

# GROWING AND SUSTAINING WORLD CLASS SPORT



**SPORTING COMMUNITIES – SPORTING CLUBS – SPORTING WINNERS**

## DRAFT CORPORATE PLAN 2015-2020 EQUALITY IMPACT ASSESSMENT

REF	Draft Corporate Plan 2015-2020 Equality Impact Assessment
PURPOSE	Final Draft for Section 75 Consultation
DATE:	23 January 2015

**Sport Northern Ireland  
Draft Corporate Plan 2015-2020  
Equality Impact Assessment**

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## PREFACE

Further to the statutory duties attached to Section 75 of the Northern Ireland Act 1998, Sport Northern Ireland (Sport Northern Ireland) committed to carrying out an Equality Impact Assessment (EQIA) on each policy or programme where screening had indicated that there may be significant implications in relation to one of more of the nine equality grounds. The Corporate Plan 2015 – 2020 was screened and significant implications were identified. Further to this screening, this draft report has been made available as part of the formal consultation stage of the EQIA on the Corporate Plan 2015 - 2020.

We would welcome any comments that you may have in terms of this EQIA, including our preliminary recommendations with regard to measures to mitigate potential adverse impact.

Further copies of this draft consultation EQIA report are available on Sport Northern Ireland's website at [www.sportni.net](http://www.sportni.net). If you have any queries about this document and/or its availability in alternative formats (including Braille, large print, disk and audio cassette, and in minority languages to meet the needs of those who are not fluent in English) then please contact:

Equality & Diversity Team  
Sport Northern Ireland  
House of Sport  
Upper Malone Road  
Belfast. BT9 5LA  
Telephone: 028 90 38 1222  
E-mail: [info@sportni.net](mailto:info@sportni.net)

**YOUR RESPONSE MUST BE RECEIVED BY 4PM ON THURSDAY 23 APRIL 2015**

## **FOREWORD**

Sport Northern Ireland is pleased to present for consultation our draft EQIA report on the Corporate Plan for 2015 – 2020.

This Corporate Plan sets out Sport Northern Ireland’s key values and principles, anticipated approaches and priorities over the next five years. Sport Northern Ireland has continued to work in partnership with the Department of Culture, Arts Leisure (DCAL) in implementing the ten year Sport Matters: The Northern Ireland Strategy for Sport and Physical Recreation 2009-19. This Strategy envisages a new shared sporting vision – *‘a culture of lifelong enjoyment and success in sport’*. It sets out the key strategic priorities for sport and physical recreation and continues to inform the direction of future investment underpinning three areas - Participation, Performance and Places.

Sport Northern Ireland has endeavoured to work within the spirit and letter of Section 75, including the development of systematic procedures to ensure that all our policies, procedures, programmes and strategies are routinely subject to rigorous scrutiny. This overarching EQIA of our next corporate business cycle builds on this foundation to ensure that Section 75 principles continue to be enshrined at the highest corporate and strategic levels within the organisation and we commend this document to you.

**Andrew Sloan**  
**Director of Sport Management Services**

# 1. INTRODUCTION

## Sport Northern Ireland

Sport Northern Ireland is an executive non-departmental public body sponsored by the Department of Culture, Arts and Leisure (DCAL). It was established on December 31<sup>st</sup> 1973 under the provisions of the Recreation and Youth Service (Northern Ireland) Order 1973, with its main objective being the furtherance of sport and physical recreation.

## Draft Corporate Plan 2015 – 2020

Sport Northern Ireland’s vision, derived from Sport Matters: The Northern Ireland Strategy for Sport and Physical Recreation 2009-19, is:

**‘Northern Ireland: renowned as a place where people enjoy, engage and excel in sport.’**

Sport Northern Ireland’s mission is:

**‘To lead world class sports development at all levels producing more participants and more winners.’**

In line with this vision and mission, through its new Corporate Plan, Sport Northern Ireland will create programmes and partnerships that will contribute to the following strategic objectives:

<b>OBJECTIVE</b>	<b>DEFINITION</b>
<b>1.</b> Sporting Communities	To increase and support the number of people adopting and sustaining a sporting lifestyle.
<b>2.</b> Sporting Clubs	To enable more people to develop and reach their sporting goals through a structured environment.
<b>3.</b> Sporting Winners	To help more Northern Ireland athletes win medals at the highest level.

In consultation with our partners and staff, we have developed a values and principles framework that will guide how we work to achieve our corporate vision, mission and strategic objectives:

<b>VALUES AND PRINCIPLES FRAMEWORK</b>	
<b>Leadership</b>	<b>Being strategic and using our resources and expertise to achieve the maximum impact.</b>
<b>Creativity</b>	<b>Pushing boundaries and being flexible and innovative in our approach.</b>
<b>Teamwork</b>	<b>Ensuring genuine collaboration and partnerships and embracing the contribution of others.</b>
<b>Excellence</b>	<b>Providing an outstanding service for all.</b>
<b>Integrity</b>	<b>Being accountable, transparent, honest and fair.</b>

The Plan has been devised based on a projected budget of **£100.3m** during the period 2015-20. Six Priorities for Action will attach to our three strategic objectives:

<b>SPORTING COMMUNITIES</b>	<p><b>To increase and support the number of people adopting and sustaining a sporting lifestyle.</b></p> <ol style="list-style-type: none"> <li>1. We will lead, co-ordinate and invest in the development and delivery of grassroots sport, extending choice and quality sporting opportunities which engage all.</li> <li>2. We will increase participation in grassroots sport with a target on young people, disabled people, women, older people and people living in areas of greatest need.</li> </ol>
<b>SPORTING CLUBS</b>	<p><b>To enable more people to develop and reach their sporting goals through a structured environment</b></p> <ol style="list-style-type: none"> <li>3. We will invest in the sporting workforce to enable sports clubs to develop and deliver quality sporting experiences so that people can enjoy and sustain a sporting lifestyle.</li> <li>4. We will invest in quality sports facilities that engage communities, support achievement of sporting goals and develop future champions.</li> </ol>
<b>SPORTING WINNERS</b>	<p>To help more Northern Ireland athletes to win at the highest level.</p> <ol style="list-style-type: none"> <li>5. We will prioritise those sports and athletes who have the potential to achieve success and excel at the Olympic, Paralympic and Commonwealth Games.</li> <li>6. We will work strategically with the sports (including culturally significant sports) to invest in our high performance expertise where it is most needed to ensure success.</li> </ol>

The successful delivery of these Priorities for Action is predicated on:

- Engaging and supporting the right **People**;
- Effective **Planning**;
- Strong **Partnerships**; and
- Quality and accessible **Places** for sport

Collectively, these relate to our strategic objectives, and when delivered successfully will make a significant contribution to growing and sustaining a world class sporting system in Northern Ireland. The figure below outlines our Integrated Delivery Model for the period 2015-2020.



In total, this Corporate Plan outlines Sport Northern Ireland's contribution to delivering on the targets and key steps within DCAL's Sport Matters strategy (see below), including plans for investing available Exchequer and National Lottery funds.

**Critically, in terms of Section 75, it re-enforces our commitment to ensuring that sport and physical recreation is for everyone, regardless of age, gender, race, disability, marital status, sexual orientation, dependency, religious belief or community background. Along with our partner organisations, we are moving forward to contribute to a shared and equal future for everyone in Northern Ireland.**

## **Wider Importance of Sport and Physical Recreation**

There is widespread consensus across society that sport and physical recreation has both intrinsic and extrinsic benefits, with a growing awareness of the significant positive contribution that they make to improving the lives of individuals, communities and society as a whole. This contribution can be summarised in the following areas:

### ***Improving Health and Wellbeing***

Sport and physical recreation, as forms of physical activity, can play a vital role in improving health and wellbeing. For example there is a significant and growing body of evidence that highlights the contribution of sport and physical recreation to reducing levels of obesity, cardiovascular disease, Type 2 diabetes, colon cancer, osteoporosis, anxiety and stress.

### ***Growing the Economy***

Sport and physical recreation are already net financial contributors to the economy and their economic value is firmly established. Research carried out by Sport Northern Ireland in 2010 quantifies this contribution as follows:

- Jobs - 18,500 people are employed in sport-related employment;
- Spend - £688m was spent by consumers on sport-related goods and services in 2008; and
- Added value - sport-related activity adds £693m to the NI economy.

Furthermore, research by *Volunteer Now* in 2007, estimated that the overall economic value of formal sports volunteers was £66.5m per year.

### ***Improving Education and Skills***

Within an educational environment, there is early evidence to suggest that participation in sport and physical recreation can contribute to a child's improved academic performance and perceived self-esteem and are effective vehicles for re-engaging marginalised young people.

### ***Building Strong, Cohesive and Inclusive Communities***

Sport and physical recreation can make a significant contribution to local communities and achieving the vision of a '*Shared and Better Future for us all*', identified within the Programme for Cohesion, Sharing and Integration. A survey by Sport Northern Ireland in 2008 found that nine in ten sports' participants agreed that sport has enabled them to mix with people from different religions, age groups, neighbourhoods and social groups.



### ***Improving Northern Ireland's Image, at Home and Abroad***

Sport and physical recreation has made a positive contribution to Northern Ireland's image, at home and abroad. For example, sports events, activity tourism and winning performances by athletes and teams have all played an importance role improving this image.

## **CORPORATE PLAN 2012-2015**

Over the period of the previous Corporate Plan 2012-15, Sport Northern Ireland made good progress in developing sport and physical recreation in Northern Ireland. This progress is articulated in Sport Northern Ireland's most recent Annual Review which can be downloaded at [www.sportni.net](http://www.sportni.net). However, please find below some examples of progress made:

- The Sports Institute Northern Ireland (SINI) has continued to provide an environment which nurtures elite athletes and coaches, and provide them with top class facilities, services and expertise. The High Performance Centre at the University of Ulster provides a purpose built base and access to high performance facilities;
- As part of a drive to improve governance standards in sport and increase performance standards, Sport Northern Ireland has continued to support governing bodies to ensure they are modernised and 'fit for purpose'. This includes ensuring that each governing body continues to meet Sport Northern Ireland's obligations under Section 75;
- Tollymore National Outdoor Centre (TNOC), Sport Northern Ireland's National Outdoor Training Centre for adventure sports, has continued to provide a wide range of skills and leadership training and assessment courses in mountaineering and canoe sport;
- Sport Northern Ireland has conducted high quality research which contributed towards the evidence-base for sport to inform strategic policy, reinforce the case for the value of sport and enhance the effectiveness of investment e.g. Sport Policy Factors Leading to International Sporting Success; and
- Finally, Sport Northern Ireland has continued to increase and sustain levels of participation among people of all ages and abilities and promote lifelong physical activity by developing and implementing innovative policies and programmes, such as the Active Clubs.

## ***Key Challenges & Opportunities 2015-2020***

Despite the good work that has taken place over the period 2012-2015, Sport Northern Ireland will face a number of difficult challenges in relation to achieving our strategic priorities during 2015-2020. However, this will also present us with a number of opportunities. Some of the key challenges and opportunities are summarised below:

**Participation** - There is clear public passion for and interest in sport and physical recreation across Northern Ireland. Recent data from the Northern Ireland Adult Sport and Physical Activity Survey (SAPAS, 2010) indicates that 37% of adults living in Northern Ireland participated in at least 30 minutes of moderate intensity sport in the last seven days. This figure increases to 47% if walking and cycling is included.

When total physical activity (e.g. what activities are undertaken at work, in the home, getting about and playing sport) is considered SAPAS (2010) reports that only 35% of adults living in Northern Ireland meet the Chief Medical Officer's recommendation (a total of at least 30 minutes a day of at least moderate intensity physical activity on five or more days of the week) for physical activity each week. This indicates that 65% of the Northern Ireland adult population are not sufficiently active in order to maintain good general health.

In terms of the Continuous Household Survey (CHS) Sport participation levels remain low. According to CHS [2013-14] only 48% of adults (16+) had taken part in sport at least once in the last week. Women (40%), People with a Disability (24%) and People Living in Deprived Communities (41%) are significantly under-represented in sport.

Findings from the Young Peoples' Behaviour and Attitudes Survey (YPBAS) 2010 reported that young people [11-16 years] generally enjoy (89%) doing sport and physical activity, but:

- only 49% normally spend at 2 hours a week doing organised PE, or games or playing for a school team;
- only 46% are a member of school sports club or team; and
- only 59% are a member of other sports clubs or teams not connected with their school.

By contributing to the key steps and targets within Sport Matters and the Department of Health, Social Services and Public Safety's Framework for Preventing and Addressing Overweight and Obesity in Northern Ireland – 'A Fitter Future for All' (2011-2021), Sport Northern Ireland will continue to strive to make sport and physical recreation more desirable and accessible to the Northern Ireland population through the

development and implementation of initiatives aimed at increasing participation levels of specific target groups.

**Performance** - Notwithstanding recent success at the Glasgow 2014 Commonwealth Games, London 2012 Olympic and Paralympic Games and other notable achievements in recent years, Northern Ireland has still some way to go in order to secure a world leading system for player/ athlete development. Prior to 2012 Olympic and Paralympic successes in athletics, boxing and cycling, the last Olympic medal won by a Northern Ireland athlete was in 1992. In addition, three sports have accounted for all medals won by Northern Ireland's athletes at Commonwealth Games since 1950. This said, representatives of some of Northern Ireland's larger team sports (including football, Gaelic Games, rugby and cricket) have achieved considerable success in recent years.

The relative gap between the performance of Northern Ireland's athletes and those from other countries continues to increase. Investment in high performance sport has been available since 1997 but still remains at a lower level when compared to other countries.

In addition, Sport Northern Ireland needs enabled partners to lead and deliver sport and physical recreation. Increasingly, it faces demands on resources at both a regional and local level. One such challenge is to ensure that sporting organisations have the capacity and capability to deliver.

As the Rio 2016 Olympic and Paralympic Games and 2018 Gold Coast Commonwealth Games approaches, we will look to maximise the opportunities that these Games present in terms of athlete participation, pre-games events, facility provision and long-term legacy.

Whilst it important to manage public expectation, following recent successes, these Games will provide the opportunity to inspire Northern Ireland's next generation of sporting heroes and heroines.

**Places** - Given the current economic climate, a key challenge for sport and physical recreation in Northern Ireland is addressing the sports facilities deficit highlighted in our recent research report, Bridging the Gap (2009). This report indicates that, at both community and high performance levels, Northern Ireland is under-provided for in comparison with other regions in the UK and Europe.

Over the next five years, we will have the opportunity to work with partners to address the sports facilities deficit through the development of a range of new, improved and shared sports facilities across Northern

Ireland. We will also look to support aspiring athletes by providing world leading training facilities within a 60 minute travel time and a provide range of facilities capable of hosting major sporting events such as the Belfast 2013 Wold Police and Fire Games.

## **‘Sport Matters’ - The Northern Ireland Strategy for Sport & Physical Recreation 2009-2019**

Sport Matters sets out the key strategic priorities for sport and physical recreation over the period 2009-2019 and informs the direction of future investment. As a strategic document, it poses great challenges for every individual and organisation with a stake in sport, physical recreation, health, education, social and community wellbeing, and the environment.

Following consultation, the people of Northern Ireland articulated their aspirations and the long-term vision for sport and physical recreation over the next decade: *‘a culture of lifelong enjoyment and success in sport’*. The document is structured to reflect the current and anticipated needs of sport and physical recreation as expressed through consultation. These relate to:

- Participation;
- Performance; and
- Places.

Sport Northern Ireland is responsible for coordinating and managing the implementation of Sport Matters, supporting each of the Sport Matters Implementation Groups in the development of action plans, engagement of key partners and the subsequent reporting of progress to the Ministerial led Sport Matters Monitoring Group.

In addition, Sport Northern Ireland has a role in planning and delivering its own contributions, as well as supporting its partners plans to sustain their contributions to Sport Matters. This Plan outlines Sport Northern Ireland’s contribution to Sport Matters. Further information on the implementation of Sport Matters is available online at: [www.sportni.net/about/SportMatters/Implementation](http://www.sportni.net/about/SportMatters/Implementation)

### **Sport Matters: The Northern Ireland Strategy for Sport and Physical Recreation 2009-2019: Performance Against Targets**

Sport Matters identified 26 high level targets against which the success of the strategy will be measured. These targets are summarised by the three themes of Participation, Performance and Places and are listed

below. Where targets have already been achieved these are clearly marked. Of the total 26 targets, there are 7 short term targets, 7 medium term targets and 12 long term targets. In summary, 8 targets have already been achieved (see below).

Work will continue on achieving many of these targets during this corporate planning cycle 2015-20. Some targets may change following the completion of a Sport Matters Interim Review which is currently being drafted by DCAL. For more information visit: [www.sportni.net/about/SportMatters](http://www.sportni.net/about/SportMatters)

## **Participation**

**PA1 ACHIEVED** - By 2009, to have agreed and commenced implementation of a revised research framework for participation rates that is cognisant of the recommendations of the Chief Medical Officers in the UK. Sport Northern Ireland finalised Northern Ireland's Sport and Physical Activity Survey 2010 (SAPAS), the large-scale adult participation survey which will provide baseline data for many of the targets identified within Sport Matters.

**PA2 ACHIEVED** - By 2010, to have reviewed economic impact of sport and physical recreation in Northern Ireland. Sport Northern Ireland finalised, launched and published the Economic Importance of Sport in Northern Ireland. The report is available online at [www.sportni.net](http://www.sportni.net).

**PA3** By 2011, to have established a baseline for the number of children of compulsory school age participating in a minimum of two hours quality physical education.

**PA4 ACHIEVED** By 2013, to have stopped the decline in adult participation in sport and physical recreation.

**PA5** By 2014, to have increased the number of people in Northern Ireland in membership of at least one sports club.

**PA6** By 2014, to provide every child in Northern Ireland over the age of eight years with the opportunity to participate in at least two hours per week of extra-curricular sport and physical recreation.

**PA7** By 2019, to deliver at least a three percentage point increase in adult participation rates in sport and physical recreation (from the 2013 baseline).

**PA8** By 2019, to deliver at least a six percentage point increase in women's participation rates in sport and physical recreation (from the 2013 baseline).

**PA9** By 2019, to deliver at least a six percentage point increase in participation rates in sport and physical recreation among socio-economically disadvantaged groups (from the 2013 baseline).

**PA10** By 2019, to deliver at least a six percentage points increase in participation rates in sport and physical recreation among people with a disability (from the 2013 baseline).

**PA11** By 2019, to deliver at least a six percentage point increase in participation in sport and physical recreation among older people (from the 2013 baseline).

## Performance

**PE12 ACHIEVED** - By 2010, to have a fully operational Sports Institute that supports 100 athletes per annum to achieve 70% of their agreed annual performance targets. Five service areas including Sports Medicine; Sports Science; Strength and Conditioning; Performance Planning and Performance Skills are currently operational at SINI delivering services to 197 athletes.

**PE13 ACHIEVED** - By 2010, to win at least five medals at the Delhi Commonwealth Games. Ten medals (including 3 gold, 3 silver and 4 bronze medals) were won in Delhi 2010 in boxing (5), cycling (2), shooting (2) and bowls (1).

**PE14** By 2011, to ensure that all Sport Northern Ireland funded governing bodies and sporting organisations are 'fit for purpose' organisations.

**PE15** By 2014, to win at least five medals at the Glasgow Commonwealth Games.

**PE16** By 2019, to have implemented nationally recognised coach accreditation systems for all Sport Northern Ireland funded governing bodies.

**PE17** By 2019, 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.

**PE18** By 2019, to have accredited at least 700 appropriately qualified, full-time coaches available to meet demand across all aspects of sport and physical recreation.

**PE19** By 2019, to have 45,000 appropriately qualified, part-time and volunteer coaches available to meet demand across all aspects of sport and physical recreation.

**PE20** By 2019, to have secured a world-class system for athlete development consisting of services, facilities and competition, following the hosting of the Olympic and Paralympic Games in London 2012.

## Places

**PL21 ACHIEVED** - By 2010, to initiate a Northern Ireland certification process that will improve safety management and the fabric of the major stadia in Northern Ireland, to comply with the Safety of Sports Grounds (Northern Ireland) Order (2006) and associated technical guidance.

**PL22** By 2013, and subject to the normal approval processes, to have addressed the need for an operationally viable and commercially sustainable multi-sports stadium for Northern Ireland.

**PL23 ACHIEVED** By 2014, to have a minimum of 10 new or upgraded facilities that will support Northern Ireland player/athlete development in Olympic and Paralympic sports.

**PL24** By 2015 to have amended public policy frameworks to protect and promote access to and sustainable use of publicly-owned land in Northern Ireland for sport and physical recreation.

**PL25** By 2019, to ensure that 90% of the population have quality accredited, multi-sports facilities that have the capacity to meet demand, within 20 minutes travel time.

**PL26 ACHIEVED** By 2019, to ensure that all planning decisions follow Planning Policy Statement 8: Open Space, Sport and Outdoor Recreation in relation to the provision of spaces for sport and physical recreation.

## Corporate Structures

### *Sport Northern Ireland Board*

The Board consists of a Chair, Vice-Chair and up to 13 members who combine sectoral interest with a broad range of skills and experience to further the strategic objectives for the development of sport in Northern Ireland. For further details go to: <http://www.sportni.net/about-us/board-members/>

### *Chief Executive*

The Chief Executive is the Accounting Officer for Sport Northern Ireland. Three units operate within Sport Northern Ireland each headed by a Unit Director:

- Participation and Places;
- Performance; and
- Sport Management Services.

### *Staff*

As of 1/7/2012, there were 111 members of staff employed within Sport Northern Ireland (<http://www.sportni.net/about/stafflist>) and they fell under the following SOC categories:

SOC CODE	NUMBER EMPLOYED
1	14
2	14
3	32
4	32
5	0
6	19
7	0
8	0
9	0
<b>TOTAL</b>	<b>111</b>



## **2. SPORT NORTHERN IRELAND AND SECTION 75**

Section 75 (1) of the Northern Ireland Act 1998 requires that Sport Northern Ireland shall, 'in carrying out its functions in Northern Ireland, have due regard to the need to promote equality of opportunity' between the following nine Section 75 grounds:

- Persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- Men and women generally;
- Persons with a disability and persons without; and
- Persons with dependents and persons without.

In addition and without prejudice to these obligations, in carrying out its functions, Sport Northern Ireland is also committed to have due regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

Our Revised Equality Scheme sets out arrangements as to how we propose to fulfil our statutory duties under Section 75. The Equality Scheme acknowledges the commitment to carry out equality impact assessments (EQIAs) and policy reviews on existing policies and to develop new policies as required.

We have conducted equality screening consultations both internally and externally as a method of screening all policies and programmes to assess any which may potentially impact on equality of opportunity and/or good relations obligations.

Over and above the statutory obligations we routinely screen all policies in line with our Disability Action Plan (2012-2015) to ensure positive attitudes towards people with a disability.

The Corporate Plan 2015-2020 was screened using this procedure and at this time it was decided that the policy should be subjected to a full EQIA, as presented in draft form for consultation in this document.

### **3. CONSIDERATION OF DATA AND AVAILABLE RESEARCH**

In carrying out this EQIA, Sport Northern Ireland has drawn on a wide range of research and data. This has included the following in-house sources:

- Sport Northern Ireland’s Equality Scheme;
- Completed and ongoing EQIAs;
- Sport Northern Ireland’s Disability Action Plan 2012-15;
- Sport Northern Ireland’s Annual Reports; and
- Sport Northern Ireland’s Corporate Plan 2012-15 & Business Plan 2014-2015.

#### **Monitoring Data**

A uniform equality monitoring system has been developed to track the future impact of policies and programmes and is now in place to collect appropriate data from organisations supported through Sport Northern Ireland investment, such as:

- Disability Mainstreaming Contract;
- Capital Programmes;
- Active Awards For Sport;
- Active Communities;
- PerformanceFocus; and
- Athlete Investment Programme.

#### **Sport Northern Ireland Research Reports 2012-15**

Sport Northern Ireland has also continued to publish a number of research projects to provide improved qualitative and quantitative data, including:

- Sport Northern Ireland Research Strategy 2013-17 (2013);
- Sport Northern Ireland Stakeholder Survey (2013);
- The Northern Ireland Sport and Physical Activity Survey 2010: A Baseline Report (2011);
- Sports Policy Factors Leading to International Success [SPLISS] Research Report (2012)
- International Sports Events Programme Impact Evaluation (2014);
- Your School: Your Club Publication (2014);
- Promoting Fair Play in Sport – a Guide to Sport and the Equality Legislation in Northern Ireland (2012);
- Transexual People and Competitive Sport (2014); and

Those with a particular bearing on Section 75 include:

### ***Transsexual People and Competitive Sport***

This guidance document provides governing bodies with information to enable them to determine what steps they can take to provide an inclusive environment that is supporting of and welcoming to transsexual people particularly with regard to competitive sport.

### ***Your School: Your Club***

This document has been developed to offer guidance to organisations that can either influence or facilitate community use of school sports facilities. It highlights various approaches to community use of sports facilities, the core principals of community use, a vision for community use and a number of examples of best practice from across Northern Ireland.

### ***Promoting Fair Play in Sport – a Guide to Sport and the Equality Legislation in Northern Ireland***

Equality legislation helps reinforce our commitment to fairness in sport, and this short guide has been produced to help understand the law and operate best practice within it. While Sport Northern Ireland encourages the promotion of equality of opportunity and good relations through its work, it also acknowledges that, from time to time, relations between individuals and groups may break down. It is in these circumstances that the law becomes of great significance. To deal with problems that may come along, increasingly sports clubs and governing bodies must have an understanding of their responsibilities and obligations under the law. The guide does not aim to provide a comprehensive and definitive statement of the law but instead highlights key legislation and its impact on the world of sport.

### ***The Northern Ireland Adult Sport and Physical Activity Survey 2010 (SAPAS)***

In 2008, Sport Northern Ireland commissioned Ipsos MORI to conduct SAPAS which is the largest and most comprehensive piece of survey research on sport and physical activity undertaken in Northern Ireland since 1994, and including Section 75 data. SAPAS provides a complete and very detailed picture of adults' physical activity levels across four life domains including home, work, getting about, and sport and recreation.

Data were captured and analysed with regard to frequency, duration and intensity of all relevant activities in the home, work, getting about, and sport and recreation domains. In addition, SAPAS covers a wide range of aspects related to sport such as sports participation, club membership, coaching, volunteering, and attendance at live sporting events. The research results will inform policies aimed at increasing the proportion of the population in Northern Ireland who exercise regularly through sport and physical activity and policies for general health improvement, including the management of overweight and obesity, and understanding smoking behaviour and alcohol consumption. In addition, SAPAS has yielded important analyses by various Section 75 grounds including sex, disability and age.

Sport Northern Ireland has developed a business case to repeat this research during this corporate planning cycle.

### **Summary of Key Research Findings**

Sport Northern Ireland's key achievements since the publication of the previous Corporate Plan 2012-2015 are outlined in the table below by each strategic priority identified in the previous Plan.

STRATEGIC PRIORITIES	SPORT NORTHERN IRELAND'S KEY ACHIEVEMENTS AS OF 31 MARCH 2014
1. ACTIVE PEOPLE	<ul style="list-style-type: none"> <li>A total of 107,517 people have participated in the <b>Active Communities</b> programme. 60,884 were females (57%), 15,538 were people with a disability (15%) and 13,193 were older people (12%).</li> <li>439 schools have engaged in the <b>Activ8 Programme</b> through the various Activ8 initiatives.</li> <li>Delivery of the <b>5 Star Disability Sports challenge</b> to 20 additional schools.</li> <li>Boxing equipment delivered to 94 boxing clubs throughout NI through the <b>Boxing Investment Programme</b>.</li> <li><b>166,766</b> users of the various <b>mountain bike trails</b>.</li> <li>149 schools funded under the <b>Active Schools Programme</b> aimed at increasing additional extra-curricular opportunities for children and young people to participate in sport and physical activity.</li> </ul>
2. SUCCESSFUL ATHLETES	<ul style="list-style-type: none"> <li>53 medals have been won by athletes funded through the <b>Athlete Investment Programme</b>.</li> <li>Launch of the new <b>PerformanceFocus Programme</b> aimed to improve athlete performance through advancing the development of a sustainable, world leading performance system.</li> <li>7 sports events funded under the <b>International Sports Events Programme</b> aimed at attracting and supporting sports events which will provide enhanced opportunities for NI athletes to gain vital experience of competition.</li> <li>40 <b>volunteer days</b> undertaken by SNI funded world class athletes to inspire aspiring athletes across NI, particularly in areas of greatest need.</li> </ul>
3. QUALITY FACILITIES	<ul style="list-style-type: none"> <li>54 sports facilities funded under the <b>Sport Matters Community Capital Programme</b> with an investment of £3.5m.</li> <li>16,274 participants in the new <b>50m swimming pool</b>, 8,515 were females (52%), 195 were people with a disability (1%) and 2,829 were older people (17%).</li> <li>100% of all <b>Regional Stadia</b> requests were responded to within the required timeframe.</li> <li>40 boxing clubs awarded funding to develop new or improved facilities under the <b>Boxing Investment Programme</b>.</li> </ul>
4. ENABLED PARTNERS	<ul style="list-style-type: none"> <li>30 governing bodies attaining a least a satisfactory level of assurance following Sport NI's governance and management audit.</li> <li>137 <b>Clubmark NI</b> accredited clubs with over 274 clubs being supported towards achieving accreditation.</li> <li>11 organisations achieved a level of the UK-wide <b>Equality Standard for Sport</b>.</li> <li>Launch of the <b>Clubs Leaders Programme</b>.</li> </ul>
5. A COMPETENT SPORTING WORKFORCE	<ul style="list-style-type: none"> <li>21 PerformanceFocus sports are receiving support through the <b>Coaching Legacy Programme</b> to accelerate the education and development of a minimum of 201 coaches.</li> <li>97% of coaches and volunteers attending SNI <b>coaching workshops</b> rated them as "good" or "excellent".</li> <li>A total of 2,375 participants participated in coach development/leadership courses at <b>Tollymore National Outdoor Centre</b>.</li> </ul>
6. A TRUSTED AND EFFECTIVE LEADER	<ul style="list-style-type: none"> <li>Sport Northern Ireland published <b>8 research projects</b> to assist in providing guidance and an evidence base for sport.</li> <li>Sport Northern Ireland engaged with 5 governing bodies and 25 clubs, who at policy level have all signed a declaration giving their commitment to supporting awareness of <b>mental health and well-being</b>. The governing bodies are the Irish Football Association, Irish Rugby Football Union, Gaelic Athletic Association, Professional Golf Association and the Irish Amateur Boxing Association</li> </ul>

Across Northern Ireland there is a clear public passion for and interest in sport and physical recreation, although patterns of participation over time have tended to suggest that this level of interest must continue to be nurtured and can never be taken for granted. For example, the most recently available data indicate that around half of the adult population (i.e. 54% of those aged 16 and over, CHS 2013/14) claim some level of participation in sport and physical recreation in the last 12 months. This contrasts with previous data (1999) that put participation at 59% - a decline of 5%.

These data only measure participation 'at least once in the last 12 months', while the recommendation of the Chief Medical Officers in the UK is that *'all adults should take part in a minimum of 30 minutes moderate intensity physical activity at least five times per week in order to achieve health benefits'*.

Findings from the Young Peoples' Behaviour and Attitudes Survey (YPBAS) 2010 reported that young people [11-16 years] generally enjoy (89%) doing sport and physical activity, however:

- only 49% normally spend at 2 hours a week doing organised physical education (PE), or games or playing for a school team;
- only 46% are a member of school sports club or team; and
- only 59% are a member of other sports clubs or teams not connected with their school.

In addition to the limited level of participation in sport and physical recreation and uncertainty over frequency, there are continuing disparities in participation rates between:

- Men and women;
- People from higher and lower socio-economic groups;
- People with and without a disability;
- Ethnic minorities; and
- Older people.

The following data summarises monitoring information relating to sport and physical recreation participation rates in Northern Ireland by each of the nine Section 75 grounds:

The Continuous Household Survey (CHS) is used to monitor a number of targets in Sport Matters. These are presented in the table below:

Sport Matter's Target	Indicator	2009/10 %	2010/11 %	2011/12 %	2012/13 %	2013/14 %
PA4	Participation in sport in the last 12 months	51	54	52	54	54
PA5	Member of at least one sports club/ organisation	21	23	22	22	24
Normally participates in sports and physical activity on one or more days per week*						
PA7	All	40	44	39*	47	48
PA8	Females	32	38	36*	41	40
PA9	Living in the most deprived areas	32	34	33*	40	41
PA9	Social classes D and E	27	33	N/A	N/A	N/A
PA10	Have a disability	16	25	20*	21	24
PA11	Aged 50 and over	23	27	24*	30	28

\* In 2011/12, the question changed from the 'number of days normally participated in sport and physical activity per week' to 'number of days participated in sport for 30 minutes or more, which was enough to raise your breathing rate, in the last week'. As a result, the figures are not comparable with other years and caution should be taken in drawing conclusions from the trend. From 2012/13 the question reverted back to that used for 2009/10 and 2010/11.

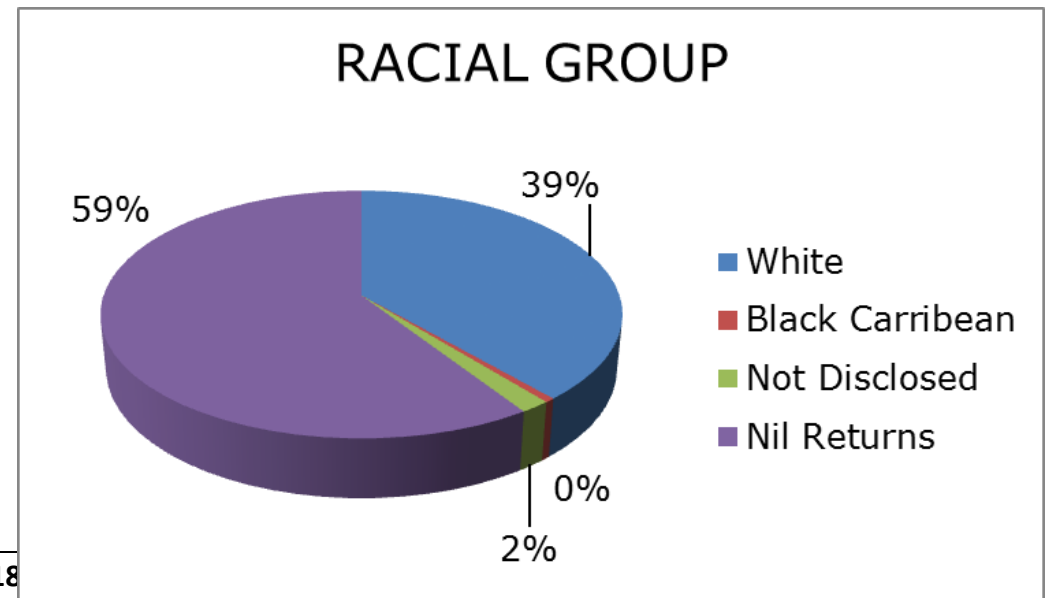
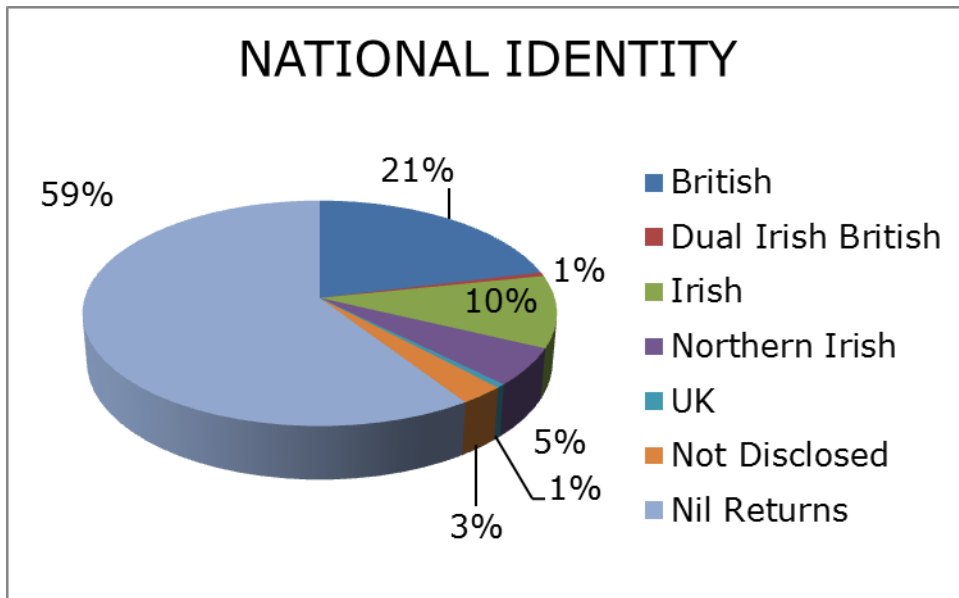
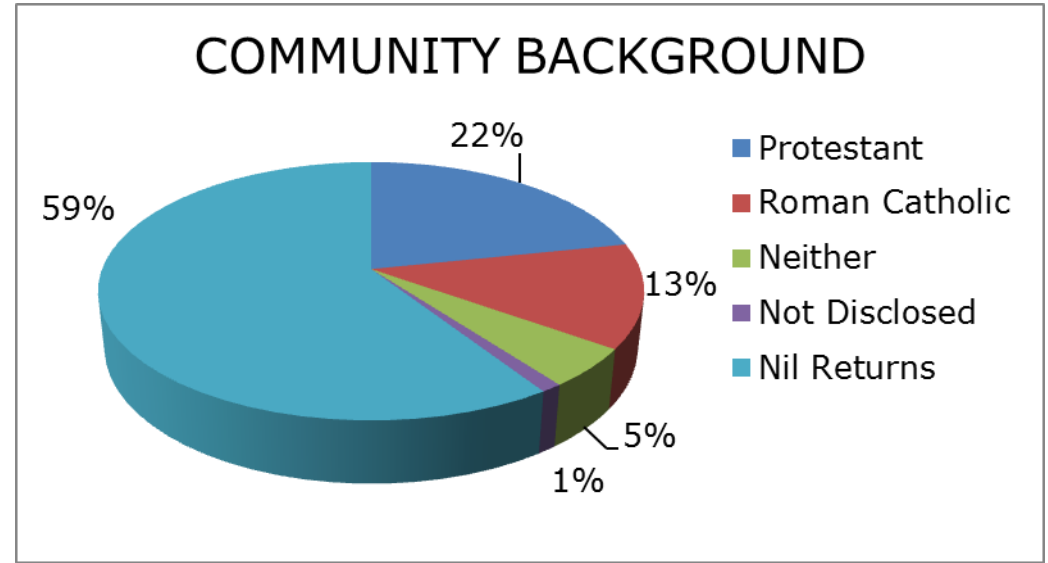
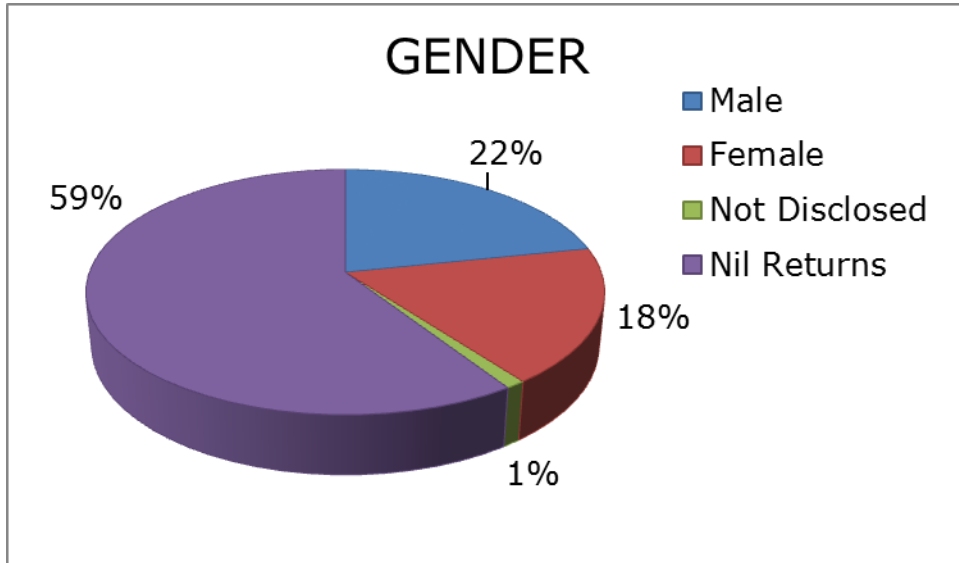
N/A (Not available)

The table below presents participation statistics from Sport Northern Ireland's main investment programmes across a range of Section 75 categories:

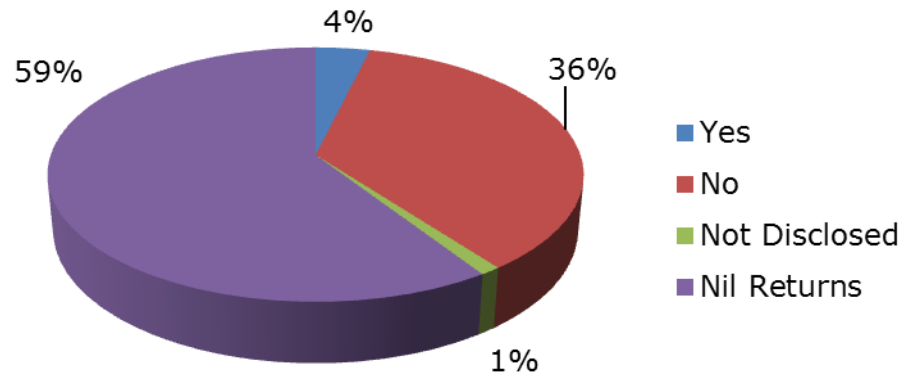
KEY PERFORMANCE INDICATOR	50M SWIMMING POOL	ACTIVE COMMUNITIES	BOXING INVESTMENT PROGRAMME	BUILDING SPORT	PLACES FOR SPORT	DISABILITY MAINSTREAMING	TOLLYMORE NOC	SPECIAL OLYMPICS ULSTER	COMMUNITY CAPITAL	OUTDOOR RECREATION	TOTALS
Total number of people participating in sport and physical activity in the last 12 months.	16,224	107,517	6,027	124,714	76,620	19,634	7,220	1,917	59,829	166,766	419,702
Young people (Under 18)	3,950	83,645	-	40,795	25,620	11,765 (U16s)	3,907	-	18,448	-	188,130
Older people (Over 50)	2,829	13,193	-	9,700	5,899	1,225 (45+)	349	-	1,791	-	34,986
Women and girls	8,515	60,884	-	41,517	29,149	6,487	3,608	-	7,282	-	157,442
People with a disability	195	15,538	-	4,198	3,101	10,279	207	1,917	716	-	36,151
People from a minority ethnic group	26	1,512	-	3,576	1,981	25	208	-	1,082	-	8,410



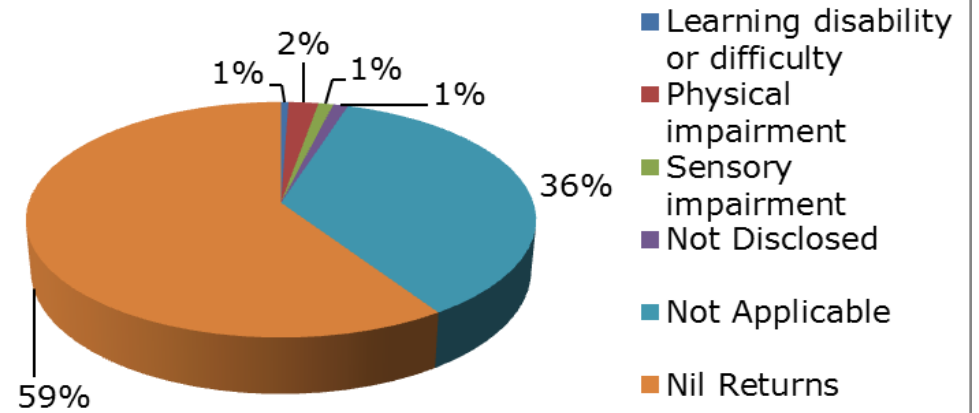
The following graphs present the Section 75 profile of Sport Northern Ireland's funded athletes under the Athlete Investment programme:



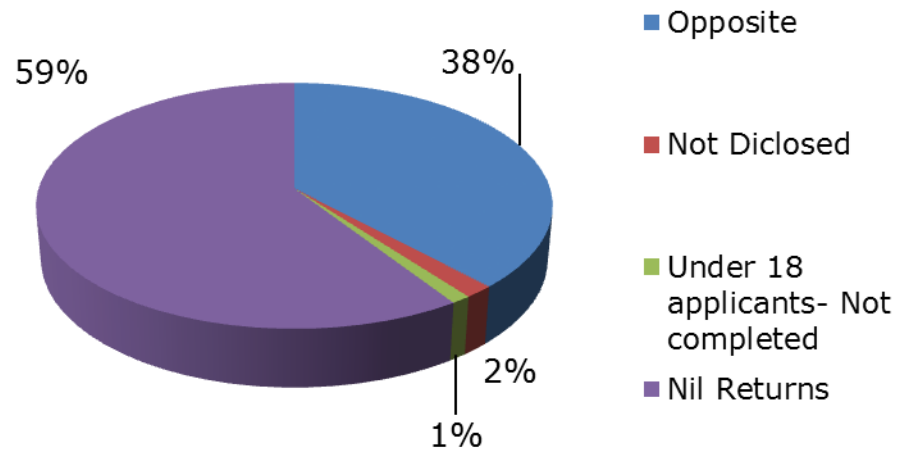
### DISABILITY GROUP



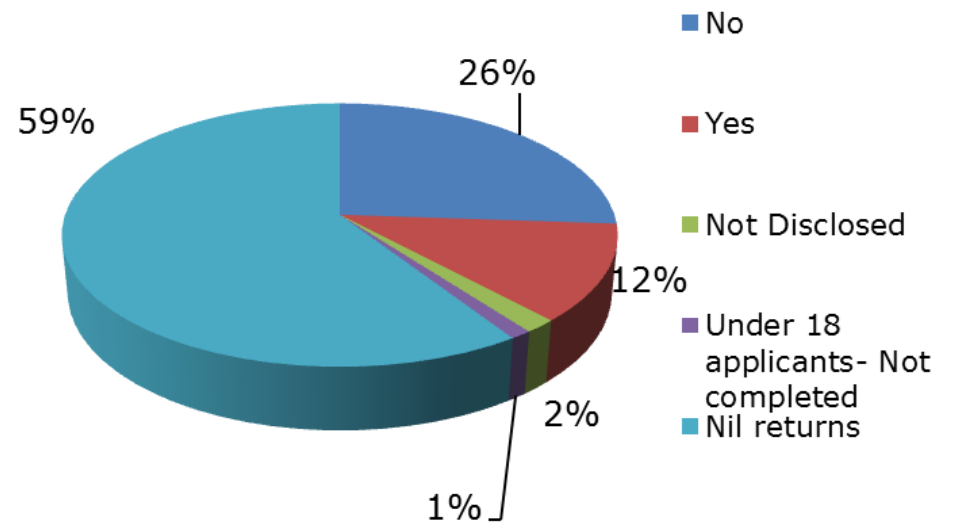
### TYPE OF DISABILITY



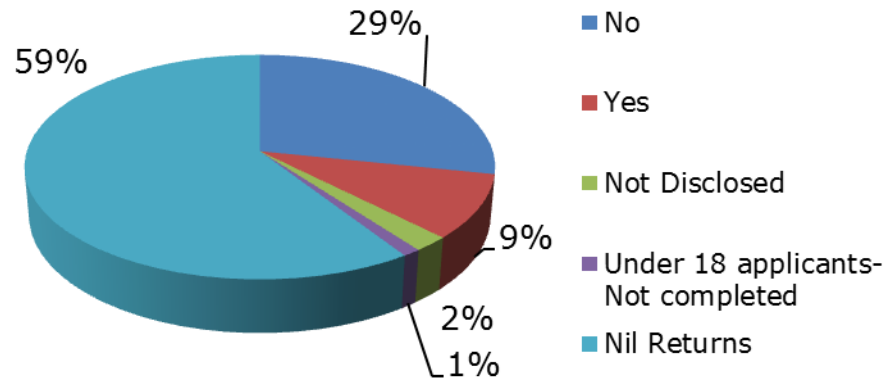
### SEXUAL ORIENTATION



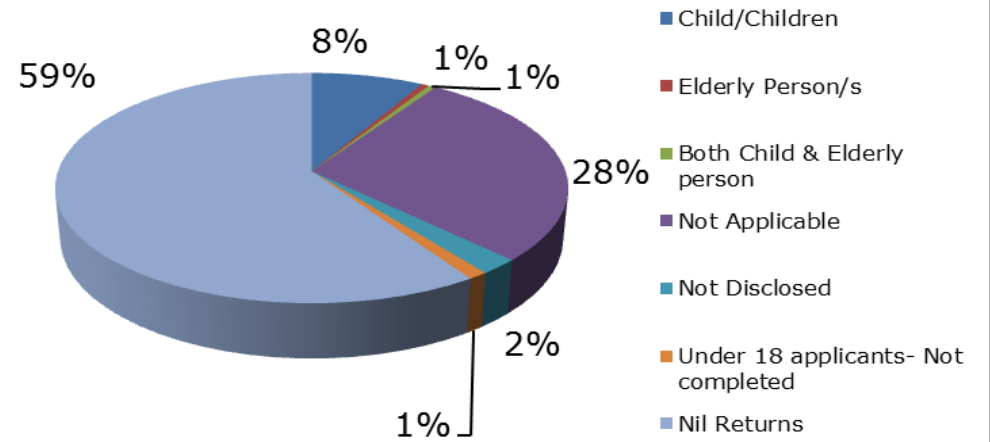
### MARITAL STATUS



## CARING RESPONSIBILITIES



## TYPE OF RESPONSIBILITY



The following data summarises key issues relating to sport and physical recreation in Northern Ireland by each of the nine Section 75 grounds:

## **GENDER**

Given international trends in relation to gender and sport participation, in Northern Ireland as elsewhere there is not only a disparity but a growing disparity in participation by gender.

### ***SAPAS: Key Gender Statistics***

- 35% of women achieve the recommended threshold of physical activity.
- The most relevant domain is the home domain (213 minutes of at least moderate physical activity per week on average).
- 31% have participated in any sport in the last seven days.
- The most important reasons for doing sport are keeping fit and enjoyment.
- The most popular sports are walking (9%), using exercise machines (7%), dancing (7%), swimming (6%) and keep fit / aerobics (6%).
- Women's sport participation peaks in young age groups (16-29 years: 43% compared to
- 30-49 years: 37% and 50+ years: 18%.
- In line with the overall population, participation is significantly greater among women in higher social classes, among those who work or study and with women who have a university degree.
- The main barriers to participation are injury or illness and family constraints.
- Club membership and participation in competitions are significantly lower than for men.
- Overall, 57% are satisfied with sport provision in their local area, 22% are dissatisfied.

## **DISABILITY**

As with gender, the data suggest that there is a growing disparity in participation in sport and physical activity by disability, in Northern Ireland as elsewhere. This finding is confirmed by SAPAS:

### ***SAPAS: Key Disability Statistics***

- The proportion of people with disabilities who achieve the recommended threshold of physical activity is significantly lower than average (23%). However, this is partly due to an older average age amongst people with disabilities and age is a major factor influencing levels of physical activity.
- The most relevant domain for physical activities is the home domain (157 minutes of at least moderate physical activity per week on average).
- 19% of people with disabilities have participated in any sport in the last seven days.

- The most important reasons for taking part in sport are enjoyment and keeping fit.
- The most popular sports are walking (5%), swimming (5%) and using exercise machines (4%).
- Sport participation peaks in middle age groups (30-49 years: 37% compared to 16-29 years: 33% and 50+ years: 11%).
- In line with the overall population, participation is significantly greater among those in higher social classes, among those who work and with people who have a university degree. The difference between men and women is only minor.
- The main barriers to participation are injury or illness (60%), followed by being too old (20%).
- Club membership and participation in competitions are significantly lower than average.
- Overall, 53% are satisfied with sport provision in their local area, 24% are dissatisfied.

#### **RELIGIOUS BELIEF/POLITICAL OPINION**

Sport Northern Ireland continues to operate in a funding environment that is highly sensitive to the perceived needs and inequalities within and between both communities. According to the 2011 Census, 45% of the population of Northern Ireland described themselves as being brought up in a community background which was Roman Catholic while 48% stated that they were brought up in a Protestant community background.

Through its work, Sport Northern Ireland continues to be responsive to, and sensitive of, the sporting needs of both these communities. An indication of support by local government district is shown in the table below. The EQIA of Sport Northern Ireland's previous Corporate Plan 2012-15 provided funding analysis covering the period 2008-11. The tables below provide details of Sport Northern Ireland funding over the period of 2011-15 which signifies the years between the previous analysis and the current Corporate Plan 2015-2020.

## FUNDING BY LOCATION

AREA	AWARDS	AWARD AMOUNT	% SHARE	MID YEAR EST.	PER CAPITA
Antrim	5	£1,829,270	1.86%	78,248	£23.38
Ards	3	£289,618	0.29%	268,745	£1.08
Armagh	8	£2,312,353	2.35%	67,029	£34.50
Ballymena	3	£3,688,038	3.74%	70,770	£52.11
Ballymoney	1	£494,660	0.50%	117,836	£4.20
Banbridge	1	£506,368	0.51%	79,940	£6.33
Belfast	35	£10,928,064	11.09%	54,145	£201.83
Carrickfergus	3	£826,404	0.84%	63,451	£13.02
Castlereagh	6	£662,943	0.67%	30,564	£21.69
Coleraine	1	£2,437,141	2.47%	40,158	£60.69
Cookstown	4	£1,310,586	1.33%	56,790	£23.08
Craigavon	5	£4,152,826	4.21%	36,655	£113.29
Derry	12	£4,797,677	4.87%	31,650	£151.59
Down	3	£3,375,873	3.43%	44,730	£75.47
Dungannon	6	£1,199,171	1.22%	16,998	£70.55
Fermanagh	4	£1,655,938	1.68%	83,605	£19.81
Larne	2	£295,423	0.30%	59,441	£4.97
Limavady	3	£1,246,989	1.27%	47,955	£26.00
Lisburn	11	£822,134	0.83%	93,623	£8.78
Magherafelt	2	£5,008,303	5.08%	57,748	£86.73
Moyle	1	£192,872	0.20%	99,880	£1.93
Newry and Mourne	12	£4,125,978	4.19%	63,076	£65.41
Newtownabbey	1	£314,183	0.32%	33,564	£9.36
North Down	3	£8,427,098	8.55%	109,826	£76.73
Omagh	4	£2,626,060	2.66%	52,866	£49.67
Strabane	3	£1,486,902	1.51%	40,099	£37.08
<b>Council Investment</b>	<b>142</b>	<b>£65,012,872</b>	<b>66.0%</b>	<b>1,799,392</b>	<b>£36.13</b>
<b>NI Wide Investment</b>	<b>757</b>	<b>£33,539,119</b>	<b>34.0%</b>	<b>1,799,392</b>	<b>£18.64</b>
<b>Total Investment</b>	<b>899</b>	<b>£98,551,991</b>	<b>100.0%</b>	<b>1,799,392</b>	<b>£54.77</b>

Investments have been reported based on the district council area of the primary applicant. It should be noted that some awards (such as Sport Northern Ireland's investment in the Active Communities Programme) will benefit a number of council areas.

A further indication of the breath of investment across a diversity of communities is shown in the breakdown by individual sport.

## FUNDING BY SPORT

SPORT	AWARDS	AWARD AMOUNT	% SHARE
Angling	1	£3,750	0.0%
Archery	14	£188,710	0.2%
Association Football	130	£17,290,695	17.5%
Athletics	34	£741,875	0.8%
Badminton	25	£598,892	0.6%
Basketball	24	£519,234	0.5%
Billiards and Snooker	1	£25,832	0.0%
Bowling	17	£183,731	0.2%
Boxing	57	£636,093	0.6%
Camogie	5	£84,880	0.1%
Canoeing	39	£984,331	1.0%
Caving	10	£49,320	0.1%
Cricket	31	£1,963,868	2.0%
Cycling	38	£712,125	0.7%
Disability Sport	33	£2,625,374	2.7%
Equestrianism	25	£1,827,910	1.9%
Fencing	12	£79,835	0.1%
Gaelic Sports	157	£18,869,090	19.1%
Golf	40	£475,750	0.5%
Gymnastics	19	£430,263	0.4%
Hockey	36	£2,726,391	2.8%
Ice Hockey	2	£36,094	0.0%
Ice Skating	12	£131,129	0.1%
Ju Jitsu	1	£3,700	0.0%
Judo	22	£455,428	0.5%
Karate	1	£6,000	0.0%
Karting	3	£9,700	0.0%
Keep Fit	5	£84,902	0.1%
Motor Cycling	10	£100,137	0.1%
Motorsports	26	£2,493,527	2.5%
Mountain Rescue	22	£372,069	0.4%
Mountaineering	5	£255,921	0.3%
Multi Skills	1	£27,797	0.0%
Multisport	279	£24,996,249	25.4%
Netball	16	£417,425	0.4%
Orienteering	9	£206,147	0.2%
Outdoor Activities	18	£162,750	0.2%
Rambling	2	£8,156	0.0%
Rowing	25	£766,371	0.8%
Rugby Union	30	£3,588,086	3.6%
Sailing/Yachting	50	£1,596,072	1.6%
Shooting	32	£575,693	0.6%

Skateboarding	1	£6,000	0.0%
Skiing	8	£72,156	0.1%
Squash	17	£449,925	0.5%
Sub Aqua	1	£30,000	0.0%
Surfing	4	£20,983	0.0%
Swimming	58	£8,731,021	8.9%
Table Tennis	25	£409,182	0.4%
Taekwondo	6	£71,998	0.1%
Ten Pin Bowling	2	£28,818	0.0%
Tennis	17	£360,848	0.4%
Trampolining	1	£19,194	0.0%
Triathlon	25	£283,929	0.3%
Tug of War	2	£10,300	0.0%
Volleyball	7	£144,188	0.1%
Water Skiing	10	£50,820	0.1%
Wrestling	9	£61,544	0.1%
Yoga	1	£489,783	0.5%
<b>Grand Total</b>	<b>1513</b>	<b>£98,551,991</b>	<b>100.0%</b>

## AGE

In 2011 the NI Census reported that the population aged 40 years and over was 46%. Despite this aging profile, research consistently reveals that sport participation continues to decline with age.

### **SAPAS: Key Age Statistics**

- 26% of people aged 50+ achieve the Chief Medical Advisor's recommendation with regard to levels of physical activity.
- The most relevant domain for physical activity is the home domain (190 minutes of at least moderate physical activity per week on average).
- 21% of older people have participated in any sport in the last seven days.
- The most important reasons for taking part in sport are enjoyment and keeping fit.
- The most popular sports are golf (6%), walking (6%) and using exercise machines (4%).
- In line with the overall population, participation is significantly greater among those in higher social classes, among those who work and with people who have a university degree and men.
- The main barriers to participation are injury or illness (55%), followed by being too old (17%).
- Overall, 61% are satisfied with sport provision in their local area, 17% are dissatisfied.



## SEXUAL ORIENTATION

In relation to engagement with sport, there continue to be many attitudinal and structural issues faced by those from the Lesbian, Gay, Bisexual and Transsexual (LGBT) community in Northern Ireland. In 2008, Sport Northern Ireland, in collaboration with Sport Scotland, commissioned a literature review on sexual orientation and sport. The purpose of this study was to review and critique the literature on sexual orientation in sport in order to inform the advice given by these agencies on developing sports participation among those who are lesbian, gay, bisexual or transsexual and on tackling homophobia in sport. Key findings from the review include:

- Research focusing on identity and experience is the dominant theme in the literature, with considerable additional contributions from the literature on women/femininities and men/masculinities;
- Bisexuality and transsexuality are under-represented in sports' research and policy;
- While there is a basic awareness among stakeholders that there are issues relating to lesbian, gay, bisexual and transsexual people that have to do with participation, discrimination and homophobia in sport, there is a lack of expertise (and in some cases desire) to do what is required to address them;
- Lack of data and evidence means these issues can be ignored or remain hidden;
- Equality issues around sexual orientation and gender identity are still seen differently from comparable issues on race, gender or disability and the underlying prejudices are different;
- Much of the prejudice and negativity around LGBT issues in sport can be traced back to the application of gender stereotypes and perceptions of masculinity and femininity;
- Attitudes within sport both reinforce and are underpinned by wider social attitudes. It would be unfair to judge sports' organisations by higher standards than those demonstrated elsewhere;
- Young people are seen as key to effecting change: sport can be a powerful influence both on young people's own personal development and on their attitudes to others. These more enlightened attitudes are considered likely to continue even after their personal involvement in sport may cease;
- There are many different dimensions to sport: team vs. individual, elite vs. recreational, health and social benefits of participation, sport's influence on fans and spectators. Each of these brings about different challenges and opportunities for LGBT inclusion and equality;
- In relation to effective service delivery, there is little evidence of integrated policy or thinking around sport, health, education and social inclusion. Bringing these elements together more effectively could create a step-change in some of the issues around LGBT participation and

equality, and help to add value to governments' efforts to work in a more 'joined up' way across health, sport, education and industry;

- Homophobic discrimination and gender stereotyping are not just damaging to those who may be LGBT but risk affecting performance and participation amongst far wider groups; and
- There is no clear leadership on this issue and even those in government positions appear to be hesitant – in some cases even reluctant – to take a stand.

## **RACE/ETHNICITY**

The ethnic breakdown of Northern Ireland has changed dramatically over the last decade with a large increase in the number of migrant workers from other European countries. It is not easy to estimate accurately the number of minority ethnic group members in Northern Ireland although it is widely acknowledged that the latest figures, according to the 2011 Census, do not provide a reliable estimate and especially as EC residents are not classified as 'minority ethnic' for census purposes.

Supporting diversity in terms of race and ethnicity in sport is about embracing the backgrounds and experiences of people all over Northern Ireland, and recognising the valuable and varied contribution that people from all races and ethnic backgrounds can make to sport in Northern Ireland.

Available research shows that black and ethnic minority (BME) people are less likely to take part in sport at all levels, a finding confirmed by a recent systematic review of the literature on black and minority ethnic communities in sport and physical recreation across the UK (co-sponsored by Sport Northern Ireland). In many sports, individuals from particular minority ethnic backgrounds are consistently under-represented or not represented at the elite level while racist chanting and abuse is sadly evident in a number of spectator sports that dominate the media. As a result, sports' ruling bodies have become increasingly vocal about their commitment to tackling this unacceptable behaviour.

Sport Northern Ireland is an organisation that embraces the variety of cultures that make up Northern Ireland and encourages participation in sport for all.

A Sport Northern Ireland part-funded report dealing with reasons why various communities do not use the countryside for recreation (Barriers to Participation, March 2008) highlighted the fact that there was a strong walking culture within Eastern Europe and including the Lithuanian and Polish communities, and that many migrant workers and their families had brought this propensity to Northern Ireland. However the report also pointed to significant barriers including lack of public transport, paucity of information and guides, and language barriers.

## **MARITAL STATUS/DEPENDENCY**

One of the many barriers that impacts on participation levels, particularly among women, is the availability of affordable and accessible childcare/crèche facilities.

## **4. CONSIDERATION OF ADVERSE IMPACT**

In light of the data presented above, and a reflection of the proposed distribution of resources under the Corporate Plan 2012-15 and Business Plan 2014-2015, a summary of potential adverse impacts by each of the nine Section 75 grounds is presented below:

### **Gender**

Available research continues to identify a 'gender gap' between men and women with regard to involvement with sport, and international trends suggest that this gap may be widening. The gender gap is manifest both in participation rates and in the administration of sport at all levels. Northern Ireland is not alone in reflecting these trends but Sport Northern Ireland has in place a number of positive action measures deliberately designed to help bridge the gap and will continue to monitor trends over time carefully.

### **Religious Belief / Political opinion**

Sport Northern Ireland continues to operate in a highly charged political environment, and must ensure that the allocation of resources is fair, reasonable and proportionate to the needs of the entire sporting community. The wealth of data that is available would suggest that the demand for sport is high within both communities although the types of sports that are played and supported differ considerably. Sport Northern Ireland has attempted to allocate resources according to need and in order to redress existing inequalities in provision but continues to remain sensitive to the needs of both communities in the determination of future funding and support. The needs of disadvantaged areas are also prioritised within these funding formulae.

### **Disability**

Sport Northern Ireland recognises that those with longstanding illnesses have traditionally been less involved with sport, and are under-represented in the Northern Ireland sporting community. Through its new Corporate Plan, Sport Northern Ireland is committed to working closely in partnership with the disabled communities and their representatives to find ways of redressing this imbalance, and acknowledges the important role that sport can play in maintaining the physical and psychological well-

being of those with a disability. This strategy will extend not only to facilitating participation but continuing to ensure that facilities accommodate and encourage attendance from those with a disability.

### **Race / Ethnic Origin**

While it is recognised that many ethnic groups may have felt marginalised with regard to the sporting community in Northern Ireland, recent research allied with targeted initiatives has helped to highlight opportunities that Sport Northern Ireland can take to work closely with particular minority ethnic groups to encourage participation. It is recognised that targeted interventions may be necessary, given the particular needs and interests of each minority ethnic community, and the Corporate Plan provides scope to look at positive ways of moving this agenda forward.

### **Sexual Orientation**

Homophobia has been ignored for too long in sport as in other life domains, and recent research has successfully shone a spotlight on the key policy issues that must be addressed to encourage more active participation in sport by the LGBT. Through the lifetime of the new Corporate Plan, Sport Northern Ireland will continue to work with representatives of this community to translate policy into working practices that encourage inclusion.

### **Age**

Set against an ever aging population, a challenge remains to include sport and physical activity across the life cycle. With growing evidence of childhood obesity, and traditional patterns of inactivity attached to older age groups, there are significant challenges at either end of the life spectrum that will require initiatives and programmes tailored to those populations. Once more, the targets and objectives of the emerging Corporate Plan 2015-2020 acknowledge these challenges.

### **Marital Status / Dependency**

The traditional model of sport naturally tended to cater for those who were seen as the primary target audience – young males. Increasingly it is recognised that through custom and practice, barriers may have been established preventing access to those who do not fit this stereotype, including those with domestic or other caring responsibilities. The new Corporate Plan has been developed mindful of the diverse needs of the population of Northern Ireland, and in the development of new facilities it will ensure these considerations are given due regard.

## 5. PRELIMINARY RECOMMENDATIONS / MEASURES TO MITIGATE

Sport Northern Ireland feels that the implementation of the new Corporate Plan in its entirety will have a positive and long lasting effect on continuing to mainstream those who are categorised under the nine grounds of Section 75 into sport and physical recreation in Northern Ireland.

At the same time there is a need to have due regard to all Section 75 considerations in any EQIA, for while implementing the Corporate Plan 2015-2020 and Business Plan 2015-2016 may yield positive benefits for one Section 75 dimension, at the same time this could adversely impact on the amount of available and limited funding for organisations representative of other dimensions.

The Action Plan that is attached to our Revised Equality Scheme (2012) lays out in considerable detail the positive actions that Sport Northern Ireland commits to in order to help promote equality of opportunity and good relations during the lifetime of the Corporate Plan 2015-2020.

**These actions are laid out in full in APPENDIX TWO, and form the foundation of the recommendations to mitigate those adverse impacts identified above.**

Together these actions represent an integrated approach to mainstreaming equality of opportunity and good relations into our work.

In addition to these specific actions, the following recommendations relating to procedural matters are also presented here for consultation:

- At an appropriate time and in line with corporate cycles of business, a new Equality Scheme will be drafted to complement the strategies outlined in the Corporate Plan and will follow emerging guidance on best practice from the Equality Commission;
- High level consultation and monitoring will continue to underpin the implementation of the Plan.
- Monitoring will be rolled out to encompass all governing bodies during the lifetime of the new Corporate Plan;
- Reasonable and proportionate funding and support will be made available to implement the Plan, mindful of the needs and circumstances of all Section 75 grounds;

For the duration of the Corporate Plan, Sport Northern Ireland will continually be responsive to needs of groups attached to Section 75 and will support a range of initiatives designed to address adverse impacts. These will include the following initiatives:

### ***Active Communities***

This initiative employs and deploys a network of 106 coaches across the province to deliver quality club, school and community based coaching and talent development programmes to encourage all people to participate in sport and physical recreation. The programme promotes a wide range of sports and activities that help address existing inequalities in sport and represents Sport Northern Ireland's primary mechanism for targeting inequalities. To date these projects have dealt with many Section 75 grounds either directly or indirectly as the case studies indicate.

### ***Equality Standard for Sport***

Sport Northern Ireland in partnership with Sport England, SportScotland, Sport Wales and UK Sport has developed a new vehicle for widening access and increasing the participation and involvement in sport and physical activity by under-represented individuals, groups and communities. The Equality Standard will assist sports' organisations in developing equality-proofed policies and robust action plans and allow for performance to be assessed, ensuring continuous improvement.

Legislation across the home countries outlines protected characteristics that individuals and groups of individuals share. This ensures that people who share these characteristics are protected from discrimination. In addition, public sector bodies are required to:

- Advance equality of opportunity between persons who share protected characteristics and persons who do not; and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not.

The Equality Standard is a mechanism through which the UK sports councils are able to meet their equality duties. It supports governing bodies to consider and engage with equality, both within their internal structure and process, and in the form of developing actions and initiatives which encourage participation in sport by people who share one of the protected characteristics.

### ***Disability Sports NI***

Disability Sports NI (DSNI) is a company limited by guarantee with charitable status but is supported by Sport Northern Ireland. DSNI represents the majority of Northern Ireland's disability sports club's and organisations. Established in 1997, the organisation 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. Sport Northern Ireland engaged the services of DSNI to support the strategic implementation of Sport Northern Ireland's

Disability Mainstreaming Policy. Regular monitoring meetings are held with DSNI to monitor the progress of work against objectives and an annual and mid-year report are submitted.

### ***Safeguarding Children in Sport***

Sport Northern Ireland recognises its moral duty and legal obligation to protect children and vulnerable adults in sport through the creation and promotion of a safe environment which protects young people from abuse. Sport Northern Ireland is working in partnership with the Child Protection in Sport Unit to encourage sports' governing bodies and clubs to implement the standards of practice outlined in Code of Ethics and Good Practice for Children's Sport.

### ***Promoting Women in Sport***

Sport Northern Ireland recognises its legal and moral responsibility to ensure that the goal of an inclusive society that tolerates and celebrates diversity, and promotes equity and social justice is achieved. As such Sport Northern Ireland has developed and implemented a Women in Sport Policy that ensures that due consideration is given to the needs of women and girls at a corporate, programme and project level. The policy is specific to women and girls and builds on provision made in the existing sports equity policy. The policy aims:

- To ensure that women and girls are able to access and participate fully in the provision of facilities, goods, services and employment opportunities in sport and physical recreation.
- To ensure that women and girls are fully consulted in future policy and programme development.
- To ensure that the needs of women and girls influence and inform future policy and programme development.
- To identify and implement positive action initiatives for women and girls based on consultation and identified needs.

Sport Northern Ireland will continue to work closely with organisations representing women and girls, e.g. Female Sport Forum, governing bodies of sport, community and voluntary groups, to implement, monitor and review the impact of the policy.

## **6. FORMAL CONSULTATION**

Sport Northern Ireland wishes to consult as widely as possible on the findings included in the draft EQIA report, together with the preliminary recommendations. The following actions are proposed:

- The report will be made available on request in alternative formats;
- This report will be issued to all consultees and to any members of the public on request;
- Prominent advertisements will be placed in the Belfast Telegraph, inviting the public to comment on this matter in accordance with normal practice;
- A copy will be posted on Sport Northern Ireland's website;
- Meetings will be held at appropriate times and venues with relevant stakeholders on request; and
- Individual consultation meetings will be arranged on request with representatives of particular interest groups.

**The closing date for response is 4pm on Thursday 23 April 2015.**

## **7. DECISION**

Following the formal consultation period and consideration of the findings from the consultation, Sport Northern Ireland will reach a decision in terms of the EQIA process with regard to the Corporate Plan 2015-2020, and will ensure that such decisions are implemented.

## **8. PUBLICATION OF RESULTS OF EQUALITY IMPACT ASSESSMENT (EQIA)**

The outcomes of this EQIA will be posted on Sport Northern Ireland's website and will be made available in different formats on request.

## **9. MONITORING FOR ADVERSE IMPACT IN THE FUTURE**

A key challenge for Sport Northern Ireland is to establish a robust research, monitoring and evaluation framework to provide the evidence base that will inform not only the identification of baselines but also progress towards the longer-term vision of this Corporate Plan and our contribution to the targets of Sport Matters. This is seen as a priority for future business plans.

Only through a co-ordinated approach to research in sport and physical recreation can we ensure that the government of Northern Ireland and the wider community have access to robust and reliable information.



Sport Northern Ireland is establishing a system to monitor the impact of all its policies, programmes and strategies on relevant Section 75 grounds. This monitoring strategy will be reviewed on a regular basis. If this monitoring reveals that any policy or programme results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, Sport Northern Ireland will review the policy accordingly.

## **APPENDIX ONE**

### **EXAMPLES OF SECTION 75 GROUPS**

**Age** - For most purposes, the main categories are: those under 18; people aged between 18 and 65; and people over 65. However, the definition of age groups will need to be sensitive to the policy under consideration.

For example, (i) in relation to employment policies the middle aged are often a vulnerable group, pensionable age is different for men and women and legal ages for working and voting vary; (ii) in relation to policies concerning young people then narrower age bands are likely to be more appropriate.

**Marital Status** - Married people; unmarried people; divorced or separated people; widowed people.

**Men and Women generally** - Men (including boys); women (including girls); transgender people; transsexual people.

**Persons with a Disability** - Persons with a disability as defined in Sections 1 and 2 and Schedules 1 and 2 of the Disability Discrimination Act 1995.

**Persons with Dependants** - Persons with primary responsibility for the care of a child; persons with personal responsibility for the care of a person with a disability; persons with primary responsibility for the care of a dependant elderly person.

**Political Opinion** - Unionists generally; Nationalists generally; members/supporters of any political party; other.

**Racial Group** - Chinese; Irish Traveller; Indian; Pakistani; Bangladeshi; Black African; Black Caribbean; White; mixed ethnic group; any other ethnic group; nationality.

**Religious Belief** - Protestant; Catholic; Hindu; Jewish; Islam/Muslim; Sikh; Buddhist; other religion; people of no religious belief.

**Sexual Orientation** - Gay; Lesbian; Bisexual; Heterosexual.

(This list is not exclusive but may be amended or added to as appropriate.)

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## **APPENDIX TWO**

### **SPORT NORTHERN IRELAND SECTION 75 ACTION PLAN 2012-2015**

Policy Area	Strategic Objective	Research	Inequalities Identified	S75 Categories Affected <sup>1</sup>	Other data required	Indicators	Action Measure with timescale <sup>2</sup>	Monitoring mechanism
Participation	To increase participation in sport and physical activity	CHS <sup>3</sup> YPBAS <sup>4</sup> SAPAS <sup>5</sup> SPORT NORTHERN IRELAND PE SURVEY	Lower participation rates in sport by women, older people, people with disabilities and people living in areas of high social need	1. Gender 2. Disability 3. Age 4. Religious Belief/Political Opinion 5. Race/Ethnic Origin 6. Sexual Orientation 7. All of the above	SAPAS	% of adults participating in sport and physical recreation <sup>6</sup>  % of women participating in sport and physical recreation  % of people with a disability participating in sport and physical recreation  % of over 50s participating in sport and physical recreation  % of ethnic minorities participating in sport and physical recreation	Roll out of the Active Communities Programme including the appointment of 106 coaches <u>2010-15</u> (7) Roll out of Places for Sport III programme <u>2010-15</u> (7) Continued investment in Disability Sport NI <u>Apr 2011- Mar 2014</u> (1-3) Roll out of Activ8 Eatwell in Primary Schools across NI <u>2011-15</u> (3) Roll out of Awards For Sports Small Grants Programme <u>Annually</u> (7) Implementation of Women and Sport Policy <u>2010-13</u> (1) Production of a Sports Digest that is reflective of the nine Sec75 grounds <u>2011-12</u> (7) Continued investment in a Child Protection in Sport Service through NSPCC <u>Apr 2011-2015</u> (3)	Profile of coaches  Annual & Quarterly monitoring returns by Active Communities consortia, Places For Sport applicants and Awards For Sport applicants via electronic monitoring systems  Annual & Quarterly monitoring returns from Disability Sport NI  Population based surveys broken down by Sec75 grounds

<sup>1</sup> Section 75 categories will be aligned to Action Measures by relevant code number 1-7.

<sup>2</sup> All policies and programmes are subject to appropriate levels of support being secured through the budget 2010 process.

<sup>3</sup> Continuous Household Survey

<sup>4</sup> Young Peoples Behaviour and Attitudes Survey

<sup>5</sup> The Northern Ireland Sport And Physical Activity Survey 2010

<sup>6</sup> At least once in the last 12 months

Policy Area	Strategic Objective	Research	Inequalities Identified	S75 Categories Affected <sup>7</sup>	Other data required	Indicators	Action Measure with timescale <sup>8</sup>	Monitoring mechanism
Performance	To improve sporting performance	<p>Review of Commonwealth Games Melbourne 2006</p> <p>2010 Athlete Support Programme Survey</p> <p>Monitoring of Governing Body Investment</p> <p>Review of Medal success in World/European/Commonwealth/Olympic/Paralympic Games</p>	Lower representation of women/ethnic origin in GB/Irish teams	<ol style="list-style-type: none"> <li>1. Gender</li> <li>2. Disability</li> <li>3. Age</li> <li>4. Religious Belief/Political Opinion</li> <li>5. Race/Ethnic Origin</li> <li>6. Sexual Orientation</li> <li>7. All of the above</li> </ol>	SINI Athlete Survey	<p>Relative ranking of high performance athletes</p> <p>Number of Medals won by NI athletes at major games</p>	<p>See all of the above. These measures will ensure that the high performance athlete pool will become increasingly representative of all sections of society <u>2011-15</u></p> <p>Continue to invest in Disability Sport NI as a means of supporting at least 6 Governing Bodies of Sport <u>Apr 2011- Mar 14</u> (2)</p> <p>Continue to invest in high performance disabled athletes through the IIPS programme 2011-14 (2)</p>	<p>Monitoring of SINI Athletes and Teams</p> <p>Annual and Quarterly returns from Disability Sport NI and Governing Bodies</p> <p>Review of Commonwealth Games, Delhi 2010</p>

<sup>7</sup> Section 75 categories will be aligned to Action Measures by relevant code number 1-7.

<sup>8</sup> All policies and programmes are subject to appropriate levels of support being secured through the budget 2010 process.

Policy Area	Strategic Objective	Research	Inequalities Identified	S75 Categories Affected <sup>9</sup>	Other data required	Indicators	Action Measure with timescale <sup>10</sup>	Monitoring mechanism
Places	To improve efficiency and effectiveness in the administration of sport	<ul style="list-style-type: none"> <li>• Public Attitudes towards Sport Survey</li> <li>• Various consultations on SNI policies and programmes</li> <li>• CHS 09/10 (Club Membership)</li> <li>• SNI Disability Action Plan 2009-12</li> <li>• Sports Equity Policy</li> <li>• Bridging the Gap</li> <li>• Women in Sports Leadership 2005</li> <li>• EQIA of Corporate Plans</li> <li>• Section 75 Annual Reports</li> <li>• SNI Annual Reports</li> <li>• Business Plan Quarterly Reviews</li> <li>• Sport Matters</li> <li>• Research Matters</li> </ul>	Under-representation of women, older people, ethnic minorities and people with disabilities in sport leadership roles	<ol style="list-style-type: none"> <li>1. Gender</li> <li>2. Disability</li> <li>3. Age</li> <li>4. Religious Belief/Political Opinion</li> <li>5. Race/Ethnic Origin</li> <li>6. Sexual Orientation</li> <li>7. All of the above</li> </ol>	Coaching Workforce Survey 2010 will determine profile of coaches by Section 75 grounds	<p>Profile of coaches, sports administrators and club members by Section 75 grounds</p> <p>Profile of SPORT NORTHERN IRELAND staff by Section 75 grounds</p>	<p>Ensure all future Capital Investment Programmes take into account Section 75 considerations (7)</p> <p>Implement SPORT NORTHERN IRELAND Women in Sport Policy (3)</p> <p>Ensure GBs continue to adhere to SPORT NORTHERN IRELAND Sports Equity Policy (7)</p> <p>Continue to invest in Disability Contract (2)</p>	<p>Regular Coaching Workforce Surveys</p> <p>SIMS/PIMS monitoring forms by Section 75</p> <p>HR Connect monitoring of SPORT NORTHERN IRELAND staff by Section 75 grounds</p> <p>Active Places Northern Ireland database monitoring facilities disability access information</p>

<sup>9</sup> Section 75 categories will be aligned to Action Measures by relevant code number 1-7.

<sup>10</sup> All policies and programmes are subject to appropriate levels of support being secured through the budget 2010 process.