



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2018-19

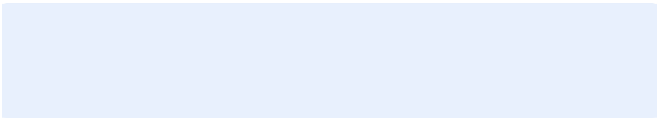
Contact:

<ul style="list-style-type: none">• Section 75 of the NI Act 1998 and Equality Scheme	Name: Telephone: Email:
<ul style="list-style-type: none">• Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	As above <input checked="" type="checkbox"/> (double click to open) Name: Telephone: Email:

Documents published relating to our Equality Scheme can be found at:

<http://www.sportni.net/about-us/equality/>

Signature:



This report has been prepared using a template circulated by the Equality Commission.

It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.

This report reflects progress made between April 2018 and March 2019

PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme

Section 1: Equality and good relations outcomes, impacts and good practice

- 1 In 2018-19, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.

PROMOTING EQUALITY OF OPPORTUNITY AND GOOD RELATIONS BY INCREASING PARTICIPATION AND IMPROVING PERFORMANCE STANDARDS

Sport Northern Ireland (Sport NI) has continued to increase and sustain levels of participation among people of all ages, identities, abilities, backgrounds, and to promote lifelong physical activity.

Sport NI has continued to work closely with a wide range of sports and their governing bodies in order to ensure that the letter and spirit of anti-discrimination legislation continues to be reflected throughout the sporting community in Northern Ireland. This includes ensuring governing bodies promote participation in their sports by under-represented groups and by delivering high quality programmes and initiatives.

As an Arm's Length Body of DfC, Sport NI is committed to supporting the achievement of stated outcomes within the Northern Ireland Executive's draft Programme for Government (PfG) which first and foremost is about making people's lives better.

While PfG establishes participation in sport as part of Outcome 5: *We are an innovative, creative society, where people can fulfil their potential*, and within the Delivery Plan for Indicator 27 (% engaging in arts/cultural activities in the past year), the work of Sport Northern Ireland contributes across a number of other outcomes. The table below provides a brief description on how our planned work will contribute to five PfG Outcomes and promote opportunity for all.

SPORT NORTHERN IRELAND'S CONTRIBUTION TO THE DRAFT PROGRAMME FOR GOVERNMENT OUTCOMES	
Outcome 4 We enjoy long, healthy, active lives.	<p>We will contribute to Outcome 4 by delivering a range of programmes and projects aimed at providing people across Northern Ireland with quality opportunities that will help them to adopt and sustain an active sporting lifestyle.</p> <p>We will seek partnerships with health, education, local councils, governing bodies and other sporting bodies to maximise our reach into communities and groups who are traditionally not active. Our work includes:</p> <ul style="list-style-type: none"> • Implementation of the Sport Clubs Programme 2017-2021; • Implementation of Everybody Active 2020; and

	<ul style="list-style-type: none"> Implementation of Our Great Outdoors: The Outdoor Recreation Action Plan for Northern Ireland.
Outcome 5 We are an innovative, creative, society where people can fulfil their potential.	<p>We will contribute to Outcome 5 by seeking new and innovative interventions with people to achieve their sporting goals. We will target particularly those that are underrepresented in sport (i.e. women/girls, people with a disability, older people, and people living in areas greatest social and economic need). Key programmes and projects include:</p> <ul style="list-style-type: none"> Implementation of Active Living: No Limits 2021 Disability Action Plan; Implementation of Women in Sport: Active, Fit and Sporty Strategy. Implementation of a new initiative address mental health issues amongst our athletes to increase their ability to fulfil their potential.
Outcome 9 We are a shared, welcoming & confident society that respects diversity.	<p>We will contribute to Outcome 9 by engaging and collaborating with a range of partners and stakeholders to design, develop and implement a range of programmes and projects designed to help create a shared and equal society in and through sport. Key programmes and projects include:</p> <ul style="list-style-type: none"> Implementation of Together Building A United Community [TBUC] Cross Community Youth Sport Programme; Implementation of the UK Equality Standard for Sport for sporting organisations; and Development of a Mental Health and Wellbeing In and Through Sport Action Plan 2018-2023.
Outcome 10 We have created a place where people want to live & work, to visit and invest.	<p>We will contribute to Outcome 10 by engaging and collaborating with a range of key partners and stakeholders to create an environment where our most talented athletes and coaches are encouraged and supported to learn, develop and live in Northern Ireland. By providing opportunities for our high performance athletes to succeed internationally, we will help to create a sense of civic pride and build our reputation on an international stage. We will also provide a range of sports facilities which will create an environment in which opportunity can flourish. Key programmes and projects include:</p> <ul style="list-style-type: none"> Implementation of Sporting Winners Programme 2017-21; and Implementation of the Northern Ireland's Sports Facilities Framework, including the 11 District Council reports.
Outcome 12 We give our children and young people the best start in life.	<p>We will contribute to Outcome 12 by engaging and collaborating with a range of partners and stakeholders to ensure that children and young people are provided with quality opportunities to participate in sport and physical activity [before, during and after school] and the support needed to help them reach their full potential. Key programmes and projects include:</p> <ul style="list-style-type: none"> Implementation of Active Living: No Limits 2021 Disability Action Plan; Implementation of Women in Sport: Active, Fit and Sporty Strategy; Implementation of the Sport Clubs Programme 2017-2021; Implementation of Everybody Active 2020; and Implementation of Our Great Outdoors: The Outdoor Recreation Action Plan for Northern Ireland.

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2018-19 (or append the plan with progress/examples identified).

The information below provides monitoring data collected from the key initiatives contained in answer 1:

EQUALITY OF OPPORTUNITY PARTICIPATION MONITORING DATA:

Every Body Active 2020

88,097 participants engaged in the programme across Northern Ireland.

- 51,814 (59%) Women and girls.
- 15,551(18%) Participants with a disability.
- 23,786 (27%) Participants from areas of greatest need
- 25,696 (29%) Participants engaged in sustained activities (11 activities or more over the reported year)

Women's & Girls (Active, Fit & Sporty)

A total of 9,174 female participants were engaged in 2018/19. This comprised of 36% within the 14 to 25 age category and 8% in the over 50+ category. Other key outputs that were met and exceeded included:

- 156 role models identified
- 15% Women with a Disability;
- 2811 learning opportunities
- 86 females recognised for achievement
- 1 Cultural Change Conference held
- 22 My Sport My Story Workshops delivered
- 10 Active Leadership Programmes delivered
- 21 Case Studies produced

An example of project delivery through the YST Girls Active programme can be viewed at:

<https://www.youtube.com/watch?v=s33F2YwCZg>

People with a disability (Active Living: No Limits)

The Include project was delivered by Sported NI and Angel Eyes NI. Sport NI investment has leveraged additional funding from Big Lottery Fund (Awards for All), and St James' Place Foundation. Sports groups, volunteer mentors and young people with sight loss have been recruited, inducted and trained.

The pilot Love to Move (NI) training programme was established with the British Gymnastics Foundation and specifically targeted people with dementia. 15 learners were trained to deliver the programme in 2018/19 and 25 older people have participated in Love to Move activities. A short video explaining the project is available at: <https://www.youtube.com/watch?v=oPOwUMLwB9c>

The project was rolled out as part of Sport NI's EBA Strand 1 and Community Planning in its development into year 2 of the pilot. Partnership working was carried out with Libraries NI and Mid and East Antrim Council in Carrickfergus Library. Public Health Agency and the Northern Health & Social Care Trust also took part.

The Mencap Virtual Reality (VR) pilot projects were delivered at Foyle Arena, Riding for the Disabled Association, Coleraine, Bangor Aurora, Craigavon Golf & Ski Centre and Mary Peters Track, Belfast. The

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pilot showcased inclusive activities through VR technology to support people with learning (and other) disabilities access sport through a process of familiarisation.

An inclusive golf project was delivered in partnership with 5 District Council's through Department for Communities funding as part of The 2019 Open Golf Championship legacy programme. Integral to the project was a training day in partnership with RNIB and Guide Dogs. This can be viewed at <https://www.youtube.com/watch?v=PhmUY9unNxQ> as can a video of the inclusive project at Antrim & Newtownabbey Council. <https://www.youtube.com/watch?v=99I-GCR1gaM>

- 3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2018-19 reporting period? *(tick one box only)*

☐ Yes ☒ No (go to Q.4) ☐ Not applicable (go to Q.4)

Please provide any details and examples:

- 3a** With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

- 3b** What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)*

- ☐ As a result of the organisation's screening of a policy *(please give details):*
- ☐ As a result of what was identified through the EQIA and consultation exercise *(please give details):*
- ☐ As a result of analysis from monitoring the impact *(please give details):*
- ☐ As a result of changes to access to information and services *(please specify and give details):*
- ☐ Other *(please specify and give details):*

Section 2: Progress on Equality Scheme commitments and action plans/measures

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

- 4 Were the Section 75 statutory duties integrated within job descriptions during the 2018-19 reporting period? *(tick one box only)*

- ☒ Yes, organisation wide
☐ Yes, some departments/jobs
☐ No, this is not an Equality Scheme commitment
☐ No, this is scheduled for later in the Equality Scheme, or has already been done
☐ Not applicable

Please provide any details and examples:

Employees' job descriptions reflect their contributions to the discharge of Section 75 statutory duties and implementation of the equality scheme, where relevant. New staff are provided with a copy of Sport NI's Equal Opportunities Policy during induction.

- 5 Were the Section 75 statutory duties integrated within performance plans during the 2018-19 reporting period? *(tick one box only)*

- ☒ Yes, organisation wide
☐ Yes, some departments/jobs
☐ No, this is not an Equality Scheme commitment
☐ No, this is scheduled for later in the Equality Scheme, or has already been done
☐ Not applicable

Please provide any details and examples:

Employees' performance plans reflect their contributions to the discharge of Section 75 statutory duties and implementation of the equality scheme, where relevant. Performance plans are subject to appraisal through annual performance reviews. New staff are provided with a copy of Sport NI's Equal Opportunities Policy during induction.

While these duties may not be included explicitly in staff appraisals, the application of the Equality Scheme is an ongoing process. Staff have been regularly reminded of their equality duty, including the application of Section 75 screening procedures for all new and revised policies and to ensure that this is clearly documented when presenting policies for approval.

- 6 In the 2018-19 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

- ☐ Yes, through the work to prepare or develop the new corporate plan
☒ Yes, through organisation wide annual business planning
☐ Yes, in some departments/jobs
☒ No, these are already mainstreamed through the organisation's ongoing corporate plan
☐ No, the organisation's planning cycle does not coincide with this 2018-19 report
☐ Not applicable

Please provide any details and examples:

Sport NI's annual business plans reflect the targets and aims outlined in Sport NI's Corporate Plan 2015-2020, which include targets to promote equality of opportunity and good relations. Both strategic documents underwent rigorous consultation with stakeholders.

Equality action plans/measures

7 Within the 2018-19 reporting period, please indicate the **number** of:

Actions completed: Actions ongoing: Actions to commence:

Please provide any details and examples (in addition to question 2):

Sport Matters: The Northern Ireland Strategy for Sport and Physical Recreation 2009-2019 provides the strategic framework within which Sport NI operates. This strategy has identified 26 high level targets against which success will be measured. Sport NI's Equality Action Plan has three strategic objectives which aim to deliver on these 26 high level targets. These are:

1. *To increase participation in sport and physical activity across the NI population;*
2. *To improve sporting performance; and*
3. *To improve efficiency and effectiveness in the administration of sport.*

For more information visit: www.sportni.net/about/SportMatters.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2018-19 reporting period (points not identified in an appended plan):

N/A

9 In reviewing progress on the equality action plan/action measures during the 2018-19 reporting period, the following have been identified: (tick all that apply)

- ☒ Continuing action(s), to progress the next stage addressing the known inequality
- ☐ Action(s) to address the known inequality in a different way
- ☐ Action(s) to address newly identified inequalities/recently prioritised inequalities
- ☐ Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

10 Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: (tick one box only)

☐ All the time ☐ Sometimes ☒ Never

11 Please provide any **details and examples of good practice** in consultation during the 2018-19 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

All projects screened were in accordance with Sport NI's section 75 statutory duties in 2019/20. These were all projects relating to funding awards and were purely technical in nature, have no bearing in

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terms of their likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

- 12** In the 2018-19 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- ☐ Face to face meetings
☐ Focus groups
☒ Written documents with the opportunity to comment in writing
☐ Questionnaires
☐ Information/notification by email with an opportunity to opt in/out of the consultation
☐ Internet discussions
☐ Telephone consultations
☐ Other *(please specify)*:

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

Through the development of the projects any written documents were exchanged for comment between joint funding bodies before finalising awards.

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2018-19 reporting period? *(tick one box only)*

☐ Yes ☒ No ☐ Not applicable

Please provide any details and examples:

- 14** Was the consultation list reviewed during the 2018-19 reporting period? *(tick one box only)*

☐ Yes ☒ No ☐ Not applicable – no commitment to review

Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4) [Insert link to any web pages where screening templates and/or other reports associated with Equality Scheme commitments are published]

- 15** Please provide the **number** of policies screened during the year *(as recorded in screening reports)*:

14

- 16** Please provide the **number of assessments** that were consulted upon during 2018-19:

14	Policy consultations conducted with screening assessment presented.
0	Policy consultations conducted with an equality impact assessment (EQIA) presented.
0	Consultations for an EQIA alone.

- 17** Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

N/A.

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- 18** Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? *(tick one box only)*

☐ Yes ☐ No concerns were raised ☐ No ☒ Not applicable

Please provide any details and examples:

Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)

- 19** Following decisions on a policy, were the results of any EQIAs published during the 2018-19 reporting period? *(tick one box only)*

☐ Yes ☐ No ☒ Not applicable

Please provide any details and examples:

Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)

- 20** From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2018-19 reporting period? *(tick one box only)*

☐ Yes ☐ No, already taken place
☒ No, scheduled to take place at a later date ☐ Not applicable

Please provide any details:

- 21** In analysing monitoring information gathered, was any action taken to change/review any policies? *(tick one box only)*

☐ Yes ☒ No ☐ Not applicable

Please provide any details and examples:

- 22** Please provide any details or examples of where the monitoring of policies, during the 2018-19 reporting period, has shown changes to differential/adverse impacts previously assessed:

N/A

- 23** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

Sport NI gathers data by some but not all Section 75 categories in order to monitor the success of programmes in addressing inequalities and to help identify potential inequalities that could benefit from future funding programmes/projects. However, none of this information has resulted in actions that would affect access to information and services.

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2018-19, and the extent to which they met the training objectives in the Equality Scheme.

During the reporting period all new staff received induction training on Section 75 statutory duties. Access to copies of the full equality scheme is provided to all staff. All staff receive a programme of relevant communication and training on the Section 75 obligations when required.

Sport NI also assess the need for specialized training in communicating with, and understanding the needs of, traditionally marginalized groups and young people. This training would be targeted at staff dealing with these marginalized groups and young people. In 2018/19 Sport NI assessed the need for this and determined it was not required.

- 25 Please provide any examples of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

N/A

Public Access to Information and Services (Model Equality Scheme Chapter 6)

- 26 Please list **any examples** of where monitoring during 2018-19, across all functions, has resulted in action and improvement in relation **to access to information and services**:

Monitoring during 2018-19 has not resulted in actions relating to access to information and services in 2018-19. However Sport NI is committed to accessible information and alternative formats are available upon request.

Complaints (Model Equality Scheme Chapter 8)

- 27 How many complaints **in relation to the Equality Scheme** have been received during 2018-19?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

Section 3: Looking Forward

- 28 Please indicate when the Equality Scheme is due for review:

Sport NI will commence review of its Equality Scheme in 2020/21.

- 29 Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

No

- 30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2018-19) reporting period? *(please tick any that apply)*

- ☐ Employment
- ☐ Goods, facilities and services
- ☐ Legislative changes
- ☐ Organisational changes/ new functions
- ☒ Nothing specific, more of the same
- ☐ Other (please state):

PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans

1. Number of action measures for this reporting period that have been:

7

Fully achieved

Partially achieved

Not achieved

2. Please outline below details on all actions that have been fully achieved in the reporting period.

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
National Regional Local	To increase engagement in sport and physical activity among people with a disability through Sport NI investment into Disability Sports NI and Special Olympics Ireland/Ulster.	Sporting Winners investment in DSNI and the following sports: Boccia, Snowsports and Wheelchair Basketball and Sporting Clubs investment in DSNI as well as direct investments in Special Olympics Ireland/Ulster and Paralympics Ireland.	Collectively, the listed action measures have been designed to deliver on the following outcomes: <ol style="list-style-type: none"> 1. People with a disability have equality of choice and consistency of accessible activities and sporting facilities. 2. People with a disability face 'No Limits' in sport and active recreation. 3. People with a disability lead active lifestyles
	Develop a holistic local recreation plan, linked to the Active Living: No Limits Action Plan, that ensures a range of needs-based high quality sport and active recreation opportunities for people with disabilities are delivered, in each of the 11 District Council Areas.	<p>Work is ongoing with District Council's through the delivery of disability inclusive activities as part of the Community Planning process.</p> <p>Delivery of disability inclusive activities through direct investment in DSNI via the Active Clubs Programme.</p> <p>The installation of Poolpod submersible lifts in 6 swimming pools across Northern Ireland</p> <p>DSNI secured a 3 year partnership with Progressive Building Society was secured to support a part-time Disability Sports Hub Activity Leader in every council area of Northern Ireland.</p> <p>Community Interest Company, Live Active NI continued to deliver 4 projects to improve the health and wellbeing of people with disabilities,</p>	

		<p>people with long-term health conditions and other under-represented groups.</p> <p>Disability Sports Hub Project offered 24,883 participation opportunities for 3,696 individual participants across all 11 Hubs.</p> <p>15,020 children and adults enjoyed sport and active recreation through Disability Sport NI this year.</p>	<p><i>and have improved health and wellbeing through involvement in sport and active recreation.</i></p>
	Governing Bodies of Sport and stadia operators will be encouraged and supported to develop more inclusive stadia and increase the number of spectators with disabilities.	3 governing bodies of sport, Royal Yachting Association NI, Ulster Tennis and NI Judo Federation achieved the Inclusive Sport Award, bringing the total to 7 governing bodies who have achieved the award to date.	
	Develop a skilled and inclusive workforce in the sport, leisure, education and outdoor recreation sectors by providing a range of courses in Disability Awareness, Diversity and Social Inclusion, and Inclusive Continuous Professional Development (CPD)	<p>The Pupil to Paralympian Workshop was delivered to 18 teachers during the year. The workshop provided teachers with training to help them signpost children with disabilities to appropriate sports participation and competition opportunities.</p> <p>DSNI's training courses aim to encourage and support sports leaders, coaches, leisure services staff and teachers to better include people with disabilities in sport and active recreation. This year 64 courses were delivered to 939 people.</p> <p>22 My Sport, My Story Workshops to 573 post-primary school pupils as well as Disability Inclusion Training to 30 sports coaches and Girl Guiding Leaders.</p>	
	Develop a network of quality multi-sport hubs across Northern Ireland which are fully accredited, accessible to everyone and offer and actively promote inclusive dedicated sport and active recreation opportunities.	<p>Tranche 3 of the disability sports hubs equipment, power chair football equipment and equestrian platform lift in partnership with DSNI are in use across Northern Ireland. Sport NI supported the District Council's to develop further use of all equipment with an Insight Day in November, details of which can be viewed at Disability Sport NI Insight Day 2018</p> <p>Dungiven Sports Centre and Foyle Arena became the first 2 centres in Northern Ireland to achieve the Excellence Level of the Inclusive Sports Facility Accreditation</p>	

		Following an investment of £1,055,000 in the past two years from the Department for Communities through Sport NI, additional funding of £449,000 was secured this year to develop the All Out Trekking Project and further develop the 'Poolpod' initiative.	
	Implementation of the UK wide Equality Standard for Sport ^[1] , an accreditation framework which supports sporting organisations promote equality and equal opportunities.	Sport NI's Sporting Clubs and Sporting Winners programmes require that funded bodies work towards improving equality standards within their organisations to promote equality and equal opportunities and if feasible to implement the Equality Standard for Sport. In 2018/19 several organisations are working towards this.	
	Provide structured support to disability specific sports clubs to build capacity, develop relationships and provide high quality active recreation opportunities (including provision of fully accessible support and guidance tools).	<p>Support has been provided to build capacity of existing disability sports clubs to strengthen and grow their clubs and ensure people with a disability can sustain participation in sport.</p> <p>1011 sports leaders, coaches, leisure services staff and teachers were trained to be more inclusive of disabled people</p> <p>A total of 1350 children and adults participated in Education and Awareness projects to challenge and address negative attitudes and misconceptions about people with a disability.</p> <p>569 people with a disability got active through the Active Clubs Programme and delivered active recreation sessions and events to 3809 participants across NI through EveryBody Active campaign.</p>	

2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	Develop a skilled and inclusive workforce in the sport, leisure, education and outdoor recreation sectors by providing a range of courses in Disability Awareness, Diversity and Social Inclusion, and Inclusive Continuous Professional Development (CPD)	64 courses delivered to 939 people.	People with a disability have equality of choice and consistency of accessible activities and sporting facilities.

^[1] [The Equality Standard for Sport: a framework for assisting sports organisations to widen access and reduce inequalities in sport and physical activity from under represented individuals, groups and communities.](#)

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1	Sport NI has created a series of videos and promoted through social media to promote the opportunities in sport to people with disabilities and are available to view/audio at SportNI - YouTube	1. SportMaker Disability Coach of the Year 2018. 2. Blind Tennis at Windsor Tennis Club. 3. Pilot Love to Move (NI) training programme in partnership with British Gymnastics Foundation. 4. Inclusive golf project with RNIB and Guide Dogs with 5 District Councils.	People with a disability have equality of choice and consistency of accessible activities and sporting facilities. People with a disability lead active lifestyles and have improved health and wellbeing through involvement in sport and active recreation.

2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1	See 2a above		

2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	See 2a above		

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestonesiii / Outputs	Outcomes/Impacts	Reasons not fully achieved
1	All agreed actions measures have been partly achieved	See 2a above	See 2a above	These action measures are ongoing over the duration of Sport NI’s Disability Action Plan until 2020/21.

4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
1	N/A	

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

Sport NI carry out a monitoring and evaluation process as part of all programme investments. An end of year reporting process is used to gain an insight into the success of programme from grant recipients and includes qualitative analysis in the form of case studies.

(b) Quantitative

Sport NI carry out a monitoring and evaluation process as part of all programme investments. Depending upon the programme this can take the form of monthly or quarterly statistical reporting and is included as part of the end of year reporting process.

6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

No

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1	N/A		

7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

No. Sport NI developed a Disability Action Plan covering the period 2017-2021, which is cast against the regional cross departmental Strategy 'Active Living: No Limits.'

- i. **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.
- ii. **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.
- iii. **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2019-20

Contact:

<ul style="list-style-type: none">Section 75 of the NI Act 1998 and Equality Scheme	Name: Colm Jennings Telephone: 02890 383 844 Email: colmjennings@sportni.net
<ul style="list-style-type: none">Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	As above <input checked="" type="checkbox"/> (double click to open) Name: Telephone: Email:

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Signature:



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It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.

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Section 1: Equality and good relations outcomes, impacts and good practice

- 1** In 2019-20, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.

PROMOTING EQUALITY OF OPPORTUNITY AND GOOD RELATIONS BY INCREASING PARTICIPATION AND IMPROVING PERFORMANCE STANDARDS

Sport Northern Ireland (Sport NI) has continued to increase and sustain levels of participation among people of all ages, identities, abilities, backgrounds, and to promote lifelong physical activity through three key strategic objectives:

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

Sport NI has continued to work closely with a wide range of sports and their governing bodies in order to ensure that the letter and spirit of anti-discrimination legislation continues to be reflected throughout the sporting community in Northern Ireland. This includes ensuring governing bodies promote participation in their sports by under-represented groups and by delivering high quality programmes and initiatives.

As an Arm's Length Body of DfC, Sport NI is committed to supporting the achievement of stated outcomes within the Northern Ireland Executive's Draft Programme for Government (PfG) which first and foremost are about making people's lives better. Sport NI delivers this best by focusing on strategic impact and working in partnership with other stakeholders locally, nationally and internationally.

Sport NI contributes across a number of PfG outcomes. The table below provides a brief description on how our planned work will contribute to five PfG Outcomes and promote opportunity for all.

SPORT NORTHERN IRELAND'S CONTRIBUTION TO THE DRAFT PROGRAMME FOR GOVERNMENT OUTCOMES	
Outcome 4 We enjoy long, healthy, active lives.	<p>We will contribute to Outcome 4 by delivering a range of programmes and projects aimed at providing people across Northern Ireland with quality opportunities that will help them to adopt and sustain an active sporting lifestyle.</p> <p>We continue to play an active and respected role with local councils as a strategic community planning partner and we continue to support and</p>

	develop the autonomy, capacity and expertise of governing bodies and other sporting bodies.
Outcome 5 We are an innovative, creative, society where people can fulfil their potential.	We will contribute to Outcome 5 by seeking new and innovative interventions with people to achieve their sporting goals. We will target particularly those that are under-represented in sport i.e. women/girls, people with a disability, older people and people living in areas of greatest social and economic need.
Outcome 8 We care for others and we help those in need	We will contribute to Outcome 8 by delivering a range of programmes and projects aimed at providing all people across Northern Ireland with quality opportunities that will help them to adopt and sustain an active sporting lifestyle. We will continue to work with health, education, district councils, governing bodies of sport, charities and other community/voluntary sector organisations to target and encourage those in need to enjoy, engage and excel in sport.
Outcome 9 We are a shared, welcoming and confident society that respects diversity.	We will contribute to Outcome 9 by engaging and collaborating with a range of partners and stakeholders to design, develop and implement a range of programmes and projects; designed to help create a shared and equal society in and through sport.
Outcome 10 We have created a place where people want to live & work, to visit and invest.	We will contribute to Outcome 10 by engaging and collaborating with a range of key partners and stakeholders to create an environment where our most talented athletes and coaches are encouraged and supported to learn, develop and live in Northern Ireland. By providing opportunities for our high performance athletes to succeed internationally, we will help to create a sense of civic pride and build our reputation on an international stage. We will also provide a range of sports facilities which will create an environment in which opportunity can flourish.
Outcome 12 We give our children and young people the best start in life.	We will contribute to Outcome 12 by engaging and collaborating with a range of partners and stakeholders to ensure that children and young people are provided with quality opportunities to participate in sport and physical activity - before, during and after school – and are provided with the support needed to help them reach their full potential.

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2019-20 (or append the plan with progress/examples identified).

The information below provides monitoring data collected from the key initiatives contained in answer 1:

EQUALITY OF OPPORTUNITY PARTICIPATION MONITORING DATA:

Every Body Active 2020

95,712 participants engaged in the programme across Northern Ireland.

- 55,658 female participants
- 15,027 participants with a disability;
- 27,337 participants from areas of greatest need; and
- 28,156 participants engaged in sustained activities (individuals participated 11 times or more)

Case Study

The SENSE project (Mid and East Antrim) is a programme designed for participants with sight loss, hearing loss, and learning difficulties. The sessions encourage participants to get active through a range of sports and activities, such as boccia and Basketball. Participants, and their carers, welcome the session for the opportunity to engage in new activities that they enjoy with other people.

<https://www.youtube.com/watch?v=8pL769YdCvc&t=64s>

Women's & Girls (Active, Fit & Sporty)

The Female Sports Forum (FSF) delivered the inaugural 'Active, Fit and Sporty Awards' on 04 March 2020 (Belfast). The Communities Minister, Deirdre Hargey MLA, gave a key note address and spoke about the importance of grassroots sport within communities. Ten awards in total were presented including role model, best community intervention and best project; the event was recognised by Sports Council Chairperson as a significant success and evidenced the importance and value of publicly recognising and celebrating female sport.

FSF and other project partners (e.g. Youth Sport Trust) delivered a series of additional activities to support delivery of the Active, Fit & Sporty Action Plan & priorities including:

- Expo Events (07 March 2020, 49 participants) with governing bodies of sport (including paddle sports, mountaineering, climbing, mountain biking and abseiling) in TNOC;
- Nutritional workshops for to Under 17 girls and their parents from the three participating sports (Netball, Hockey and Cricket); focused on "the athlete" and "the nutrition" and provided participants with an insight as to why it is important to consider the athlete when approaching nutritional demands in sport;
- 'Positive Body Image' workshops for >70 Regional Development Squad players (netball, hockey, cricket) that addressed issues around mental health, mental wellbeing, eating disorders and healthy lifestyles.

The Active, Fit & Sporty Participation Survey 2019 Insight Report published.

<http://www.sportni.net/news/active-fit-sporty-participation-survey-2019-insight-report/>

People with Disabilities (Active Living: No Limits)

All Out Trekking Project (Gosford Forest Park) – project showcased by BBC as part of their Community Programming, it was aired three times during January and February 2020.

PART A

Love to Move (British Gymnastics Foundation) programme has successfully been delivered in partnership across three museums sites (the Tower Museum, Derry; the Braid Museum, Ballymena; and the NI War Museum, Belfast). Five individuals accredited to deliver the Love to Move Programme within nursing homes/day care centres; one person has also undertaken the assessor training.

The Mencap Virtual Reality Project has completed filming for 8 identified facilities/locations. These include: NI Cross Community Angling, The Lakeland Forum and The Belfast Indoor Tennis and Ozone Centre Belfast.

- 3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2019-120 reporting period? *(tick one box only)*

☐ Yes ☒ No (go to Q.4) ☐ Not applicable (go to Q.4)

Please provide any details and examples:

- 3a** With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

- 3b** What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)*

- ☐ As a result of the organisation's screening of a policy *(please give details):*
- ☐ As a result of what was identified through the EQIA and consultation exercise *(please give details):*
- ☐ As a result of analysis from monitoring the impact *(please give details):*
- ☐ As a result of changes to access to information and services *(please specify and give details):*
- ☐ Other *(please specify and give details):*

Section 2: Progress on Equality Scheme commitments and action plans/measures

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

- 4 Were the Section 75 statutory duties integrated within job descriptions during the 2019-20 reporting period? *(tick one box only)*

- ☒ Yes, organisation wide
☐ Yes, some departments/jobs
☐ No, this is not an Equality Scheme commitment
☐ No, this is scheduled for later in the Equality Scheme, or has already been done
☐ Not applicable

Please provide any details and examples:

Employees' job descriptions reflect their contributions to the discharge of Section 75 statutory duties and implementation of the equality scheme, where relevant. New staff are provided with a copy of Sport NI's Equal Opportunities Policy during induction.

- 5 Were the Section 75 statutory duties integrated within performance plans during the 2019-20 reporting period? *(tick one box only)*

- ☒ Yes, organisation wide
☐ Yes, some departments/jobs
☐ No, this is not an Equality Scheme commitment
☐ No, this is scheduled for later in the Equality Scheme, or has already been done
☐ Not applicable

Please provide any details and examples:

Employees' performance plans reflect their contributions to the discharge of Section 75 statutory duties and implementation of the equality scheme, where relevant. Performance plans are subject to appraisal through annual performance reviews. New staff are provided with a copy of Sport NI's Equal Opportunities Policy during induction.

While these duties may not be included explicitly in staff appraisals, the application of the Equality Scheme is an ongoing process. Staff have been regularly reminded of their equality duty, including the application of Section 75 screening procedures for all new and revised policies and to ensure that this is clearly documented when presenting policies for approval.

- 6 In the 2019-20 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

- ☒ Yes, through the work to prepare or develop the new corporate plan
☒ Yes, through organisation wide annual business planning
☐ Yes, in some departments/jobs
☒ No, these are already mainstreamed through the organisation's ongoing corporate plan
☐ No, the organisation's planning cycle does not coincide with this 2019-20 report
☐ Not applicable

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Please provide any details and examples:

Sport NI's Corporate Plan 2015 – 2020 has three strategic outcomes of sporting communities, sporting clubs and sporting winners, which have the promotion of equality incorporated within them.

The annual business plans reflect the outcomes within Sport NI's Corporate Plan 2015 - 2020, with detailed targets to achieve these outcomes. These, outcomes, targets and the programmes developed to achieve them are developed with Section 75 duties incorporated at their development stage to promote equality of opportunity and good relations. Both strategic documents underwent rigorous consultation with stakeholders.

Preliminary work has also begun in preparation for the new Corporate Planning cycle in 2020 - 2025, which will have a strong focus on under-represented groups in sport. It is Sport NI's intention to review its equality monitoring processes in 2020 - 2021 in line with the development of the Corporate Plan 2020 - 2025, which when implemented in 2021 - 2022 enhance Sport NI's reporting of Section 75 statutory duties.

Equality action plans/measures

- 7 Within the 2019-20 reporting period, please indicate the **number** of:

Actions completed: Actions ongoing: Actions to commence:

Please provide any details and examples (in addition to question 2):

Sport Matters: The Northern Ireland Strategy for Sport and Physical Recreation 2009-2019 provides the strategic framework within which Sport NI operates. This strategy has identified 26 high level targets against which success will be measured. Sport NI's Equality Action Plan has three strategic objectives which aim to deliver on these 26 high level targets. These are:

- 4. To increase participation in sport and physical activity across the NI population;*
- 5. To improve sporting performance; and*
- 6. To improve efficiency and effectiveness in the administration of sport.*

For more information visit: www.sportni.net/about/SportMatters.

Preliminary work has also begun in preparation for the new Strategy for Sport 2020 – 2030 and Sport NI's Corporate Plan 2020 – 2025. Sport NI's Equality Scheme, including its Equality Action Plan will be revised to take into account Sport NI's contribution to the new Strategy for Sport framework and the new outcomes within Sport NI's Corporate Plan 2020 – 25. Sport NI's Section 75 statutory duties will be incorporated within the new Corporate Plan, Equality Action Plan and subsequent annual Business Plans.

- 8 Please give details of changes or amendments made to the equality action plan/measures during the 2019-20 reporting period (points not identified in an appended plan):

N/A

- 9 In reviewing progress on the equality action plan/action measures during the 2019-20 reporting period, the following have been identified: (tick all that apply)

PART A

- ☒ Continuing action(s), to progress the next stage addressing the known inequality
- ☐ Action(s) to address the known inequality in a different way
- ☐ Action(s) to address newly identified inequalities/recently prioritised inequalities
- ☐ Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

- 10** Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*

☐ All the time ☒ Sometimes ☐ Never

- 11** Please provide any **details and examples of good practice** in consultation during the 2019-20 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

16 policies and projects were screened, in accordance with Sport NI's section 75 statutory duties in 2019/20. The majority were internal with no relevance to equality of opportunity or good relations. All were purely technical in nature and will have no bearing in terms of their likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

- 12** In the 2019-20 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- ☐ Face to face meetings
- ☐ Focus groups
- ☐ Written documents with the opportunity to comment in writing
- ☐ Questionnaires
- ☒ Information/notification by email with an opportunity to opt in/out of the consultation
- ☐ Internet discussions
- ☒ Telephone consultations
- ☐ Other *(please specify)*:

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

Most of the policies or projects screened were technical in nature and did not have any bearing in terms of impact upon equality of opportunity or good relations. For example, the procurement policy would have been written cognizant of the requirements of CPD and DoF guidance and the travel and subsistence policy again cognizant of DoF guidance. Any discussions with CPD and DoF would have been carried out via email or telephone when seeking advice or clarity on areas contained within the policies.

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2019-20 reporting period? *(tick one box only)*

☐ Yes ☒ No ☐ Not applicable

Please provide any details and examples:

PART A

- 14 Was the consultation list reviewed during the 2019-20 reporting period? *(tick one box only)*

☐ Yes ☒ No ☐ Not applicable – no commitment to review

Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)

[Insert link to any web pages where screening templates and/or other reports associated with Equality Scheme commitments are published]

- 15 Please provide the **number** of policies screened during the year *(as recorded in screening reports)*:

16

- 16 Please provide the **number of assessments** that were consulted upon during 2019-20:

16	Policy consultations conducted with screening assessment presented.
0	Policy consultations conducted with an equality impact assessment (EQIA) presented.
0	Consultations for an EQIA alone.

- 17 Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

N/A.

- 18 Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? *(tick one box only)*

☐ Yes ☐ No concerns were raised ☐ No ☒ Not applicable

Please provide any details and examples:

Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)

- 19 Following decisions on a policy, were the results of any EQIAs published during the 2019-20 reporting period? *(tick one box only)*

☐ Yes ☐ No ☒ Not applicable

Please provide any details and examples:

Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)

- 20 From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2019-20 reporting period? *(tick one box only)*

☐ Yes ☐ No, already taken place
☒ No, scheduled to take place at a later date ☐ Not applicable

Please provide any details:

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- 21** In analysing monitoring information gathered, was any action taken to change/review any policies? (*tick one box only*)

☐ Yes ☒ No ☐ Not applicable

Please provide any details and examples:

- 22** Please provide any details or examples of where the monitoring of policies, during the 2019-20 reporting period, has shown changes to differential/adverse impacts previously assessed:

N/A

- 23** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

Sport NI gathers data by some but not all Section 75 categories in order to monitor the success of programmes in addressing inequalities and to help identify potential inequalities that could benefit from future funding programmes/projects. However, none of this information has resulted in actions that would affect access to information and services.

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2019-20, and the extent to which they met the training objectives in the Equality Scheme.

Access to the full equality scheme is provided to all staff. All staff receive a programme of relevant communication and training on the Section 75 obligations when required. Sport NI also assess the need for specialised training in communicating with, and understanding the needs of, traditionally marginalised groups and young people. This training would be targeted at staff dealing with these marginalised groups and young people. In 2019/20 Sport NI assessed the need for this and determined it was not required.

- 25** Please provide any examples of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

N/A

Public Access to Information and Services (Model Equality Scheme Chapter 6)

- 26** Please list **any examples** of where monitoring during 2019-20, across all functions, has resulted in action and improvement in relation to **access to information and services**:

Monitoring during 2019-20 has not resulted in actions relating to access to information and services in 2019-20. However Sport NI is committed to accessible information and alternative formats are available upon request.

Complaints (Model Equality Scheme Chapter 8)

- 27** How many complaints in relation to the Equality Scheme have been received during 2019-20?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

Section 3: Looking Forward

28 Please indicate when the Equality Scheme is due for review:

Sport NI will commence review of its Equality Scheme in 2020/21

29 Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

No

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2020-21) reporting period? *(please tick any that apply)*

- ☐ Employment
- ☐ Goods, facilities and services
- ☐ Legislative changes
- ☐ Organisational changes/ new functions
- ☐ Nothing specific, more of the same
- ☒ Other (please state): Sport NI intends to carry out a review of its monitoring forms in 2020-21. Advice will be sought regarding appropriate wording and phrasing of monitoring questions in relation to the Section 75 categories.

PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans

1. Number of action measures for this reporting period that have been:

7

Fully achieved



Partially achieved



Not achieved

2. Please outline below details on all actions that have been fully achieved in the reporting period.

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

Level	Public Life Action Measures	Outputs	Outcomes / Impact
National Regional Local	To increase engagement in sport and physical activity among people with a disability through Sport NI investment into DSNI and Special Olympics Ireland/Ulster.	Sporting Winners investment in DSNI and the following sports: Boccia, Snowsports and Wheelchair Basketball and Sporting Clubs investment in DSNI as well as direct investments in Special Olympics Ireland.	Collectively, the listed action measures have been designed to deliver on the following outcomes: <ol style="list-style-type: none"> 1. People with a disability have equality of choice and consistency of accessible activities and sporting facilities. 2. People with a disability face 'No Limits' in sport and active recreation.
	Develop a holistic local recreation plan, linked to the Active Living: No Limits Action Plan, that ensures a range of needs-based high quality sport and active recreation opportunities for people with disabilities are delivered, in each of the 11 District Council Areas.	Progressive Hub Activity Leaders are all in place and delivering sessions. This year the Disability Sports Hub Project offered 27,244 participation opportunities for 6,293 individual participants across all 11 Hubs. 15,027 participants with a disability were engaged in Strand 1: Opportunities and 4,685 participants with a disability were engaged through Strand 4: Capacity Building, Outreach & Small Grants of the Everybody Active 2020 programme.	
	Governing Bodies of Sport and stadia operators will be encouraged and supported to develop more inclusive stadia and increase the number of spectators with disabilities.	1 more governing body of sport achieved the Inclusive Sport Award, bringing the total to 8 governing bodies who have achieved the award to date.	

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	Develop a skilled and inclusive workforce in the sport, leisure, education and outdoor recreation sectors by providing a range of courses in Disability Awareness, Diversity and Social Inclusion, and Inclusive Continuous Professional Development (CPD).	Delivery of disability inclusion, sports leadership and inclusive sport training courses This year 42 courses were delivered to 649 people.	3. <i>People with a disability lead active lifestyles and have improved health and wellbeing through involvement in sport and active recreation.</i>
	Develop a network of quality multi-sport hubs across Northern Ireland which are fully accredited, accessible to everyone and offer and actively promote inclusive dedicated sport and active recreation opportunities.	All Out Trekking project in Gosford Park fully operational.	
	Implementation of the UK wide Equality Standard for Sport ^[1] , an accreditation framework which supports sporting organisations promote equality and equal opportunities.	Sport NI's Sporting Clubs and Sporting Winners programmes require that funded bodies work towards improving equality standards within their organisations to promote equality and equal opportunities and if feasible to implement the Equality Standard for Sport.	
	Provide structured support to disability specific sports clubs to build capacity, develop relationships and provide high quality active recreation opportunities (including provision of fully accessible support and guidance tools).	Support has been provided to build capacity of existing disability sports clubs to strengthen and grow their clubs and ensure people with a disability can sustain participation in sport.	

2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	Develop a skilled and inclusive workforce in the sport, leisure, education and outdoor recreation sectors by providing a range of courses in Disability Awareness, Diversity and Social Inclusion, and Inclusive Continuous Professional Development (CPD)	42 courses delivered to 649 people.	People with a disability have equality of choice and consistency of accessible activities and sporting facilities.

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1	Sport NI has created a series of videos and promoted through social media to	1. SportMaker Disability Coach of the Year 2019	People with a disability have equality of choice and consistency of accessible activities and sporting facilities.

^[1] [The Equality Standard for Sport: a framework for assisting sports organisations to widen access and reduce inequalities in sport and physical activity from under represented individuals, groups and communities.](#)

PART B

	promote the opportunities in sport to people with disabilities and are available to view/audio at SportNI - YouTube	2. Boccia Session Foyle Arena 3. Squash session with Orchardville society 4. Inclusive Golf at Allen Park	People with a disability lead active lifestyles and have improved health and wellbeing through involvement in sport and active recreation.
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2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1	See 2a above		

2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	See 2a above		

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones / Outputs	Outcomes/Impacts	Reasons not fully achieved
1	All agreed actions measures have been partly achieved	See 2a above	See 2a above	These action measures are ongoing over the duration of Sport NI’s Disability Action Plan until 2020/21.

4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
1	N/A	

PART B

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

Sport NI carry out a monitoring and evaluation process as part of all programme investments. An end of year reporting process is used to gain an insight into the success of programme from grant recipients and includes qualitative analysis in the form of case studies.

(b) Quantitative

Sport NI carry out a monitoring and evaluation process as part of all programme investments. Depending upon the programme this can take the form of monthly or quarterly statistical reporting and is included as part of the end of year reporting process.

6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

No

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1	N/A		

7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

No

ⁱ **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

ⁱⁱ **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

ⁱⁱⁱ **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.