (Talent Consultant)
	Heidi-Beth Hudson (Development Officer - Capital Team)
	Marc Scott (Performance Consultant)
	David Smyth (Coach Education and Development Consultant)
	Kristine Telford (HR Business Partner)
	Simon Toole (Performance Consultant - Coaching and Clubs)
Disability Sports Northern Ireland:	Kevin O'Neill (Director)
	Aubrey Bingham (Community Sports Officer)
	Brendan Boyle (Facility Access and Training Officer)
	Joanne O'Hagan (Marketing and Fundraising Officer)
	Elaine Reid (Performance Sports Officer)
Special Olympics Ulster:	Shaun Cassidy (Regional Director)
Ulster Blind Sports Network:	Jan Dinsdale
	Dr Janet Gray
	Barry Macaulay
Ulster Deaf Sports Council:	Michael Johnston (Honorary Chairman)
	Thomas Coyle (Honorary Treasurer)
Great Britain Wheelchair Basketball:	Murray Treseder (National Coach)

Case Studies:

Fermanagh District Council:	Keith Collen (Sports Recreation Officer)
	Roisin Henry (Inclusive Sport and Leisure Officer)
Irish Football Association:	Alan Crooks (Development Manager for Disability Football)
Sports Institute Northern Ireland:	Peter McCabe (Athlete Services Manager)
Tollymore National Outdoor Centre:	Trevor Fisher (Centre Manager)

Comparator review:

English Federation of Disability Sport:	Chris Ratcliffe (Director of Development)
Federation of Disability Sport Wales:	Jon Morgan (Executive Director)
Irish Sports Council:	Fiona Coyne (Operations Director)
Paralympics Ireland:	Liam Harbison (Chief Executive)
ParalympicsGB:	Phil Lane (Chief Executive)
Scottish Disability Sport:	Gavin Macleod (Chief Executive)
Sport England:	Cathy Hughes (Head of Equality and Diversity)
sportscotland:	Forbes Dunlop (Head of Sporting Pathways)
Sport Wales:	Debbie Austin (Governing Bodies of Sport Manager)
	Manon Roberts (Governing Bodies of Sport Manager)

APPENDIX B: Comparator review

Country	Organisation	Consultation	Outputs
England	English Federation of Disability Sport (EFDS)	Chris Ratcliffe, Director of Development, 4 November 2010	<ul style="list-style-type: none"> • EFDS strategy is in the form of a funding submission to Sport England for the period 2009-11. The strategy includes both of the following: <ul style="list-style-type: none"> o A definition of disability, based on a social model, i.e. not the state of having impairment, but society's reaction to it in terms of discrimination; and o A statement on mainstreaming, which is that disabled people should be fully able to access the same opportunities as the rest of society - and that such opportunities should be both mainstream and disability-specific to cater for the preferences of individuals. However, EFDS is clear that the mainstream sector must take responsibility for and provide both categories of opportunity. • EFDS views the term 'mainstreaming' as old-fashioned, and as carrying negative connotations: it presupposes that there is a norm to which all people should conform, rather than celebrating the full diversity of society. It prefers the term 'inclusion'. • EFDS believes that the pathways for disabled sport mean that the parallel provision suggested by the term 'twin-tracking' must be permanent - including at: <ul style="list-style-type: none"> o Community level, where the motivation for participation is often social, and related to a peer group, i.e. participation with other similar individuals; and o Performance levels, where the pathway towards the Paralympic Games demands separation from the Olympic pathway.

Country	Organisation	Consultation	Outputs
England	English Federation of Disability Sport (EFDS)	Chris Ratcliffe, Director of Development, 4 November 2010	<ul style="list-style-type: none"> • EFDS's chosen modus operandi is fourfold: <ul style="list-style-type: none"> o To work with the 46 governing bodies of sport funded by Sport England to develop Disability Action Plans focusing on workforce development, communications and marketing, all with a view to increasing participation in sport. (EFDS acknowledges that buy-in from the governing bodies of sport sector is far from complete, and that it is to a large extent dependent on Sport England funding and imperatives); o To work with community groups and local organisations, again, to increase participation in sport and physical activity; o To work with County Sports Partnership for the development and delivery of the Playground to Podium programme, which allows for the identification and development of talent within schools; and o To work to deliver and develop the Inclusive Fitness Initiative with a view to promoting healthy lifestyles for disabled people. • EFDS believes that the landscape remains unchanged by the Equality Act 2010, which pertains mostly to employment opportunities. Further, EFDS believes that legislation should not be a stick to beat sports bodies with - but that positive influencing is better than coercion.

Country	Organisation	Consultation	Outputs
England	Sport England (SE)	Cathy Hughes, Head of Equality and Diversity 15 November 2010	<ul style="list-style-type: none"> • Internally, SE has an Equity Advisory Group which feeds into the Board of Directors, and is led by the HR Director with the support of the in-house operations team. Externally, CH is placed within the governing body of sport / sport team and has responsibility for driving inclusivity within this work stream; • SE policy is to 'mainstream' (see below) based on experience and on Active People survey data which suggests that there is a decline in participation among people with disabilities except in those sports where activity is conducted in tandem with able-bodied events / programmes, e.g. canoeing, volleyball. For this reason, SE wishes to see mainstream governing bodies of sport take responsibility for increasing participation among people with disabilities, and seeks to equip them as fully as possible to fulfil this brief; • In this respect, by 'mainstreaming', SE means that governing bodies of sport should offer opportunities for people with disabilities to the same extent as they offer opportunities to the able-bodied - and that the former should be showcased alongside the latter, e.g. by staging demonstration events for disability sport on major occasions within able-bodied sport. It does not mean that the two are integrated on the same platform; • SE seeks to create partnership working between governing bodies of sport and EFDS (see above), although the governing bodies of sport also have the option to work with NDSOs if this appears more beneficial. However, engagement is not optional: funding agreements ensure that an inclusive approach is compulsory, to an appropriate level;

Country	Organisation	Consultation	Outputs
England	Sport England (SE)	Cathy Hughes, Head of Equality and Diversity 15 November 2010	<ul style="list-style-type: none"> • Monitoring is conducted through the Active People survey - although it is acknowledged that this has flaws, e.g. it does not break participants down into specific impairment groups; the sample size is limited, etc. This means that participation among the disabled is only really apparent within the larger sports. However, the survey is constantly evolving and seeking to address these issues - and SE believes that the data set with which it is working through Active People is probably the strongest of all the Home Countries; • SE has no specific policy to guide its work in this respect - although it is reviewing whether such a statement would be useful to guide its next strategy from 2013. At present it is guided by four bullet points within its 2009-13 strategy which state its commitment to: <ul style="list-style-type: none"> o Developing a culture that enables and values the full involvement of all, embedding and promoting the principles of equality, through the delivery of inclusive, high quality sport; o Creating an environment in which all have equal opportunities to engage in high quality sport, whether as participants; competitors; volunteers; officials or administrators; o Responding to the diverse needs, capabilities and preferences of all, by ensuring appropriate levels of challenge; and o Overcoming potential barriers for those individuals and groups currently underrepresented as participants.

Country	Organisation	Consultation	Outputs
Great Britain	Paralympics GB (PGB)	Phil Lane, CEO, 30 September 2010	<ul style="list-style-type: none"> • PGB has moved away from a disability focus, and towards a performance sport focus - to the extent that its membership now is less disability organisations and more sports organisations; • PGB supports and endorses the mainstreaming of sport through the medium of its overall strategy, and considers that this end is being effectively achieved within the UK as a natural outcome of the increased focus on sport; • PGB operates an Equality Policy, dated November 2009, which sets out its commitment to equitable and non-discriminatory action as an association and as an employer, training provider, selector and manager of athletes and staff - this across disability, gender, race and other areas covered by the Human Rights Act 1998; • The Equality Policy has an annual action plan attached to it, and PGB monitors diversity (a) annually within its Board and employees, and (b) quadrennially within its teams; • The Board of PGB monitors the progression of Paralympic sports towards the Paralympic Games and, through this, assesses whether they are appropriately structured and supported - which includes consideration of access, opportunity, planning and resource; and • PGB's principal partnerships are with the governing bodies of sport and the Home Country disability sports federations, the CEOs of which come together within an irregular forum to discuss matters of mutual interest.

Country	Organisation	Consultation	Outputs
Ireland	Irish Sports Council (ISC)	Fiona Coyne, Operations Director, 1 November 2010	<ul style="list-style-type: none"> • ISC policy is that everyone should be involved in sport at the level most appropriate to them - and this principle has priority over the context, i.e. it doesn't matter how the principle is delivered as long as it is so. When applied to disability sport, this means that the model of provision is not important, what is important is that the opportunity should be no less than that afforded to the able-bodied; • Within Ireland there is no umbrella organisation for disability sports. Instead, ISC's relationship is with four or five national disability-specific sports organisations. Each of these makes its own choices whether to mainstream or not, and these choices are supported by ISC. There exists a steering group which unites these NDSOs to oversee the development of disability sport generally within Ireland, in lieu of a national disability sports federation; • At the same time, ISC looks to ensure that local sports clubs are inclusive, through the 16 Sports Inclusion Development Officers (SIDOs) who work within Local Sports Partnerships to increase the participation of people with disabilities in sport / physical activity and to ensure that local resources are used to best effect to facilitate inclusion in sport at local level; • These SIDOs serve primarily as signposts to direct disabled sportspeople to the opportunities available for them, while at the same time encouraging and supporting club-based activity, and sharing good practice; • ISC also funds an Information and Training Officer based in the CARA Adapted Physical Activity Centre at the Institute of Technology in Tralee, whose role is to support and co-ordinate activity within LSPs;

Country	Organisation	Consultation	Outputs
Ireland (ctd)	Irish Sports Council (ISC)	Fiona Coyne, Operations Director, 1 November 2010	<ul style="list-style-type: none"> • Data collection and the monitoring of participation at local levels through LSPs is through the annual SPEAK self-evaluation system. This provides good-quality data on the numbers of opportunities being provided to people with disabilities to participate in sport and physical activity, training and education around this, and the provision of information and resources; • Information is also gathered from governing bodies of sport through a process of annual reporting. ISC's awareness that governing bodies of sport operate to variable standards has informed its approach to funding disability sports development through the LSPs - thus creating a grassroots framework on which governing bodies of sport may build if they wish / are capable; and • ISC stated that it has no real working relationship with Sport Northern Ireland or DSNI in regard of participation-level disability sport, as there is no need to have one - and this has not presented problems either to ISC or to any of the 26 cross-border governing bodies of sport within Ireland. However, the book is not closed: ISC remains open to collaboration and partnership in any area where value can be added to its programmes.

Country	Organisation	Consultation	Outputs
Ireland	Paralympics Ireland (PI)	Liam Harbison, CEO, 7 October 2010	<ul style="list-style-type: none"> • PI have been aware of the DMP - but have never seen a copy prior to this review. PI considers the DMP to be sound and robust in content, though is less sure of its impact. There is no equivalent policy in the South of Ireland, other than through general equity policies and procedures; • PI policy is to pursue a mainstreaming approach by having talented athletes embraced within the performance programme of the mainstream governing body of sport, as and where this is appropriate (e.g. cycling, rowing, sailing). While a sport such as rowing can be fully integrated (same coaches, same programme), a twin-track approach is more appropriate in sports such as sailing, where the Olympic and Paralympic disciplines are different; • Governing body of sport capacity and capability are issues to be addressed when considering mainstreaming: not all governing bodies of sport are either able or willing to take on disability programmes - which means that a mainstreaming policy can be difficult to deliver; • At the same time, the PI believes that the protection of the interests of the more disabled athletes is sacrosanct - and so, in sports where integration is more problematic, there will always be a role for the Disability Sports Organisation and its performance programmes; PI views itself as a sports organisation, specifically performance sport, in common with Paralympics GB - it has no brief for advocacy around disability sport; and

Country	Organisation	Consultation	Outputs
Ireland	Paralympics Ireland (PI)	Liam Harbison, CEO, 7 October 2010	<ul style="list-style-type: none"> • While steps have been taken recently to bring Northern and Southern Ireland closer together operationally, there are still fundamentally different systems in place - Northern Ireland having more commonality with the UK than with Ireland. This has meant that the flow of Northern Ireland athletes into Irish programmes has been slow - with the odd exception: <ul style="list-style-type: none"> o From a factual perspective, of the 11 athletes with a disability who are currently supported by SINI programmes, eight (72 percent) compete for Ireland and not GB.

Country	Organisation	Consultation	Outputs
New Zealand	SPARC	www.sparc.co.nz	<ul style="list-style-type: none"> • ‘No Exceptions’ strategy published in June 2005, propagating a vision of all people participating in the physical recreation and sporting activities of their choice - based on a full range of accessible opportunities, quality provision, widespread understanding of the opportunities and their benefits, and encouragement through role models; • The strategy defines disability thus: “Disability is not something individuals have. What individuals have are impairments and they are disabled by their environments. They may be physical, sensory, neurological, psychiatric, intellectual or other impairments. Disability relates to the interaction between the person with the impairment and the environment.” • The strategy establishes a detailed philosophy, and identifies key issues and gaps that need to be addressed - including: <ul style="list-style-type: none"> o The need to increase capacity and capability within the system; o Training and education; o Elite performance; o Building choice into the system; o Resource issues, and long-term sustainability; o Funding - especially from non-sport-related sources; and o Promotion and publicity.

Country	Organisation	Consultation	Outputs
New Zealand	SPARC	www.sparc.co.nz	<ul style="list-style-type: none"> • The strategy is based around ten interlinked strands: <ul style="list-style-type: none"> o Advocacy and promotion of recreation and sport for all; o Recognition of the achievement of disabled athletes, and promotion of role models; o Being led, guided and informed by disabled people; o Building accessibility for all into organisational frameworks; o Sharing knowledge through the publication of resources; o Supporting initiatives with tangible resources; o Upskilling staff and volunteers responsible for providing services and opportunities; o Creating supportive and accessible programmes which enable participation; o Bringing people and organisations together in partnership; and o Collecting and disseminating sound evidence. • Each strand is then broken down into a series of priority actions - 28 in all - which are then clustered into three types of initiative: <ul style="list-style-type: none"> o Organisation and sector development; o Best practice examples, tools and information; o Training and education;

Country	Organisation	Consultation	Outputs
New Zealand	SPARC	www.sparc.co.nz	<ul style="list-style-type: none"> • SPARC’s current strategic plan for the period 2009-15, is structured around five priorities - young New Zealanders, high performance, grassroots sport, recreation, and partner capability. It appears as a fully integrated document, i.e. it has no specific mention of disability sport except in the following respects: <ul style="list-style-type: none"> o Its philosophy is stated to be fully inclusive of all New Zealanders ‘irrespective of their age, race, gender, disability, religion, beliefs, sexual orientation or social background’; and o Its targets include the winning of medals at the Paralympic Games. • The Statement of Intent 2009-12 which underpins this strategy is similarly inclusive: it adds detail to the targets and intentions of the strategic plan (including to win 13 medals at the London 2012 Paralympic Games, and to fund at least two disability organisations to deliver grassroots sport) - but otherwise does not outline any specific actions to be taken in respect of disability sport; and • Appendix A of the Statement of Intent lists 14 functions of SPARC, which include the following: <ul style="list-style-type: none"> o To encourage participation in physical recreation and sport by Pacific peoples, women, older New Zealanders and people with disabilities. • To recognise the role of physical recreation and sport in the rehabilitation of people with disabilities.

Country	Organisation	Consultation	Outputs
Scotland	Scottish Disability Sport (SDS)	Gavin McLeod, CEO, 1 November 2010	<ul style="list-style-type: none"> • Scotland has no policy in place which equates to the DMP. SDS believes that the concept of 'mainstreaming' is misunderstood within Scotland, and prefers to use the term 'inclusion'; • There is a strong relationship between SDS and sportscotland (SS): the latter has embraced the Equality Standard for Sport and, through an in-house Equity Officer who liaises closely with SDS, has implemented equity strands across a range of programmes and activity - especially facility access; • That said, SDS believes that there are areas of Scottish sport where disability inclusion is much less structured and comprehensive, and that a policy statement along the lines of the DMP would be appropriate to the nation. This would help to exercise some coercion over those agencies and individuals - from Government downwards - who pay lip service to the concept; • SDS has the professed aim of pursuing inclusion - but sees that there is a spectrum of provision which spans full mainstreaming at one end, to separate and disability-specific provision at the other end. Ultimately, this should be all about athlete choice; • SDS's current strategic plan includes targets for establishing partnerships with mainstream governing bodies of sport of sport – for them to embrace disability within their programmes. SS sees this as appropriate, as the governing bodies of sport have the technical expertise necessary to drive and equip sports development, especially for the better performers;

Country	Organisation	Consultation	Outputs
Scotland	Scottish Disability Sport (SDS)	Gavin McLeod, CEO, 1 November 2010	<ul style="list-style-type: none"> • These partnerships with governing bodies of sport are evolving to direct performance-level athletes back into the governing body. SDS itself is focusing its effort and resource further down the pathway, developing regional development structures aimed at increasing participation opportunities especially for young people with a disability; and • SDS acknowledges the difficulty of gathering and maintaining data regarding levels of participation in disability sport at grassroots level. To this end, the emphasis is being placed on regional structures and officers to address what is a traditional weakness.
Scotland	Sportscotland (SS)	Forbes Dunlop, Head of Sporting Pathways, 6 October 2010	<ul style="list-style-type: none"> • SS takes its lead on disability matters from Scottish Disability Sport - as these are the experts in the field. SDS has a strategic plan in place with a number of targets: SS identifies the targets which it wishes to support, and invests accordingly through the medium of the same kind of funding agreement that it would use with a governing body of sport; • SS considers that mainstreaming is the ideal, but there are circumstances where it is inappropriate and separate provision will always need to be made. There is concern that mainstreaming favours the 'less disabled', i.e. those whose disability makes it easier for them to integrate with the able-bodied; this can often exclude or militate against those with a higher degree of disability; • SS is aware that performance-level sport for the disabled focuses more on those with a physical disability, given the imperative to produce a Paralympic outcome within the IPC's six classifications. However, development-level sport for the disabled is more relaxed in its targeting of specific disabilities, and more inclusive of non-IPC classes;

Country	Organisation	Consultation	Outputs
Scotland	Sportscotland (SS)	Forbes Dunlop, Head of Sporting Pathways, 6 October 2010	<ul style="list-style-type: none"> • Corporately / internally, SS has an officer who leads on equity and whose role is to: <ul style="list-style-type: none"> o Deliver and monitor annually the effect of the Single Equity Scheme adopted in Dec 2006 in response to the requirements of the Race Relations Amendment Act 2000, the Disability Discrimination Act 2005 and the Equality Act 2006; o Ensure that internal policies are in place, and that monitoring is conducted around these, e.g., in terms of the number of male / female, able-bodied / disabled staff, etc.; and o Work with Partnership Managers to promote the Equality Standard throughout governing bodies of sport, and to equip and resource them to deliver the standard. • While SS takes its lead on disability matters from SDS, it also consults periodically with groups representative of specific disabilities, in order to procure a wider perspective. It is, however, careful to ensure that it receives a balance of views - both single-disability and pan-disability; and • SS's position is that, of all the equality issues addressed by its Single Equity Scheme (i.e. gender, race, sexuality, etc.), disability stands out for the reason that it has a practical sporting outworking.

Country	Organisation	Consultation	Outputs
Wales	Federation of Disability Sport Wales (FDSW)	Jon Morgan, Executive Director, 1 November 2010	<ul style="list-style-type: none"> • FDSW's modus operandi is based on a belief that a range of models will always be required to deliver disability sport - including mainstream clubs, pan-disability clubs, and disability-specific clubs. What is important about all these models is that they should all be delivered to the same high standard; • FDSW's current strategy is to address the training and education needs which exist within, and which prevent the principal agencies of sports development in Wales (i.e. governing bodies of sport, local authorities) from pursuing fully integrated programmes. Thus it has developed and is rolling out a programme entitled InSport, based on an Australian model entitled Sports CONNECT; • InSport works on the concept that inclusion has traditionally been driven by individuals within organisations, rather than by wholesale cultural change. The programme seeks to create a deeper level of commitment within organisations through a process of change calibrated across four levels - Ribbon, Bronze, Silver and Gold - which ultimately lead to the organisation being signed off as fit for the purpose of planning, delivering and monitoring in a fully inclusive manner; • The ultimate aim is to: <ul style="list-style-type: none"> o Give governing bodies of sport the total responsibility for delivering disability sport at all levels, from grassroots to elite; and o To embed disability inclusion within all local authority sports development programmes, to the extent that disability sport will be delivered whether disability-specific development officers are in place or not.

Country	Organisation	Consultation	Outputs
Wales	Federation of Disability Sport Wales (FDSW)	Jon Morgan, Executive Director, 1 November 2010	<ul style="list-style-type: none"> • What this requires of FDSW as an agency is (a) the tools and resources with which to equip governing bodies of sport and LAs to fulfil the requirements of InSport; and (b) an emphasis on training and education, but also positive influencing and advocacy; and • In so doing, FDSW is aware that, effectively, it is delivering an exit strategy for itself as an agency concerned with sports development. The logical conclusion of this drive towards inclusion is that, if successful, it will reduce the need for the disability sports organisation to be involved as a deliverer.
Wales	Sport Wales (SW)	Debbie Austin / Manon Roberts, Governing Bodies of Sport Managers, 12 October 2010	<ul style="list-style-type: none"> • As an organisation, SW operates an Equality Scheme (implemented in September 2009) and associated Action Plan which respond to the Race Relations Amendment Act 2000, the Disability Discrimination Act 2005 and Equality Act 2006 and 2010. The scheme has a designated lead officer, a strategy group chaired by the SW CEO, and an implementation group comprising Equality Champions who have responsibility at departmental level for upskilling their fellow staff, for ensuring that equality is written into all programmes and projects, and for identifying and advertising good practice; • SW is currently reviewing its approach to disability sport and, to this end, has a high-level steering group in place including representatives of Welsh Assembly Government, SW, FDSW, governing bodies of sport of sport and local authorities. One of the purposes of this group is to look at solutions which go beyond sport, into the realms of health and education;

Country	Organisation	Consultation	Outputs
Wales	Sport Wales (SW)	Debbie Austin / Manon Roberts, Governing Bodies of Sport Managers, 12 October 2010	<ul style="list-style-type: none"> • SW's view is that, while mainstreaming may be the ideal, in reality it is not appropriate for a variety of circumstances - and that, in every circumstance, the interests of the athlete must come first. SW has learned from attempting to force mainstreaming in a couple of sports (athletics, swimming) that it can only come about when the sport is ready, the staff upskilled, and the benefits are apparent and properly thought through; • Consultation has suggested that there are some sections of disability sport where mainstreaming is not welcome, and may never be appropriate. Generally, this is within disability groupings whose needs are unique and cannot be catered for other than through twin-track provision. Thus SW is not in favour of a blanket approach to mainstreaming - but, instead, a flexible and diverse one which, above all, puts the needs of the athlete first; • SW believes that an amount of training and education is still required to ensure that its principal partners - local authorities and governing bodies of sport - are equipped to absorb the needs of disability sport. Thus SW is partnering FDSW in the delivery of the InSport programme; • SW's view is that: <ul style="list-style-type: none"> o It is essential to allow time for the training and education implicit within the InSport programme to take effect. SW and FDSW have partnered for ten years now, and remain some distance away from being able to deliver a fully mainstreamed approach - even within a nation the size of Wales. • The key to any attempt to mainstream is through physical education in schools, to ensure that PE teachers are trained and upskilled to allow for mainstreaming at primary and secondary level.

APPENDIX C: Case studies

I. FERMANAGH DISTRICT COUNCIL

The Fermanagh Inclusive Leisure Project is a Lottery-funded partnership between DSNI and Fermanagh District Council, and is concerned with the development of local participation opportunities for people with disabilities in the Fermanagh area. Central to the project has been the establishment of the first Inclusive Fitness Initiative (IFI) accredited fitness suite in Northern Ireland at the Lakeland Forum Leisure Centre, Enniskillen.

The project was born out of an invitation by DSNI to representatives within the 26 District Councils in Northern Ireland to express an interest in establishing an inclusive leisure project within a specific facility. Fermanagh were one of a small number of councils to respond, together with Craigavon, Lisburn and Newtownards; however, none of these other councils have managed to develop a project to the extent of that in Fermanagh.

The Fermanagh project has incorporated two basic elements:

- First, the identification and procurement of appropriate equipment with which to fit out a fitness room - taking advice from the Inclusive Fitness Initiative in train within England; and
- Second, the appointment of a dedicated officer to manage the funding and explore the opportunities associated with it, by way of a revenue tail to the capital project. This officer is employed and line-managed by DSNI, while the District Council provides office accommodation and access to other facilities and services.

Roisin Henry was appointed to the latter post in January 2007. The position she inherited was that just nine of the 500 or so users of the leisure centre's fitness room classed themselves as having a disability - not counting those who declared an ongoing medical condition. (This information was itself difficult to draw out, as the centre's membership application form did not require such a statement: the form is now redesigned to enquire whether new members have a disability and, if so, in what respect.)

Having ascertained her starting position, Henry's role has developed over time to incorporate the following elements:

- Networking within local day centres, groups and organisations to promote the availability of the fitness suite, and to encourage and facilitate attendance;
- Training the fitness instructors within the leisure centre in the requirements of managing a range of disability groups;

- Establishing an additional programme of activity which enhances the use of the District Council's sporting facilities by disabled people, and which engages disabled people in the sports development activities on offer from the District Council - for example:
 - o Weekly multi-skills activity sessions offering a range of sports, such as badminton, boccia, new age kurling and table tennis, on a pan-disability basis; and
 - o Expansion of the District Council's annual walking festival to include disabled participants.

Additional developments are also now beginning to take hold: Henry has begun working in mainstreamed schools to deliver sporting programmes in boccia and new age kurling for disabled children; and delivering training for classroom assistants to equip them to maintain this activity on their own account.

The success of the scheme over the past three years can be gauged from the fact that, from the original nine, there are now 176 members of the Centre who class themselves as having a disability, and who use the fitness room; of these, 80 percent use the fitness room more than once per week. Meanwhile, the additional programme of activity engages around 280 unique individuals per calendar month, depending on the programme on offer.

The keys to this success are identified as follows:

- The matching of agendas between the District Council and DSNI - the former wanting its facility to be accredited as a market-leader in inclusive usage; the latter wanting to increase participation and identify talent within disability sport;
- The simplicity of the resulting partnership between the District Council and DSNI - instead of the council having to deal with a range of different disability groups and sports clubs;
- The presence of a dedicated resource in the form of Henry, who has the threefold function of brokering relationships with local user groups, creating activity programmes where there are none, and upskilling relevant personnel through appropriate training programmes;
- The co-operation of the District Council, which views the programme in terms of sports development terms rather than for its economic contribution, and so has created the conditions in which all required facilities can be accessed on an equal basis for Henry's activities;
- The identification of barriers to participation, and attempts to surmount these, e.g. the provision of disability-friendly equipment, the training of centre personnel, the setting of membership fees at a level which acknowledges the fact that disabled people are likely to have low incomes, etc.;

- A close relationship with local day centres, who comprise the principal user group, and who advise the development of the programme through continuous feedback, e.g. on what works and what does not, and on additional sports or activities that may be desirable; and
- A 'suck-it-and-see' approach - trying new things to see whether they work or not, and gathering structured feedback to inform the continuation and development of any new activity.

Building on this success, a new three-year agreement has been reached to continue the project from January 2012. For its part, DSNI contributes around £30K per annum to support Henry's position, while the District Council inputs between £5-10K per annum plus an amount of in-kind support. Additional finance is raised by requiring participants to pay a modest fee to use the facilities.

II. IRISH FOOTBALL ASSOCIATION

The IFA has operated a disability football development scheme since 1996, when the focus was on delivering blocks of free coaching with special schools, culminating in tournament play. More recently, this scheme has been developed by the IFA's Development Manager for Disability Football, Alan Crooks, working with a steering group comprised of representatives of the organisations involved in disability football (DSNI, Special Olympics Ireland, Ulster Deaf Sports Council, the Royal National Institute of Blind People, special education and adult centres, etc.) to develop a five-year strategy for the period 2007-12.

The strategy is funded by the IFA from within its own resources, which draw on a number of sources including UEFA. Its annual budget is around £140K. The strategy has six basic aims - which are:

- To create opportunities for participation;
- To run competitions at local, regional and national levels;
- To offer representative opportunities;
- To provide coach education;
- To improve the experience of disabled spectators; and
- To raise awareness of disability football.

The strategy operates across a range of disability classes. At its core are six pan-disability football clubs which have been established across Northern Ireland, one per county, which cater mainly for learning and physical disabilities - but not for the deaf or partially sighted. Provision by disability is largely as follows:

Learning disability	<ul style="list-style-type: none"> • Play 11-a-side in mainstream facilities; and • Representative pathway through to Home Country level, leading into the Special Olympics.
Cerebral palsy	<ul style="list-style-type: none"> • Play 7-a-side - can use mainstream facilities, but favour artificial turf / 3G pitches; • Over 50 players of all abilities playing regularly; and • Representative pathway featuring senior and development squads training fortnightly, leading into Northern Ireland teams playing at Home Country and European level, and ultimately into Great Britain / Paralympic football.
Deaf	<ul style="list-style-type: none"> • Play 11-a-side in mainstream facilities; • Teams play both in mainstream leagues and in deaf-only competitions organised through the Ulster Deaf Sports Council; and • Representative pathway leading into the Deaflympics for either Great Britain or Ireland.
Partially sighted	<ul style="list-style-type: none"> • Play five-a-side futsal; • Specific equipment is required, while the shortage of dedicated futsal courts is a barrier; • Two clubs currently operating, where previously there were three - training and playing weekly; and • No current representative programme.
Wheelchair	<ul style="list-style-type: none"> • Play 4-a-side indoors within leisure centres; and • One wheelchair club now in formation to offer participation opportunities - no current representative pathway.

Coach education is offered across two levels, Level 1 and Level 2 - the latter requiring ten hours recorded learning with a disability group. Since 2003, over 500 coaches have taken the Level 1 qualification, while nearly 100 have pursued the Level 2: the latter comprises a significant cohort of individuals whose commitment to career progression demonstrates a genuine interest that can be harnessed for the good of the sector.

The IFA acknowledges that it has much still to do to fulfil its ambitions for the disability sector, especially in terms of geographical coverage across Northern Ireland and in the number of clubs it supports across the different disability groupings. That said, the successes of the scheme to date are attributed to a combination of the following:

- The IFA having dedicated personnel to work on the development of the sector - instead of it being an add-on to a mainstream development role. The IFA's original approach was to attach disability development to the portfolios of their 15 'mainstream' Development Officers. These were then given targets related to the number of participants and the amount of funding they generated - which meant that disability development finished low on their list of priorities, and was not progressed;
- Having a strategic plan which was written in consultation / partnership with national disability sports organisations, and which therefore accommodated their input and needs;
- Strong partnerships between the IFA and the national disability sports organisations, who can lend their disability-specific expertise to augment the sport-specific expertise of the governing body of sport; and
- A twin-track approach which provides alternative pathways for the specific needs of disabled people. While the IFA encourages its mainstream clubs not to turn away disabled players, especially at junior / Under-11 level, it acknowledges the reality that:
 - o Clubs are unlikely to be able to offer such players a game as they progress higher through the age groups;
 - o Several of the disability groupings which embrace football do so in a format which cannot easily be embraced within a mainstream setting; and
 - o Some disability groupings wish to pursue their football inside their own peer group for entirely understandable social reasons.

III. SPORTS INSTITUTE NORTHERN IRELAND

Background

SINI was established in 2002 to help build a world-leading sport system for Northern Ireland. It is a partnership between Sport Northern Ireland and the University of Ulster, and is based at the Jordanstown campus of the university. SINI works together with athletes, coaches and governing bodies of sport to enable athletes to compete on a world stage by providing a range of services to athletes to enable them to develop their skills and deliver consistent winning performances.

Between 2002 and 2005 SINI operated in a 'pilot format' before, in 2005, the company was established and Phase I of delivery to athletes began: this lasted until 2009. SINI is now operating in its second phase - Phase II - which is designed to function until 2014. During this phase support is available to athletes via three programmes:

- Major games programme, which works with sports that participate in global multi-sport events - i.e. the Olympic / Paralympic Games and Commonwealth Games;
- Support programme, which supports high-profile sports within Northern Ireland including the popular team sports of Rugby Union, soccer, GAA and cricket, as well as golf and motorsport; and
- Foundation programme, which provides selected services (strength and conditioning and physiotherapy) to young athletes at three Performer Development Centres.

During Phase I SINI worked with a number of athletes with disabilities who were supported via the Institute's Athlete Support Programme. In all cases athletes were supported via the mainstreaming of their support - in other words, the services delivered were based on a needs analysis of what was required to enhance the individual athletes' performances. During this phase athletes with disabilities from athletics, waterskiing and rowing were supported.

Phase II has expanded the number of athletes with disabilities supported to include those from athletics, skiing, waterskiing, rowing and wheelchair basketball. Across all SINI programmes athletes with disabilities make up approximately 10 percent of those supported - this by natural selection, rather than any manipulation of the numbers to hit set targets:

- Athletes on the major games programme - 56 of whom six have a disability;
- Athletes on the support programme (non-Olympic and team sports) - ten of whom one has a disability; and
- Athletes on the foundation programme - 55 of whom five have a disability.

All athletes supported by the SINI are asked to do some promotional work via school visits, etc.

Athlete case study

Jason Smyth is a track and field athlete who competes over 100m and 200m. He is partially sighted and competes as a T13, meaning that he does not require a guide to race. As with all athletes supported by SINI the support provided to Jason is based on an individual needs analysis.

Jason won two gold medals at the Beijing Paralympic Games in 2008 and is the current World Record holder for both events. His goal is to become the first athlete to compete in the Olympics and Paralympics in the same year in 2012. In 2010 he became the first Paralympian to compete in the European Athletics Championships where he reached the semi-final. His current personal best times are 10.32 sec for 100m and 21.43 sec for 200m.

Jason and his coach Stephen Maguire are full-time athlete and coach thanks to financial support from Sport Northern Ireland and Jason's family. In order to achieve his potential, Jason and Stephen have for the last two years spent the winter months training in Florida with Lance Brauman's training group which includes Tyson Gay.

Jason has been supported by SINI since 2005 and has always had access to the full range of services, as would any athlete. For the 2009-2010 season, while Jason was based in Florida, SINI sent three members of staff over to work with him:

- Phil Glasgow, the head of physiotherapy;
- Johnny Bradley, one of the performance analysis team, to set up a remote system so that relevant film and information can be easily sent to SINI for analysis; and
- Michael Johnston, the head of strength and conditioning, to look at the movement patterns used within what is a very hard training environment.

In addition Jason was provided with physiotherapy support at key competitions during the season.

While he is based in Ireland Jason tends to stay near SINI for short blocks of time (he lives over 80 miles away and cannot drive), during which there is a focus on quality work.

IV. TOLLYMORE NATIONAL OUTDOOR CENTRE

Situated on the edge of the Mourne, Tollymore National Outdoor Centre (TNOC) is Northern Ireland's National Centre for Mountaineering and Canoeing Activities and is funded and managed by Sport Northern Ireland. It was originally founded in the 1960s under the auspices of the Central Council for Physical Recreation to provide outdoor training in activities such as mountaineering, orienteering and canoeing. A permanent centre was first built on the current site in 1970, and Sport Northern Ireland assumed responsibility for the centre in 1979.

Various developments were progressed within the site over the course of the 1990s, including the development of hostel-style accommodation and an indoor climbing wall. However, there were severe limitations within the centre, especially in regard of disabled facilities, which meant that groups of potential users (including the young, and people with disabilities) were excluded from it.

Around 2003 asbestos was found within the building and, during a complete site survey, it was identified that a widescale redevelopment would be necessary in order to meet health and safety requirements. This in turn led to a full options appraisal regarding future use of the centre by different groups, which in turn led to a redevelopment plan for facilities and equipment which was subject to grant-aid funding by Sport Northern Ireland.

The specification created for the new centre was created in consultation with DSNI in order that it might be utilised by people with a wide range of disabilities. This input continued throughout the design and building phase, and was even instrumental in overturning building regulations when it was found that these conflicted with DSNI advice on best practice in provision for the disabled.

The end result has been a redevelopment which was opened in 2010 and is designed with the intention of accessibility by groups such as wheelchair users, the blind / partially sighted and the deaf / hard of hearing - this in respect of both the accommodation and the kit and equipment that are essential to the centre's outdoor activities (e.g. climbing walls, canoe rolling pools, etc.). TNOC considers that, in these respects, it is as inclusive as it can be - both as an employer with the potential to embrace people with disabilities within the workplace; and as a provider of facilities for utilisation by people with disabilities.

TNOC admits, however, that staff development is the key to delivering a fully inclusive programme of activities. All staff members, both full-time and part-time, have been subject to disability awareness training - and the next challenge is to ensure that the professional development of instructors and trainers allows them to include people with a range of disabilities within as many activities as possible. TNOC is still trialling what elements of its menu of activities it can and cannot deliver to a disabled audience - and, to this end, is working with 'guinea pigs' provided by and through DSNI to achieve clarity.

Herein there is clear partnership working between TNOC and DSNI: TNOC provides the activity-specific experience, expertise and training; DSNI advises on how this can be adapted to serve the disabled population, and promotes its availability to that population to stimulate usage. DSNI has also brought in advice and input from other countries, e.g. Scotland, and put TNOC in contact with companies which provide adapted kit and equipment for people with disabilities.

TNOC is not operating this partnership under any compulsion from Sport Northern Ireland: it has no specific targets for the number of people with disabilities whom it processes through the centre - although it is bound by Sport Northern Ireland targets to embrace underrepresented groups (including the young and the old, women, the socially disadvantaged, etc.). Further, TNOC admits that it can hit these targets without processing any people with disabilities - and that, in any case, the numbers of disabled whom it can process will necessarily be limited due to the nature of its activities and the restrictions on how extensively these can be adapted.

Notwithstanding this lack of compulsion, TNOC professes a vision that its centre should be equipped to provide activities, instruction and training without limitation to groups and individuals. In this, and especially in its partnership with DSNI, TNOC considers that it is pioneering the way in exploring the extent to which people with disabilities can be included within outdoor activities such as mountaineering, orienteering, canoeing and mountain biking. Since the governing bodies of these sports (with the exception of canoeing) have neither the resource nor the inclination to pursue this work, TNOC can rightly claim to be at the cutting edge of development.

APPENDIX D: Questionnaire analysis

1. THE TARGET AUDIENCE

- 1.1** The questionnaire was sent to 156 email addresses. The list had been 'cleaned' by Sport Northern Ireland so that only one email respondent per organisation was contacted; however, analysis of results showed there were a few ambiguities where either:
- Different people in the same organisation were contacted for different reasons;
 - Two people within one organisation were contacted;
 - Two people within an organisation shared one email address;
 - A contacted person was not 100% sure with which 'hat' they were wearing;
 - The person replying was not the person the email was sent to; or
 - The email address was not recognised and the sender email was returned.

A result of the above is that the figures presented for replies do not fully tally in terms of total replies and the category within which they sit.

- 1.2** In order to elicit the best possible response, an introductory email was circulated first of all by Sport Northern Ireland to the email list, encouraging all to respond. This was followed within the week by an initial email request plus the link to the on-line questionnaire, giving respondents four weeks within which to complete the form. After two weeks a reminder email was sent, with a final email being sent on the original closing date, leaving the survey open for an additional weekend to try and boost responses.
- 1.3** In all, therefore, respondents were sent four emails encouraging and reminding them to complete the survey (one from Sport Northern Ireland and three from Wharton Consulting).

- 1.4** A total of 54 responses (34.6 percent) were received, of which 49 were fully completed - as per Table 1.1 below:

Table 1.1

Sport Northern Ireland grouping	Number sent	Number received	% Return
Awards for Sport Award	18	8	44%
Building Sport Award	10	3	30%
Clubmark Contract	4	1	25%
Community and Voluntary Group	8	1	12.5%
District Council	28	10	36%
DSNI Athlete	5	2	40%
DSNI Coach	5	3	60%
DSNI Director	1	0*	0
Education and Library Board	5	0	0
Athlete and Key Member Group	2	1	50%
Irish / UK Bodies	16	9	56%
Key Member Groups	7	3	43%
Governing Bodies of Sport	33	15	45%
Other	2	1	50%
Teachers / Group Leaders	9	0	0

* Wharton Consulting had had an interview with the DSNI Director

- 1.5** Feedback from the Sport Northern Ireland steering group stressed the importance of ascertaining feedback from the education sector. In response, a personalised questionnaire was sent to the original Education and Library Boards as well as to the Special Schools (via DSNI) and Activ8 schools, supported by further encouragement from relevant Sport Northern Ireland personnel via email and phone
- 1.6** The second request generated four responses - all four noting that they were schools, with one also being an Education and Library Board. These results have been added to the overall tables in the rest of this section to ease comparison.

2 NATURE OF RESPONDENTS

- 2.1** Within the questionnaire, respondents were asked to note which type of organisation they belonged to. The categories used were not those notated by Sport Northern Ireland; rather, they were designed to reflect the organisational structure / constitution. A result of this is again that numbers between the two for some groups - for example, governing bodies of sport and District Councils - do not tally; this will reflect where responses were received from two people within one organisation, or where organisations have been categorised differently by Sport Northern Ireland compared to where they notated themselves on the survey return - for example, where a governing body of sport details were provided to Wharton as a grant recipient, the same organisation would have recorded that they were a governing body of sport on their own survey return.
- 2.2** Table 2.1 below sets out the nature of the organisations which responded to the survey according to their own responses (organisations were asked to tick all that applied):

Table 2.1

Organisation	Number received
Private Company Limited by Guarantee	8
Governing Body of Sport	17
Unincorporated Members' Association	1
District Council	12
Charitable Trust or Foundation	7
Education and Library Board	1
Limited Liability Partnership	1
Community / Voluntary Association	8
Sports Club	5
School	4
Other	7

The 'other' group included individual athletes, and a regional governing body

3 DISABILITY BRIEF

- 3.1** Of the 58 respondents, 12 noted that they did not have a specific brief for working with people with disabilities. Eighteen respondents recorded that this was their sole purpose, and 28 noted that they had a specific brief for working with people with disabilities which was part of a broader purpose.
- 3.2** Respondents were asked how their organisation defined disability, a question which elicited a broad range of responses. These were a mixture of:
- Specific to the organisation - e.g. *Deaf and Hard of Hearing;*
 - Fairly generic - e.g. *Someone with a physical, sensory, or learning impairment;*
 - More detailed - e.g.:
 - o *Learning Disability - The person has an impediment to learning and therefore learns at a slower rate than normal. Learning disabilities vary in severity from mild to moderate to severe, depending on the rate of learning. The majority of people with learning disabilities can communicate and are able to express their needs and aspirations. Learning disability is the most common type of disability in Ireland, including more than two thirds (or 26,000) of all people with disabilities;*
 - o *Physical Disability - Some part of the normal physical functioning of the body is impaired. The types of impairment include spinal injuries, amputations and cerebral palsy; and*
 - o *Sensory Disability - Either the sight or the hearing of the person is impaired. Note: A person with a combination of disabilities may also present themselves for coaching. The tutor should point out that disability is not a homogenous group and there can be a huge disparity of ability within disability groups.*
 - Referenced to legislation or existing guidelines - e.g. *as set out in Equality Commission report in line with DDA.*

3.3 Tables 3.1-3.5 below provide further details of the remits of the respondents' organisations within the disability sphere:

Table 3.1

Does your organisation provide services to / interact with people with disabilities?	Responses
Yes	47
No	5
Don't know	2
Skipped the question	4

Table 3.2

Does your organisation run a disability-specific sport / recreation or leisure activity programme or programmes?	Responses
Yes	40
No	14
Skipped the question	4

Thirty-seven respondents provided further details of the services provided: these covered a range of activities, the most common being the provision of sport and participation events for disabled people within different environments - i.e. sports club, governing body of sport, after-school club, outdoor recreation - and across a wide range of sport and leisure activities. Other activities recorded included the training of coaches and volunteers, management functions, ensuring appropriate facility access, administration of awards such as Duke of Edinburgh's Award, and equipment provision.

Table 3.3

Do you have a remit for (please tick one only):	Responses
Increasing participation in sport and physical activity	19
Improving sporting performance	1
Both	33
Neither	1
Skipped the question	4

Table 3.4

Do you include people with disabilities within other programmes that you run?	Responses
Yes	43
No	11
Skipped the question	4

Forty respondents provided more detail of the programmes run, again with the majority being provision of sport and physical activity events both mainstream and disability-specific, as well as coaching courses and the training of volunteers.

Table 3.5

Which disability groupings does your organisation provide services to? Please tick all that apply	Responses
Blind / Partially Sighted	33
Deaf / Hard of Hearing	34
Wheelchair Users	38
Other Physical Disability	39
Learning Disability	37
Multiple Physical / Learning Disability	28
Other Health Related Condition	32
Skipped the question	4

4 DELIVERY OF SERVICES

- 4.1** Respondents were asked to rate how good they thought their organisation’s delivery of services to people with disabilities was, with 61 percent rating their service delivery as excellent or good (Table 4.1)

Table 4.1

How would you rate your organisation’s delivery of services to people with disabilities?	Responses
Excellent	14
Good	20
Average	13
Poor	5
Very Poor	2
Skipped the question	4

- 4.2** Forty five respondents took the opportunity to elaborate on their rating, providing objective details or supporting statements. Examples here included:

- Excellent - *Three full-time staff working on the Access-Ability Project who have been involved in numerous training courses relating to working with disabled people in the outdoor environment. One staff member has completed an MA in Disability Studies. Been working with disabled people for over 10 years, so feel that our experience and knowledge is a very good standard;*
- Good - *Our services are good in that we will endeavour to provide for all groups in the best way possible with the resources that we have. The building in which we live is old and can on occasion limit our service provision;*
- Average - *Though we are not actively running disability specific programs this is an area we are very keen to improve and develop upon in the future;*
- Poor - *We are a small voluntary organisation and have a membership of 100+. We provide exceptional events on an annual basis for deaf and hard of hearing adults but there is so much more we can do to reach out to 200,000 deaf and hard of hearing people in Northern Ireland. We want to do development work for deaf children and young people, we want to support our local deaf sports clubs by providing coaching programmes, and be in a position to financially support our elite players when they take part in competitions at an international level. We want to do more but need funding to achieve our key objectives; and*
- Very poor - *We only provide services to the able-bodied.*

- 4.3** Looking in more detail at how organisations approached working with people with disabilities, over 50 percent of those who did work with such populations adopted what might best be described as a pragmatic approach (Table 4.2), whereby there is a mix of fully mainstreamed services and those which are adapted or remain disability-specific.

Table 4.2

In delivering services to people with disabilities, which of the following best describes your organisation's approach (please tick one box only)?	Responses
All services and opportunities are integrated / mainstreamed	13
Some services are integrated / mainstreamed, but others are adapted or disability specific	26
Services are separate between those which are for people with disabilities only and those which are for able-bodies only	2
We only provide services to people with disabilities	5
We only provide services to the able-bodied	4
Not sure	4
Skipped the question	4

- 4.4** Respondents were asked to comment further on what they thought their organisation's strengths and weaknesses were with regard to its delivery of services to people with disabilities. In addition to issues which were very specific to particular organisations (for example, making reference to internal structures, etc.), key groupings reported by the 54 respondents were as follows:

Strengths

- Disability-specific expertise and knowledge;
- Well qualified and committed staff;
- Fully integrated and inclusive;
- Facilities;
- Strong partnerships; and
- Strong planning and problem-solving approach.

Weaknesses

- The reliance on volunteers;
- Lack of time and or resources;
- Lack of knowledge;
- Lack of profile/public perception;
- Limited number of athletes;
- Lack of sustainable funding; and
- Limited facilities.

- 4.5** Thirty three respondents recorded that their organisation had structured or formal plans to increase its provision for people with disabilities: 13 did not, and seven did not know. Plans described by the respondents included:

- Appointment of disability officers;
- Specific development or operational plan targets;
- Ensuring all new facilities meet required standards; and
- Increasing athlete participation or the number of clubs.

Other replies were more of a philosophical nature, for example: "No formal plan exists but provision for people with disabilities is increasing organically within the organisation in response to demand".

4.6 Forty-four respondents provided an example of their organisation being successful in increasing participation and / or improving performance by people with disabilities. These included:

- Appointment of staff - *The organisation have appointed me their disability advisor;*
- Running taster sessions and marketing campaigns - *through the taster sessions, they have been a really successful way of encouraging people to become involved - examples of which can be seen on the Venture Outdoors Facebook page;*
- Organising competitions and competitive leagues - *We organised a National Inter Provincial Championships in Monaghan in 2008 for different sports e.g. Men's Football, Ladies Football, Ladies Basketball;*
- Running a children's multi-sport club - *Physical activity programme based at the Cliff. 20 young people aged 16-18 receiving fun based, fitness that they can continue after they leave school;*
- Successful integration of disabled athletes into able-bodied competitive teams / competition - *The club meets twice per week. The players compete in an able bodied league and also compete in UK and Ireland; Europe and World competitions and they have World and European gold medallists within their club;*
- Hosting disability-specific coaching sessions for performance-oriented athletes - *We have a GMPD Rhythmic Gymnastics (Holly Hamill) who has excelled to become junior British Champion in a very short space of time. We also have two other GMPD gymnasts on GB GMPD squad;*
- Developing the overall person - *Educationally pupils have gone on from here to FE and university (Cambridge) after their grounding here; and*
- Running training courses - *Range of training courses developed which are now delivered to over 500 people per annum - the majority are delivered on a commercial basis.*

5 REPRESENTING THOSE WITH DISABILITIES

- 5.1** Thirty-six respondents recorded that their organisation has a role in representing the views of people with disabilities in a sporting context; 18 did not. When asked how they would like Sport Northern Ireland to consult with them on such matters, nearly 70 percent (26) preferred this to be via a mixture of direct consultation and via stakeholder organisations (Table 5.1).

Table 5.1

How would you wish for Sport Northern Ireland to consult with you?	Responses
Via stakeholder organisations such as DSNI	6
Directly	5
A mixture of the above	26
Do not mind	3
Skipped the question	18

6 POLICIES AND WORKFORCE

- 6.1** The next series of questions asked respondents about their policies and information availability within the context of people with disabilities. The replies are set out in Tables 6.1 - 6.3 below:

Table 6.1

Which if any, of the following policies does your organisation have in place? Please tick all that apply.	Responses
General equity policy	28
Equal opportunities policy	39
Disability policy	22
Sports equity policy	15
None of the above	5
Other	8
Skipped the question	4

Table 6.2

Is the information which your organisation makes publicly available accessible to people with disabilities?	Responses
Yes	40
No	4
Don't know	10
Skipped the question	4

Table 6.3

If your organisation has a website, is it accessible to people with disabilities?	Responses
Yes	30
No	9
Don't know	15
Skipped the question	4

When asked to expand on their answer, the most common reply was via 'Browse Aloud' and larger text; however, it was also apparent that a small number of respondents answered yes to the question even though their organisation's website has not been adapted for disabled populations.

7 EMPLOYMENT DETAILS

- 7.1** The survey asked respondents about the employment opportunities and support offered to people with disabilities. The replies are set out in tables 7.1 - 7.10 below:

Table 7.1

How many people work for your organisation within each of the following categories?	Number of responses	Range of employees	Average no. of people
Full time	33	0-450	28
Part time	30	0-50	7
Volunteer	32	0-6518	264*
Don't know	11		
Skipped the question	6		

* For volunteers, a number of respondents just said 100's - this figure is therefore approximate

Table 7.2

Do you know how many of the people who work for your organisation have a disability?	Responses
Yes	27
No	13
Don't know	12
Skipped the question	1

Table 7.3

If yes, how many are:	Number of responses	Organisations with 0 people	Organisations with 1-5 people	Organisations with more than 5 people	Organisations where data is not available
Full-time	18	12	6	0	
Part-time	18	10	6	2	
Volunteer	20	4	6	7	3
Skipped the question	28				

Table 7.4

How often does your organisation offer training to its employees / other personnel in disability awareness?	Responses
Once, on joining the organisation	1
Once, at some other time	3
Regularly and periodically	19
As and when requested	18
It does not offer training	6
Don't know	5
Skipped the question	6

Table 7.5

Does your organisation offer flexible working to employees with disabilities?	Responses
Yes	23
No	8
Don't know	21
Skipped the question	6

This most often took the form of flexible working hours and family friendly policies. In some cases respondents noted that “We would make every effort to facilitate the needs of any individual with a disability” or similar.

Table 7.6

Is your primary location accessible to people with disabilities? Please tick all that apply	Responses
Yes - to the physically disabled and wheelchair users	40
Yes - to the blind and partly sighted	28
Yes - to the deaf and hard of hearing	28
No	2
Don't know	6
Skipped the question	6

Table 7.7

Does your organisation have an officer or official or volunteer with specific responsibility for disability awareness and, if so, at what level is this person employed / deployed within the organisation? Please tick all that apply	Responses
Board member	4
Director / senior executive	2
Manager	3
Development Officer	6
Administrator	2
Volunteer	5
Other	7
Skipped the question	34

Table 7.8

Does your organisation monitor its provision for people with disabilities?	Responses
Yes	27
No	16
Don't know	9
Skipped the question	6

Monitoring typically, where recorded, took place annually and included such measures as the setting and reviewing of annual targets; keeping a database of facility usage; annual reviews of operational plans and service delivery; and an annual audit as part of the monitoring of a Disability Policy.

Table 7.9

Does your organisation consult with people with disabilities with regard to their needs and preferences?	Responses
Yes	36
No	9
Don't know	7
Skipped the question	6

Thirty one respondents expanded further on how their organisation consulted with people with disabilities. As might be expected the replies varied depending on the nature of the organisation, including:

- *If and when it is identified that someone may need assistance we have a chat to them or the Parent / Guardian as to how best to make them inclusive;*
- *We would carry out regular surveys;*
- *Web page, e-mail, forums with specific interest groupings; and*
- *Board has an athletes' representative and consultation also takes place at events and via the website.*

Table 7.10

Overall how would you rate your organisation in its provision for people with disabilities within its workforce?	Responses
Excellent	4
Good	23
Ok	17
Poor	5
Very poor	0
Don't know	3
Skipped the question	6

8 SPORT NORTHERN IRELAND AND ITS DMP

- 8.1** The next section of questions asked respondents about Sport Northern Ireland's Disability Mainstreaming Policy, as well as further questions regarding their organisation's engagement with Sport Northern Ireland.
- 8.2** The answers show that, while 50 percent of those who were asked to complete the survey were aware of the DMP, this number dropped by half when asked whether respondents knew what the Policy's aims and objective were and how the Policy was implemented (Table 8.1).

Table 8.1

Are you aware of Sport Northern Ireland's Disability Mainstreaming Policy?	Responses
Yes	27
No	23
Skipped question	7
If Yes, do you know what its aims and objectives are?	
Yes	21
No	14
Skipped question	22
Do you know how Sport Northern Ireland implements its DMP?	
Yes	15
No	36
Skipped question	7

Table 8.2

Would you say that Sport Northern Ireland has had a positive influence on your organisation's approach to working with disabled people?	Responses
Yes	25
No	11
Don't know	15
Skipped the question	7

Table 8.3

In your engagement with Sport Northern Ireland, have you been specifically required or requested to:	Responses
(a) Take consideration of the needs of people with a disability?	
Yes	31
No	11
Don't know	9
Skipped the question	7
(b) Provide data in respect of participation in your organisation's activities by people with a disability?	
Yes	26
No	19
Don't know	6
Skipped the question	7
(c) Develop sporting opportunities for people with a disability?	
Yes	29
No	14
Don't know	8
Skipped the question	7

9 SOURCES OF INFORMATION, EXPERTISE AND LEADERSHIP

- 9.1** Respondents were asked about where and who they would go to for information on matters to do with people with a disability. Their responses are recorded in Tables 9.1 and 9.2:

Table 9.1

If your organisation required information or advice relating to people with a disability and sport, which of the following would you approach (please tick one box only)?	Responses
Sport Northern Ireland	3
DSNI	39
Disability-specific organisation	4
Don't know	0
Other	5
Skipped the question	7

Table 9.2

Do you feel that your organisation receives enough support (e.g., training, advice) to be inclusive of people with disabilities?	Responses
Yes	31
No	13
Don't know	7
Skipped the question	7

10 LEADING SPORT FOR PEOPLE WITH DISABILITIES

10.1 The final questions in the survey asked respondents about the leadership of sport for people with disabilities:

Table 10.1

Which of the following would you say has lead responsibility for the strategic planning of sport for people with disability in Northern Ireland (please tick one box only)?	Responses
Sport Northern Ireland	11
DSNI	33
Disability-specific organisation	0
NGB	3
Individual sports clubs	0
District Councils	0
Other	3
Skipped the question	7

Table 10.2

Which of the following would you say has responsibility for delivering programmes of sport for people with disability in Northern Ireland (please tick all that apply)?	Responses
Sport Northern Ireland	29
DSNI	41
Disability-specific organisation	25
NGB	35
Individual sports clubs	26
District Councils	24
Other	4
Skipped the question	7

Table 10.3

Overall, would you say that sport for people with a disability is promoted positively in Northern Ireland?	Responses
Yes	27
No	12
Don't know	12
Skipped the question	7

11 KEY BARRIERS

- 11.1** Finally respondents were asked two open ended questions - both of which produced answers which were similar to each other, across a range of common issues:

Table 11.1

What one single thing would improve the provision of sport for people with disabilities in Northern Ireland?	Responses
Increased funding	9
More / better facilities and resources	8
More staff / capacity	6
More / better information / communication	5
Enhanced public image / attitudes	5
Increased training / knowledge	3
Better transport	3
Greater capacity / more programmes	2
Access to mainstream programmes	2
Lower costs	1

Table 11.2

What is the single biggest barrier at present to the provision of sport for people with disabilities in Northern Ireland?	Responses
Greater awareness / publicity	10
Increased funding	9
Better training - especially for coaches	6
More / better facilities and resources	2
Enhanced public image / attitudes	2
More / better information / communication	2
Better transport	2
Better inclusion	2
Better / more setting of disability specific targets when awards are given	2
More opportunities for people to try activities	2
More dedicated staff	1
Mainstream funding for DSNI	1
Increased organisational capacity	1
Increased support from the Local Authorities	1
Better sports hubs	1

APPENDIX E: Equality Commission for Northern Ireland guidelines on Equality Act 2010

The Equality Act 2010 and the gaps between GB and Northern Ireland Equality Law

Introduction

In April this year, the Equality Act 2010 was passed in Great Britain (GB). The provisions of the Act, apart from a few minor exceptions, only apply to GB and will not change equality law in Northern Ireland.

The Equality Act 2010 replaces the existing anti-discrimination laws in GB with a single act. It simplifies, harmonises and strengthens GB equality law in order to tackle new forms of discrimination and address deep-rooted existing inequalities.

The enactment of the Equality Act 2010 will, however, result in significant differences between GB and Northern Ireland equality law. These differences affect all grounds of discrimination (race, sex, age, disability, etc.) across a wide range of areas (employment, education, the provision of goods and services and housing, etc.).

Once the planned changes in GB come into force, vulnerable and marginalised individuals in Northern Ireland will have less protection against unlawful discrimination, harassment and victimisation than those in GB.

These changes will also mean that employers and service providers who operate both in Northern Ireland and GB, will have to grapple with the increased inconsistencies and differences in equality law between the two jurisdictions. They will have to keep track of their responsibilities under differing legislative frameworks, as well as case-law emerging from separate legislative provisions.

Key changes

Outlined below are some of the key changes which will take place in GB once the Equality Act 2010 takes effect. The majority of the Act's provisions are due to come into force in October 2010. It is proposed that the provisions relating to outlawing age discrimination outside the workforce will take effect in April 2012 and those relating to the public sector equality duty will come into force in April 2011.

Legislation harmonised and simplified

The Act addresses inconsistencies in the current discrimination law framework so as to ensure uniform protection against discrimination across all grounds, where appropriate. For example, it has harmonised the race equality legislation so that individuals have the same level of protection on the grounds of colour and nationality, as on the grounds of race, ethnic origin and nationality. Harmonising and simplifying the legislation will also make it easier for people to understand and comply with the Act.

Age discrimination outside the workplace

Age discrimination against people aged 18 or over will be extended to non-employment areas, so that, for example, individuals in GB will be protected against unjustifiable age discrimination when accessing health or social care, or financial services. Public bodies in GB will also be prohibited from discriminating on the grounds of age when exercising their public functions.

Disability legislation strengthened

The disability equality legislation will be both streamlined and strengthened. Changes include:

- The replacement of the concept of 'disability-related discrimination' with protection against 'indirect disability discrimination' and 'discrimination arising from disability'. These provisions are primarily designed to address the effects of the House of Lords' decision in *Mayor and Burgesses of the London Borough of Lewisham v Malcolm* [2008] UKHL 43, which severely restricted the scope for disabled people to claim disability-related discrimination.
- Express protection for people, such as carers, friends or family members, who are subjected to direct discrimination or harassment due to their association with a disabled person or for individuals because they are wrongly perceived to be disabled. Protection against discrimination due to association and perception will also be extended to the grounds of sex and gender reassignment;
- Employers will be prohibited from asking job applicants questions related to disability, prior to making a job offer, except in specified circumstances.

Dual discrimination prohibited

Dual discrimination will be prohibited outlawing direct discrimination on up to two combined grounds, for example, disability and gender or gender and race.

Equal pay provisions strengthened

Employers in GB will be prohibited from preventing or restricting their employees from having discussions in order to establish if pay differences exist that are related to an equality ground (e.g. gender). Employees will also, in certain circumstances, be able to claim direct pay discrimination, even if no actual comparator can be found.

Positive action measures extended

Employers and service providers in GB will be allowed (but not required) to take a wider range of measures aimed at alleviating disadvantage experienced by underrepresented groups.

Public sector duties extended

Public authorities in GB will be required to have due regard to the need to promote equality of opportunity across the additional grounds of age, religion and sexual orientation. The good relations duty on public authorities will also be extended to cover additional grounds. Certain public authorities will, in addition, be required to consider socio-economic disadvantage when taking strategic decisions on how to exercise their functions.

Northern Ireland law reform

In recognition of the need to streamline and modernise Northern Ireland equality law and to keep pace with developments in GB, the Equality Commission in 2009 raised with Junior Ministers in the Office of the First and Deputy First Minister (OFMDFM) a number of proposals for urgent legislative reform in this area.

In response, the Junior Ministers have indicated that they recognise the need to take steps to update and strengthen anti-discrimination law so as to ensure that Northern Ireland citizens enjoy the same legal protection as citizens elsewhere. They have also confirmed that they are considering how best this might be achieved.

NOTES:

NOTES:

This document is available in other accessible formats on request, and online at www.sportni.net

Sport Northern Ireland
House of Sport
2a Upper Malone Road
Belfast BT9 5LA
T: **(028) 9038 1222**
E: info@sportni.net
W: www.sportni.net

