

**Public Authority Statutory Equality and Good Relations Duties**

**Annual Progress Report 2021-22**

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| **Contact:** |
| * Section 75 of the NI Act 1998 and Equality Scheme
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| * Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan
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| Documents published relating to our Equality Scheme can be found at: <http://www.sportni.net/about-us/equality/> |
| **Signature:** |
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**This report has been prepared using a template circulated by the Equality Commission.**

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

**This report reflects progress made between April 2021 and March 2022**

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| **PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme****Section 1: Equality and good relations outcomes, impacts and good practice** |
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| **1** | In 2021-22, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.*Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.* |
|  | **PROMOTING EQUALITY OF OPPORTUNITY AND GOOD RELATIONS BY INCREASING PARTICIPATION AND IMPROVING PERFORMANCE STANDARDS**Sport Northern Ireland (Sport NI) is passionate about maximising the power of sport to change lives and in this year increase the number of participants sustaining participation in sport and physical activity (particularly from under-represented groups) and ensure that Northern Ireland athletes are among the best in the world. This requires that we ensure that access to the sporting system, workforce positions and passage through the talent, and high performance pathways are inclusive. We have therefore a strong focus on mainstreaming equality, diversity and inclusion throughout the sporting system, which means seeking quantitative data and qualitative lived experience insights to address systematic, structural and cultural barriers and improve the sporting system so that everyone can experience the emotional, mental and physical wellbeing benefits of sport.Sport and physical activity makes an invaluable contribution to individual emotional, mental and physical wellbeing. Sport and physical activity provides essential capabilities such as a growth mindset, higher levels of physical literacy, improved academic achievement in school children, improved emotional states, and a sense of belonging and connection. This is even more critical as we emerge from the COVID pandemic. We have commenced a range of research and insights around under-represented and S75 groups, and integrated a co-design approach to programmes to meaningfully affect change regarding equality, diversity and inclusion.Our Corporate Plan 2021-2026 has committed to a vision contained in Active Living - The Sport and Physical Activity Strategy for Northern Ireland, “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 Sport NI’s Mission is: “We are passionate about maximising the power of sport to change lives. By 2026, we want the power of sport to be recognised and valued by all”. It contains two outcomes. ***Outcome 1: People in Northern Ireland adopting & sustaining participation in sport & physical recreation; and******Outcome 2: Northern Ireland athletes among the best in the world.***Sport NI has established its values and culture to drive its commitment to excellence:-**Excellence – *Relentless about being better;*****Integrity – *Doing the right thing, even if nobody is looking;*****Collaboration – *Strong teamwork and partnerships; and*****Learning – *Growing ourselves, the organisation and the sector.***As an Arm’s Length Body of DfC, Sport NI is committed to supporting the achievement of stated outcomes within the Northern Ireland Executive’s Draft Programme for Government (PfG), which first and foremost are about making people’s lives better. Sport NI delivers this best by focusing on strategic outcomes and working in partnership with other stakeholders locally, nationally and internationally. Sport NI contributes across a number of PfG outcomes. The table below provides a brief description on how our planned work will contribute to six PfG Outcomes and promote opportunity for all.

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| **SPORT NORTHERN IRELAND’S CONTRIBUTION TO THE DRAFT****PROGRAMME FOR GOVERNMENT OUTCOMES**  |
| **Outcome 4** **We enjoy long, healthy and active lives.** | We will contribute to Outcome 4 by delivering a range of programmes and projects aimed at providing people across Northern Ireland with quality opportunities that will help them to adopt and sustain an active sporting lifestyle. We continue to play an active and respected role with local councils as a strategic community planning partner and we continue to support and develop the autonomy, capacity and expertise of governing bodies and other sporting bodies.  |
| **Outcome 5** **We are an innovative, creative society where people can fulfil their potential.** | We will contribute to Outcome 5 by seeking new and innovative interventions with people to achieve their sporting goals. We will target particularly those that are under-represented in sport i.e. women/girls, people with a disability, older people and people living in areas of greatest social and economic need. |
| **Outcome 8****We care for others and we help those in need.** | We will contribute to Outcome 8 by delivering a range of programmes and projects aimed at providing all people across Northern Ireland with quality opportunities that will help them to adopt and sustain an active sporting lifestyle. We will continue to work with health, education, district councils, governing bodies of sport, charities and other community/voluntary sector organisations to target and encourage those in need to enjoy, engage and excel in sport. |
| **Outcome 9** **We are a shared, welcoming and confident society that respects diversity.** | We will contribute to Outcome 9 by engaging and collaborating with a range of partners and stakeholders to design, develop and implement a range of programmes and projects; designed to help create a shared and equal society in and through sport. |
| **Outcome 10****We have created a place where people want to live and work, to visit and invest.** | We will contribute to Outcome 10 by engaging and collaborating with a range of key partners and stakeholders to create an environment where our most talented athletes and coaches are encouraged and supported to learn, develop and live in Northern Ireland. By providing opportunities for our high performance athletes to succeed internationally, we will help to create a sense of civic pride and build our reputation on an international stage. We will also provide a range of sports facilities which will create an environment in which opportunity can flourish. |
| **Outcome 12****We give our children and young people the best start in life.** | We will contribute to Outcome 12 by engaging and collaborating with a range of partners and stakeholders to ensure that children and young people are provided with quality opportunities to participate in sport and physical activity - before, during and after school – and are provided with the support needed to help them reach their full potential.  |

**Key work areas include:*** Investment in Disability Sport Northern Ireland and Special Olympic Ireland (disability);
* Sporting Clubs and Sporting Winners S75 Programme Monitoring.
* Advocacy and communications regarding equality, diversity and inclusion;
* Trans inclusion in Sport Guidance;
* Establishment of a Celebrating Diversity Panel and Women’s Panel;
* Race and Racial Inequality in Sport Research (data and lived experience insights) (ethnically diverse communities).
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| **2** | Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2021-22 (*or append the plan with progress/examples identified*). |
|  | The information below provides monitoring data collected from the key initiatives contained in answer 1:**EQUALITY OF OPPORTUNITY PARTICIPATION MONITORING DATA:** |
|  | **Investment in Disability Sport Northern Ireland (DSNI)**DSNI and Sport NI have achieved the following in 2021-22:Regular participation programmes were developed and sustained in all 11 District Council areas, which were impacted by Covid-19. This work included:* 8 x Wheelie active sessions at Newry LC & 6 x Inclusive Cycling sessions at St Colman’s track. (NM&D)
* 24 x Inclusive Cycling sessions delivered at Lough Moss Recreation Centre for Charis, L’arche & Caring breaks groups. Recreational boccia delivered for Let’s get active group. (L&C)
* 8 x Recreational boccia sessions delivered for Mencap Omagh plus a multi-skills and disability awareness session for St Ronan’s Primary School. (F&O)
* Inclusive cycling events delivered for Glenaden, Foyle Down Syndrome Trust & Destined Derry groups. Recreational Boccia sessions delivered for Praxis Care & Glenoaks Day Centre. Wheelie Active club delivered at Foyle Arena (DC&S)
* Inclusive cycling events delivered for Mt Oriel day centre. Recreational boccia sessions for Edgecumbe Day Centre plus multi-skills activity sessions delivered for CHILD Gym, Suffolk & Clarawood day centres, Mitre unit at MPH, BHSCT and wheelie active at Belvoir Activity Centre. (BCC)
* An All Out Treking programme consisting of twice weekly sessions in the summer months of July – September was planned and organised, and the opportunities promoted through DSNI’s social media channels, ABC & GFP sites. Planning, maintenance and training took place in preparation for the new season, 158 people participated during July-September 2021.

In partnership with key disability organisations, the provision of a wide and varied range of sustained regular participation opportunities across 3 District Council areas were facilitated, specifically for:1. Blind & Partially Sighted People
2. Deaf People
* Antrim and Newtownabbey – 6 health walk sessions for RNIB Antrim, 33 participant opportunities.
* Belfast – 7 health walks & 7 multi-skills sessions for West Belfast walking group & Cregagh PS Hearing unit, 5 participants, 143 participant opportunities.
* Causeway Coast and Glens – 10 recreational boccia session for RNIB Coleraine, 13 participants, 86 participant opportunities.
* Derry and Strabane – 10 health walk & boccia sessions for RNIB Foyle & Hands that talk Deaf group, 21 participants, 59 participant opportunities.

There were 39 participants in total with 321 participant opportunitiesThe percentage of adults with a disability who coach were increased:* Autism in Sports Coaching Courses and 3 Disability Inclusion Training Courses were scheduled for November and December with 150 coaches registered across the 6 training courses. 83 attended the training.

**Investment in Special Olympics Ireland (SOI)**SOI and Sport NI have achieved the following in 2021-22:Invest in and grow Young Athletes  Programme:* Come and try session held in May in Dungiven for the new Young Athletes Club. There was a great response with 40 new athletes registering
* Causeway Coast and Glen Council, Dungiven sports centre, special schools in the location, Foyle Down Syndrome Trust, Derry Now and Causeway Coast Community received posters advertising the new club. On SOU Facebook page the post was reshared 80 times.

Develop new opportunities for Athlete Leaders (AL):* Quarterly newsletter to Athlete Leaders in Ulster produced and circulated
* The Ulster Athlete Forum was held in May 21 with 50 Athlete Leaders attending
* 2 pilot sessions on cyber-awareness safety course and  ‘5 steps to wellbeing’ course have been delivered to a total of 17 athletes.

SOU maintained links to NGB websites, council opportunities and other available courses:* Expression of interest survey were issued to Basketball and Bowling Clubs in Quarter 4 to ascertain the interest in hosting Introduction to Bowling and Introduction to Basketball courses. Work has now commenced with the relevant NGB’s and local council facilities to host these courses in the Spring and Autumn of 2022
* Deliver an advancement Alpine Skiing event to select athletes for World Winter Games in 2022
* Local Council have been engaged with on a monthly basis with the SO Ireland e-zine
* British Gymnastics and Basketball Ireland have signed the new Inclusive Model of Sports and 4 identifying mainstream clubs who will register with Special Olympics Ulster under this model.
* A further 2 sports, CANI and Tennis Ireland, are currently involved in discussions to join,
* 101 athletes took part in the virtual wave II opportunities via Special Olympics Ireland online sports activity programme

Increase awareness of Club and Event volunteering with advertised opportunities through social media, website, volunteering websites, poster campaigns:* The Special Olympics Ireland campaign to recruit new volunteers to all Special Olympics Clubs has begun. 52 volunteers have been fully registered. This is a reduction on previous years however  volunteer recruitment is increasing post COVID
* Resources to be provided to clubs with names of signposting organisations for support to volunteers
* Development of videos to support and explain volunteers role descriptions at clubs
* SOU has had webinars to support clubs returning back to activity, with clubs invited to share successful recruitment initiatives. Through the Volunteer Recruitment Webinar training, clubs have received guidance, shared experience of local recruitment campaigns and were signposting to online tools to support local volunteer recruitment
* Support safeguarding at club-level with the promotion of safeguarding roles and responsibilities via production of poster and video
* Club Safeguarding template documents issued

**Sporting Winners Investment Programme:** **The Sport Northern Ireland strategic outcome for the Sporting Winners Programme is for** Northern Ireland athletes to be among the best in the world. Due to the impact of the pandemic, Year 5 of the Sporting Winners Programme (SWP) was an extension year which ran from 1 April 2021 to 31 March 2022 and was funded through the National Lottery. During this financial period, Sport NI administered 20 Sporting Winners awards totalling £2,105,231 to 17 governing bodies / sporting organisations. The following breakdown shows the number of responses who provided a ‘yes’ answer to any of the Section 75 questions and subsequent comments:Gender* While all the funded programmes target male and female athletes, only 1 programme was reported has having particular relevance to females.

Disability* 35% of the programmes awarded funding were of particular relevance to people with physical disabilities.
* 10% of the programmes awarded funding were of particular relevance to people with learning disability.
* 5% of the programmes awarded funding were of particular relevance to people with mental health conditions.

Age* 10% of the programmes awarded funding were of particular relevance to young people Under 18.
* 10% of the programmes awarded funding were of particular relevance to adults over 50.
* **Age group comments** - Certain Olympic academy training groups are age group focused whilst the Paralympic programme has broader age recruitment .

NationalityThe Sporting Winners Programme supports the development of performance athletes to compete and succeed at International competition and on the world stage. Funded programmes therefore target individuals who are eligible to represent their sport at Internationally. * 15% of programmes funded are recorded to be of a particular relevance to a specific nationality.
* 10% of programmes funded were of particular relevance to athletes who are eligible to represent Northern Ireland.

**Sporting Clubs Investment Programme:****The Sport Northern Ireland strategic outcome for the Sporting Clubs Programme is to enable more people to develop and reach their sporting goals through a structured environment.** Due to the impact of the pandemic, Year 5 of the Sporting Club Programme (SCP) was an extension year which ran from 1 April 2021 to 31 March 2022 and was funded through the National Lottery. During this financial period, Sport NI administered Sporting Clubs awards totalling £1,765,724 to 21 governing bodies / sporting organisations. The following breakdown shows the number of responses who provided a **‘yes’** answer to any of the **Section 75** questions and subsequent comments:Gender* While all the funded programmes target male and female athletes, 4 sporting organisations reported having particular relevance to females.

Disability* 14% of the programmes awarded funding were of particular relevance to people with physical disabilities.
* 10% of the programmes awarded funding were of particular relevance to people with learning disability.
* 10% of the programmes awarded funding were of particular relevance to people with mental health conditions.

Age* 14% of the programmes awarded funding were of particular relevance to young people Under 18.
* 10% of the programmes awarded funding were of particular relevance to adults over 18-49 year olds.
* 14% of the programmes awarded funding were of particular relevance to adults over 50.

NationalityThe Sporting Club Programme aims to enable more people to develop and reach their sporting goals through a structured environment. Funded programmes therefore support the sporting workforce to enable sports clubs to develop and deliver quality, sporting experiences so that people can enjoy and sustain a sporting lifestyle.* 10% of programmes funded are recorded to have been of a particular relevance to a specific nationality.

 **Advocacy and Communications:**The following advocacy and communications campaigns were employed to address barriers to participation for under-represented and S75 groups:**April:** Statement: [Sport NI is standing with the sporting community this weekend by joining the social media boycott against online abuse of athletes from Black, Asian and Minority Ethnic Communities](http://www.sportni.net/news/sport-ni-is-standing-with-the-sporting-community-this-weekend-by-joining-the-social-media-boycott-against-online-abuse-of-athletes-from-black-asian-and-minority-ethnic-communities/)30/04/21**June:** 09/06/21News: [The Club Experience Project](http://www.sportni.net/news/theclubexperienceproject/) (features children’s sport and child-centered coaching)11/06/21News: [ICOACHKIDS and Sport Northern Ireland are excited to launch a partnership to provide FREE online courses for coaches of children and young people](http://www.sportni.net/news/icoachkids-and-sport-northern-ireland-are-excited-to-launch-a-partnership-to-provide-free-online-courses-for-coaches-of-children-and-young-people/)23/06/21News: [Tackling Racism and Racial Inequality in Sport Report](http://www.sportni.net/news/tackling-racism-and-racial-inequality-in-sport-review/)**July**22/07/21News: [Track to Tokyo – Find out who our Olympic and Paralympic athletes are at Tokyo 2020](http://www.sportni.net/news/track-to-tokyo-find-out-who-our-olympic-and-paralympic-athletes-are-at-tokyo-2020/)News: [Sport NI is delighted that the UK has won the bid to host the @IWGWomenSport](http://www.sportni.net/news/sport-ni-is-delighted-that-the-uk-has-won-the-bid-to-host-the-iwgwomensport/)29/07/22News: [ISPS Handa World Invitational driving forward the equality agenda](http://www.sportni.net/news/isps-handa-world-invitational-driving-forward-the-equality-agenda/)**August**18/08/21News: [Hope United highlights inclusion for all in sport](http://www.sportni.net/news/hope-united-highlights-inclusion-for-all-in-sport/)**September**30/09/21News: [Transgender inclusion in domestic sport guidance published](http://www.sportni.net/news/transgender-inclusion-in-domestic-sport-guidance-published/)**October**14/09/21News: [Record Olympic & Paralympic performance shows growing strength of our sporting system](http://www.sportni.net/news/record-olympic-paralympic-performance-shows-growing-strength-of-our-sporting-system/)**March**04/03/22Statement: [‘Women’s Rugby report will have lessons for other sports’](http://www.sportni.net/news/sport-ni-womens-rugby-report-will-have-lessons-for-other-sports/)08/03/22News: [Women In Sport Panel Launched on International Women’s Day](http://www.sportni.net/news/women-in-sport-panel-launched-on-international-womens-day/)11/03/22CEO Blog: CEO Blog – [Levelling the Playing Field](http://www.sportni.net/news/ceo-blog-levelling-the-playing-field/) (women in sport panel)26/03/22News: [Callaghan Champions Mothers in Sport Ahead of Mothering Sunday](http://www.sportni.net/news/callaghan-champions-mothers-in-sport-ahead-of-mothering-sunday/)31/03/22Webpage: [The Power of Sport – Our Five-Year Plan](http://www.sportni.net/the-power-of-sport-sport-ni-new-5-year-plan/)31/03/22News: [Sport NI sets out plan to ‘level the playing field’](http://www.sportni.net/news/sport-ni-sets-out-plan-to-level-the-playing-field/) (corporate plan, cornerstones)**New guidance for transgender inclusion in domestic sport:**Sport NI with the UK’s Sports Councils published new guidance for transgender inclusion in domestic sport.The Sports Councils’ Equality Group (SCEG), made up of representatives from each of the UK’s Sports Councils (UK Sport, Sport England, Sport Wales, Sportscotland and Sport Northern Ireland), commissioned a review of its existing Guidance (2013/15) for the inclusion of transgender people in sport last year, recognising that sport at every level required more practical advice and support. This review investigated the views, knowledge, and experience of hundreds of people with a lived experience in sport, including transgender people, and also explored the background to current policies domestically and internationally and considered the latest scientific findings affecting the inclusion of transgender people in domestic sport. The nine documents published are available at: [Transgender inclusion in domestic sport guidance published | Sport NI](http://www.sportni.net/news/transgender-inclusion-in-domestic-sport-guidance-published/)**Race and Racial Inequality in Sport Research:**In 2020, the murder of George Floyd was a catalyst for the five Sports Councils responsible for investing in and growing sport across the UK, to come together to explore racial inequalities in sport and to look at how reflective our sporting system is of UK society. This research was published in June 2021 and to help better understand if the Councils were doing enough to understand the context and tackle the issues involved.The review involved an extensive analysis, carried out by the Sport Industry Research Centre (SIRC) at Sheffield Hallam University, of all publicly available data on race and ethnicity in sport. It also involved an additional piece of work led by AKD Solutions, a Black-led Learning and Development consultancy, to carry out a lived experience research project in which over 300 people across the UK, ranging from grassroots participants to elite athletes and coaches, shared insights into their involvement in sport. The findings make clear that racism and racial inequalities still exist within sport in the UK and that there are longstanding issues, which have resulted in ethnically diverse communities being consistently disadvantaged. The review also highlighted the detrimental impact that this has had on individuals, leading to mistrust and exclusion and makes clear areas where we must see change. The review has produced two reports, published today, identifying where there are gaps as well as common themes. They set out recommendations on how to make meaningful progress.UK Sport, Sport England, sportscotland, Sport Wales, and Sport Northern Ireland welcomed the depth of the findings and fully accepted that the recommendations should now be used to develop and deliver tangible actions to tackle the issues raised. The Councils have agreed some initial overarching commitments that all five organisations will work on together ensuring that they are aligned to their individual strategies. These relate to people; representation; investment, systems and insights and further details are set out below. Each Council is now working at pace to develop their own specific action plans to further deliver on these commitments, considering their own local contexts and remits, addressing the recommendations from the review. This involves working closely with relevant groups or communities in the coming months, to co-create solutions for real, lasting change and to earn trust. The resultant plans will be shared publicly to support the wider sports sector to understand and recognise the issues, and collectively bring about change.[Sport Industry Research Centre - Provision of tackling racism and racial inequality in sport -data gathering and analysis services](http://www.sportni.net/wp-content/uploads/2021/06/SIRC-TRARIIS-FINAL-April-2021-for-publication.pdf)[Tell Your Story Lived Experience Report in association with AKD](https://drive.google.com/file/d/1jKQkxq1N75QkCpSPYKlDwckLS-4EvOxA/view?usp=sharing) **Celebrating Diversity Panel:**Sport Northern Ireland established a celebrating diversity consultative of sports panel, to represent and hear the lived experiences, views and creative ideas of under-represented groups; to inform and enhance the work of sport Northern Ireland to improve the sporting system. The panel members represent and provide a voice for under-represented groups from every corner of society. Sport NI wants to ensure that people with disabilities, females, black and ethnic groups, people from the LGBTQ+ community, rural community and those experiencing health and deprivation inequalities are empowered to influence positive change in sport through the work of sport Northern Ireland through this panel.**Women In Sport Panel**:The Women In Sport Panel, launched in March, has been established by Sport NI to champion women in sport. The panel, which includes Paralympic gold medallist Kelly Gallagher and top athlete Ciara Mageean, has been set-up to help close the significant gap in overall participation rates and representation of women in sport. Members will share their views and creative ideas of how to improve female participation levels and their experiences in sport. Sport NI wants to address the barriers and create opportunities for women and girls to take part at all levels of their chosen sport, whether that be on the pitch, the sideline, or the boardroom. The panel members come from across the sporting spectrum and bring with them a wealth of experience and knowledge, of how we can ensure female voices are heard. The Women In Sport Panel is one step in strengthening equality, diversity and inclusion in our sporting system. |
| **3** | Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2020-21 reporting period? *(tick one box only)* |
|  | [ ]  | Yes | [x]  | No (go to Q.4) | [ ]  | Not applicable (go to Q.4) |
|  | Please provide any details and examples: |
|  |       |
| **3a** | With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?  |
|  | Please provide any details and examples: |
|  |       |
| **3b** | What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)* |
|  | [ ]  | As a result of the organisation’s screening of a policy *(please give details):* |
|  |       |
| [ ]  | As a result of what was identified through the EQIA and consultation exercise *(please give details):* |
|  |       |
| [ ]  | As a result of analysis from monitoring the impact *(please give details):* |
|  |       |
| [ ]  | As a result of changes to access to information and services *(please specify and give details)*:  |
|  |       |
|  | [ ]  | Other *(please specify and give details)*:  |
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| **Section 2: Progress on Equality Scheme commitments and action plans/measures**  |
| **Arrangements for assessing compliance (Model Equality Scheme Chapter 2)** |
| **4** | Were the Section 75 statutory duties integrated within job descriptions during the 2022-22 reporting period? *(tick one box only)* |
|  | [x]  | Yes, organisation wide |
| [ ]  | Yes, some departments/jobs |
| [ ]  | No, this is not an Equality Scheme commitment |
| [ ]  | No, this is scheduled for later in the Equality Scheme, or has already been done |
| [ ]  | Not applicable |
|  | Please provide any details and examples: |
|  | *Employees’ job descriptions reflect their contributions to the discharge of Section 75 statutory duties and implementation of the equality scheme, where relevant. New staff are provided with a copy of Sport NI's Equal Opportunities Policy during induction.* |
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| **5** | Were the Section 75 statutory duties integrated within performance plans during the 2021-22 reporting period? *(tick one box only)* |
|  | [x]  | Yes, organisation wide |
| [ ]  | Yes, some departments/jobs |
| [ ]  | No, this is not an Equality Scheme commitment |
| [ ]  | No, this is scheduled for later in the Equality Scheme, or has already been done |
| [ ]  | Not applicable |
|  | Please provide any details and examples: |
|  | *Performance plans reflect staff contributions to the discharge of Section 75 statutory duties and implementation of the equality scheme, where relevant. Performance plans are subject to annual appraisal through performance reviews. New staff are provided with a copy of Sport NI's Equal Opportunities Policy during induction.**While these duties are not explicitly included in staff appraisals, the application of the Equality Scheme is an ongoing process. Staff are regularly reminded of their equality duty, including the application of Section 75 procedures for all new and revised policies and to ensure this is clearly documented.* |
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| **6** | In the 2021-22 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)* |
|  | [x]  | Yes, through the work to prepare or develop the new corporate plan  |
| [x]  | Yes, through organisation wide annual business planning |
| [ ]  | Yes, in some departments/jobs |
| [ ]  | No, these are already mainstreamed through the organisation’s ongoing corporate plan |
| [ ]  | No, the organisation’s planning cycle does not coincide with this 2021-22 report |
| [ ]  | Not applicable |
|  | Please provide any details and examples: |
|  | *Sport NI’s Corporate Plan and EQIA is located:* [The Power of Sport – Our Five-Year Plan | Sport NI](http://www.sportni.net/the-power-of-sport-sport-ni-new-5-year-plan/)Equality and Inclusion are at the heart of the plan: [Sport NI sets out plan to ‘level the playing field’ | Sport NI](http://www.sportni.net/news/sport-ni-sets-out-plan-to-level-the-playing-field/)*The annual business plans reflect the outcomes within Sport NI’s Corporate Plan, with detailed targets to achieve these outcomes. These, outcomes, targets and the programmes developed to achieve them are developed with Section 75 duties incorporated at their development stage to promote equality of opportunity and good relations. Both strategic documents underwent rigorous consultation with stakeholders.* |
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| **Equality action plans/measures**  |
| **7** | Within the 2021-22 reporting period, please indicate the **number** of: |
|  | Actions completed: | 2 | Actions ongoing: | 2 | Actions to commence: |       |
|  | Please provide any details and examples (*in addition to question 2*): |
|  | *Sport NI’s Equality Scheme, including its Equality Action Plan where revised in 2020-21 to take into account Sport NI’s contribution to the new Strategy for Sport framework and the new outcomes within Sport NI’s Corporate Plan 2021 – 26. Sport NI’s Section 75 statutory duties will be incorporated within the new Corporate Plan, Equality Action Plan and subsequent annual Business Plans.* |
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| **8** | Please give details of changes or amendments made to the equality action plan/measures during the 2020-21 reporting period *(points not identified in an appended plan)*: |
|  | N/A |
|  |  |
| **9** | In reviewing progress on the equality action plan/action measures during the 2021-22 reporting period, the following have been identified: *(tick all that apply)* |
|  | [x]  | Continuing action(s), to progress the next stage addressing the known inequality |
| [ ]  | Action(s) to address the known inequality in a different way |
| [ ]  | Action(s) to address newly identified inequalities/recently prioritised inequalities |
| [ ]  | Measures to address a prioritised inequality have been completed |
|  |  |
| **Arrangements for consulting (Model Equality Scheme Chapter 3)** |
| **10** | Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)* |
|  | [ ]  | All the time | [ ]  | Sometimes | [x]  | Never |
|  |  |
| **11** | Please provide any **details and examples** **of good practice** in consultation during the 2020-21 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations: |
|  | The Race and Racial Inequality Lived Experience Research and the ongoing lived experience consultation of the Celebrating Diversity Panel and Women’s Panel have given a voice to under-represented groups and a greater understanding of the barriers that need to be addressed. |
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| **12** | In the 2021-22 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)* |
|  | [x]  | Face to face meetings |
| [x]  | Focus groups |
| [ ]  | Written documents with the opportunity to comment in writing |
| [x]  | Questionnaires |
| [x]  | Information/notification by email with an opportunity to opt in/out of the consultation |
| [ ]  | Internet discussions |
| [x]  | Telephone consultations |
| [ ]  | Other *(please specify)*:       |
|  | Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees’ membership of particular Section 75 categories: |
|  | *Two policies were presented for Board approval during this year. A Gifts and Hospitality Policy was screened out.* An NLDF Policy was not a new policy, but an annual requirement to set-out high level spending intentions. The details of any programmes (and any potential equality considerations) would be dealt with in further papers as they were developed in greater detail.  |
|  |  |
| **13** | Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2019-20 reporting period? *(tick one box only)* |
|  | [ ]  | Yes | [x]  | No  | [ ]  | Not applicable  |
|  | Please provide any details and examples: |
|  |       |
|  |  |
| **14** | Was the consultation list reviewed during the 2021-22 reporting period? *(tick one box only)* |
|  | [x]  | Yes | [ ]  | No | [ ]  | Not applicable – no commitment to review |
|  |  |
| **Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)** |
| **15** | Please provide the **number** of policies screened during the year (*as recorded in screening reports*): |
|  | 1 |  |
|  |  |
| **16** | Please provide the **number of assessments** that were consulted upon during 2021-22: |
|  | 1 | Policy consultations conducted with **screening** assessment presented.  |
| 0 | Policy consultations conducted **with an** **equality impact assessment** (EQIA) presented. |
| 0 | Consultations for an **EQIA** alone. |
|  |  |
| **17** | Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties: |
|  | *N/a* |
| **18** | Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? *(tick one box only)* |
|  | [ ]  | Yes | [ ]  | No concerns were raised  | [x]  | No  | [ ]  | Not applicable  |
|  | Please provide any details and examples: |
|  |       |
| **Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)** |
| **19** | Following decisions on a policy, were the results of any EQIAs published during the 2020-21 reporting period? *(tick one box only)* |
|  | [x]  | Yes | [ ]  | No | [ ]  | Not applicable |
|  | Please provide any details and examples:  |
|  |  |
| **Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)** |
| **20** | From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2021-22 reporting period? *(tick one box only)* |
|  | [ ]  | Yes | [ ]  | No, already taken place  |
| [x]  | No, scheduled to take place at a later date | [ ]  | Not applicable  |
|  | Please provide any details: |
|  |       |
|  |  |
| **21** | In analysing monitoring information gathered, was any action taken to change/review any policies? *(tick one box only)* |
|  | [ ]  | Yes | [x]  | No  | [ ]  | Not applicable  |
|  | Please provide any details and examples: |
|  |       |
|  |  |
| **22** | Please provide any details or examples of where the monitoring of policies, during the 2020-21 reporting period, has shown changes to differential/adverse impacts previously assessed: |
|  | *N/A* |
|  |  |
| **23** | Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development: |
|  | *Sport NI gathers data by some but not all Section 75 categories in order to monitor the success of programmes in addressing inequalities and to help identify potential inequalities that could benefit from future funding programmes/projects. However, none of this information has resulted in actions that would affect access to information and services.* *Sport NI has also undertaken a Tackling Racism and Racial Inequality in Sport Review, the findings of which were published in 2021-22* and *contribute to the availability of equality and good relations information/data for service delivery planning or policy development.* |
|  |  |
| **Staff Training (Model Equality Scheme Chapter 5)** |
| **24** | Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2020-21, and the extent to which they met the training objectives in the Equality Scheme. |
|  | *Access to the full equality scheme is provided to all staff. All staff receive a programme of relevant communication and training on the Section 75 obligations when required. Sport NI also assess the need for specialised training in communicating with, and understanding the needs of, traditionally marginalised groups and young people. This training would be targeted at staff dealing with these marginalised groups and young people. In 2021/22 Sport NI assessed the need for this and determined that it was not required, but would be revisited post pandemic.* |
|  |  |
| **25** | Please provide any examples of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives: |
|  | *N/A* |
|  |  |
| **Public Access to Information and Services (Model Equality Scheme Chapter 6)** |
| **26** | Please list **any examples** of where monitoring during 2021-22, across all functions, has resulted in action and improvement in relation **to access to information and services**: |
|  | *Monitoring during 2021-22 has not resulted in actions relating to access to information and services in 2020-21. However, Sport NI is committed to accessible information and alternative formats are available upon request.* |
|  |  |
| **Complaints (Model Equality Scheme Chapter 8)** |
| **27** | How many complaints **in relation to the Equality Scheme** have been received during 2020-21? |
|  | Insert number here:  | 0 |  |
|  | Please provide any details of each complaint raised and outcome: |
|  |       |

|  |
| --- |
| **Section 3: Looking Forward** |
| **28** | Please indicate when the Equality Scheme is due for review: |
|  | *Sport NI reviewed its Equality Scheme in 2020-21* |
|  |  |
| **29** | Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)* |
|  | *No* |
|  |  |
| **30** | In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2021-22) reporting period? *(please tick any that apply)* |
|  | [ ]  | Employment |
| [ ]  | Goods, facilities and services |
| [ ]  | Legislative changes |
| [ ]  | Organisational changes/ new functions |
| [x]  | Nothing specific, more of the same |
| [ ]  | Other (please state):  |

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

|  |
| --- |
| **1. Number of action measures** for this **reporting period** that have been: |
| **4** |  |  |  |  |  |  |  |  |  |  |  |
| Fully achieved | Partially achieved | Not achieved |

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

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

|  |  |  |  |
| --- | --- | --- | --- |
| **Level** | **Public Life Action Measures** | **Outputs** | **Outcomes / Impact** |
| NationalRegionalLocal | To increase engagement in sport and physical activity among people with a disability through Sport NI investment into DSNI and Special Olympics Ireland/Ulster. | *A 4 year direct investment to DSNI aiming to support the development of an increase in quality and accessible opportunities to enable people with disabilities to adopt and sustain participation in sport and physical recreation; and enable NI athletes with disabilities to be among the best in the World.**The following objectives have been established for achievement in the period 1st April 2020 to 31 March 2024.* 1. *To increase the percentage of people with a disability adopting and sustaining participation in sport & physical recreation*
2. *To increase the percentage of disabled people that are members of a sports clubs*
3. *To increase the percentage of disabled people attending a live organised sporting event as a spectator*
4. *To increase the number of sports clubs providing a welcoming and caring environment for disabled people*
5. *To increase the percentage of adults with a disability who coach*
6. *To increase and improve research, insights and accessible information and communication on disability sport*
7. *To increase the percentage of athletes with a disability achieving higher levels of performance in their sport*
8. *To increase the number of International sports events for people with disabilities held in NI.*

*Direct investment to Special Olympics Ireland in the period between 2020 - 24 will support and enable increased participation in sport among people with a learning disability aligned to the following outcomes:** *People with an Intellectual Disability can and do participate in the Special Olympics Programme creating a more equal society;*
* *Volunteering is encouraged and supported and open to all;*
* *People with an Intellectual Disability, volunteers and young peoples’ lives are improved through education, life-long learning, greater awareness and positive appreciation of Intellectual Disability leading to improved well-being*
* *Special Olympics Ulster will target the most disadvantaged areas to ensure sport and equality of opportunity for all.*
 | **Collectively, the listed action measures have been designed to deliver on the following outcomes:**1. *People with a disability have equality of choice and consistency of accessible activities and sporting facilities.*
2. *People with a disability face ‘No Limits’ in sport and active recreation.*
3. *People with a disability lead active lifestyles and have improved health and wellbeing through involvement in sport and active recreation.*
 |
| Develop a holistic local recreation plan, linked to the Active Living: No Limits Action Plan, that ensures a range of needs-based high quality sport and active recreation opportunities for people with disabilities are delivered, in each of the 11 District Council Areas. | Regular participation programmes were developed and sustained in all 11 District Council areas, which were impacted by Covid-19. This work included:8 x Wheelie active sessions at Newry LC & 6 x Inclusive Cycling sessions at St Colman’s track. (NM&D)24 x Inclusive Cycling sessions delivered at Lough Moss Recreation Centre for Charis, L’arche & Caring breaks groups. Recreational boccia delivered for Let’s get active group. (L&C)8 x Recreational boccia sessions delivered for Mencap Omagh plus a multi-skills and disability awareness session for St Ronan’s Primary School. (F&O)Inclusive cycling events delivered for Glenaden, Foyle Down Syndrome Trust & Destined Derry groups. Recreational Boccia sessions delivered for Praxis Care & Glenoaks Day Centre. Wheelie Active club delivered at Foyle Arena (DC&S)Inclusive cycling events delivered for Mt Oriel day centre. Recreational boccia sessions for Edgecumbe Day Centre plus multi-skills activity sessions delivered for CHILD Gym, Suffolk & Clarawood day centres, Mitre unit at MPH, BHSCT and wheelie active at Belvoir Activity Centre. (BCC)An All Out Treking programme consisting of twice weekly sessions in the summer months of July – September was planned and organised, and the opportunities promoted through DSNI’s social media channels, ABC & GFP sites. Planning, maintenance and training took place in preparation for the new season, 158 people participated during July-September 2021. |
| Develop a skilled and inclusive workforce in the sport, leisure, education and outdoor recreation sectors by providing a range of courses in Disability Awareness, Diversity and Social Inclusion, and Inclusive Continuous Professional Development (CPD). | The percentage of adults with a disability who coach were increased:Autism in Sports Coaching Courses and 3 Disability Inclusion Training Courses were scheduled for November and December with 150 coaches registered across the 6 training courses. 83 attended the training. |
|  | Provide structured support to disability specific sports clubs to build capacity, develop relationships and provide high quality active recreation opportunities (including provision of fully accessible support and guidance tools). | In partnership with key disability organisations, the provision of a wide and varied range of sustained regular participation opportunities across 3 District Council areas were facilitated, specifically for:1. Blind & Partially Sighted People
2. Deaf People
* Antrim and Newtownabbey – 6 health walk sessions for RNIB Antrim, 33 participant opportunities.
* Belfast – 7 health walks & 7 multi-skills sessions for West Belfast walking group & Cregagh PS Hearing unit, 5 participants, 143 participant opportunities.
* Causeway Coast and Glens – 10 recreational boccia session for RNIB Coleraine, 13 participants, 86 participant opportunities.
* Derry and Strabane – 10 health walk & boccia sessions for RNIB Foyle & Hands that talk Deaf group, 21 participants, 59 participant opportunities.

There were 39 participants in total with 321 participant opportunities**Special Olympics Ireland (SOI)**SOI and Sport NI have achieved the following in 2021-22:Invest in and grow Young Athletes  Programme:* Come and try session held in May in Dungiven for the new Young Athletes Club. There was a great response with 40 new athletes registering
* Causeway Coast and Glen Council, Dungiven sports centre, special schools in the location, Foyle Down Syndrome Trust, Derry Now and Causeway Coast Community received posters advertising the new club. On SOU Facebook page the post was reshared 80 times.

Develop new opportunities for Athlete Leaders (AL):* Quarterly newsletter to Athlete Leaders in Ulster produced and circulated
* The Ulster Athlete Forum was held in May 21 with 50 Athlete Leaders attending
* 2 pilot sessions on cyber-awareness safety course and  ‘5 steps to wellbeing’ course have been delivered to a total of 17 athletes.

SOU maintained links to NGB websites, council opportunities and other available courses:* Expression of interest survey were issued to Basketball and Bowling Clubs in Quarter 4 to ascertain the interest in hosting Introduction to Bowling and Introduction to Basketball courses. Work has now commenced with the relevant NGB’s and local council facilities to host these courses in the Spring and Autumn of 2022
* Deliver an advancement Alpine Skiing event to select athletes for World Winter Games in 2022
* Local Council have been engaged with on a monthly basis with the SO Ireland e-zine
* British Gymnastics and Basketball Ireland have signed the new Inclusive Model of Sports and 4 identifying mainstream clubs who will register with Special Olympics Ulster under this model.
* A further 2 sports, CANI and Tennis Ireland, are currently involved in discussions to join,
* 101 athletes took part in the virtual wave II opportunities via Special Olympics Ireland online sports activity programme

Increase awareness of Club and Event volunteering with advertised opportunities through social media, website, volunteering websites, poster campaigns:* The Special Olympics Ireland campaign to recruit new volunteers to all Special Olympics Clubs has begun. 52 volunteers have been fully registered. This is a reduction on previous years however  volunteer recruitment is increasing post COVID
* Resources to be provided to clubs with names of signposting organisations for support to volunteers
* Development of videos to support and explain volunteers role descriptions at clubs
* SOU has had webinars to support clubs returning back to activity, with clubs invited to share successful recruitment initiatives. Through the Volunteer Recruitment Webinar training, clubs have received guidance, shared experience of local recruitment campaigns and were signposting to online tools to support local volunteer recruitment
* Support safeguarding at club-level with the promotion of safeguarding roles and responsibilities via production of poster and video
* Club Safeguarding template documents issued
 |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Training Action Measures | Outputs | Outcome / Impact |
| 1 | Provide a range of courses in Disability Awareness, Diversity and Social Inclusion, and Inclusive Continuous Professional Development (CPD). | A programme of volunteer training and deployment within a club setting.A programme of education and training to build capacity for the understanding of, and international standard classification panels for disabled athletes across NI | Increased number of sports clubs providing a welcoming and caring environment for disabled peopleIncreased percentage of athletes with a disability achieving higher levels of performance in their sport |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Communications Action Measures | Outputs | Outcome / Impact  |
| 1 | Sport NI has created a series of videos and promoted through social media to promote the opportunities in sport to people with disabilities and are available to view/audio at [SportNI - YouTube](https://www.youtube.com/user/SportNorthernIreland/videos) |  | People with a disability have equality of choice and consistency of accessible activities and sporting facilities.People with a disability lead active lifestyles and have improved health and wellbeing through involvement in sport and active recreation. |

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

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

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

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

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

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

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

|  |  |  |
| --- | --- | --- |
|  | Action Measures not met | Reasons |
| 1 | N/A |       |

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

(a) Qualitative

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

 (b) Quantitativ

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

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

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

If yes please outline below:

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

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

Sport NI is currently reviewing the Disability Action Plan to align with our new Corporate Plan 2021-26 from 2023.