



# **System Partners Investment – National Governing Body Programme (2026-2027)**

Equality Impact Assessment and  
Screening

*October 2025*

## **EQUALITY IMPACT ASSESSMENT AND Screening flowchart and template (taken from Section 75 of the Northern Ireland Act 1998 – A Guide for public authorities April 2010 (Appendix 1)).**

### **Introduction**

**Part 1. Policy scoping** – asks public authorities to provide details about the policy, procedure, practice and/or decision being screened and what available evidence you have gathered to help make an assessment of the likely impact on equality of opportunity and good relations.

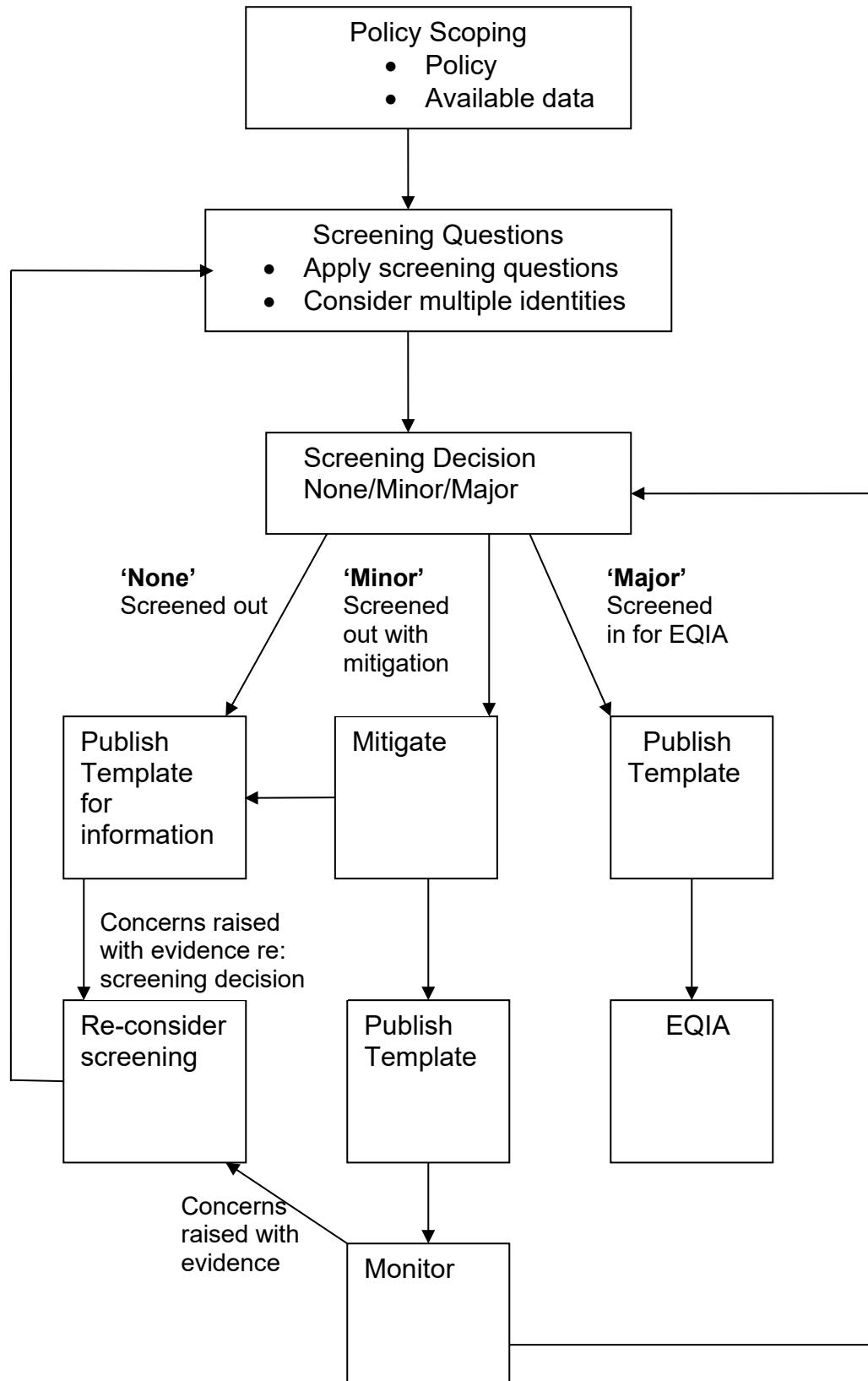
**Part 2. Screening questions** – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues.

**Part 3. Screening decision** – guides the public authority to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or to introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality of opportunity and/or good relations

**Part 4. Monitoring** – provides guidance to public authorities on monitoring for adverse impact and broader monitoring.

**Part 5. Approval and authorisation** – verify the public authority's approval of a screening decision by a senior manager responsible for the policy.

A screening flowchart is provided overleaf.



## **Part 1. Policy scoping**

**The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy, being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step-by-step basis.**

**Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).**

### **Information about the policy**

#### **Name of Policy**

System Partners Investment - National Governing Body Programme (2026-2027)

#### **Is this an existing, revised or a new policy?**

NEW

#### **What is it trying to achieve? (intended aims/outcomes)**

Sport NI recognises that a strong “Sporting System” (the network of clubs, organisations and governing bodies that ensure organised sport can be delivered) is key to the development of sport in Northern Ireland.

The Sport System Governing Body Investment (“SSIGB+”) and Athlete Awards programmes 2025/26 were single year programmes for which funding approval will expire on 31 March 2026. Sport NI is replacing both these programmes with a new System Partners Investment (“SPI”) Programme that will distribute a total of £40–£45 million of funding from the National Lottery Development Fund (NLDF) into sport and physical activity in Northern Ireland over a five-year period (2026–2031).

Sport NI will treat 2026/27 as a ‘transitional year’ whereby the methodology used for allocating funds under the previous SSIGB and Athlete Awards Programmes to NGBs will continue to be used to determine the funding (this one-year funding referred to as “System Partners Investment - National Governing Body Programme”).

The drivers for investment in the System Partners Investment - National Governing Body Programme (SPI-NGB) are to contribute to tackling health inequalities and inactivity, supporting improved mental health, community deprivation, poverty and educational inequalities. This will be achieved through the design and delivery of targeted, evidence-informed programmes to ensure that those most in need are supported by creating inclusive, high-quality environments where everyone has equitable access to participate, perform and thrive.

The key aim for the programme is to support the employment capacity within partner organisations to govern and grow the sports they deliver - including core organisational roles (governance, administration, compliance etc), delivery of specific interventions designed to increase the numbers participating in sport and to support elite athletes and teams to achieve greater success in national competition.

The investment is designed to support two core outcomes, aligned with Sport NI's current corporate strategy ("The Power of Sport – 2021-2026"):

- 1) **Participation** - increasing participation in sport, particularly among demographics that are more inactive or face greater barriers.
- 2) **Performance** - supporting the development of elite sport and high-performing athletes through investment in performance support services (predominantly coaching capacity) and targeted support for athletes/teams.

One of the key pillars of the new SPI programme is to improve the evidence base for the funding it provides in order to strengthen accountability for the outcomes through data / insight and support partner organisations to demonstrate their reach, value and impact. This will require a redesign of the methodology used to allocate funding across NGBs and across the two targeted outcomes.

**Are there any Section 75 categories which might be expected to benefit from the intended policy?**

Yes

**If so, explain how will they benefit?**

The evidence from appendix B summarises the under-representation of demographic characteristic groups in sport and physical activity and those most impacted by deprivation driven health inequalities and social exclusion, or who are most at need of the benefits of sport and physical activity.

It is apparent that these groups correlate with some S75 characteristic groups, in that they are: disabled people, older people, culturally diverse groups, girls and women, single parents, low-income families and those from areas of highest deprivation. We also know from this body of evidence that dropout rates from sport and physical activity commence from key transitions points in life, as early as post primary and 35-44 years. While there is weak visibility on LGBTQI+ groups and race in the data, it is apparent from qualitative data and consultation that exclusion is profoundly experienced.

In terms of Performance Pathway representation, data informs us that women and girls are under-represented, so the enhanced talent identification and development opportunities will increase their representation on NI performance pathways (<https://www.sportni.net/sport-research/uk-wide-talent-and-performance-pathway-inclusion-research-project/strategic-context/>).

Disabled People will also benefit from support for inclusive athlete development and transition to national performance systems (<https://www.sportni.net/disability-sport/>).

**Who initiated or wrote the policy?**

Sport NI

**Who owns and who implements the policy?**

Sport NI

**Implementation factors**

**Are there any factors which could contribute to or detract from the intended aim/outcome of the policy?**

Yes.

**Explanation:**

The success of this programme has a dependency on the capability and effectiveness of delivery plans of applicant Governing Bodies of Sport and umbrella bodies through their clubs. This delivery depends not only on the investment provided by Sport NI, but also on each organisation's ability to leverage its own resources and secure additional support from other partners.

Further to this, the success is dependent on the governing bodies strategic leadership and management of their clubs as the delivery mechanism. The programme's optimisation of outcomes is dependent on a robust baseline and annual measurement of valid outputs and outcomes to inform improvements. A

further requirement is a robust understanding of the needs of target groups to ensure delivery programmes meet their needs

An evidence base to support this EQIA is attached within [appendix A](#), and a robust evidence base is attached at [appendix B](#).

## Main stakeholders affected

**Internal and external stakeholders impacted by the policy include:**

- Governing Bodies of Sport (including umbrella organisations) the contractual organisation.
- Clubs - the delivery organisation.
- Existing informal and formal participants, members, athletes, coaches, officials, administrators.
- Representative bodies and target groups and non-members and participants.
- Sports Councils (e.g., UK Sport, Sport Wales, Sport England, Sport Scotland, SportsCoach UK and Sport Ireland) strategic partners.
- Department for Communities (DfC).
- Community Planning Partnerships, councils, local schools, health providers, community organisations, social and youth services as key referral agencies.

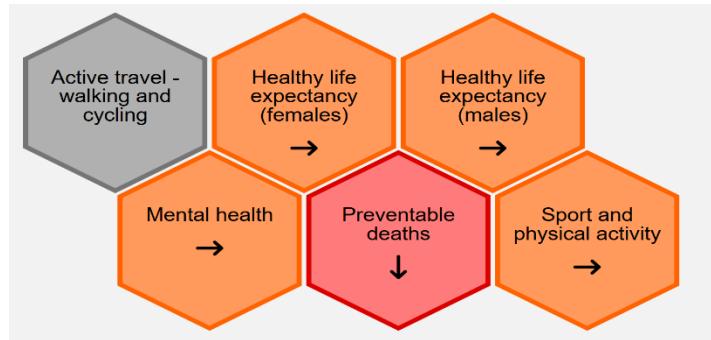
## Other Policies with a Bearing on this Policy

The implementation and success of this policy is closely aligned with and supported by:

- [The Programme for Government](#)
- [Active Living Strategy for Sport](#)
- [Sport NI Corporate Plan](#)
- [Sport NI Equality Scheme and annual action plan](#)
- [Sport NI Equality Delivery Plan](#)

## Programme for Government 2024–2027

Of particular strategic importance is consideration of the Programme for Government 2024-2027 'Our Plan: Doing What Matters Most'. On 27 February 2025 the Executive agreed a Programme for Government which outlines our priorities for making a real difference to the lives of people here. The Wellbeing Framework (accessible here: [PfG Wellbeing Framework](#)) is a combination of social, environmental, economic, and democratic factors which are essential for society to flourish. These factors align to the Missions of People, Planet, Prosperity and the cross-cutting commitment to Peace.



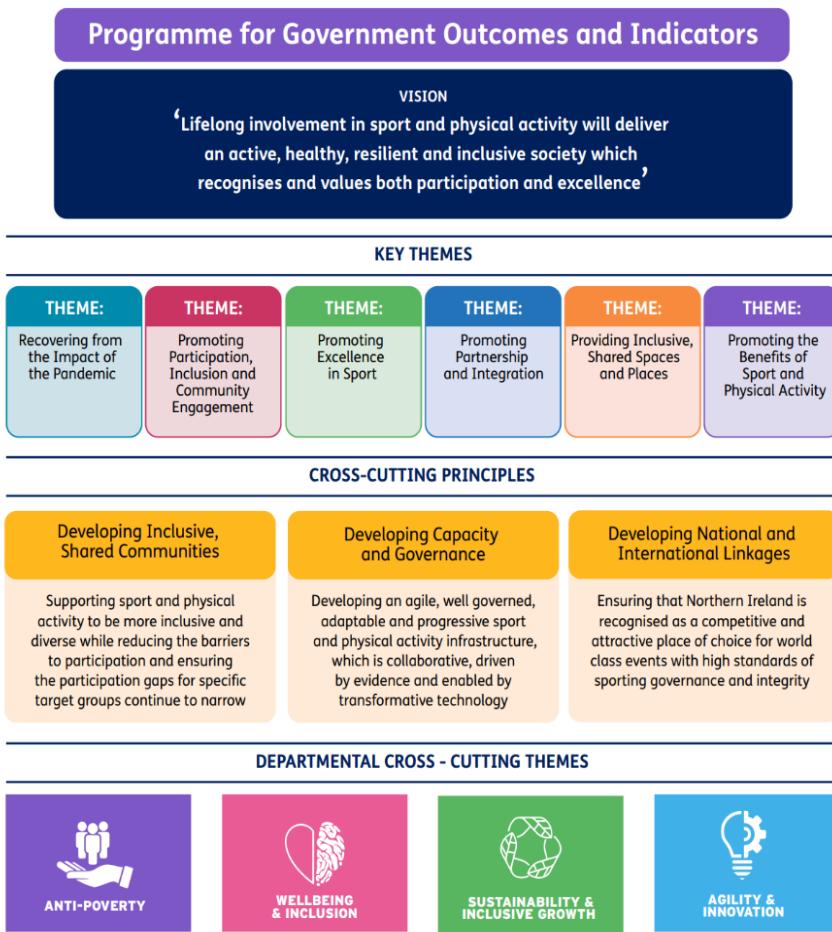
Sport NI through our portfolio of programmes and work with partners can make a significant contribution to many of the domains, but in particular through this programme to "**we all enjoy long healthy active lives**" as it will address those most negatively impacted by the cost-of-living crisis, poverty and deprivation driven health inequalities; to realise the value of sport to improve their physical, emotional and mental health, reduce preventable deaths and increase life expectancy as measured in the indicators at this link [PfG Wellbeing Framework - Healthier Lives](#) or summarised adjacent.

### Active Living: More People, More Active, More of the Time

The Active Living Strategy for Sport and Physical Activity (2022) sets a vision for lifelong involvement in sport and physical activity, recognising the contribution of sport to a healthier, more resilient and more inclusive society ([Active Living Strategy](#)). It highlights the importance of tackling inactivity and reducing inequalities by creating accessible and welcoming opportunities for all. Investment into NGBs ensures that the organisations at the heart of sports delivery are resourced to turn this vision into a reality, embedding the principles of inclusion, accessibility and community outreach.

The strategic vision is: '***Lifelong involvement in sport and physical activity will deliver an active, healthy, resilient and inclusive society which recognises and values both participation and excellence.***' The framework is outlined below. This programme directly supports our strategic goals by enhancing governance and capability within sport governing bodies and their affiliated clubs. It also advances accessibility and inclusion in sport and physical activity for under-represented groups—those most likely to benefit socially and economically—while fostering collaborative partnerships and integrated strategic approaches.

# The Sport and Physical Activity Framework



## Sport and Physical Activity Framework

The Sport and Physical Activity Framework identifies the structural role of NGBs as system leaders responsible for governance, pathways, coaching standards and safeguarding. It emphasises the importance of capacity and capability within governing bodies to ensure that participation and performance pathways are sustainable and inclusive. Direct investment in NGBs therefore aligns with this framework by strengthening the governance and delivery mechanisms required to make sport both effective and equitable.

## Sport NI Corporate Plan 2021–2026

Sport NI's Corporate Plan The Power of Sport commits to maximising the impact of sport to change lives ([Corporate Plan](#)). It recognises equality, diversity and inclusion as core priorities, and sets out a vision that "lifelong involvement in sport and physical activity will deliver an active, healthy, resilient and inclusive society." Investment into NGBs underpins delivery of this vision, ensuring that resources flow directly to the organisations responsible for governing and growing sport.

**System Partners Investment – National Governing Bodies (NGB) Programme** represents one programme, investing into governing bodies of sport as a coordinated approach to deliver meaningful societal change through sport and physical activity.

## Available Evidence

**Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data. The Commission has produced this guide to [signpost to S75 data](#).**

**What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.**

### Data and Research Sources

Evidence used to inform this screening process includes both quantitative and qualitative data. Sport NI has drawn on a wide range of quantitative and qualitative research, programme performance data, stakeholder engagement and consultation activities, to ensure that investment decisions are informed by robust evidence and aligned with equality considerations.

Some of the primary research is included in this form and the wider evidence base is attached in appendices A, B and C.

- [Equality-Impact-Assessment-Sport-NI-Corporate-Plan.pdf](#) (Appendix A).
- [Desk based review of evidence to inform programme design](#) (Appendix B).
- [Women in Sport Evidence Base](#) (Appendix C).

## A. Religious Belief

Evidence relating to religious belief is drawn from the Continuous Household Survey 2024/25, which captures data on religious identification within the population and their engagement with sport and physical activity. Source: [Experience of sport by adults in Northern Ireland 2024/25 | Department for Communities](#)

Additionally, the Equality Impact Assessment (EQIA) for Sport NI's Corporate Plan highlights the importance of supporting sports to develop more mixed and inclusive participant bases that are not segregated along religious lines. Source: [Equality Impact Assessment – Sport NI Corporate Plan](#)

Other evidence includes Sport and Community Relations in Northern Ireland, by John Sugden and Scott Harvie, Published by the University of Ulster, Coleraine 1995 4.125. Source: [Citations: Sport and community relations in Northern Ireland](#)

Ref 26/01 Wednesday, 10 October 2001 SECTARIANISM AND SPORT IN NORTHERN IRELAND  
<https://cain.ulster.ac.uk/issues/sport/docs/r1snia101001.pdf> for the NI Assembly reviewed:

Bairner, A. (2000) "After the War? Soccer, Masculinity and Violence in Northern Ireland" pp176-194 in J. McKay; Michael. A. Messner & Don Sabo (eds) Masculinities, Gender Relations and Sport. California: Sage. Bairner, A. & Darby, P (2000) "Divided Sport in A Divided Society: Northern Ireland" pp51-72 in J. Sugden & A. Bairner (eds) Sport in Divided Societies. Oxford: Meyer & Meyer Sport Ltd. Cronin, M. (1999) Sport and Nationalism: Gaelic Games, Soccer and Irish Identity since 1884. Dublin: Four Courts Press Ltd. Guelke, A. & Sugden, J. (2000) "Sport and the 'Normalising of the New South Africa" pp73-96 in J. Sugden & A. Bairner (eds) Sport in Divided Societies. Oxford: Meyer & Meyer Sport Ltd. Hargreaves, J (2000) "Spain Divided: The Barcelona Olympics and Catalan Nationalism" pp13-30 in J. Sugden & A. Bairner (eds) Sport in Divided Societies. Oxford: Meyer & Meyer Sport Ltd. Harvey, J (2000) "Sport and Quebec Nationalism: Ethnic or Civil Identity" pp31-50 in J. Sugden & A. Bairner (eds) Sport in Divided Societies. Oxford: Meyer & Meyer Sport Ltd. McDonald, I. (2000) "Between Salem and Shiva: The Politics of Cricket Nationalism in "Globalising" India" pp213-234 in J. Sugden & A. Bairner (eds) Sport in Divided Societies. Oxford: Meyer & Meyer Sport Ltd. McGinley, M; Kremer, J; Trew, K & Ogle, S (1998) "Socio-cultural identity and attitudes to sport in Northern Ireland". The Irish Journal of Psychology, 1998, 19, 4, 464-471. Merkel, U. (2000) "Sport in Divided Societies – The Case of the Old, the New and the Re-united Germany" pp139-166 in J. Sugden & A. Bairner (eds) Sport in Divided Societies. Oxford: Meyer & Meyer Sport Ltd. Sugden, J. (1993) Sport, Sectarianism and Society in A Divided Ireland. New York: St Martin's Press Inc. Sugden, J. (1995) "Sport, Community Relations and Community Conflict in Northern Ireland, pp199-214 in Seamus Dunn (ed) Facets of the Conflict in Northern Ireland. London: McMillan Press Ltd. Sugden, J. & Harvie, S. (1995) Sport and Community Relations in Northern Ireland. Belfast: Centre for the Study of Conflict. Vanreusel, B.; Renson, R & Tollonner, J. (2000) "Divided Sports in a Divided Belgium" pp97-112 in J. Sugden & A. Bairner (eds) Sport in Divided Societies. Oxford: Meyer & Meyer Sport Ltd. (2016) David Mitchell, Ian Somerville and Owen Hargie, Sport and Social Exclusion.

The good relations strategy 'Together: Building a United Community' was published by the Northern Ireland Executive in May 2013.

The Strategy sets out a range of actions and commitments for government departments, communities and individuals who will work together to build a united community and achieve change against four key strategic priorities:

- Our Children and Young People
- Our Shared Community

- Our Safe Community
- Our Cultural Expression

[Northern Ireland Good Relations Indicators 2024 Report](#) has also been considered.

## B. Political Opinion

The EQIA for Sport NI's Corporate Plan also references research (2016) which identified the symbolic nature of sport in Northern Ireland's divided society, where some sports can reflect religious, cultural, and political allegiances. However, the same research suggested that the politicisation of sport may be gradually weakening, indicating a potential shift toward greater inclusivity across political divides. Source: [Equality Impact Assessment – Sport NI Corporate Plan](#)

The Contested Identities of Ulster Catholics pp 127-142, Sport, Politics and Catholics in Northern Ireland, David Hassan, Conor Murray

(2018) Northern Ireland Peace Monitoring Report, Number Five October 2018 Ann Marie Gray, Jennifer Hamilton, Gráinne Kelly, Brendan Lynn, Martin Melaugh and Gillian Robinson

<https://www.acu.ac.uk/the-acu-review/sport-and-peace-in-northern-ireland/> Journal: Association of Commonwealth Universities Review Magazine. The good relations strategy 'Together: Building a United Community' was published by the Northern Ireland Executive in May 2013. The Strategy sets out a range of actions and commitments for government departments, communities and individuals who will work together to build a united community and achieve change against four key strategic priorities:

- Our Children and Young People
- Our Shared Community
- Our Safe Community
- Our Cultural Expression

[Northern Ireland Good Relations Indicators 2024 Report](#) has also been considered.

## C. Racial Group

This gap in data was explicitly identified through Sport NI's participation in the 2021 'Tackling Racism and Racial Inequality in Sport' collaborative study, conducted alongside the other UK Sports Councils. Source: [Tackling Racism and Racial Inequality in Sport Review 2021](#)

*A key finding for Northern Ireland was that a lack of available data and insight into the racial diversity of participants in sport makes it difficult to measure progress or identify specific barriers faced by ethnically diverse communities*

*The study's lived experience component — #TellYourStory — further highlighted this issue, stating that:*

*"The final numbers provide sufficient data for the England analysis, but the in-depth one-to-one interviews conducted in Scotland, Northern Ireland, and Wales offer only initial insights for these countries. Low engagement may also reflect weaker networks and relationships between the Sports Councils and ethnically diverse communities at local level."*

Further contextual evidence can also be drawn from the Northern Ireland Assembly's paper on grassroots sport, which outlines general participation trends and potential challenges across communities.

- [Grassroots Sport in NI: A Summary of Participation and Potential Challenges](#)
- [Tackling Racism and Racial Inequality in Sport Review 2021](#)
- Children's Sport and Physical Activity Survey 2022([CSPPA Reports – CSPPA.ie](#))
- Children's Report Card 2022 ([PA-Report-card-full-report-final.pdf](#))
- UK Coaching Survey 2025 ([Coaching in the UK | Our Research - UK Coaching](#))
- Kids Life and Times and Young People Life and Times ([Northern Ireland Kids Life and Times Survey: 2023](#) and ([Young Life and Times Survey: Sport](#)))
- Outdoor Motivations for Sport 2025
- POMNI ([POMNI 2025: Who's Getting Outdoors – and Who's Missing Out? - Outscape](#)).

## D. Age

The 2024/25 Continuous Household Survey (CHS) provides the most up-to-date data on participation in sport across different age groups in Northern Ireland. Findings are available at: [Experience of sport by adults in Northern Ireland 2024/25 | Department for Communities](#).

In addition, the 2022 the Children's Sport Participation and Physical Activity Survey ([CSPPA Reports – CSPPA.ie](#)), the 2022 Children's Report Card ([PA-Report-card-full-report-final.pdf](#)) the 2023 Kids' Life and Times Survey (focused on P7 pupils) and the Young People Life and Times Survey (focused on 16-year-olds) offer valuable insights into participation patterns and attitudes towards sport and physical activity among children and young people ([Northern Ireland Kids Life and Times Survey: 2023](#) and [\(Young Life and Times Survey: Sport\)](#). These surveys highlight a clear decline in participation levels as children transition from primary to post-primary education, indicating the importance of targeted interventions to sustain participation into adolescence and adulthood.

Further data may be extracted from Children's Sport and Physical Activity Survey 2022([CSPPA Reports – CSPPA.ie](#)), the Children's Report Card 2022 ([PA-Report-card-full-report-final.pdf](#)), the UK Coaching Survey 2025 ([Coaching in the UK | Our Research - UK Coaching](#)), Kids Life and Times and Young People Life and Times ([Northern Ireland Kids Life and Times Survey: 2023](#) and [\(Young Life and Times Survey: Sport\)](#) and Outdoor Motivations for Sport 2025 and POMNI ([POMNI 2025: Who's Getting Outdoors – and Who's Missing Out? - Outscape](#)).

## **E. Marital Status**

The 2024/25 Continuous Household Survey (CHS) also provides insight into sport participation rates based on marital status. This evidence helps Sport NI better understand how relationship status may influence participation. Findings can be accessed at: [Experience of sport by adults in Northern Ireland 2024/25 | Department for Communities](#).

This evidence is supplemented by the Equality Impact Assessment (EQIA) for Sport NI's Corporate Plan, which reviewed broader research and data on participation patterns across different Section 75 groups, including marital status.

(2006) Influence of Marital Status on Physical Activity Levels among Older Adults PETTEE, KELLEY; BRACH, JENNIFER; KRISKA, ANDREA; BOUDREAU, ROBERT; RICHARDSON, CAROLINE; COLBERT, LISA; SATTERFIELD, SUZANNE; VISSER, MARJOLEI; HARRIS, TAMARA; AYONAYON, HILSA; NEWMAN, ANNE.

(2011) Family structure, time constraints, and sport participation, Jane E. Ruseski, Brad R. Humphreys, Kirstin Hallmann & Christoph Breuer, European Review of Aging and Physical Activity

(2006) Does marital status and marital status change predict physical health in older adults? K Bennett, University of Liverpool, Liverpool, UK

(1997) Marital status effects on health: are there differences between never married women and divorced and separated women? I Waldron , C C Weiss, M E Hughes

## **F. Sexual Orientation**

Currently, Sport NI does not hold robust quantitative data on sport participation rates disaggregated by sexual orientation, largely due to the absence of this data in standard population-level surveys. However, evidence gathered through extensive consultation for the Corporate Plan highlighted a number of barriers faced by LGBTQIA+ people in sport. These insights are captured within the Corporate Plan's Equality Impact Assessment (EQIA) and demonstrate the ongoing cultural and structural barriers impacting LGBTQIA+ inclusion in sport.

## **G. Men and Women**

The 2024/25 Continuous Household Survey (CHS) provides gender-disaggregated data on sport participation, enabling Sport NI to track differences in participation rates between men and women. The data is available at: [Experience of sport by adults in Northern Ireland 2024/25 | Department for Communities.](#)

In addition to participation rates, consultation evidence from the development of the Corporate Plan highlighted gender-specific barriers to participation.

Further data may be extracted from Children's Sport and Physical Activity Survey 2022([CSPPA Reports – CSPPA.ie](#)), the Children's Report Card 2022 ([PA-Report-card-full-report-final.pdf](#)), the UK Coaching Survey 2025 ([Coaching in the UK | Our Research - UK Coaching](#)), Kids Life and Times and Young People Life and Times ([Northern Ireland Kids Life and Times Survey: 2023](#) and ([Young Life and Times Survey: Sport](#)) and Outdoor Motivations for Sport 2025 and POMNI ([POMNI 2025: Who's Getting Outdoors – and Who's Missing Out? - Outscape](#)).

A specific desk-based review of women in sport is attached at [Appendix C.](#)

## H. Persons with a Disability

The 2024/25 Continuous Household Survey (CHS) also captures participation rates for disabled and non-disabled people, providing a key evidence base for understanding disparities in participation.

This data can be accessed at: [Experience of sport by adults in Northern Ireland 2024/25 | Department for Communities](#)

Further data may be extracted from Children's Sport and Physical Activity Survey 2022([CSPPA Reports – CSPPA.ie](#)), the Children's Report Card 2022 ([PA-Report-card-full-report-final.pdf](#)), the UK Coaching Survey 2025 ([Coaching in the UK | Our Research - UK Coaching](#)), Kids Life and Times and Young People Life and Times ([Northern Ireland Kids Life and Times Survey: 2023](#) and ([Young Life and Times Survey: Sport](#)) and Outdoor Motivations for Sport 2025 and POMNI ([POMNI 2025: Who's Getting Outdoors – and Who's Missing Out? - Outscape](#)).

Alongside this quantitative data, Sport NI continues to engage closely with Disability Sport NI, gathering practical insights into the lived experiences of disabled athletes, participants, coaches, and volunteers. This qualitative evidence helps contextualise participation data and highlights barriers.

## I. Persons with Dependents

The 2024/25 Continuous Household Survey (CHS) provides further evidence on participation in sport among individuals with caring responsibilities. This data helps identify the impact of dependants on levels of participation, particularly for parents of young children, lone parents, and carers of disabled or older relatives.

Data is available at: [Experience of sport by adults in Northern Ireland 2024/25 | Department for Communities](#).

Consultation for the Corporate Plan further reinforced how caring responsibilities create a significant barrier to regular participation, particularly for women. Issues raised include:

- Lack of affordable childcare.
- Timetabling of sessions, which may not be compatible with family schedules.
- Limited availability of family-friendly sport and physical activity options.

The evidence base for this programme contains poverty impacts on single parents.

## Needs, Experiences and Priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision?

Specify details of the needs, experiences and priorities for each of the Section 75 categories below:

### Religious Belief

The 2024/25 Continuous Household Survey (CHS) provides the most recent data on participation in sport across different religious backgrounds in Northern Ireland. According to the survey Protestants were 1 percentile more likely to participate than Catholics in the last year, with no significant difference in the last four weeks. Walking for recreation was more popular with Protestants marginally, however there was no difference in sports club membership.

Table 1: Sport participation within the previous year, 2024/25

Profile of respondent	%	confidence intervals lower limit	confidence intervals upper limit	Base
All	51	49.5	52.4	4,584
<b>Religious background</b>				
Catholic	48	45.2	49.9	1,749
Protestant	49	47.0	51.3	2,051
Other / None	62	58.4	65.5	718

Table 5: Sport participation within the previous 4 weeks, 2024/25

Profile of respondent	%	confidence intervals lower limit	confidence intervals upper limit	Base
All	43	41.8	44.7	4,584
<b>Religious background</b>				
Catholic	41	39.0	43.6	1,749
Protestant	41	38.6	42.9	2,051
Other / None	53	49.1	56.4	718

**Table 9b: Walking for recreation within the previous 4 weeks, 2024/25**

Profile of respondent	Walked for recreation 4 weeks	No sport but walked for recreation 4 weeks	Sport participation or walking for recreation 4 weeks		Base
			73	30	
All	60			73	4,584
<b>Religious background</b>					
Catholic	59		31	73	1,749
Protestant	62		32	73	2,051
Other / None	60		25	77	718

**Table 10: Days normally participate in sport each week, 2024/25**

Profile of respondent	No days %	1 day %	2 days %	3 days %		4 days %		5 days %		6 days %		7 days %		Base
				3 days %	4 days %	5 days %	6 days %	7 days %	8 days %	9 days %	10 days %	11 days %	12 days %	
All	52		5	10	12	7	5	2	8	4,584				
<b>Religious background</b>														
Catholic	54		5	10	12	7	4	2	7	1,749				
Protestant	54		5	9	10	6	5	2	8	2,051				
Other / None	41		6	10	14	9	7	2	9	718				

**Table 11: Sport club membership, 2024/25**

Profile of respondent	%	confidence intervals		Base
		lower limit	upper limit	
All	25	22.9	26.5	2,266
<b>Religious background</b>				
Catholic	25	22.3	28.1	873
Protestant	25	22.6	28.0	992
Other / None	23	18.5	27.0	368

Source: [Experience of sport by adults in Northern Ireland 2024/25 | Department for Communities](#)

A wealth of research exists regarding the issue of sectarianism and sport in Northern Ireland. The majority of this research concentrates upon how sport in Northern Ireland is used as an expression of cultural identity and emphasises in particular how sectarianism impacts upon two of Northern Ireland's largest sporting bodies, that is, the Gaelic Athletics Association (GAA) and the Irish Football Association (IFA). Below is a brief review of some of the current research into sectarianism and sport in Northern Ireland: McGinley et al (1998) "Socio-cultural identity and attitudes to sport in Northern Ireland".

The Irish Journal of Psychology, 1998, 19, 4, 464-471. This is a survey of 1007 adults in Northern Ireland which aimed to provide a broad view of popular opinion regarding sport and cultural identity. The survey results highlighted that religious belief and community affiliations effected decisions in relation to all aspects of sporting life in Northern Ireland. For example: in relation to sports funding, 73% of respondents were not opposed to funding sports facilities on an "all-Ireland" basis, however, Protestants were three times more likely than Catholics to state that the UK National Lottery Funds should not be invested in all-island facilities; in regards to which sporting events were important to them, Catholics were more likely to state Gaelic football or hurling finals, Protestants were more likely to choose sporting events such as the Rugby World Cup, the World Snooker Championships or Wimbledon. Protestants were more likely to support competitors and teams from Great Britain, Catholics were more likely to support competitors and teams from the Republic of Ireland. The survey highlighted that the types of sports people participate in and the teams they support usually reflect their community background and perceived political and cultural allegiances. For example, Catholics are more likely to participate in sports which celebrate the Irish tradition (Gaelic football, hurling) whilst Protestants are more likely to engage in sports which celebrate the British tradition (hockey, cricket, rugby etc). When asked to identify the ways in which sport has been effected by the troubles, 46% of respondents stated spectator violence and 36% stated that the troubles had effected travel to venues. 25% of respondents believed that soccer was influential in building bridges across the divide. Sport perceived as reinforcing divisions included Gaelic football (27% of respondents), hurling (15%) and soccer (14%).

Alan Bairner (2000) "After the War? Soccer, Masculinity and Violence in Northern Ireland" pp176-194 in J. McKay; Michael. A. Messner & Don Sabo (eds). *Masculinities, Gender Relations and Sport*. California: Sage. Bairner (2000) explores the relationship between working class loyalist males and football in Northern Ireland. He argues, that instead of displacing aggression, spectator sports such as football can feed hegemonic masculinity which in turn can lead to patterned male violence in Northern Ireland (Bairner, 2000:176). Football is dominated by the Protestant community in Northern Ireland. Catholic involvement in top-level soccer has declined, a factor in this being the withdrawal from the Irish League of clubs with a large Catholic following such as Belfast Celtic (1949) and Derry City (1971). However, Catholic support of Irish League has also declined because they often feel intimidated while attending matches because of loyalist chants and the display of support for loyalist paramilitaries (Bairner, 2000:182). Football spectatorship is a means by which working class loyalist males can assert their hegemony. Bairner (2000:191) suggests that the increase in sectarian tension at football games could be associated with a "crisis" of masculinity within working class Protestant areas because of the peace process. That is, many loyalists may feel that their identity is being undermined and are using football spectatorship as a means of reasserting both their masculine and community identity. John Sugden (1995) "Sport, Community Relations and Community Conflict in Northern Ireland" pp199-214 in Seamus Dunn (ed) *Facets of the Conflict in Northern Ireland*. London: McMillan Press Ltd. Sugden (1995) examines, amongst other things, the role of the school's sports curriculum in perpetuating community conflict. He argues that the games curriculum in schools in Northern Ireland is highly dependent upon whether the school is Catholic or Protestant. For example, Gaelic Games predominate in Catholic schools whilst rugby, cricket and hockey are predominantly played in Protestant schools. This ensures that there is very little cross community contact between schools regarding sport. When schools do participate in a common game such as football, Protestant and Catholic children rarely play in the same team, it is more common for them to play against each

other which can lead to conflict both on and off the pitch. McLaughlin (1993) argues that whilst there have been several cross-community sports programmes in schools, many of these are simply 'one-off' events and that there still exists considerable resistance to any long-term alteration of the school games curriculum to meet the objectives of community relations (Sugden, 1995:201). Within this chapter Sugden (1995:202-212) also conducts a comprehensive examination of the historical development of the GAA, rugby union, boxing and association football and explores the role that these sports play regarding community relations and community conflict. John Sugden & Scott Harvie (1995) Sport and Community Conflict in Northern Ireland. Belfast: Centre for the Study of Conflict. This study examined the views of 16 sport's governing bodies in Northern Ireland examining how their structure, their attitudes to the use of flags, emblems and anthems, their opinion on how the conflict has affected their sports and their attitude to community relations programmes. Surprisingly the study highlighted that very few sports' governing bodies, particularly those which are dominated by one section of the community (e.g. rugby, GAA), admitted that community divisions impacted upon recruitment to their sport. Sugden & Harvie (1995:48) advocate that there may be a reluctance amongst sport governing bodies, particularly those dominated by one religion or the other, to admit that community divisions have affected recruitment to their sport for fear that this admission would be interpreted as an admission that their sport was in some way sectarian. The survey also highlighted that sport's governing bodies tended to exaggerate the extent of contact between Catholics and Protestants in their sports, perhaps because they were eager to reinforce the image of their sport as anti-sectarian (Sugden & Harvie, 1995:59). The report noted that only three sports out of the sixteen examined had undertaken formal cross-community initiatives - basketball, Providing research and information services to the Northern Ireland Assembly 2 Northern Ireland Assembly, Research and Library Service rugby, GAA. However, these initiatives were mostly directed at children, there were no formal efforts to increase cross-community contact in sport amongst adults. (Sugden & Harvie, 1995:69). Evidence from the survey suggests that most sports governing bodies do not include and have no desire to include community relations themes in their constitution or coaching programmes. Sugden and Harvie believe that "at present, community relations themes appear to hold negative associations for a number of sports, related to fears that since their activity may be played largely by one community they may be identified as in some way sectarian or bigoted. This suggests that any effort to introduce community relations into their activity would be met with hostility." Mike Cronin (1999) Sport and Nationalism: Gaelic Games, Soccer and Irish Identity Since 1884. Dublin: Four Courts Press. Cronin (1999) examines the role of Gaelic sports in Irish nationalism and explores the origins and historical development of soccer and Gaelic games in both Northern Ireland and the Republic of Ireland. In addition to this, Cronin also investigates the role of Gaelic Athletics Association (GAA) in the Nationalist/Catholic community and examines the controversial Rule 21 which prohibits the security forces from membership of the GAA.

Evidence gathered within the Equality Impact Assessment (EQIA) for Sport NI's Corporate Plan 2021-26 references a 2016 study (Mitchell, Somerville & Hargie) on Sport and Social Exclusion. This research found: Strong public support (86%) for the principle of sport as a peacebuilding tool in Northern Ireland. Both Protestant and Catholic communities expressed a desire for sports to become more mixed in terms of participation and support bases. Source: [Sport NI Corporate Plan EQIA](#)

Through Sport NI's extensive public consultation for the 2021-2026 Corporate Plan, further religious and cultural considerations were identified, namely religious and cultural practices impact participation, particularly for some women and girls from specific faith backgrounds. Issues raised included the need for: female-only sessions; private changing facilities for those unable to use communal spaces; the need for dedicated development officers to support participation within culturally diverse communities, helping sustain engagement and facilitate progression within sport.

The Department for Communities (DfC) screening of the Active Living Strategy reinforces these priorities, highlighting: facility access at times that respect religious observances and programming of gender-specific sessions to align with religious and cultural requirements.

## Political Opinion

The EQIA for Sport NI's Corporate Plan references evidence (Mitchell, Somerville & Hargie, 2016) that highlights the historical politicisation of sport in Northern Ireland, where certain sports became associated with political, religious and cultural identities. However, this research also found emerging evidence that the politicisation of sport may be gradually weakening, with some sports becoming more cross-community in character. Source: Sport NI Corporate Plan EQIA.

Through consultation on Sport NI's Corporate Plan (2021-2026) and the Department for Communities' Active Living Strategy, the following needs and experiences were identified for people of differing political opinions: Neutral and accessible facilities: Facilities should be seen as welcoming to all and free from political or sectarian symbolism that could discourage participation. Safe and inclusive environments: Participants highlighted the importance of feeling safe and secure when using facilities, venues, and open spaces. Avoidance of territorial markings: Facilities should be free from flags, emblems, murals, or other territorial markers that could alienate potential users.

## Racial Groups

Sport NI, alongside the other Home Country Sports Councils, commissioned an extensive quantitative and qualitative research programme to better understand racial inequalities and racism in sport across the UK. This resulted in two key reports: "Tell Your Story" (2021) – capturing the lived experiences of people from ethnically diverse communities within sport, highlighting racism, microaggressions and structural inequalities. "Tackling Racism and Racial Inequality in Sport" (TRARIIS) – bringing together existing data to map inequalities in participation, representation, and experience within sport and physical activity. Sources: [Tell Your Story](#), [Tackling Racism and Racial Inequality in Sport](#), [5 Common Themes for Action](#). The following needs and experiences were identified:

Participants in the Race and Racial Inequality in Sport explained that poor or non-existent representation is damaging on many levels, impacting progression and maintaining existing unequal relationships. A lack of visible role models also reinforces negative stereotypes and the perception that ethnically diverse participants have limited skills and abilities. Participants across all Home Nations shared examples of unrepresentative leadership and observed that the absence of representation leads to decision-making that is unlikely to be in the interests of Black and Asian communities and sports participants.

Across the portfolio of jobs in sport measured by standard occupational classification codes, people from ethnically diverse backgrounds account for 7% of the workforce, which is half their incidence in the working population (14%). Representation is notably low for the influential roles of Sport Coaches, Instructors and Officials (5%) and Leisure and Sport Managers (6%)

Participants reported anxiety and mental health issues as a direct result of negative coaching behaviours and practices based on their race. Young participants reported that the attitude and behaviours of coaches affected their confidence and motivation in early years. For elite athletes and those on performance pathways negative coaching attitudes had caused participants to leave clubs or their sport altogether.

Exclusion also exists for culturally diverse coaches who told stories of unwelcoming environments, disbelief of the validity of skills and expertise and limited opportunities for career progression and access to top coaching roles.

There is evidence within participants' stories that funding mechanisms do not reach the communities most in need. This was reported by participants representing grassroots organisations, elite athletes, and teams. Black and Asian communities, groups and clubs are poorly represented in grant-making

structures. The research found that these communities are also less likely to be aware of support structures that can help in accessing grants and funds. Organisations adopt “colour blind” approaches that favour organisations who can best navigate the application process

The five common themes for action that may be embedded into this programme include:

- Our internal structures and systems:
  - (a) We will look at our overall grant, investment and supply-chain arrangements, to ensure fairness, creativity and representation are at the heart of the way funding and contracts are awarded.
  - (b) Through our respective frameworks and strategies, we will look at how we can ensure that we and our funded organisations have or are putting in place policies and procedures that support inclusion, in areas such as;
  - (c) Challenging racism and racist behaviour within our respective areas of responsibility
  - (d) Reviewing recruitment practices as well as the design of guidelines, programmes and interventions to help engage and attract more diverse people.
  - (e) Supporting ongoing training and education to understand racism and the impact it has on individuals and our sector.
  - (f) Engaging with relevant support networks and partners to challenge racism and championing anti-racist behaviours and practices.
- Improving representation:
  - (a) Under-representation of diverse ethnic communities within sporting structures is a recurrent theme within the research. We want to see increased representation at all levels of sport, whether that's in participation, administration, volunteering or recruitment. We will therefore place greater emphasis on understanding the negative impact of racial inequalities in sport and how better representation can help create an inclusive and more diverse environment, reflective of UK society. We will work to embed the connection between improved representation and better strategic and operational decision making. We will work with partner organisations to share good practice, paying particular attention to actions aligned to longer term equality, diversity and inclusion planning and implementation. We will be clear where we want our partners to do more, work with allies to create an environment that offers positive experiences, tackles discrimination and empowers individuals to reach their full potential.
- People – our workforce: The research has identified issues which contribute to racial inequalities in the paid and voluntary workforce. It has also pointed to the need to improve practices such as the gathering and analysis of workforce data to inform action plans and determine measurable outcomes. We will therefore work to improve how and where data is collected across our workforce so that we can have a much clearer picture of the inequalities that have been identified through this review. We will take a proactive approach to identifying the existing systems and structures currently acting as barriers for people from ethnically diverse communities and it will be our priority to make improvements to processes in workforce recruitment, development and retention. This will include embedding the approaches which mean we can begin to address this area from the perspective of individuals, groups, leadership and broader society.
- Insight: The research has given us rich insight that should challenge us to rethink how we approach the delivery of sport. It has also highlighted that we need more and better information about diverse ethnic communities in sport if we are to be truly effective in understanding and tackling racial inequalities. This includes further analysis of high-quality data sources that are yet to be fully investigated; exploring means of achieving greater granularity of data between and within different ethnic groups; developing further insights about the interplay of race, socioeconomic status and deprivation; and furthering our understanding of the lived experiences of ethnically diverse groups. As a group of Sports Councils, we will look to be more systematic in the way we collate data; in the research we commission around inequality and inclusion; and

in measuring and tracking the progress we are able to make. We will proactively engage and share reports with key partners, supporting them with digesting, understanding and reflecting on the findings with a view to challenging what this means for their own ways of operating. 5. Investment What we invest in and how we invest are key factors in how we reach communities and drive change in engaging positively with sport and physical activity. We acknowledge that more should and will be done to get investment to where it is needed by working with new and existing partners as part of our wider priorities to tackle inequalities of which racial inequality is part. We will work with communities to understand their needs and target investments to help address these needs. Where relevant, we will continue to invest in targeted programmes that reach ethnically diverse communities and continually measure the impact of our investments to ensure that it brings about the necessary change we want to see.

Through consultation on Sport NI's Corporate Plan 2021-2026 ('The Power of Sport'), alongside the Equality Impact Assessment (EQIA) for the Plan, the needs, experiences and priorities of ethnically diverse communities were explored in greater detail. Key messages from consultation included:

- *Inclusive Culture*: Participants highlighted the need for a genuinely open, welcoming and inclusive sporting culture that actively promotes wellbeing and inclusion, rather than simply expecting participation.
- *Cultural and Language Barriers*: Stakeholders proposed practical tools to overcome cultural and language barriers, including:
  - A multi-language app to support signposting, tailored to different confidence levels, sports and local club options.
  - Welcome videos from relatable participants to challenge stereotypes and misconceptions around sport being elite-focused.
- *Tackling Racism and Bias*: Participants reported both blatant racism and subtle microaggressions in sporting environments. This aligns with the findings of the TRARIIS research and further emphasises the need for:
  - Anti-racism training for clubs, officials and coaches.
  - Stronger policies and enforcement mechanisms to challenge discrimination when it occurs.
- *Targeted Development and Pathways*: Feedback highlighted the need for culturally diverse development officers, who can act as bridges between communities and the sporting system, helping build trust and sustained engagement.
- *Affordability and Accessibility*: Cost was consistently raised as a barrier to participation. This includes not only membership fees, but also kit, equipment and transport costs. Clubs and governing bodies were encouraged to explore more flexible pricing structures and targeted outreach programmes to remove these barriers.
- *Pathways to Leadership and Representation*: Feedback highlighted the lack of ethnically diverse representation within coaching, officiating and governance roles. Clear pathways to leadership were seen as essential, alongside targeted mentoring and outreach.
- *'Who You Know' Culture*: A strong theme across consultations was frustration at the informal networks that often shape access to development and leadership opportunities within Northern Ireland sport. More transparent recruitment and targeted outreach to ethnically diverse communities were identified as a critical priority.

The Sport NI EQIA also referenced the Sport England "Sport for All" study (2020), which provides further evidence that:

- Different ethnic communities have diverse needs and preferences, which should inform programme design.

- People's experiences are shaped by multiple factors, including age, gender, disability, faith, sexual orientation — meaning solutions must account for these intersecting identities.
- Systemic change requires collective action across the whole sporting system, not just at club or governing body level.

Source: Sport for All: Why Ethnicity and Culture Matters

## Age

NISRA predictions based on census data (Appendix B) informs us that we will have an increasingly aging population which correlates with increased disabled people, and people with disabilities.

NISRA Summary:

- The NI population is estimated to be 1,949,269 by 1st July 2025.
- Census 2021 population is recorded at 1,903,175 people, which was increased from 1,810,863 people in 2011.
- The number of people aged 65 or more rose by over 60,000, to nearly one-third of a million people in Census 2021; a near 25% increase on 2011.
- The ageing of the population can also be seen in the median age of the population (the age at which half the population are above or below), which over the last decade has increased by two years from 37 in 2011 to 39 in 2021.
- 3.4% of the population, or 65,600 people, belonged to minority ethnic groups. Within this classification, the largest groups were Mixed Ethnicities (14,400), Black (11,000), Indian (9,900), Chinese (9,500), and Filipino (4,500) residents. This is around double the 2011 figure (1.8% – 32,400 people) and four times the 2001 figure (0.8% – 14,300 people). This increasing diversity is evident to a greater or lesser degree across all 11 Local Government Districts. The most diverse Local Government Districts are Belfast (7.1% of the population with a minority ethnic group), Mid Ulster (4.0%) and Lisburn and Castlereagh (3.9%).
- The School Census showed there are nearly 21,000 'newcomer' pupils, compared with 8,700 in 2011. In some primary schools, the proportion of such pupils exceeds 50 per cent of the total school population.
- Net migration is projected to cause a population increase of 53,800 while natural change is projected to cause a population decrease of 32,400 people between mid-2022 and mid-2047.
- There are 463,500 projected births and 495,900 projected deaths over the period. While birth rates continue to fall, death rates are rising sharply, and by 2035, the number of deaths is expected to exceed the number of births.
- With an ageing population, and a growing shortage of young people moving into the labour market, a regular flow of young international migrants will be essential to maintain public services and the economy.
- The proportion of disabled people is likely to increase with an ageing population and if the increase in obesity and related health issues is not corrected, this will increase further, with mobility impairment representing over half of the reported disabilities.

This programme must therefore consider the increasing older population, disabled people and culturally diverse groups in terms of representation and inclusion.

The 2024/25 Continuous Household Survey (CHS) provides the most up-to-date data on participation in sport across different age groups in Northern Ireland. Findings are available at: [Experience of sport by adults in Northern Ireland 2024/25 | Department for Communities](#). It is apparent that participation and sports club membership declines from 45 years plus, whereas walking shows some increase until much later years when there is a decline.

**Table 1: Sport participation within the previous year, 2024/25**

Profile of respondent	%	confidence intervals lower limit	confidence intervals upper limit	Base
All	51	49.5	52.4	4,584
<b>Age Bands</b>				
16-24	69	61.9	75.6	175
25-34	65	60.9	69.4	480
35-44	64	60.4	67.2	773
45-54	53	49.8	57.1	724
55-64	40	36.8	43.4	862
65 and over	27	24.8	29.2	1,570

**Table 6: Sport participation within the previous 4 weeks, 2023/24-2024/25**

Profile of respondent	2024/25 %	2024/25 Base	2023/24 %	2023/24 Base	Significant difference
All	43	4,584	44	4,925	-
<b>Age Bands</b>					
16-24	59	175	66	191	-
25-34	56	480	56	561	-
35-44	55	773	52	792	-
45-54	44	724	48	876	-
55-64	34	862	34	925	-
65 and over	22	1,570	22	1,580	-

**Table 9: Walking for recreation within the previous year, 2024/25**

Profile of respondent	Walked for recreation	No sport but walked for recreation	Sport participation or walking for recreation	Base
All	64	27	78	4,584
<b>Age Bands</b>				
16-24	59	15	84	175
25-34	65	18	83	480
35-44	66	20	84	773
45-54	70	27	81	724
55-64	67	35	75	862
65 and over	59	38	65	1,570

**Table 9b: Walking for recreation within the previous 4 weeks, 2024/25**

Profile of respondent	Walked for recreation 4 weeks	No sport but walked for recreation 4 weeks	Sport participation or walking for recreation 4 weeks	Base	
				73	4,584
All	60	30	73		4,584
<b>Age Bands</b>					
16-24	57	19	78	175	
25-34	58	23	79	480	
35-44	61	24	79	773	
45-54	65	32	77	724	
55-64	65	38	72	862	
65 and over	56	39	62	1,570	

**Table 10: Days normally participate in sport each week, 2024/25**

Profile of respondent	No days %	1 day %	2 days %	3 days %	4 days %	5 days %			6 days %		7 days %		Base
						5	2	8	4	2	1	7	
All	52	5	10	12	7								4,584
<b>Age Bands</b>													
16-24	38	4	16	15	14	7	2	4	175				
25-34	37	8	12	16	12	6	2	8	480				
35-44	39	7	12	16	8	6	3	10	773				
45-54	48	6	11	12	6	6	2	9	724				
55-64	62	4	6	8	3	5	1	10	862				
65 and over	74	3	5	5	2	2	1	7	1,570				

**Table 11: Sport club membership, 2024/25**

Profile of respondent	%	confidence intervals		Base
		lower limit	upper limit	
All	25	22.9	26.5	2,266
<b>Age Bands</b>				
16-44	28	24.7	31.2	727
45 and over	22	20.1	24.3	1,539

In addition, the 2022 the Children's Sport Participation and Physical Activity Survey ([CSPPA Reports – CSPPA.ie](#)), the 2022 Children's Report Card ([PA-Report-card-full-report-final.pdf](#)) the 2023 Kids' Life and Times Survey (focused on P7 pupils) and the Young People Life and Times Survey (focused on 16-year-olds) offer valuable insights into participation patterns and attitudes towards sport and physical activity among children and young people ([Northern Ireland Kids Life and Times Survey: 2023](#) and [Young Life and Times Survey: Sport](#)). These surveys highlight a clear decline in participation levels as children transition from primary to post-primary education, indicating the importance of targeted interventions to sustain participation into adolescence and adulthood.

CSPPA 2022 found:

- Seventeen percent (17%) of students in Northern Ireland report participating in at least 60 minutes of moderate-to-vigorous physical activity a day (21% primary and 16% post-primary students). These proportions are higher than in 2018, when 13% reported being active daily (20% primary and 11% post-primary students).
- Forty-four percent (44%) of primary and 42% of post-primary school students report meeting the muscle strengthening guidelines. This was measured for the first time in 2022.
- Seventy-three percent (73%) of primary and 71% of post-primary school students reported participating in community sport at least once a week, compared to 65% and 49% respectively in 2018. The proportion of post-primary school students who reported never participating in community sport decreased from 47% in 2018 to 16% in 2022.
- Ninety-two percent (92%) of primary and 76% of post-primary school students reported participating in school sport at least once a week. This represented an increase at both primary (65%) and post-primary school (58%) levels since 2018.
- Eight percent (8%) of primary and 20% of post-primary school students reported meeting the Physical Education guidelines of at least 120 minutes/week. In 2018, 40% of post-primary students reported meeting the guidelines and this was not reported for primary school students.
- Forty percent (40%) of primary and 18% of post-primary school students reported active travel to or from school. This represents an increase at primary school level (36%) and the proportions remain unchanged for post-primary school students since 2018

**The consultation on the Sport NI Corporate Plan with older people found:**

- They want more adapted sports like walking football, table tennis and bowls.
- Transport, costs and lack of local facilities are big barriers, especially in rural areas.
- Better communication and promotion of activities is needed.
- Feeling self-conscious about going to classes alone puts people off.
- Health concerns, lack of changing facilities and digital barriers (for online classes) also affect participation.
- There is strong support for fun, social and non-competitive activities.
- Linking with initiatives like Age Friendly programmes and ensuring sports facilities meet accessibility standards was highlighted.

**What children and young people told us:**

- There is strong demand for better quality PE in schools, with more focus on skill development and physical literacy, not just competition.
- Early focus on competitive sports leaves many children feeling excluded.
- School-to-club pathways need to improve to help children stay involved.
- After-school activities are often unaffordable for low-income families.
- Young people want a wider range of sports and more adventure-style activities, especially in rural areas.

- Transport, self-confidence, and stereotypes around which sports are for boys or girls are barriers.
- 17/18-year-olds feel there are fewer suitable activities for them locally.

#### **What parents, early years staff and community workers told us:**

- Early years play and fundamental movement skills are crucial but often overlooked.
- Many parents lack the knowledge or confidence to encourage physical activity at home.
- Financial pressures, lack of local support, and digital exclusion all affect family participation.
- Outdoor play and using natural environments should be encouraged, but weather is often seen as a barrier.
- Costs of clothing, equipment and club fees can exclude families.
- There's a need for better partnerships between clubs, schools and local community groups to offer low-cost options.
- Messaging should focus on fun, health and wellbeing rather than competition.

## Marital Status

The 2024/25 Continuous Household Survey, [Experience of sport by adults in Northern Ireland 2024/25](#) | Department for Communities indicates those widowed are less likely to participate and those single are most likely to participate, and those married are most likely to walk for recreation and be a member of a sports club. Those separated or divorced, or single are less likely to be a member of a sports club.

**Table 1: Sport participation within the previous year, 2024/25**

Profile of respondent	%	confidence intervals lower limit	confidence intervals upper limit	Base
All	51	49.5	52.4	4,584
<b>Marital status</b>				
Married / Cohabiting	53	51.1	54.7	2,853
Single	57	53.9	60.4	890
Widowed	23	18.8	26.8	419
Separated / Divorced	36	31.6	40.8	422

**Table 5: Sport participation within the previous 4 weeks, 2024/25**

Profile of respondent	%	confidence intervals lower limit	confidence intervals upper limit	Base
All	43	41.8	44.7	4,584
<b>Marital status</b>				
Married / Cohabiting	45	43.5	47.1	2,853
Single	48	45.1	51.7	890
Widowed	18	14.5	21.9	419
Separated / Divorced	29	24.6	33.3	422

**Table 9: Walking for recreation within the previous year, 2024/25**

Profile of respondent	Walked for recreation	No sport but walked for recreation	Sport participation or walking for recreation	Base
All	64	27	78	4,584
<b>Marital status</b>				
Married / Cohabiting	69	28	81	2,853
Single	59	21	78	890
Widowed	52	35	58	419
Separated / Divorced	59	33	69	422

**Table 9b: Walking for recreation within the previous 4 weeks, 2024/25**

Profile of respondent	Walked for recreation 4 weeks	No sport but walked for recreation 4 weeks	Sport participation or walking for recreation 4 weeks		Base
			weeks	weeks	
All	60	30	73	4,584	
<b>Marital status</b>					
Married / Cohabiting	65	32	77	2,853	
Single	55	24	73	890	
Widowed	48	35	53	419	
Separated / Divorced	57	36	65	422	

**Table 10: Days normally participate in sport each week, 2024/25**

Profile of respondent	No days %	1 day %	2 days %	3 days %	4 days				Base
					%	5 days %	6 days %	7 days %	
All	52	5	10	12	7	5	2	8	4,584
<b>Marital status</b>									
Married / Cohabiting	49	6	10	12	6	6	2	9	2,853
Single	46	4	11	12	11	6	2	6	890
Widowed	79	3	3	6	2	1	1	6	419
Separated / Divorced	66	4	6	9	3	3	1	8	422

**Table 11: Sport club membership, 2024/25**

Profile of respondent	%	confidence intervals lower limit	confidence intervals upper limit		Base
			upper limit	Base	
All	25	22.9	26.5	2,266	
<b>Marital status</b>					
Married / Cohabiting	28	25.9	30.6	1,391	
Single	22	18.4	26.1	445	
Widowed	18	12.9	23.1	219	
Separated / Divorced	13	8.2	17.3	211	

The Department for Communities' screening assessment on the Active Living Strategy highlights several factors affecting participation across different marital status groups:

- Access to facilities at times that fit around family and work commitments.
- Encouraging parental involvement in children's sports and physical activity.
- Childcare issues are a significant barrier for many parents, particularly those in dual-working households.
- Cost is a limiting factor, particularly for those on lower incomes.

## Sexual Orientation

Currently, Sport NI does not hold robust quantitative data on sport participation rates disaggregated by sexual orientation, largely due to the absence of this data in standard population-level surveys. The following sources were also reviewed: Sources: (2016) Outstanding in your field: Exploring the needs of LGB&T people in rural Northern Ireland, Rainbow Project. (2015) Through Our Eyes: Housing and homelessness experiences of LGBT people in Northern Ireland, Rainbow Project & Council for the Homeless NI. (2013) Through Our Minds: Emotional health and wellbeing of LGBT people in Northern Ireland, Malachai O'Hara. (2012) Multiple Identity; Multiple Exclusions and Human Rights, Disability Action & Rainbow Project. (2012) All Partied Out: Substance use in Northern Ireland's LGBT community, Eoin Rooney. (2011) Making this Home my Home: Inclusive nursing/residential care for older LGBT people, AgeNI & Rainbow Project. (2011) Left Out of the Equation: Experiences of LGB young people at school, Gavin Boyd. (2011) Through Our Eyes: Experiences of LGB people in the workplace, Matthew McDermott. (2009) Through Our Eyes: Perceptions and experiences of LGB people towards homophobic hate crime and policing, John O'Doherty.

However, evidence gathered through extensive consultation for the Corporate Plan highlighted several barriers faced by LGBTQIA+ people in sport, including: The invisibility of LGBTQIA+ identities within many sporting environments. The absence of visible role models and a reluctance among athletes to come out. Homophobic microaggressions and unreported hate incidents creating hostile environments in some sports settings. Specific challenges faced by single-identity LGBTQIA+ teams, particularly around sustainability and broader acceptance.

Findings from the Department for Communities Active Living Strategy screening assessment (through pre-consultation focus groups) further illustrate the barriers faced by LGBTQ+ individuals in sport:

- The need for exclusive access sessions for LGBTQ+ participants and appropriate changing facilities.
- A lack of understanding and awareness of LGBTQ+ needs within the sport sector.
- LGBTQ+ participants often feel they need to belong to be motivated to join groups — many feel isolated because of their sexual orientation.
- Fears of judgement at facilities such as gyms.
- Transphobic abuse experienced during outdoor exercise, with some feeling safer walking in different areas.
- Transgender inclusion is a cross-sport issue, requiring sector-wide consideration.
- Separate sessions with dedicated changing facilities for trans participants were requested.

The public consultation on Sport NI's Corporate Plan 2021-2026 reinforced these insights:

- Marginalised and under-represented groups consistently emphasised the need for an open, welcoming, inclusive sporting culture, one that promotes wellbeing.
- Many felt this welcoming culture does not currently exist across the sporting landscape.
- Specific solutions proposed by focus groups (including the Celebrating Diversity Panel, Young Persons Panel, and Women's Panel) will be integrated into future plans.
- Organisations such as Stonewall, Rainbow Project, and Sporting Mermaids supported the idea of clubs actively indicating their LGBTQ+ inclusivity via this app.
- LGBTQ+ groups (along with others) reported a significant lack of signposting to development opportunities — reinforcing Northern Ireland's perceived 'who you know' culture. Outreach via non-traditional channels was suggested to better engage underrepresented communities.
- Racist and homophobic aggressions in sport — both blatant and subtle microaggressions.
- Outing of young people/athletes transitioning.
- Wheelchair athletes being deemed health and safety risks in some school settings

## Men and Women

The **2024/25 Continuous Household Survey** indicated a lower participation rate and club membership rate for women, although those that do participate do so more consistently, and women are more likely to walk for recreation.

**Table 1: Sport participation within the previous year, 2024/25**

Profile of respondent	%	confidence intervals lower limit	confidence intervals upper limit	Base
All	51	49.5	52.4	4,584
<b>Sex</b>				
Male	59	56.6	60.9	2,023
Female	43	41.5	45.3	2,561

**Table 5: Sport participation within the previous 4 weeks, 2024/25**

Profile of respondent	%	confidence intervals lower limit	confidence intervals upper limit	Base
All	43	41.8	44.7	4,584
<b>Sex</b>				
Male	50	48.2	52.5	2,023
Female	36	34.4	38.1	2,561

**Table 9: Walking for recreation within the previous year, 2024/25**

Profile of respondent	Walked for recreation	Sport participation or walking for recreation			Base
		No sport but walked for recreation	for recreation	Base	
All	64	27	78	4,584	
<b>Sex</b>					
Male	60	20	79	2,023	
Female	68	33	76	2,561	

**Table 9b: Walking for recreation within the previous 4 weeks, 2024/25**

Profile of respondent	Walked for recreation 4 weeks	No sport but walked for recreation 4 weeks	Sport participation or walking for recreation 4 weeks		Base
			4 weeks	4 weeks	
All	60	30	73	4,584	
<b>Sex</b>					
Male	56	24	74	2,023	
Female	65	37	73	2,561	

**Table 10: Days normally participate in sport each week, 2024/25**

Profile of respondent	No days %	1 day %	2 days %	3 days %		4 days %		5 days %		6 days %		7 days %		Base
				%	%	%	%	%	%	%	%	%	%	
All	52	5	10	12	7	5	2	8	4,584					
<b>Sex</b>														
Male	45	7	9	14	9	6	2	8	2,023					
Female	58	4	10	9	5	5	1	8	2,561					

**Table 11: Sport club membership, 2024/25**

Profile of respondent	%	confidence intervals lower limit	confidence intervals upper limit		Base
			upper limit	lower limit	
All	25	22.9	26.5	22.9	2,266
<b>Sex</b>					
Male	29	26.7	32.3	26.7	1,004
Female	20	18.0	22.5	18.0	1,262

**CSPPA 2022** identified that the proportion of students taking part in 60 minutes of daily aerobic physical activity by gender. For both primary and post-primary level, a greater percentage of boys participated in 60 minutes of physical activity daily compared to girls. Reported daily physical activity levels for primary school girls decreased from 19% in 2018 to 16% in 2022. Levels of physical activity were higher for boys at both school levels and for girls at post-primary level in 2022 compared to 2018. The greatest difference was in post-primary boys which increased from 14% to 22%.

At primary school level, self-reported physical activity levels only differed by gender, with boys the most physically active. At post-primary level, self-reported daily physical activity levels differed significantly by gender, school location, disability status, socio-economic status, percentage of free school meals and age group.

At both primary and post-primary level, there was a significant difference in meeting the muscle strengthening guidelines by gender, with a greater percentage of boys meeting the guidelines. Over half of boys in primary and post-primary school meet the guidelines.

There was no significant difference in community sport participation by gender at primary school level. At post-primary level, a significantly higher percentage of boys (73%) reported participating in community sports at least once a week than girls (70%) or students who identify as other (50%).

#### [CSPPA 2022 Report – CSPPA.ie](https://www.csppa.ie)

Sport NI's **2019 Club Survey** highlighted ongoing gender disparities in club membership:

- 65% male, 35% female membership split.
- Female representation was particularly low among ages 19-49, with 71% male and only 29% female.
- Among club coaches, 69% were male and 31% female. This disparity worsened with age, as women aged 31-49 accounted for just 11% of all coaches.

Sport NI's desk-based review of **Women and Girls in Sport** research (November 2022) is attached at appendix C and identified these key challenges for females:

- Lower participation rates, declining further with age, social class, and disability.
- Preference for recreational activities over competitive sport.
- Reduced visits to outdoor spaces (2020/21).
- Under-representation in club participation, coaching, performance, and leadership roles.
- Declining enjoyment and participation at post-primary school level.

Women's focus groups identified the need for gender-specific approaches to participation:

- Inactive girls are more influenced by friends and social media; therefore, initial activities must align with their existing social habits.
- Lack of confidence and competence (physical literacy) was a barrier, with issues stemming from both school PE and traditional club environments.
- Women preferred flexible, family-friendly club offerings rather than rigid competitive structures.
- Greater visibility of relatable female role models, particularly on social media, is needed.
- Short-term funded projects were deemed ineffective in driving sustained change.
- Lack of female role models in performance and coaching roles.
- Need for empathetic coaching, life skills training, and post-athlete career support.
- Low media coverage of female athletes reduces visibility and aspiration.
- Recognise women's different learning styles.
- Embed empathetic, athlete-centred coaching approaches.

- Improve safeguarding and wellbeing provisions, particularly in female sports.
- Remove barriers to female coaching and volunteering, such as rigid qualification processes and time commitments.

The **Department for Communities' screening assessment** of the **Active Living Strategy** identified specific needs for men and women as: safe, affordable, welcoming facilities; wide range of sports and opening hours; clear coaching pathways and opportunities for progression; and innovative use of technology to support engagement. Pertaining to women and then to men, the following needs were identified:

**Women:**

- Increased visibility of female role models.
- Challenge unconscious bias in clubs to ensure equal opportunities.
- Targeted recruitment and training of female coaches.
- Address transport barriers and rural access issues.
- Improved promotion and advertising of available opportunities.
- Build confidence and self-esteem, especially in gym and changing environments.
- Encourage buddy systems for new participants.
- Address family/work/time commitments.
- Combat societal attitudes towards women in sport.
- Provide women-only swimming/exercise classes.
- Use local, community-based venues rather than large leisure centres.
- Align exercise opportunities with children's activities so parents can participate too.
- Encourage GPs to prescribe physical activity.
- Offer non-competitive, social or fun-based activities.
- Empower women to prioritise their health without guilt.
- Emphasise lifelong participation over competitive success at school level.
- Maximise use of local outdoor spaces and school facilities.
- Expand successful community initiatives such as Couch to 5K and parkrun.
- Develop tailored classes for women with limited mobility.

**Men:**

- Recognition that not all men are active and some face significant barriers.
- Stronger link between physical activity and health prevention.
- Specific focus on men transitioning into retirement to avoid isolation.
- Address lack of confidence and motivation.
- Use sport as a vehicle for tackling social isolation and mental health.
- Rebrand sport-based interventions as "activities" to reduce intimidation.
- Improve rural facilities (walking paths, lighting).
- Address facility availability and access in disadvantaged areas.
- Improve access to GP referral schemes at affordable rates.
- Encourage greater community use of stadiums and elite sports facilities.
- Foster partnerships between Men's Sheds and sports clubs to promote physical activity.
- Ensure programmes are long-term rather than short interventions.
- Embed mental health support into physical activity initiatives.

## Persons with a Disability

The **2024/25 Continuous Household Survey** (available at: Experience of sport by adults in Northern Ireland 2024/25 | Department for Communities) revealed: significantly lower participation and club membership but more benefits experienced from sport in terms of health than participation rate of non-disabled adults.

**Table 1: Sport participation within the previous year, 2024/25**

Profile of respondent	%	confidence intervals		Base
		lower limit	upper limit	
All	51	49.5	52.4	4,584
<b>Disability</b>				
Have a disability	33	31.1	35.8	1,571
Do not have a disability	59	56.8	60.4	2,987

**Table 5: Sport participation within the previous 4 weeks, 2024/25**

Profile of respondent	%	confidence intervals		Base
		lower limit	upper limit	
All	43	41.8	44.7	4,584
<b>Disability</b>				
Have a disability	26	23.6	27.9	1,571
Do not have a disability	51	49.2	52.8	2,987

**Table 9: Walking for recreation within the previous year, 2024/25**

Profile of respondent	Walked for recreation	Sport participation or walking for recreation		Base
		No sport but walked for recreation	for recreation	
All	64	27	78	4,584
<b>Disability</b>				
Have a disability	55	30	64	1,571
Do not have a disability	68	25	84	2,987

**Table 9b: Walking for recreation within the previous 4 weeks, 2024/25**

Profile of respondent	Walked for recreation 4 weeks	No sport but walked for recreation 4 weeks	Sport participation or walking for recreation 4 weeks		Base
			for recreation 4 weeks	for recreation 4 weeks	
All	60	30	73	73	4,584
<b>Disability</b>					
Have a disability	50	33	59	59	1,571
Do not have a disability	65	29	80	80	2,987

**Table 10: Days normally participate in sport each week, 2024/25**

Profile of respondent	No days %	1 day %	2 days %	3 days %		7 days %		Base
				%	%	%	%	
All	52	5	10	12	12	8	8	4,584
<b>Disability</b>								
Have a disability	70	4	6	6	6	7	7	1,571
Do not have a disability	44	6	11	14	14	9	9	2,987

**Table 11: Sport club membership, 2024/25**

Profile of respondent	%	confidence intervals lower limit	confidence intervals upper limit		Base
			confidence intervals lower limit	confidence intervals upper limit	
All	25	22.9	26.5	26.5	2,266
<b>Disability</b>					
Have a disability	15	12.4	17.4	17.4	779
Do not have a disability	29	27.0	31.6	31.6	1,474

**Table 13: Benefits experienced from participation in sports or physical activities, 2024/25**

Sport	All %	Have a disability %	Do not have a disability %
Improved physical health	73	67	75
Keep fit	72	66	75
Improved mental health	69	66	70
Have Fun	41	37	42
Made me feel better about myself	37	35	38
Lose Weight	29	24	31
Enabled me to communicate with family/ friends	22	18	24
Opportunities to make friends	22	18	23
Mixed with people of different background to myself	14	11	16
Developed my confidence	13	13	13
Learned new skills/ developed existing skills	11	8	12
Developed skills as a team player	7	5	8
Developed leadership skills	5	3	6
Helped in getting a job	2	1	2
Helped me gain a qualification	2	1	2
Other	1	1	1
No benefit	3	5	2
<b>Base</b>	<b>1,676</b>	<b>453</b>	<b>1,214</b>

The **Northern Ireland Assembly Research and Information Service (2015)** examined sports provision for disabled people and found that disabled adults were far less likely to engage in regular physical activity than their non-disabled peers (19% compared to 37%).

**Disability Sport NI (DSNI)** has highlighted the complex range of factors contributing to lower participation rates among disabled people. These include:

- The lasting negative impact of COVID-19 on participation habits.
- Reduced provision of disability-specific sports opportunities by District Councils.
- Disruption to Governing Body programmes during the pandemic.
- Financial pressures due to the cost-of-living crisis, making it harder for disabled people to afford participation fees and travel costs.

DSNI expressed particular concern about this decline, as it follows a period of steady progress up to 2019/20 when disabled sports participation was at its highest. This progress had been driven by targeted programmes delivered by Sport NI, District Councils, and Governing Bodies across Northern Ireland. **Disability Sport NI** estimates that approximately 20% of Northern Ireland's population — around 360,000 people — live with a long-term limiting illness, which is the current working definition of 'disability'.

Consultation on **Sport NI's 2021-2026 Corporate Plan: The Power of Sport**, and the Department for Communities' screening assessment on the **Active Living Strategy**, identified several critical themes from the disability sector:

- Marginalised and under-represented groups, including disabled people, stressed the need for an open, welcoming, inclusive sporting culture, which promotes both wellness and wellbeing.
- Participants reported that many sports environments still feel unwelcoming and inaccessible.
- There was evidence of **underreporting** of disability, meaning some disabled people's needs may go unrecognised in sport participation data.
- A **targeted focus on inactive people** (rather than just those identifying as disabled) was seen as a more effective engagement strategy.
- Inconsistent accessibility support across Councils was noted, with accessibility provisions appearing to decline in recent years as capital asset management became a higher priority.
- There were calls for a more **diverse leadership** within sports organisations, noting that cognitive bias at Board and committee level can perpetuate exclusion.
- Limited **data quality and granularity** on disability participation makes it harder to design effective policies and programmes.
- The importance of **advocacy, awareness raising, storytelling, training, and the integration of inclusivity requirements into funding criteria** was strongly emphasised.

The **Department for Communities screening assessment** on the **Active Living Strategy** further highlighted several specific needs and barriers for disabled people:

- Tailored approaches for different types of disability — physical, mental health, sensory, and learning disabilities.
- **Transport and accessibility barriers**, especially in rural areas.
- **Financial barriers**, including the cost of public transport and sports services — with community-based options seen as more accessible.
- Lack of awareness and **poor promotion** of available services and opportunities.
- **Low confidence, motivation and self-esteem**, along with fears of being judged, create psychological barriers to participation.
- The importance of **peer support** — disabled people were more likely to engage if attending with someone they know.
- The need for **advocates or support workers** to help individuals build motivation and confidence to take part.

## Persons with Dependents

The **2025/26 Continuous Household Survey** (CHS) also gathered data on sporting participation levels among adults with dependants and without dependants indicating that for this with dependants participation is higher and membership of sports club is higher, however the frequency may be lower.

**Table 1: Sport participation within the previous year, 2024/25**

Profile of respondent	%	confidence intervals lower limit	confidence intervals upper limit	Base
All	51	49.5	52.4	4,584
<b>Dependants</b>				
Have dependants	54	51.7	56.2	1,890
Do not have dependants	49	46.9	50.7	2,666

**Table 5: Sport participation within the previous 4 weeks, 2024/25**

Profile of respondent	%	confidence intervals lower limit	confidence intervals upper limit	Base
All	43	41.8	44.7	4,584
<b>Dependants</b>				
Have dependants	46	43.3	47.8	1,890
Do not have dependants	42	39.8	43.5	2,666

**Table 9: Walking for recreation within the previous year, 2024/25**

Profile of respondent	Walked for recreation	No sport but walked for recreation	Sport participation or walking for recreation	Base
All	64	27	78	4,584
<b>Dependants</b>				
Have dependants	68	27	81	1,890
Do not have dependants	61	26	75	2,666

**Table 9b: Walking for recreation within the previous 4 weeks, 2024/25**

Profile of respondent	Walked for recreation 4 weeks	No sport but walked for recreation 4 weeks	Sport participation or walking for recreation 4 weeks		Base
			73	Base	
All	60	30	73	4,584	
<b>Dependants</b>					
Have dependants	63	31	76	1,890	
Do not have dependants	58	30	72	2,666	

**Table 10: Days normally participate in sport each week, 2024/25**

Profile of respondent	No days %	1 day %	2 days %	3 days %		4 days %	5 days %	6 days %	7 days %	Base
				3 days %	4 days %	5 days %	6 days %	7 days %	Base	
All	52	5	10	12	7	5	2	8	4,584	
<b>Dependants</b>										
Have dependants	48	6	11	13	6	5	2	9	1,890	
Do not have dependants	54	4	9	11	8	5	2	7	2,666	

**Table 11: Sport club membership, 2024/25**

Profile of respondent	%	confidence intervals		Base
		lower limit	upper limit	
All	25	22.9	26.5	2,266
<b>Dependants</b>				
Have dependants	27	24.3	30.0	935
Do not have dependants	23	20.9	25.5	1,313

## Part 2. Screening questions

### Introduction

In deciding as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4 which are given on pages 66-68 of this Guide.

If the public authority's conclusion is **none** in respect of all the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

If the public authority's conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the public authority's conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

- measures to mitigate the adverse impact; or
- the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

### In favour of a 'major' impact

- a) The policy is significant in terms of its strategic importance.
- b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment to better assess them.
- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged.
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities.
- e) The policy is likely to be challenged by way of judicial review.
- f) The policy is significant in terms of expenditure.

### In favour of 'minor' impact

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible.
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures.
- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for groups of disadvantaged people.

- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

**In favour of none**

- a) The policy has no relevance to equality of opportunity or good relations.
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories. [BB]

Considering the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

## Screening questions

### 1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?

Please provide details of the likely policy impacts and determine the level of impact for each S75 categories below i.e. either minor, major or none.

#### **Religious Belief**

Details of the likely policy impacts on **Religious belief**:

What is the level of impact? **Minor** / Major / None (highlighted as appropriate)

Any impacts of this policy should be **minor** and **positive**.

We do not expect there to be any adverse impact on people of different religious belief. The programme is expected to provide opportunities that are open and welcoming to people of all religious backgrounds and may encourage cross-community engagement through sport.

- This is ensured through the governance requirements of the programme that states successful applicants must meet SNI determined standards in governance, safeguarding and financial management
- Within the Equality, Diversity and Inclusion terms and conditions, NGB's will be required to:
  - Develop and implement policies and programmes that are intentionally inclusive and will maintain records to evidence the impact of these
  - Commit to being an equal opportunities employer and to take reasonable steps to prevent unlawful discrimination and harassment; promote a good and harmonious working environment; and take lawful outreach positive or affirmative action
- Religious belief will be captured as a baseline and actual return to improve data collection

## Political Opinion

Details of the likely policy impacts on **Political Opinion**:

What is the level of impact? Minor / Major / None (underlined as appropriate)

We do not expect there to be any adverse impact on people of different political opinion:

- This is ensured through the governance requirements of the programme that states successful applicants must meet SNI determined standards in governance, safeguarding and financial management.
- Within the Equality, Diversity and Inclusion terms and conditions, NGB's will be required to:
  - Develop and implement policies and programmes that are intentionally inclusive and will maintain records to evidence the impact of these
  - Commit to being an equal opportunities employer and to take reasonable steps to prevent unlawful discrimination and harassment; promote a good and harmonious working environment; and take lawful outreach positive or affirmative action
- The programme supports personal choice in relation to international representation, acknowledging that some athletes may choose to represent Northern Ireland, Ireland, or the UK.
- This S75 category will be captured as a baseline and actual return to improve data collection on Political Opinions.

## Racial Group

Details of the likely policy impacts on **Racial Group**:

What is the level of impact? **Minor** / Major / None (underlined as appropriate)

We do not expect there to be any adverse impact on people of different racial group. Any impacts of this policy should be **minor** and **positive**.

- This is ensured through the governance requirements of the programme that states successful applicants must meet SNI determined standards in governance, safeguarding and financial management.
- Within the Equality, Diversity and Inclusion terms and conditions, NGB's will be required to:
  - Develop and implement policies and programmes that are intentionally inclusive and will maintain records to evidence the impact of these
  - Commit to being an equal opportunities employer and to take reasonable steps to prevent unlawful discrimination and harassment; promote a good and harmonious working environment; and take lawful outreach positive or affirmative action
- The body of evidence on race and racial inequality has been and will be communicated formally to governing bodies of sport to understand the needs of culturally diverse groups and respond to recommended actions in terms of inclusion.
- The programme will advocate through quality criteria measures that reflect and respond to these needs. This will be communicated through a range of network sessions and within formal programme materials and will form part of monitoring and evaluation.
- This S75 category will be captured as a baseline and actual return to improve data collection on Racial groups.

## Age

Details of the likely policy impacts on **Age**:

What is the level of impact? **Minor** / Major / None (underlined as appropriate)

We do not expect there to be any adverse impact on people of different age. Any impacts of this policy should be **minor** and **positive**.

- This is ensured through the governance requirements of the programme that states successful applicants must meet SNI determined standards in governance, safeguarding and financial management.
- Within the Equality, Diversity and Inclusion terms and conditions, NGB's will be required to:
  - Develop and implement policies and programmes that are intentionally inclusive and will maintain records to evidence the impact of these
  - Commit to being an equal opportunities employer and to take reasonable steps to prevent unlawful discrimination and harassment; promote a good and harmonious working environment; and take lawful outreach positive or affirmative action
- The programme will advocate through quality criteria measures that reflect and respond to these needs. This will be communicated through a range of network sessions and within formal programme materials and will form part of monitoring and evaluation.
- This S75 category will be captured as a baseline and actual return to improve data collection on age bands that align to the continuous household survey.
- Governing bodies will receive formal communication through networks and programme materials of the dropout rates and needs of children, younger people and older people.

## **Martial Status**

Details of the likely policy impacts on **Marital Status**:

What is the level of impact? **Minor** / Major / None (underlined as appropriate)

We do not expect there to be any adverse impact on people of different marital status.

- This is ensured through the governance requirements of the programme that states successful applicants must meet SNI determined standards in governance, safeguarding and financial management.
- Within the Equality, Diversity and Inclusion terms and conditions, NGB's will be required to:
  - Develop and implement policies and programmes that are intentionally inclusive and will maintain records to evidence the impact of these
  - Commit to being an equal opportunities employer and to take reasonable steps to prevent unlawful discrimination and harassment; promote a good and harmonious working environment; and take lawful outreach positive or affirmative action
- Governing bodies will receive formal communication and resources on the needs of single parents, families etc. and expected to adopt their programmes to target these groups effectively
- Quality criteria measures such as flexible, family-friendly, provision will be promoted.
- This S75 category will be captured as a baseline and actual return to improve data collection on Martial Status.

## Sexual Orientation

Details of the likely policy impacts on **Sexual Orientation**:

What is the level of impact? Minor / Major / None (underlined as appropriate)

We do not expect there to be any adverse impact on people of different sexual orientations. Any impacts of this policy should be **minor** and **positive**.

Positive impacts are expected, particularly where delivery is visibly inclusive of LGBTQIA+ people and supportive of safe, welcoming environments. Where there are real or perceived barriers, the investment will seek to understand and address these.

- This is ensured through the governance requirements of the programme that states successful applicants must meet SNI determined standards in governance, safeguarding and financial management.
- Within the Equality, Diversity and Inclusion terms and conditions, NGB's will be required to:
  - Develop and implement policies and programmes that are intentionally inclusive and will maintain records to evidence the impact of these
  - Commit to being an equal opportunities employer and to take reasonable steps to prevent unlawful discrimination and harassment; promote a good and harmonious working environment; and take lawful outreach positive or affirmative action
- The programme will advocate through quality criteria measures that reflect and respond to these needs. This will be communicated through a range of network sessions and within formal programme materials and will form part of monitoring and evaluation.
- This S75 category will be captured as a baseline and actual return to improve data collection on LGBTQI+ groups.
- Governing bodies will receive formal communication through networks and programme materials on the needs of LGBTQI groups.

## Men and Women

Details of the likely policy impacts on **Men and Women**:

What is the level of impact? Minor / Major / None (underlined as appropriate)

We do not expect there to be any adverse impact on men or women. Any impacts of this policy should be **minor** and **positive**.

Positive impacts are expected, particularly where gender-specific barriers to participation, leadership, and progression are acknowledged in delivery. For example, women and girls' initiatives aimed at increasing participation in sport and physical activity in women and girls.

- This is ensured through the governance requirements of the programme that states successful applicants must meet SNI determined standards in governance, safeguarding and financial management.
- Within the Equality, Diversity and Inclusion terms and conditions, NGB's will be required to:
  - Develop and implement policies and programmes that are intentionally inclusive and will maintain records to evidence the impact of these
  - Commit to being an equal opportunities employer and to take reasonable steps to prevent unlawful discrimination and harassment; promote a good and harmonious working environment; and take lawful outreach positive or affirmative action
- The programme will advocate through quality criteria measures that reflect and respond to these needs. This will be communicated through a range of network sessions and within formal programme materials and will form part of monitoring and evaluation.
- This S75 category will be captured as a baseline and actual return to improve data collection on Men and Women.
- Governing bodies will receive formal communication through networks and programme materials on the needs of women and girls.

## Disability

Details of the likely policy impacts on **Disability**:

What is the level of impact? **Minor** / Major / None (underlined as appropriate)

We do not expect there to be any adverse impact on people with a disability. Any impacts of this policy should be **minor** and **positive**.

Positive impacts are expected, particularly where disability-specific barriers to participation, leadership, and progression are acknowledged in delivery. For example, the programme aim to ensure provision is adapted to remove accessibility barriers.

- This is ensured through the governance requirements of the programme that states successful applicants must meet SNI determined standards in governance, safeguarding and financial management.
- Within the Equality, Diversity and Inclusion terms and conditions, NGB's will be required to:
  - Develop and implement policies and programmes that are intentionally inclusive and will maintain records to evidence the impact of these
  - Commit to being an equal opportunities employer and to take reasonable steps to prevent unlawful discrimination and harassment; promote a good and harmonious working environment; and take lawful outreach positive or affirmative action.
- The programme will advocate through quality criteria measures that reflect and respond to these needs. This will be communicated through a range of network sessions and within formal programme materials and will form part of monitoring and evaluation.
- This S75 category will be captured as a baseline and actual return to improve data collection on Disability.
- Governing bodies will receive formal communication through networks and programme materials on the needs of Disability groups.
- Implementation of DSNI Consultation Points:
  - Delivery of DSNI's Inclusive Sport Award action plans to increase participation and representation of disabled people in clubs and governance roles.
  - Promotion of DSNI's All Equal, All Action campaign to encourage inclusive practices across the sporting system.
  - Provision of inclusive training courses (e.g., Disability Inclusion Training, Boccia Leaders) to create pathways for disabled people into coaching, volunteering, and leadership roles.
  - Support for advocacy and lobbying initiatives to influence policy and improve accessibility at local and regional levels.

## Dependants

Details of the likely policy impacts on **Dependants**:

What is the level of impact? Minor / Major / None (underlined as appropriate)

- This is ensured through the governance requirements of the programme that states successful applicants must meet SNI determined standards in governance, safeguarding and financial management.
- Within the Equality, Diversity and Inclusion terms and conditions, NGB's will be required to:
  - Develop and implement policies and programmes that are intentionally inclusive and will maintain records to evidence the impact of these
  - Commit to being an equal opportunities employer and to take reasonable steps to prevent unlawful discrimination and harassment; promote a good and harmonious working environment; and take lawful outreach positive or affirmative action
- The programme will advocate through quality criteria measures that reflect and respond to these needs. This will be communicated through a range of network sessions and within formal programme materials and will form part of monitoring and evaluation.
- This S75 category will be captured as a baseline and actual return to improve data collection on people with dependants.
- Governing bodies will receive formal communication through networks and programme materials on the needs of this group.

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?

**Detail opportunities of how this policy could promote equality of opportunity for people are outlined within each of the Section 75 Categories below and incorporated in the project**

**Religious Belief – Yes**

The programme promotes equality of opportunity across all religious groups by encouraging participation in sport and physical activity as a shared space, fostering understanding and encouraging cross-community engagement through sport.

- The investment will support the delivery of sporting programmes that are deliberately designed to be welcoming, inclusive and reflective of all religious beliefs.
- The provision of dedicated development officers for culturally diverse communities will be considered in other programme design as appropriate.
- Ensure the consideration of religious observances in programming, i.e., female only sessions
- The programme will recognise the personal choice of athletes in relation to national representation, recognising the diverse identities within Northern Ireland's sporting landscape.

**Political Opinion - Yes**

The programme will focus on building a positive and inclusive sports culture and ensures that funded programmes will:

- Deliver a diverse portfolio of sporting opportunities that reflect and attract participants from all political backgrounds. This will include sports with cross-community appeal (e.g., Football, Athletics, Golf, Basketball) as well as sports that might traditionally have stronger associations with specific community or political identities, with a focus on creating shared and welcoming spaces for all.
- Support programming that proactively encourages cross-community participation, particularly in areas with historically low levels of cross-political engagement, fostering opportunities for people from different political traditions to come together through sport.
- Encourage representation from diverse political backgrounds within sporting governance, leadership, coaching and volunteering structures, ensuring that decision-making and programme design reflects the full breadth of political diversity within Northern Ireland.
- Sport NI will provide guidance and training to help organisations create politically neutral environments and embed inclusive governance practices

## **Racial Group - Yes**

The programme is fully committed to promoting equality of opportunity for people from ethnic minority and culturally diverse backgrounds.

Specific actions to promote equality of opportunity for different racial groups include:

- Delivering culturally competent programming, ensuring that sport and physical activity offers are culturally appropriate and sensitive to the needs and traditions of different ethnic groups, for example considering modesty requirements, cultural preferences, and religious observances in scheduling, attire, and facilities.
- Tackling language and communication barriers by encouraging the use of multi-lingual materials where appropriate and partnering with community and cultural organisations who have trusted relationships with diverse racial groups.
- Actively promoting opportunities through diverse channels, ensuring that promotional campaigns reach ethnic minority communities, particularly those who may have less awareness of existing sport and physical activity offers.
- Targeted outreach and engagement, particularly in areas with higher proportions of ethnic minority populations, including new communities, asylum seekers, and refugees.
- Monitoring participation data by racial group, ensuring robust data capture and analysis to identify gaps, trends, and emerging barriers, allowing for targeted interventions and ongoing improvement.

## **Age - Yes**

The programme promotes equality of opportunity across all age groups, ensuring that people of all ages, from early years to older adults, have meaningful opportunities to participate, progress and excel in sport and physical activity.

Specific actions to promote equality of opportunity across age groups include:

- NGB's must demonstrate how their delivery plans provide opportunities for children, young people, adults, and older people, recognising the distinct needs and barriers at different life stages
- Early intervention and positive experiences in childhood: Supporting high-quality entry points to sport and physical activity for children and young people, ensuring early exposure is fun, inclusive, and confidence-building. This helps establish lifelong positive attitudes towards participation.
- Youth and adolescent retention: Recognising adolescence as a critical dropout point, particularly for girls and young people from disadvantaged backgrounds.
- The investment also requires funded bodies to capture, monitor and analyse participation data by age group, ensuring that programmes are effectively reaching all age demographics and allowing for targeted action to address any emerging inequalities.
- Talent development will be inclusive of all age groups, ensuring that athletes with potential can progress regardless of age, where appropriate.
- Communication campaigns tailored to different age groups, using channels and messaging that resonate with children, youth, and older adults.
- Monitoring and evaluation of participation data by age group to identify gaps and inform targeted interventions.

### **Marital Status – Yes**

This programme funding will ask the NGBs to promote equality of opportunity for people of all marital statuses by ensuring that sport and physical activity opportunities are inclusive, accessible and welcoming for everyone, regardless of whether they are single, married, in a civil partnership, separated, divorced, or widowed.

To address these needs, the programme design will:

- Encourage NGBs to design programmes with flexibility in mind, offering family-friendly options, flexible session times, and low-cost community options that remove practical barriers for those with caring responsibilities or financial pressures.
- Encourage the NGBs to offer a mix of individual, couple and family participation, ensuring that people can engage in ways that reflect their personal circumstances and preferences.
- Capture and review participation data, ensuring that no group is disproportionately underrepresented based on their marital status, and that targeted outreach can be introduced where necessary.

### **Sexual Orientation - Yes**

The programme encourages NGBs to promote equality of opportunity for people of all sexual orientations, leading to LGBTQIA+ communities feeling welcomed, supported, and encouraged to participate fully in sport and physical activity.

To address these issues, the programme design will:

- Encourage NGBs to actively promote inclusivity through their policies, codes of conduct, and programme design. This includes ensuring that marketing materials, imagery, and language explicitly signal that all sexual orientations are welcome.
- Support NGBs to develop LGBTQIA+ inclusion training for staff, coaches, and volunteers, to embed awareness and allyship within sporting cultures.
- Encourage the creation and promotion of safe, inclusive spaces, such as LGBTQIA+ friendly leagues, social sport groups, and Pride in Sport campaigns, which actively celebrate diversity.

## **Men and Women – Yes**

The programme investment actively promotes equality of opportunity for both men and women, as well as boys and girls, ensuring that all genders are encouraged, supported, and empowered to participate, progress, and excel within sport and physical activity.

The investment programmes recognises that gender-specific barriers exist and will aim to address them by:

- Requiring NGBs to demonstrate clear strategies to engage, retain and progress both men and women, ensuring balanced, inclusive programming across all sports.
- Encourage targeted interventions to address the specific barriers to participation experienced by women and girls, including initiatives to boost female leadership, coaching development, and mentoring opportunities within sport.
- Support the development of campaigns that challenge gender stereotypes, promoting the message that all sports are for everyone, regardless of gender.
- Ensure gender-disaggregated data is collected and analysed, so that evidence-based decisions can be made to continually improve opportunities and outcomes for all genders.
- Promote success stories from both male and female athletes, raising visibility and celebrating achievements to inspire participation and ambition across all genders.

## **Persons with a Disability - Yes**

The programme places a strong emphasis on promoting equality of opportunity for disabled people, recognising the historic and ongoing barriers that many face in accessing and participating in sport and physical activity.

In response, the programme will:

- Require NGBs to demonstrate how their programmes will be inclusive of disabled people, with specific actions to engage, welcome, and support disabled participants.
- NGBs who receive funding will have to ensure that mainstream sports are fully inclusive, with adaptations, equipment and training provided so that disabled people feel welcomed, safe, and confident to participate.
- Support disability-inclusive performance pathways, so that talented disabled athletes can progress and reach their full potential in high-performance sport.
- Promote inclusive messaging through funded campaigns, to actively challenge stereotypes, highlight the abilities and achievements of disabled athletes, and inspire and greater participation by requiring NGBs provide two case studies
- The programme acknowledges the diversity within the disabled community — including those with physical, sensory, learning, and mental health disabilities — and is committed to ensuring that programmes are flexible, responsive, and accessible to all.
- Funding for disability-specific sports to maintain and grow opportunities.
- Outreach programmes to engage disabled participants at community level.
- Through developing outreach programmes and running paralympic talent identification initiatives.

## **Persons with Dependents - Yes**

The programme promotes understanding and provides greater opportunities for everyone, including those with caring responsibilities, to take part in sport and physical activity. This aligns with the commitment to ensuring lifelong enjoyment of sport and physical activity, regardless of personal circumstances, including caring responsibilities for children, older relatives, or family members with disabilities.

In response, the programme will fund NGBs to:

- Deliver programmes that recognise and respond to the needs of those with dependants, including providing family-friendly activities, flexible scheduling, and accessible venues.
- Promote inclusive messaging that highlights sport as something that can fit into busy lives, particularly for those with caring responsibilities.
- Ensure that funded programmes actively identify, and address barriers faced by people with dependants, such as childcare costs, time constraints, and transport challenges, particularly in rural areas.
- By embedding consideration of dependants and caring responsibilities into programme design, the investment will support more inclusive access, enabling those with caring roles to benefit from the physical, mental, and social wellbeing that participation in sport and physical activity can provide.

3. **To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?**

Please provide details of the likely policy impact and determine the level of impact for each of the categories below i.e. either minor, major or none.

### **Religious Belief**

Details of the likely policy impacts on **Religious belief**:

What is the level of impact? Minor / Major / None (underlined as appropriate)

The programme is likely to have a **positive impact** on good relations across religious communities.

- Sport NI investment will encourage delivery of activities that are open to all participants, regardless of religious belief.
- NGB's will be supported and required to promote inclusion, accessibility, and shared participation environments.
- Governing Bodies are expected to embed community relations principles within their plans, demonstrating how participation initiatives will promote mixing, respect, and equality across people of different religious beliefs.
- Tangible Actions to Strengthen Good Relations:
  - Use of neutral venues and inclusive language in programme delivery.
  - Scheduling activities to avoid major religious observances and offering female-only sessions where appropriate.
  - Encouraging cross-community events and joint projects that bring participants from different religious backgrounds together.
  - Providing training and guidance for clubs and coaches on cultural and religious awareness to ensure welcoming environments.

### **Political Opinion**

Details of the likely policy impacts on **Political Opinion**:

What is the level of impact? Minor / Major / None (underlined as appropriate)

The programme is likely to have a **positive impact** on good relations across political opinion.

Sport NI recognises that some sports retain political or cultural associations that can discourage wider participation. However:

- Investment will focus on the development of **inclusive and politically neutral sporting environments**, underpinned by good governance, safeguarding, and equality standards.
- Delivery plans must show how organisations will ensure their activities, facilities, and communications are welcoming to all. This includes the **avoidance of political or sectarian symbols, language, or imagery in programme delivery**.
- Sport NI will continue to provide guidance to NGB's on creating **safe and shared spaces** for participants, volunteers, and spectators.
- By encouraging shared participation and collaboration across communities, the programme supports the objectives of the Executive Office's 'Together: Building a United Community' strategy and contributes to peacebuilding outcomes through sport.

## Racial Group

Details of the likely policy impacts on **Racial Group**:

What is the level of impact? Minor / Major / None (underlined as appropriate)

The policy is likely to have a **positive impact** on relations between racial groups.

- NGB's required to demonstrate how they will **increase representation, tackle racism, and promote inclusion across participation**, workforce, and governance.
- Funding criteria will **reward organisations** that take proactive steps to **engage diverse communities** and build partnerships with minority ethnic groups.
- Activities will be designed to respect cultural traditions, such as considering modesty requirements, language needs, and religious observances in scheduling and facilities.
- Sport NI will provide **targeted support and training** to help NGB's **understand and address racism and bias**.
- By **improving visibility, representation, and cultural awareness** within sport, the programme will help create a more welcoming and connected sporting environment.

**4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?**

Detail opportunities of how this policy could better promote good relations for people within each of the Section 75 Categories below:

**Religious Belief - Yes**

- This programme promotes **shared participation and mixed sporting environments** as standard practice.
- Governing Bodies are required to demonstrate, within their delivery plans, how participation opportunities will promote inclusion across all religious backgrounds.
- Funding guidance promotes the use of **neutral venues, inclusive language** and **imagery**, and **joint delivery projects** that connect participants from different religious beliefs.
- **Capacity-building** support and **leadership training** will reinforce inclusive governance and community relations awareness.

Through these steps the programme will support a gradual cultural shift toward openness, respect, and cooperation between people of different religious beliefs.

**Political Opinion - Yes**

- Sport NI recognises that symbols, colours, and affiliations can at times influence perceptions of access and belonging within sport.
- This programme will contribute to improved relations across political opinion by promoting **politically neutral sporting environments**.
- Guidance to NGB's emphasises the creation of safe, inclusive spaces and the avoidance of political or sectarian expressions within funded activity.
- **Investment will be prioritised for organisations** that can **evidence active steps** toward **neutrality, equality**, and **shared participation**. Clubs will be supported to build inclusive governance structures and communication approaches that welcome people from all political backgrounds.
- Through shared activity, volunteering, and competition, the programme promotes mutual respect and understanding, contributing to wider societal reconciliation objectives.

**Racial Group - Yes**

- Requirement for NGB's to include **targeted actions for racial inclusion in delivery plans**
- Through embedding **anti-racism** and **cultural awareness training**
- By encouraging **partnerships** with **minority ethnic organisations**
- Supporting pathways that improve representation in coaching, volunteering, and leadership.

These measures ensure that sport becomes a more visible and welcoming space for all communities, helping to reduce prejudice, increase interaction, and foster mutual respect.

## **Additional Considerations – Multiple Identity**

Beyond the three-core good-relations categories, the programme also advances wider inclusion by promoting fairness and respect for people across all Section 75 categories, including gender, disability, age, sexual orientation, and caring responsibilities. The focus on shared participation and equality of access strengthens social cohesion and contributes to peacebuilding through sport.

By empowering Governing Bodies to lead inclusion from the top down and supporting clubs to deliver at community level, Sport NI ensures that the programme's investment reaches across traditional divides and builds sustained connections between people and communities.

### **Overall Assessment:**

- The policy is expected to have a positive impact on good relations.
- No adverse or negative impacts have been identified.
- Ongoing monitoring will ensure delivery continues to support inclusion, equality, and mutual understanding across Northern Ireland.

### Part 3. Screening decision

In light of your answers to the previous questions, do you feel that the policy should: (please underline one)

1. Not be subject to an EQIA
2. Not be subject to an EQIA (with mitigating measures /alternative policies)
3. Be subject to an EQIA - **Selected**

**If 1 or 2 (i.e. not be subject to an EQIA), please provide details of the reasons why:**

Sport NI, on advice from the Equality Commission has extended this screening to an EQIA as positive impacts have been identified. This decision is based on the comprehensive screening process, which has shown that the policy is designed to advance equality of opportunity across all Section 75 groups, with no evidence of any significant adverse impacts but positive impacts identified. The public consultation process will directly engage a wide range of Section 75 groups, identifying both needs and barriers to participation and performance. These insights have been embedded into the design of the investment, ensuring it directly addresses inequalities, under-representation and social inclusion. The programme focuses on targeting groups with activations to build confidence and capability, removing barriers, creating welcoming and inclusive environments, managing transitions into health, and embedding Equality, Diversity and Inclusion (EDI).

As per the requirements outlined in Sport NI's Equality Scheme, Sport NI is fully committed to ongoing monitoring of the policy's equality impacts. This will include regular engagement and consultation with Section 75 groups and ongoing review of monitoring and evaluation data to ensure the programme continues to deliver positive impacts and addresses any emerging issues. This proactive and embedded approach is considered sufficient to meet Sport NI's statutory equality duties.

### Mitigation

While no adverse impacts have been identified, the programme has the flexibility to respond to equality issues should they emerge. Where challenges are highlighted through monitoring or feedback, proportionate measures may be considered within the programme framework to support inclusion and ensure opportunities remain accessible.

As part of the screening process, Sport NI has carefully considered how the programme policy could be developed and amended or whether an alternative policy could be introduced to better promote equality of opportunity and/or good relations. At this stage, developments have been integrated, and further additional amendments will be informed by the public consultation process. Additionally, the extensive engagement and data analysis undertaken during the development of 'The Power of Sport' corporate plan, the desk-based review of evidence to inform this programme and the engagement process with stakeholders ensured that the needs of all Section 75 groups were identified and directly addressed within the programme.

However, Sport NI remains committed to ongoing review and refinement of the programme, as a result of public consultation; ensuring that any future opportunities to further enhance equality of opportunity or good relations will be identified and actioned as part of the policy's monitoring and evaluation process.

## Timetabling and prioritising

Factors to be considered in timetabling and prioritising policies for equality impact assessment.

If the policy has been ‘**screened in**’ for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	2
Social need	3
Effect on people’s daily lives	1
Relevance to a public authority’s functions	1

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority’s Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

Is the policy affected by timetables established by other relevant public authorities?

**No**

If yes, please provide details. n/a

## Screening Decision Statement

As minor positive impacts have been identified and based on advice from the Equality Commission an EQIA has been completed and consultation carried out for eight weeks, noting the business need to maintain GB operations.

Is the policy affected by timetables established by other relevant public authorities?

**No**

## Part 4. Monitoring

Sport NI will monitor equality impacts through its established programme management framework. All funded Governing Bodies will be required to collect and report equality data relating to participants, athletes, and workforce. This will include disaggregated data (where available) by gender, age, disability, and other relevant categories.

Where under-representation is identified, Governing Bodies will be expected to outline corrective actions within their annual delivery plans. This may include targeted outreach, partnership working with equality organisations, or specific workforce development initiatives.

This structured approach ensures that equality is not a one-off consideration but a continuous, measurable aspect of programme delivery. It demonstrates alignment between identified needs, delivery practice, and outcomes, fulfilling Sport NI's statutory duties under Section 75 and ensuring that the investment contributes meaningfully to equality of opportunity across Northern Ireland.

The monitoring framework for this investment will be reviewed and updated for future investments as some information pertaining to S75 groups are not being collected by Sport NI through the Programme.

Sport NI will provide information to enable the analysis of the direct and indirect impact of the project. Such as;

- Club membership profiles (covering age, gender, disability, and other relevant characteristics).
- Athlete and performance workforce profiles (covering gender and disability) and progression within the performance pathway.
- Participation rates across the breadth of funded programmes, including targeted initiatives designed to engage underrepresented groups.

This programme targets under-represented groups in sport, who are physically inactive. Those people who are most impacted by deprivation driven health inequalities and social inclusion, namely:

- Ethnic minority communities
- Older people
- Women and girls
- Disabled people
- People in areas of high deprivation

Sport NI will undertake annual reviews of programme data and conduct mid-term evaluations to assess whether intended equality outcomes are being achieved. Continuous learning will be built into the process so that findings from monitoring inform future funding rounds and guidance. If the evidence suggests a group is being under-served, mitigation measures, such as targeted investment calls or revised guidance, will be implemented to improve equity of access. Alternatively, if opportunities arise which would allow for greater equality of opportunity to be promoted, we will ensure that the investment is reviewed to determine whether better outcomes for relevant equality groups can be achieved.

## **Part 5 - Approval and authorisation**

Screened by: Robbie Geary /Stephanie Henderson

Position/Job Title: Sport Development Manager/Performance Manager

Date: 05/02/2026

Approved by: Rebecca Hope

Position/Job Title: Interim Director of Sport

Date: 05.02.2026



**Sport NI**  
House of Sport  
2a Upper Malone Road  
Belfast BT9 5LA  
[info@sportni.net](mailto:info@sportni.net)  
028 90381222