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

**Annual Progress Report**

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| Documents published relating to our Equality Scheme can be found at:  <http://www.sportni.net/wp-content/uploads/2021/04/Sport-NI-Equality-Scheme-2021-261.pdf> | |
| **Signature:** | |
| Richard Archibald | |
| Date: 28 June 2024 | |

**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 2022 and March 2023**

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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 2023-24, 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.*** | |
|  | **Introduction and context:**  As an Arm’s Length Body of the Department for Communities (DFC), Sport NI is committed to supporting the achievement of the 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 several 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. | |
|  | |  |  | | --- | --- | | **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. |   **Sport NI Corporate Plan 2021-2026 – The Power of Sport video:** <https://youtu.be/tqV1etVsy18>    Our Corporate Plan 2021-2026 ([Corporate Plans | Sport NI](http://www.sportni.net/about-us/corporate-plans/)), has committed to a vision contained in Active Living - The Sport and Physical Activity Strategy for Northern Ireland ([Active Living- Sport and Physical Activity Strategy for Northern Ireland | Department for Communities (communities-ni.gov.uk)](https://www.communities-ni.gov.uk/publications/active-living-sport-and-physical-activity-strategy-northern-ireland), which states:  *“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 therefore 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.*  These two outcomes are achieved through our investment, services, support, and leadership with key partners; to improve the sporting system in Northern Ireland. We have visualised the sporting system as several interconnected cogs in our corporate plan, but we can also illustrate the more high-performance elements of the sporting systems as a funnelled pathway that becomes more limited in numbers of athletes and coaches as it reaches high performance and Paralympic and Olympic success.  In terms of equality and good relations outcomes, it is essential that we address the barriers to access into, and throughout the sporting system (including the pathways therein) to address inequalities in representation. This extends from access to participation opportunities, to access to physical literacy development and quality coaching to club membership, to competitive opportunities and talent development pathways, to access to volunteering and workforce positions, to high performance pathways into international competition.  The Corporate Plan explains our Corporate Equality Cornerstones:  ***“In order to ensure that any strong Sporting System remains equitable and inclusive for all, we have established cornerstones for our work. We remain focused on our need to promote, embed, and reinforce inclusivity and wellbeing. We will:***   * ***Build a welcoming and inclusive sports culture, recognising the rights of everyone to access and participate in sport and physical activity.*** * ***Promote wellness and wellbeing.*** * ***Retain a duty of care to all those engaged in the Sporting System; and*** * ***Target sport in rural communities, in disadvantaged areas and amongst under-represented groups.”***   It is therefore important that we focus our main efforts on equality and good relations, and address barriers to accessibility, at the participation cogs of the system; to improve representation and ensure that the sporting system culture is welcoming and supportive. Secondly, and to enable this, we must ensure that workforce representation and pathway representation not just promotes equality and good relations, but addresses the barriers experienced and expressed by under-represented groups to improve their representation and experiences throughout the sporting system.  This corporate plan therefore represents a significant shift from previous specific investment programmes and projects, to improve participation for underrepresented groups, to a mainstreaming approach to equality throughout all our programmes and services that support improvement in the sporting system; so, to ensure improved representation and lived experience for Section 75 and under-represented groups. Equality and good relations are therefore integrated fully into our corporate plan, and to our Equality, Diversity and Inclusion Plan, Disability Action Plan (draft pending approval), and through our services and newly planned investment programmes.  Sport Northern Ireland (Sport NI) is therefore passionate about maximising the power of sport to change lives and increase the number of participants sustaining participation in sport and physical activity (particularly from under-represented groups, which align with S75 categories) and ensure that Northern Ireland athletes are among the best in the world. This requires that we ensure that we not just promote quality and good relations in sports participation but in access to the sporting system, workforce positions and passage through the talent, and high-performance pathways, to ensure that they are inclusive, and promote equality of opportunity and good relations. This requires us to work with partners and stakeholders who play an integral part of the sporting system through our investments, services, advice, and partnerships.  **Equality, Diversity, and Inclusion:**  We believe that sport and physical activity makes an invaluable contribution to our individual emotional, mental, and physical wellbeing. Sport and physical activity provide essential capabilities such as a growth mind set, higher levels of physical literacy, improved academic achievement in school children, improved emotional states, and a sense of belonging and connection. There is a correlation between identified under-represented groups poor health and inactivity and non-engagement in the sporting system and we believe sport and physical activity and its benefits should be accessible to these groups to affect societal change and improved wellbeing.  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 inform policy, service, programmes, and projects 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. It also means we have taken a collaborative and co-design approach to our work to ensure that under-represented and S75 groups, partners and stakeholders needs and views are built into service and programme design.  To ensure that our sporting system remains equitable and inclusive for all, Sport NI has established cornerstones for its work, informed by an EQIA on our corporate plan ([Equality-Impact-Assessment-Sport-NI-Corporate-Plan.pdf (sportni.net)](http://www.sportni.net/wp-content/uploads/2020/11/Equality-Impact-Assessment-Sport-NI-Corporate-Plan.pdf)). Sport NI’s Corporate Plan 2021-26 ‘The Power of Sport’ has four cornerstones - one of which relates specifically to Equality, Diversity, and Inclusion (EDI): *“Build a positive and inclusive sports culture in Northern Ireland”.*  **A Summary Overview of Our Work in 2023/24**  **Investing more money into more sports to increase participation from under-represented groups:** In 2023/24, we invested more money into more sports than ever before thanks to our £8m National Lottery funded Sports System Investment programme. The programme encompasses 37 Sports Governing Bodies, over 3,000 clubs with over 400,000 members, over 40,000 coaches and over 5,000 officials. We provide significant support to the largest and longest established sports, but we recognise that sport is continually evolving as habits and lifestyles change. For example, we are investing in new types of organisations such as Park Run, and we expanded our reach by investing in six new governing bodies of sport, American Football, British Powerlifting, Kickboxing Ireland, Irish Olympic Handball Association, Irish Squash, and Irish Surfing. We set ourselves an ambitious target of 500,000 club members by 2027/28. With 433,000 already involved this reflects an increase of 47% from the base figure in 2017/18 of 295,000. Membership of Women and Girls has increased from 114,000 in 2017/18 to 159,000 in 2023/24 and shows positive progress towards equal representation.  **Connected communities:** Sport NI is a statutory partner in Community Planning across all 11 District Councils. In 2023/24, we invested over £180,000 into seven district councils providing a range of opportunities for residents to participate in sport including active ageing, coach education in schools and specific programmes designed to encourage more women and girls to get involved in sport.  **Levelling the playing field:** We are striving to address inequalities within the sports sector. In 2023/24 we developed our Women in Sport action plan, took part in the Belfast Pride parade for the first time and held a joint event on tackling racism in sport with the other UK Sports Councils. In partnership with the other UK Sports Councils, we also launched the ‘Moving to Inclusion’ Framework, toolkit, and resources to promote Equality Diversity & Inclusion with our stakeholders and assist them as they make their organisations more diverse and inclusive.  Sport NI invested £483,000 into Disability Sport NI which increases quality and accessible opportunities for people with disabilities to adopt and sustain participation in sport and physical recreation. Through DSNI we also funded programmes for para-sports Boccia (£128,000) and Wheelchair Basketball (£154,000) focusing on increasing participation, improved performance, and workforce development.  For those with learning disabilities, we supported Special Olympics Ulster with a £719,540 investment with a particular focus on participation in sport, improved physical and mental health, improved education, supporting volunteers and raising awareness of social inclusion.  **Building capacity of the sector:** In 2024 we launched the Sport NI Digital Learning Hub, a major new learning resource for sporting organisations, coaches, officials, and volunteers. The Hub offers an accessible platform for learners within the sports sector to enhance and develop their knowledge and skills. Since launching, the hub has achieved 507 users, 3,050 logins, five governing body partners coming on board, 40 courses and five digital communities of practice for people to discuss shared learning.  **Celebrating sporting heroes:** Each year we celebrate the unsung heroes of sport, the coaches, volunteers, and officials who play sports happen across Northern Ireland. In 2023/24, 15 incredible individuals were recognised at our SportMaker awards for their role in supporting, developing, and encouraging people to benefit from the power of sport at all levels. This process recognises much more than just our 15 winners, as we also highlight each of the 160 nominees on our website and digital channels, creating social media moments for clubs and communities to celebrate their SportMakers. This year our posts had a reach of over 400,000 people with almost 50,000 engagements (likes, comments, and shares).  **Investing in Infrastructure:** Quality, accessible and inclusive facilities are essential to provide opportunities for sport right across our communities. In 2023/24 Sport NI operated five capital funding programmes: Your School Your Club, Multi Facility Fund, Building Better Sports Facilities, Safety and Renewable Energy Fund. The programmes delivered funding of £1.5m across 70 projects to improve facilities across Northern Ireland.  **Enjoying the outdoors:** Tollymore National Outdoor Centre is Sport NI’s national outdoor training centre providing a variety of skills and leadership courses in mountaineering, climbing, and paddle sports. In 2023/24 we provided skills training to over 1,000 individuals and leadership training and assessment to over 300 individuals. With increasing popularity of water sports, Sport NI teamed up with Swim Ireland, Swim Ulster, the RNLI, Irish Surfing, and the Outdoor Partnership for the second year of Get Wet Stay Safe. The programme provides free training sessions on water safety for Stand-Up Paddleboard users, Sit-On-Top Kayak users and Open Water Swimmers, equipping participants with the knowledge and confidence to enjoy their time on the water safely. Between May-September 2023 we held 166 sessions at 56 venues across all 6 counties with 1,021 attendees.  **Performing on the world stage:** Athletes performing on the World Stage and representing Northern Ireland, Ireland or Great Britain & Northern Ireland create Medal Moments and act as role models to inspire others to engage in Sport and Physical Activity. Our Athlete Award programme supports emerging talent by providing funding as they join a performance pathway for the first time, to limit any obstacles in their journey to achieve future success. In 2023/24 we provided £434,500 to 125 athletes across 23 Sports. High performers across a wide range of sports achieved a record haul of medals for Team NI in Birmingham Commonwealth Games 2022 with more Women and Girls and Para-Athletes participating than ever before.  In 2023/24 our support for Commonwealth Games NI saw us invest £190,000 in their preparation for the next Games with coach and athlete development programmes, Games planning and Governing Body support.  The Sport NI Sports Institute prepares Northern Ireland’s best athletes to perform on the world stage. In 2023/24 the Sports Institute supported 224 athletes, across 21 sports with over 16,328 hours of services via our four key disciplines of sports medicine, sports science, performance lifestyle and strength & conditioning. Last year 19 Sports achieved performances at World/European Level, with 28 medals, as well as 30 Top 8’s, 22 Top 16’s and 25 Top 32’s. Our teams are focussed on helping NI athletes qualify for the Paris Olympic Games & Paralympic Games this year with 46 athletes eligible for selection for a qualified spot, and 31 more still in contention, as well as building the talent pipeline for future games in Los Angeles (2028) and Brisbane (2032). | |
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| |  |  | | --- | --- | |  | **1.3 Examples of key policy/service delivery developments made by Sport NI in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.**  **INVESTMENT DELIVERY EXAMPLES** | | **I1** | **Sport NI Investment in Disability Sport NI:**  Sport NI invested in Disability Sport Northern Ireland (DSNI) to deliver and support the following participation opportunities for disabled people, in partnership with Governing Bodies of Sport, local Councils and both mainstream and inclusive clubs. This is only an example of some of the work carried out in the community and supported by DSNI.  In all 11 District Council areas, by year end we created 1,184 sport and activity sessions involving 3,839 disabled participants and created 15,552 disabled participant opportunities.  Examples of this delivery includes:   * Get Out Get Active programmes in ABC Council Area (Q1 Totals, 48 sessions, 143 participants, 849 participant opportunities; Q2 Totals, 62 sessions, 225 participants, 1,326 participant opportunities). * Delivery of a range of programmes in the Belfast City Council Area including inclusive cycling programme, multi skills programme and Boccia sessions. (Total for Q1: 197 participants, 844 participant opportunities). * Delivery of a range of programmes in the Causeway Coast and Glens Council area including boccia sessions, summer scheme days and Multisport sessions (Total for Q2: 133 participants, 181 participant opportunities). * Supporting the delivery of weekly sessions within Lisburn & Castlereagh council area including inclusive cycling, pickleball and boccia. (Total for Q3: 27 sessions, 68 disabled participants, 202 disabled participant opportunities). * In Derry City & Strabane Council area the following activities were delivered; Wheelie Active Club in Foyle Arena – four disabled participants, four disabled participant opportunities. Boccia sessions delivered for Versus Arthritis with 12 disabled participants, and 24 disabled participant opportunities. Co-ordinated sailing event with Foyle Sailability – 16 disabled participants, 16 disabled participant opportunities.   By the end of the year 12 community disability sport events were delivered, involving 1,260 disabled participants and some of these include:   * Amputee Sports Day organised in partnership with the Amputee Rehabilitation Centre at Musgrave Park Hospital at the Olympia Leisure Centre, Belfast in May 2023 with 47 disabled participants. * Swim Ulster Disability Open Swimming Championships organised in partnership with Swim Ulster at South Lake Leisure Centre, Craigavon in June 2023. The event also involved a visit and photo opportunity with Commonwealth medallist Barry McClements with 67 disabled participants. * Junior Paralympic Fund Day was organised at Antrim Forum in November 2023. The event involved young people between the ages of 4 and 13 years of age with physical disabilities. The event gave the participants opportunities to try out a range of sports including: Powerchair Football, Gymnastics, Para Badminton, Wheelchair Tennis, Boccia, Wheelchair Basketball, Inclusive Cycling, Table Tennis, Archery & New Age Kurling realised 30 disabled participants. * A Regional Special Schools New Age Kurling Championships was organised at Girdwood Community Hub, Belfast in November 2023 with 100 disabled participants. * ABC Special Schools Sports Hall Athletics Championships was organised at South Lake Leisure Centre in March 2024 with 124 disabled participants. * The Department for Communities (DfC) ‘Celebration of Sport’ events were supported in both Ballymoney & Craigavon with 620 participants. * We engaged with Deaf sports and Blind sports organisations supporting the development of impairment specific sports participation initiatives including: In Quarter 3 continued delivery of RNIB Belfast Walking group, Tandem Cycling at Ormeau Pk, Cregagh Hearing Impairment Unit and Autism in Sport programme in Richhill plus RNIB Boccia programme in Coleraine and ‘Incredibles’ group Inclusive Cycling programme in Craigavon with a total of 36 sessions delivery across the various programmes with 327 disabled participant opportunities. In Quarter 4 continued delivery of RNIB Boccia programme in Coleraine, ABC Autism in Sport & ‘Incredibles’ inclusive cycling programmes, RNIB walking group and Cregagh Hearing Impairment Unit programmes in Belfast, Angel Eyes activity session in Omagh plus planning carried out for the ‘Sensory Mile’ event being held in April ’24 at the mall, Armagh. * Twice weekly All Out Trekking sessions were successfully delivered during the 1st of July-30th September 2023 period, with 243 disabled participants taking part in the programme.   DSNI continued to work with 10 Governing Bodies of Sport to implement their agreed ‘Inclusive Sport Award’ action plan. This forms a commitment for sports to create and support participation opportunities for people with a disability. | | **I2** | **Sport NI investment in Special Olympics Ireland (SOI)**  Special Olympics Ulster (SOU), provided opportunities for people with a learning disability, examples of work include:   * Continued growth of the young athlete programme. * Four additional special schools working with SOU to establish a young athlete club. * Three community based young athletes' clubs identified, and SOU support is ongoing. * A young athletes festival was held in Q3 in conjunction with the Ireland Winter Games. * Come try it sessions were held for young athletes with signposting to clubs included and * Developing opportunities for athlete leader.   SOU hosted a successful forum in November 2023 and March 2024 supporting 42 athletes in public speaking, publications, public speaking, and volunteering activity for Volunteer Now; and 35 athletes have completed their bronze award and two their silver awards.  On-line programmes for support to athlete leaders; including training on resilience and health promotion and other workshops were completed around public speaking and photography. SOU delivered a calendar of sporting events that provided opportunities for club athletes to participate and compete against each other as well as opportunities for advancement competitions. These include:   * The launch of leagues in Basketball, Football, Bowling and Bocca. * A new swimming league has been launched and the Ulster Golf league structure is in development. * Golf players have signed up to support 2024 all abilities golf events through Golf Ireland. * 19 sports events were organised from 1st September through to the end of March 2024. * Special Olympics Ulster held a football event, inviting 23 juvenile athletes to support the European Football week. This took place in May at Allen Park. * In November athletes were invited to take part in juvenile Basketball event. * They increased the awareness and opportunities for volunteers in the special Olympics programmes. * SOU in NI have recruited 107 new volunteers from 1st April 2023. * Clubs signposting to organisations like Volunteer Now, Business in the Community, Rural Community Network and local third level institutions were completed. * Club Volunteer Induction Guide material was provided to all new Ulster Clubs. * They provided several health programmes to help athletes, including the following: four Healthy Athlete screening events; 66 new athletes on Health Promotion Programme including Monaghan and Eagles SOC. * Ireland Winter Games also introduced several new athletes the Health Programme. * Four volunteers were trained as Health Promotion Facilitators to deliver HPP at club training evenings. * 35 Ulster University students attended Inclusive Health presentation and then delivered Healthy Athlete screening; and * They organised and delivered the Winter games providing athletes from NI the opportunity to compete at a national level and qualify for the world winter games. | | **I3** | **Sport NI invested in the Sporting System through Investment in Governing Bodies in Sport in 2023/24 which mainstreamed equality, diversity, and inclusion.**  This programme (SSIGB 2023/24) was developed after Sport NI undertook engagement with governing bodies of sports in 2022. This engagement allowed the development of eight priority areas, where sports have said investment would support delivery of the Sport NI Corporate Plan, the Power of Sport. From this engagement and the submissions that followed, there was a wide range of projects and initiatives proposed that underpinned and supported the delivery of Sport NI’s Corporate Plan Outcome One, Outcome Two, and the Sport NI equality cornerstones. This investment encouraged sports to think beyond their existing membership and club structure and learn about the lives and sporting needs of those not playing sport who, with the right offer might participate and so increase equality, diversity, and inclusion. The Priority Areas that were identified included:  1. Retention & Growth - To create opportunities and environments that attract and retain participants in sport, members, spectators, etc.  2. Medals & More - To build athlete centred environment which enables athletes to achieve success.  3. Pathway Access - To strengthen and align the performance pathway.  4. Workforce Planning - To develop an active, skilled, and supported workforce, to meet the demands of the sporting system.  5. Data & Insight - Be able to make evidence led decisions, adapting to emergent needs.  6. Knowledge Sharing - To set foundations for shared learning and development.  7. Equality, Diversity & Inclusion - To work in ways that support trust, enable collaboration, and foster shared commitment to tackling inequality.  8. Good Governance - To embed good governance practices within sporting culture.  Sports demonstrated that they had programmes targeting an increase in the diversity of their sport, with a clear focus of retaining the new participants, and examples included:  • Support women’s pathways in performance sports.  • Build networks for women’s sport through schools, clubs right up to performance pathways.  • Address and grow the number of officials in their system.  • Target female coaches with a female leadership programme.  • Implementation of national policies on underrepresented groups.  • Alignment of age grades.  • Resilient sustainable clubs and schools.  • Strengthen provision of participation opportunities in schools, clubs and in the community.  • Expand work in refugee communities.  • Build new para pathways.  • Club upskilling on inclusivity;’  • Increase number of clubs for athletes with a disability.  • Implementation of EDI strategy.  • Expand school’s programme; and  • Increase junior membership. | | **I4** | **Sport NI investment in the Sport System for performance and pathway programmes (SSIGB Medals and More and Pathways Access Funding 2023/24)**  This programme was focused on investment in performance and pathway programmes and so representation was closely monitored to identify the outcomes of our work to improve experiences and representation in the wider sporting system that results in progression of under-represented groups. We found: 32% of the programmes awarded funding were of relevance to people with physical disabilities, while all the funded programmes target male and female athletes, one programme was specifically targeted at females.  The Equality Diversity and Inclusion (EDI) mainstreaming approach is promoted through the programme and the sports were asked to propose their own EDI interventions including:   * Badminton targeting establishment of two Para regional development squads. * Cycling implementing new para pathway opportunities through employment of a Para Development Coach. * Lawn Bowls developing high-performance programme for Para Bowlers. * Football targeting under 17/19 Girls benefiting from enhanced performance services and their coaches and support staff benefiting from learning and development support; and * Netball setting up 4 regional academy squads progressing onto intra academy competitions. | | **I5** | **Sport NI made investments into Athletes (Athlete Award Programme Investments 2023/24) including notable performance pathway progressions for Paralympic and female athletes.**  The Athlete Award Programme opens on an annual basis to sports that have Commonwealth, Olympic or Paralympic events. Nominations by the Governing Bodies are made on behalf of athletes that have a requirement for additional financial support. This may be due to a change in circumstances, a transition period within their sporting career or financial hardship. During the period, 41% of award recipients were female (with Ulster’ hockey players moving to Sport Ireland funding this number has dropped but this represents progression for women), while 6.5% were disabled athletes (representing an increase from last year, with one Para athlete successfully progressing to a UK Sports world class programme). | | **I6** | **Sport NI made investments in inclusive and accessible Sports Facilities (Building Better Sports Facilities Programme 2023/24) to increase participation from under-represented and S75 groups.**  This is a capital works programme launched in 2021-22 to support the physical enhancement of the sports and physical activity sector. In 2023-24 phase three of the programme was delivered, with £313k of funding distributed to support increased delivery of inclusive, safe, and sustained participation in sport and physical activity. Each facility is funded to increase participation from under-represented groups and S75 groups. | | **I7** | **Sport NI invested in Safety at Sports Grounds (Safety at Sports Grounds Programme 2023/24) for accessible spaces for spectators.**  This is an ongoing capital works fund that seeks to enhance the level of safety at sports grounds across Northern Ireland, the fund is distributed to designated ground list under the Safety of Sports Grounds (Designation) (No.2) Order (NI) 2009. The fund supports the delivery of safe accessible spaces for spectators to access venues to observe sporting games associated with the Designated Grounds. In 20223-24 £415k was distributed to Designated Grounds for safety related works. | | **I8** | **Sport NI invested in accessible and inclusive multi-sports facilities (Multi-Facility Fund 2023/24) to increase participation from under-represented and S75 groups.**  This was a programme to distribute funding from the National Lottery to develop facilities that address identified facility deficits across Northern Ireland. This programme sought to deliver four or more different facility types on one site, therefore, projects are of a considerable scale within the Northern Ireland Sports context. An objective of the programme is that each project funded strives to obtain Inclusive Sports Facility Accreditation, awarded through Disability Sport NI. Newforge Community Development Trust, the first project to be complete under this investment, opened in Autumn 2024 and has achieved ISF accreditation. Sport NI continue to work with other projects within the programme to ensure design standards are employed to enable them to achieve ISF accreditation. | | **I9** | **Sport NI investment in renewable energy projects (Renewable Energy Fund) 2023/24) with enhanced funding for areas of deprivation**  This is a pilot programme designed to award funding to sports club to address the environmental impact and energy consumption of sports clubs. The pilot sought a spread projects across Northern Ireland, with four projects allocated within each Local Authority area. The programme was open to all sprots club who owned their own facilities. The programme requested a match funding; however, Sport NI would provide a substantial portion of the funding if the club was situated in an area in the lowest quartile of the Multiple Deprivation Ranking. The programme therefore considers the issues in relation to the social and economic needs of people in areas across Northern Ireland and not just in urban or rural areas. | | **I10** | **Sport NI invested in facilities (Your School Your Club 2023/24) to expand the use of school facilities for community use.**  This is a project delivered by Sport NI but administered by a cross departmental working group including representatives from DAERA, EA, DfE, DfC, Local Authorities and Sport NI. The programme seeks to avail of existing sports facilities within school for community use. In 2023-24, YSYC delivered four projects worth a total value of £570,000. With representative from several departments on the working group, joint decision is taken, and the project considers the issues in relation to the social and economic needs of people in areas across Northern Ireland and not just in urban or rural areas. | | **I11** | **Sport NI investment in District Council Community Planning Partnerships to provide a range of participation opportunities from under-represented groups through the wellbeing plans (District Council Community Planning Programme 2023/24)**  The purpose of this investment was to support the implementation of Community Planning across the 11 Community Planning partnerships. As a Statutory Partner fully engaged in the Community Planning process, led by each of the 11 District Council areas, Sport Northern Ireland (Sport NI) is committed to supporting the delivery of the actions identified and published within each of the plans. Councils submitted project outlines, which supported the delivery of their community plans and targeted Sport NI key target groups that are under-represented in sport. Sport NI invested into seven district councils to support the delivery of shared community plans. This funding enabled councils to provide a range of opportunities for their residents to participate in sport including active ageing, coach education in schools and specific programmes designed to encourage more women and girls to try sport. | | **I12** | **Sport NI funded Outscape Work (previously Outdoor Recreation Northern Ireland)**  It should be noted that all the work Outscape aims to ensure inclusivity. but depends on physical factors such as terrain and aspect. Through the core funding provided by Sport NI to Outscape NI we support their delivery against key strategic priorities:  1. Championing the Outdoors. Aim: There is increased awareness of the benefits that outdoor recreation brings to individuals, communities, and Northern Ireland as a whole and an increased focus on the importance of outdoor recreation within policy and practice at both national and local levels.  2. Delivering Training and Sharing Best Practice Aim: The outdoor recreation sector is better equipped to plan, deliver, manage, and promote outdoor recreation initiatives to a high standard. There is an increasing focus on innovative, sustainable, and participant-led approaches to outdoor recreation.  3. Planning and Developing Quality Experiences Aim: A wide range of high quality, sustainable and participant focused outdoor recreation experiences allowing people to connect and engage with nature are in place across Northern Ireland.  4. Increasing Awareness Aim: A consistently high level of accurate information on outdoor recreation is widely available, leading to an increased awareness of outdoor recreation opportunities by both the local population and visitors to Northern Ireland.  5. Widening, Increasing and Sustaining Participation Aim: The number of people participating in outdoor recreation in Northern Ireland continues to rise.  Specific work undertaken by Outscape NI that contributed to better promotion of equality of opportunity and good relations included a deep-dive analysis that was undertaken on baseline data from the People in the Outdoors Monitor for NI (POMNI):   * Impact of deprivation on OR participation. * Rural/urban disparity in greenspace access. * People with a disability and OR participation; and * Factsheets under development for each Local Authority.   Outscape also worked with Sport NI through the Get Wet STAY SAFE programme between May – September 2023 to conduct an effective promotional and marketing campaign for the project. Through their marketing and promotion campaign Outscape supported project delivery of GWSS; 169 GWSS sessions were successfully delivered in all 11 district councils in NI to 1,139 attendees. A Survey was deployed to collect data on the return on investment, key learnings, and quality of delivery. This data highlighted the successful engagement of under-represented groups and provided us with valuable data in this space specifically regarding female participation:   * 77% of attendees were female. * 57% of female attendees were interested in joining a water sports club after attending a session. * 74% of female attendees reported a greater awareness of the risks. * 94% of female attendees rated the three key feedback components (the quality of the training provided, the quality of the instructor and the suitability of the venue) as ‘Very Good’.   The Outdoor Sports Participant Motivations Survey was run for a third consecutive year in 2023 in conjunction with Cardiff Metropolitan University’s Centre for Health, Activity and Wellbeing Research. The focus of survey is to gain insight into why people participate in outdoor sport/activities in NI.  Key findings relating to under-represented groups include:   * Mean age of respondents was 51 years, gender split of respondents was Male 73.4%, Female 25.6% * In 2023, approximately 60% of participants stated their activity levels in outdoor sport had increased by at least 25% compared to the last 12 months. * Connectedness to nature scores demonstrated a significant difference between gender (female and male) and disability. Specifically, females scored higher than their male counterparts, and those individuals who identified as living with a disability scored higher than those who did not. * Across most comparison groups (gender, sport type, age), wellbeing was consistent, however, those who lived with a disability scored significantly lower in the wellbeing measure. * Across 2023, 2022, and 2021, approximately 90% of participants ‘agreed’ or ‘strongly agreed’ that they participated in outdoor sport for physical health, mental wellbeing, and for the scenery/landscape the reasons. | |  | **PARTNERSHIP INITIATIVE EXAMPLES** | | **P1** | **Cross departmental working group engagement to improve community access to school sports facilities (Your School Your Club 2023/24) - also included under investment.**  This is a project delivered by Sport NI but administered by a cross departmental working group including representatives from DAERA, EA, DfE, DfC, Local Authorities and Sport NI. The programme seeks to avail of existing sports facilities within school for community use. In 2023-24, YSYC delivered four projects worth a total value of £570,000. Four school enhancements were made for community access within this budget year, two of these projects being in the lowest quartile of the multiple deprivation measure. With representative from several departments on the working group, joint decision is taken, and the project considers the issues in relation to the social and economic needs of people in areas across Northern Ireland and not just in urban or rural areas. | | **P2** | **Cross departmental working group engagement to develop activity on water through the Blueways Partnership**  Sport NI sits on the Blueways Partnership, a North South cross departmental group including Sport Ireland, Failite Ireland, Waterways Ireland, Tourism NI Sport NI. The objective of the group is to develop the principles of the Blueway has an activity offering across the island of Ireland, developing the waterways and coasts as a place for activity. The objectives are to develop activity on water, in both a rural and urban setting and often connecting the two. A provider is associated with each route at the ‘trail head,’ with multiple access points and guidance boards, essential to developing inclusion for all users. | | **P3** | **Sport NI and Sport Ireland collaboration to disseminate and implement the All-Island Physical Literacy Consensus Statement (AIPLCS)**  Sport NI continues to work with in partnership with Sport Ireland to disseminate and implement the All-Island Physical Literacy Consensus Statement (AIPLCS). Much of Sport NI’s work has centered around completion of a new ‘Understanding Physical Literacy Module (UPL)’ and commencement of its roll-out across the sport sector and beyond. In 2023-24 Sport NI delivered the following in relation to the UPL module:   * UPL module Tutor Training delivered on four occasions, 21 individuals trained, representing 13 organisations. * UPL module delivered on 7 occasions to 176 participants. * UPL module incorporated into teacher training programmes at Stranmillis University College & Ulster University in addition to Belfast Metropolitan College Foundation Degree in PE & Sport.   To promote the concept of physical literacy and a culture, which values the development of physical literacy for all, Sport NI has established two Physical Literacy Forums, which advocate for the integration of physical literacy into research, policy, and practice:   * Northern Ireland Physical Literacy Forum (NIPLF) - launched by Sport NI in December 2023, membership includes 14 governing bodies and local authority representatives; and * Ireland & UK Physical Literacy Forum (IUKPLF) - Sport NI were a founding member of the IUKPLF in June 2023. Membership includes each of the five sports councils and a representative from education within each country. In partnership with Stranmillis University College, Sport NI hosted the first meeting of the IUKPLF in November 2023. | | **P4** | **Statutory Partnership with Community Planning Partnerships across 11 Councils. (This is also included under investment).**  Sport NI continues to work with a wide range of partners in Community Planning across the 11 councils in NI. Officers have worked on projects and programmes that primarily sit within the Health and Well Being thematic groups. In 23-24 Sport NI opened the District Council Community Planning Investment Programme which was Sport NI financial contribution as well as staff time to Community Planning.  The purpose of this investment was to support the implementation of Community Planning across the 11 Community Planning partnerships. As a Statutory Partner fully engaged in the Community Planning process led by each of the 11 District Council areas, Sport Northern Ireland (Sport NI) is committed to supporting the delivery of the actions identified and published within each of the plans.  Councils submitted project outlines which supported the delivery of their community plans and targeted Sport NI key target groups. Sport NI invested £180,000 into seven district councils to support the delivery of shared community plans. Original budget was £120,000 but an additional £60,000 was secured late in the year. This funding enabled councils to provide a range of opportunities for their residents to participate in sport including active ageing, coach education in schools and specific programmes designed to encourage more women and girls to try sport. | | **P5** | **Sport NI is a member of the Stonewall Diversity Champions Programme and attended Pride and started a sports sector conversation on LGBTQI+ inclusion:**  In July 2023, Sport NI took part in the Belfast Pride Parade for the first time. A small delegation of around 20 staff members and their friends and family walked in the parade alongside several sports clubs and governing bodies of sport to show our support for LGBTQ+ sporting community.  During Pride weekend we published an opinion piece from the Interim CEO entitled “Starting the conversation: LGBTQ+ sport” which acknowledged the issues currently facing the LGBTQ+ community, outlined our commitment to equality in sport, and our desire to pursue a conversation on LGBTQ+ representation in sport. | | **P6** | **In collaboration with the sports sector, Sport NI delivered the SportMaker Awards to celebrate best practice and diversity in sport (Sportmaker Awards 2023/24):**  Following a total of 160 nominations across 11 categories (88 coaching, 13 officials, 44 volunteers and 15 projects) we delivered a communications campaign to recognise the work of a diverse range of coaches, officials, and volunteers across the sporting system. We delivered 11 award presentations to winners across Northern Ireland and held a celebration evening to highlight sectoral developments, best practice, and diversity. The Celebration Evening took place on Monday 25th March 2024 in the Titanic Hotel, Belfast with just over 150 guests in attendance. This included winners, and their friends and families alongside representatives of Department for Communities, Sport NI Board & ELT, National Lottery, Education Authority, Public Health Agency, Governing Bodies, Local Authorities, Ulster University, NI Commonwealth Games and NI Sports Forum. Alongside the 11 winners, four Northern Ireland High Performance Coaches were recognised on the night for delivery success at a World and / or Commonwealth level, these were Neil Booth, Nelson Lindsay, Luke Carson, and Damian Kennedy. The evening highlighted the impact that coaches, officials, and sports administrators make in providing opportunities for people to participate in sport at all levels. | | **P7** | **Home Country Sports Councils partnership on Race and Racial Inequality, Sport NI delivered a Conference November 2023 and March 2024 and provide and Race and Racial Inequality Action Plan:**  **Time for Action: Tackling Racism in Sport Conference- March 2024**  This event, hosted by all five home country sports councils as part of their TRARIIS (Tackling Racism and Racial Inequality Through Sport) partnership, brought the UK sporting community together to drive forward anti-racism work. There was sharing of experiences in terms of what works and what does not, with delegates leaving with practical tools – empowering them to make real changes in their organisations.  The event focused on three themes which were identified by delegates at the October online seminar (an online, scaled down ‘replacement’ for the original event and date which had to be postponed due to a rail strike in England on the planned day), as the main areas of support needed to help sports organisations become anti-racist.   * Being bold and acting without fear * Gaining buys in from senior leaders and staff * Diversifying talent in all areas of our organisations.   Sport NI Interim CEO Richard Archibald took part in the CEO panel discussion (at both this and the online seminar), highlighting our progress to date on Equality, Diversity and Inclusion and the work still to be done to tackle racism in sport.  **Tackling Racism Action Plan for 2024/25**  Sport NI has developed a draft Tackling Racism Action Plan for 2024/25. The intent is to influence the sector to actively tackle racism over the course of the year to 31 March 2025. The Action Plan will be further developed by and led by the Sports, Culture & Integrity Team, and will be actioned by programmes and staff across the organisation.  Sport NI’s Corporate Plan 2021-26 ‘The Power of Sport’ targets sustained participation in sport and activity, and specifically from under-represented groups, contributing to improving physical activity in communities. While, prior to the pandemic, we were seeing improvements in terms of the percentage of people who were participating in sport and physical activity, (The NI Continuous Household Survey 2020-21 notes a 3% rise in overall sports participation numbers to 59%), barriers clearly still exist for many in our society. Challenges remain for people with a disability, women and girls, older people, carers, ethnically diverse communities, and those from the LGBTQ+ community. Whilst we have seen an increase in the support for, and the profile of, women in sport and those with a disability, there is much still to do which we aim to address through this corporate plan. Consequently, the participation rates for these groups remain significantly below the general population rates for participation in sport and physical activity.  Together with the other Home Country Sports Councils, the aim is to bring transformational change across sport, harnessing its huge power to drive equality and ensuring that all parts of the system are fair, welcoming, inclusive, and diverse, so that people have positive experiences at every level. 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. Each Council is working to develop their own specific action plans to further deliver on these commitments, considering their own local contexts and remits whilst addressing the recommendations from the review. Sport NI’s commitment to this is reflected in this draft Action Plan for the 2024/25 year.  This will involve working closely externally with relevant groups or communities, as well as internally across teams and investment strands, to identify potential solutions. The draft plan is intended to support the wider sports sector to understand and recognise the issues and collectively bring about change. | | **P8** | **In partnership with the Home Country Sports Councils and Carbmill, Sport NI delivered training sessions for the sports sector:**  The Sports Council Equality Group (SCEG) organised a series of online information sessions for the sector in terms of the UK trans-inclusion in sport guidance. Sport NI, a member of SCEG, made the NI sector aware of the sessions and some were attended by NI-based organisations.  SCEG (including the Sport NI representative officer) has been meeting regularly over the last year to discuss issues in relation to trans-inclusion and to review and discuss current reports and research – both as SCEG and with Dr Carbon from Carbmill. | | **P9** | **In partnership with the Sport NI Women’s Panel, Sport NI developed a Women in Sport Action Plan for 2024/25:**  Sport NI has developed a draft Women in Sport Action Plan for 2024/25. The intent behind this is to influence the sector to actively promote ‘Women in Sport’ over the course of the year to 31 March 2025. The Action Plan will be further developed by and led by the Sports, Culture & Integrity Team, and will be actioned by programmes and staff across the organisation.  Sport NI’s Corporate Plan 2021-26 ‘The Power of Sport’ targets sustained participation in sport and activity, and specifically from under-represented groups, contributing to improving physical activity in communities. While, prior to the pandemic, we were seeing improvements in terms of the percentage of people who were participating in sport and physical activity, (The NI Continuous Household Survey 2020-21 notes a 3% rise in overall sports participation numbers to 59%), barriers clearly still exist for many in our society. Challenges remain for people with a disability, women and girls, older people, carers, ethnically diverse communities, and those from the LGBTQ+ community. Whilst we have seen an increase in the support for, and the profile of, women in sport and those with a disability, there is much still to do which we aim to address through this corporate plan. Consequently, the participation rates for these groups remain significantly below the general population rates for participation in sport and physical activity. In terms of scale and its impact on society, it is fair to say that one demographic stands out. The under-representation of women and girls has long been recognised as one of the most significant problems within sport.  In Northern Ireland, Women’s participation in sport is significantly lower than men. In 2021/22, The Continuous Household Survey recorded that 48% of adults had participated in sport at least once within the last year (excluding walking), while 40% had participated in sport over the last 4 weeks. Females were less likely to have taken part in sport at least once within the last year than males (40% and 55% respectively). Similarly, when looking at participation rates over the previous four weeks, just under over a third of females (34%) stated that they had taken part in sport compared to half of all males (47%). Males (42%) were more likely to do 30 minutes of physical activity on five or more days per week than females (33%). Females (27%) were more likely to have no days of doing 30 minutes of physical activity than males (22%).  Girls are not meeting their physical activity guidelines. Fewer primary school girls (16%) participate in physical activity than boys (25%). Post-primary the gap widens to girls at 10% compared with boys (22%). A higher proportion of primary school boys (74%) than females (71%) reported participating in community sport at least once per week. Among post primary pupils, males (73%) were more likely to participate in sport outside of school than females (70%). A higher proportion of primary school boys (93%) than girls (91%) reported participating in school sport at least once per week. Among post primary pupils, males (82%) were more likely to participate in sport at school than females (72%).  The gap widens as children get older. In the Kids Life & Times Survey and Young People’s Life & Times Surveys 2023, fewer than one in ten 16-year-olds and just under one in three P7 children met the goal of being physically active for at least 60 minutes each day. This represented no change since 2015 in respect of children and young people’s level of activity overall. Female 16-year-olds remain the group with by far the lowest level of physical activity. Whilst at age 10/11, there is no gender difference between females and males in that respect, at 16, young men are much more physically active than young women.  From the baselines established in April 2023 as part of the ‘Sport Systems Investment – Governing Bodies’, 32.9% of coaches are females, 43.2% of volunteers are females and 28.9% of officials are females. Research consistently identifies that the percentage representation of women within the coaching workforce reduces as the level of the pathway increases, and this is mirrored by higher levels of female drop-off within coach education as the levels of qualification progress.  For this plan to be effective, Sport NI will need to work closely with relevant external groups and communities, and internally across teams and investment strands, to identify potential solutions. The draft plan is intended to support the wider sports sector to understand and recognise the issues and collectively bring about change. | |  | **SPORTING SECTOR SERVICES** | | **S1** | **Sport NI provided Sport Science and Medicine Support to coaches and athletes including Para athletes, female athletes.**  The Sports Northern Ireland Sports Institute (SNISI) focuses on improving sport performance through the provision of science, medicine, and programme support to national governing bodies. Institute staff work directly with coaches and athletes to maximise the training gains needed to enhance performance. Support has been provided to a diverse range of coaches and athletes, impacting positively on Olympic, Paralympic, Commonwealth and other sports. Service provision is adapted daily to meet the needs of individuals and teams. This includes individualised support in services such as Physiology, Nutrition, Strength and Conditioning, Physiotherapy, Sports Medicine, Psychology including Lifestyle) and Performance Analysis. In addition to direct service delivery, SNISI contributes to the SNI Women and Girl’s forum, the Home Country Sports Institute female athlete health working group and collaborates with a range of stakeholders to communicate best practice guidelines to the sports sector, regarding support to female high-performance athletes. The SNISI presently monitors some S75 protected characteristics to determine representation within the population receiving sports institute services. Progress has been made in 2023/24 in relation to the development of a new monitoring form to cover all S75 characteristics. It is envisaged that this will be launched in 2024/25. | | **S2** | **Sport NI offers a range of activities at Tollymore National Outdoor Centre (TNOC) to positively impact on equality and good relations.**  Sport NI offer participation for a range of activities and initiatives on annual basis that increase participation in adventure sports and positively impact on equality and good relations. The delivery of skills and leadership courses in a range of adventure sports (rock climbing, mountaineering, canoeing, paddleboarding and mountain biking) has been beneficial for both adults and young people, including S75 groups. Many of the courses are recognised governing body leadership instructor award schemes and enable youth leaders, teachers, and representatives from many organisations to plan and undertake activities with young people. Residential and Non-Residential Programmes delivered for young people (and adults) go beyond what would be expected in many outdoor centres and young people learn a range of skills in adventure sports, with a view to developing and promoting future participation in these adventure sports. Between April 23 – March 24, TNOC delivered:   * Training opportunities to 10,296 individuals. * 860 different courses and events. * 81 different leadership training or assessment courses to 376 individuals. * 93 different training courses to 514 adults. * 73 skills training events for 1,282 young people; and * TNOC provided opportunities to 4,571 individuals who were part of 328 different groups.   TNOC has several facilities that are used regularly by other outdoor providers. These include an indoor climbing wall and kayak rolling pool. Both are used regularly by groups of young people from a range of organisations, such as Greenhill YMCA Centre, Delamont Outdoor Education Centre, the Outdoor Partnership and Ardmore Special School. The kayak rolling pool is also used daily by local swimming coaches to provide swimming lessons for local young children. TNOC also leases and makes available Altnadue quarry used by a range of providers. Some of these organisations, in particular the Outdoor Partnership have a clear focus on promoting inclusion in adventure sports. TNOC facilitated “a Climbing for All Course” in conjunction with Mountaineering Ireland and the Outdoor Partnership to upskill instructors in working with disabled people and promoting inclusion. We also engaged with the Bendrigg Trust (a recognised leader in inclusive adventure sports) to run training courses in inclusive adventure sports and will be developing this programme further in 2024.  **Sport NI provided GET WET STAY SAFE sessions:**  Between May – September 2023 169 water safety education sessions were made available to public. 1,139 persons attended sessions. Key EDI findings below:   * 77% of attendees were female. * 57% of female were interested in joining a water sports club after attending a session. * 74% of female attendees reported a greater awareness of the risks. * 94% of female attendees rated the three key feedback components (the quality of the training provided, the quality of the instructor and the suitability of the venue) as ‘Very Good’; and * 34% of attendees were over 50. | | **S3** | **Sport NI offers workshop for the development of coaches (Workshop Delivery 2023/24)**  Sport Northern Ireland delivers a range of modules and workshops to support the on-going development of coaches, those who support coaches and sports administrators. These workshops will support these people in their delivery with participants and clubs to ensure that they are delivering in a safe and fun developmental environment. The themes of these modules and workshops include safeguarding, coach development and club development workshops Sport NI delivered 83 safeguarding workshops delivered for 34 organisations, supporting 956 participants, 433 of whom were female, in addition 20 designated officer workshops were delivered for 14 organisations, supporting 159 participants, 91 of whom were female. Eight coach or club development. workshops delivered for five organisations, supporting 79 participants, 52 of whom were female.  **Sport NI developed The Rise Female Leadership Programme:**  The Rise Female Leadership Programme was developed, designed, and launched in December 2023, to support female coaches, officials, sports administrators from three council areas: Derry & Strabane, Mid Ulster, and Causeway Coast & Glens. 19 participants (two officials, 11 coaching, 6 Board) recruited from 13 sports with the participants from the following local authorities Derry & Strabane, Mid Ulster, and Causeway Coast & Glens. The Programme commenced with an induction session at the Foyle Arena in February 2024 with a further session deliver in March 2024 followed by specific role sessions delivered online at the end of March 2024. The Programme will continue to be delivered for this cohort in 2024-25.  **Sport NI developed governing body coach education delivery:**  Coaching Leaders Programme Delivery of a focused development programme for Governing Body Coach Education Leads in partnership with sportscotland and Sport Wales. 4 out of 4 sessions delivered in Cardiff, Tollymore, Largs, and Bristol - Sport NI represented by 4 Governing Bodies, Netball NI, Irish Rugby Football Union, Irish Football Association and Triathlon Ireland. Feedback from the 4 NI representatives has been incredibly positive, with key benefits identified to be included in the review of the initial element of the programme which will take place in Q1 of 2024-25.  **Sport NI established the Sport NI Digital Learning Hub with equality themes:**  We delivered content development for the Sport NI Digital Hub and relationship management for Governing Bodies spaces within the hub with:   * 30 new courses developed for the hub including Sport NI developed content, partner sharing content from **sport**scotland and a further partner sharing agreement with the Open University. * Five external partner arrangements in place to support organisations with creating their own learning environment on the hub, partners include Netball NI, Ulster Badminton, Ulster Hockey, Disability Sport NI and North-West Cricket Union; and * Five digital communities of practice created to support learning and development: Officials Forum, Commonwealth Futures, Physical Literacy Forum, People Development Network and Rise Female Leadership.   **Sport NI supported Commonwealth Futures:**  To support the Northern Ireland Commonwealth Games Council with support for future coaches and practitioners, a total of 17 coaches from 12 sports have been supported across the year through a variety of support mechanisms, these have included face to face workshops, online seminars, digital learning community, 1-2-1 coach developer support and experiential learning.  **Sport NI completed Workforce Mapping:**  This involved the delivery of workforce mapping for 16 Commonwealth sports to support succession planning for Victoria 2026. This required collaboration with the Northern Ireland Commonwealth Games Council to understand the workforce needs for Victoria 2026 and succession planning with sports. Fifteen organisations were involved in the programme with all having completed the facilitated meeting process. This work has now been summarised in a Workforce Mapping Report that details the opportunities and challenges that exist with this space, including equality. This report will form the catalyst for further work across Sport NI departments and with key partners.  **People Development Network:**  We provided engagement opportunities to highlight latest sectoral developments and sharing of best practice to partner organisations.   * A People Development Network was facilitated in April 2023 at Tollymore NOC, 22 people attended from 16 organisations. The sessions included presentations / discussion on EDI and the Digital Hub. * A second People Development Network was facilitated in March 2024 at Kingspan Stadium Belfast, 23 people attended from 16 organisations. This session focused on the opportunities from digital learning and included the launch of Sport NI’s Digital Learning Hub.   **Officials Forum:**  We provided engagement opportunities to highlight latest sectoral developments and sharing of best practice to partner organisations.   * Two Officials Forums sessions have taken place at the House of Sport in August and November 2023. These have allowed a greater understanding of the challenges and the opportunities that exist in this space and how Sport NI can help to support the development of officials.   **Officials Feasibility Study** - Delivery of a feasibility study in partnership with Sport Ireland to gain a greater understanding of the challenges and opportunities that face the official’s population.   * This study came through engaging with Sport Ireland in their Coaching Committee and the need to address a lack of research in this space. * Partnership approach was agreed, with Sport Ireland taking the lead on procurement of a facilitator and KKP appointed to support the study. * Engagements have taken place with Governing Bodies and individual officials through online sessions, phone calls, facilitated online sessions, facilitated face to face sessions and email. * A total of 686 people responded to the survey. * Report and recommendations expected in April 2024, this will lead to focused delivery to support this population from 2024-25 onwards. | | **S4** | **Sport NI provided EDI Learning Resources:**  Sport NI soft-launched Moving to Inclusion (<https://movingtoinclusion.co.uk/>) in February 2024, via an online seminar to the funded Sports organisations. Further engagement is planned on this during 2024/25 across the sector.  Moving To Inclusion is the hub for equality, diversity and inclusion in sport and physical activity. It is an initiative by all the Home Country Sports Councils to provide resources and support for sport and physical activity organisations, moving towards and more diverse, inclusive, and socially responsible sector. It includes a self-assessment ‘diagnostic toolkit’ for organisations to consider their current operations and practices against the five pillars of Culture, Leadership, Experience, Relationship and Communication and receive a ‘score card’ review of their response, as well as resources to help address areas of improvement. This is free to any organisation and the responses are not forwarded to any of the Sports Councils for review – it is to be used by sports organisations, for sports organisations, to improve their EDI, not to tick a box with any of their funders. | |  | **ADVOCACY AND COMMUNICATIONS** | | **C1** | **Advocacy and Communications:**  The following advocacy and communications activity was employed to address barriers to participation for under-represented and S75 groups and promote equality, diversity, and inclusion in sport:  **April:** Our Low Cost, No Cost Sport campaign highlighted opportunities free or low-cost opportunities during the cost-of-living crisis. This was aimed specifically at areas of social deprivation. (Posted on all social platforms, including website)  Example post: [www.facebook.com/sportninet/posts/673068178162821](http://www.facebook.com/sportninet/posts/673068178162821)  Impact: Reach: 20,238. Impressions: 22,104. Interactions: 105. Link clicks: 75.  **May:** We launched a Major All-Island study, which analysed children and young people’s participation in sport and further analysis by demographics. <http://www.sportni.net/news/major-all-island-study-shows-increase-in-childrens-sport/>  The Boccia World Champion Claire Taggart shared her clean sport journey as part of Clean Sport Week. (Posted on all social platforms, including website) [www.facebook.com/watch/?v=2210503552673341](http://www.facebook.com/watch/?v=2210503552673341)  Impact: Reach:1,806. Reactions:59. Comments:6. Shares:5.  Mental Health Awareness Week: Boxer, Aidan Walsh shares the strength of speaking out (Posted on all social platforms, including website)  Instagram:<https://www.instagram.com/reel/CsgHzc1NTPu/?fbclid=IwZXh0bgNhZW0CMTAAAR3daVDlygkqYRZE2rZibWdlSqlkBVV8SqhJ2ryv-gzOY-LGh8cWSSHKFDk_aem_Afgo4Fw06jZqkuXAHcePMGQ-8o_hwHzJnZQnKeK08RwwpRKcCbcQKkjZnBVeFKH8jKMQZhqQMQJO5wMltFUudETI>  Reach: 5,388. Impressions: 6,978. Interactions: 132. Plays:6,420.  **June:** Table Tennis Bat and Chat programme for over 50’s was highlighted. (Posted on all social platforms) <https://twitter.com/_SportNI/status/1664241130924306433/photo/1>  Impact: Impressions: 456. Engagements: 1. Views: 455.  Learning Disability Week- inspirational athletes at the 2023 Special Olympics World Games in Berlin were celebrated. <https://www.facebook.com/share/v/VZKFecdSBymyzbao/>  Impact: Reach:720. Impressions:778. Interactions:8.  Northern Ireland Wheelchair Basketball League was promoted. <https://www.instagram.com/p/CtZQPUOJTD5/?fbclid=IwZXh0bgNhZW0CMTAAAR2sjxk4Xusz7DRXhQB8_Ozb_3k6CYWc5X-Tzqxe_R44uOpCnt2ZGl1oCMQ_aem_Afii3tOryv7UIo-_m9P0z-eN12qTDegjdmwevDcBVjlRDJKM44NRummZKtPobGS9ID5Z6_ZN12fNaY4ryrRMbyqU>  Impact: Reach:344. Impressions:436. Interactions:11.  **July** OpEd: Starting the conversation: LGBTQ+ sport (website and issued to the media): <http://www.sportni.net/news/starting-the-conversation-lgbtq-sport/>  Athlete Award case study: Katie Morrow, Wheelchair basketball was highlighted. (Posted on all social platforms and website)  <https://www.facebook.com/share/v/R84Rcur8y12TLYN2/>  Impact: Reach:2,234. Reactions:25. Shares:3  **August** Tackling Racism and Racial Inequality in Sport (TRARIIS) (website and social media)  <http://www.sportni.net/performance/equality-diversity-and-inclusion/tackling-racism-and-racial-inequality-in-sport/>  Belfast Pride Parade (Post on Instagram and Twitter)  <https://twitter.com/_SportNI/status/1685401950307647488/photo/1>  Impact: Impressions:924. Engagements:86. Detail expands16  Boccia: European Para Championships NI duo Claire Taggart and Robyn McBride (Posted on all social platforms)  <https://www.facebook.com/sportninet/posts/767415765394728>  Impact: Reach:1,309 Impressions:1,469 Interactions:32  Major All-Island study shows increase in children’s sport (website and social media)  <http://www.sportni.net/news/major-all-island-study-shows-increase-in-childrens-sport/>  **September**  Female Sports Forum Women's Sport Series (social media) <https://www.facebook.com/share/LcMRqwdp1zChA4Hi/>  Impact: Reach:920. Impressions:983. Interactions:6. Link clicks:3  **October** Special Olympics Ulster medal haul celebrated at Stormont (website and social media): http://www.sportni.net/news/special-olympics-ulster-medal-haul-celebrated-at-stormont/  Keeping your Child Safe in Sport Week (social media): <https://www.facebook.com/share/D8KrqUW7MnBrjXMs/>  Impact: Reach:2,711. Impressions:3,005. Interactions:18. Link clicks:5  Positive Ageing month (social media): Ulster Badminton: https://www.facebook.com/share/rBBQaYDgJzawkGv9/  Impact: Reach:2,693. Impressions:2,994. Interactions:15. Link clicks:5.  Tennis- SNI Chair George Lucas with oldest tennis player in the world https://twitter.com/\_SportNI/status/1714658342344495424/photo/1  Impact: Impressions:576. Engagements:9. Profile visits:2. Likes:1  **November** Anti-bullying Week- child protection: <https://www.facebook.com/sportninet/posts/833674495435521>  Impact: Reach:744. Impressions:838. Interactions:2. Link clicks:2  Lawn Bowls Para and Visually Impaired Taster sessions (social media): <https://twitter.com/_SportNI/status/1725184703097979123/photo/1>  Impact: Impressions:794. Engagements:9.  **December**  Rise female leadership programme (website and social media): <http://www.sportni.net/learning/rise/> https://www.instagram.com/p/C1ABr3cL9ep/?fbclid=IwZXh0bgNhZW0CMTAAAR3fjbWV5pHGrPJqIr0u\_cYDHDd5f6jhsQGsXBgNJwhIf5mKlAq8XYSV1uc\_aem\_AfhdVl6tpLHxDW9lW7IajLYg0EgOBFovIvbVYHtNoAMBiqqa1grfomGfH44Rtrp6lM7xVTDh4TNOHKRtykRYdoyq  Impact: Reach:1,221. Impressions:1,327. Interactions:38.  **January** Disability sport: Active Living No Limits online platform (website and social): <http://www.sportni.net/news/launch-of-active-living-no-limits-online-platform-supporting-disabled-people-to-be-more-active/> https://twitter.com/\_SportNI/status/1747295146146717716/photo/1  Impact: Impressions:1,706. Engagements:70.  **February** Young rugby coach determined to break barriers wins SportMaker Award: <http://www.sportni.net/news/young-rugby-coach-determined-to-break-barriers-wins-sportmaker-award/>  Lisburn Distillery FC coach wins Disability Coach of the Year Award: <http://www.sportni.net/news/lisburn-distillery-fc-coach-wins-disability-coach-of-the-year-award/>  Female coach rewarded for her dedication to nurturing young talent: <http://www.sportni.net/news/female-coach-rewarded-for-her-dedication-to-nurturing-young-talent/> <https://twitter.com/_SportNI/status/1758540958201733420/video/1>  Impact: Impressions:10,955. Engagements:151. **March** She Got Game – empowering women on the basketball court: <http://www.sportni.net/news/she-got-game-empowering-women-on-the-basketball-court/>  Basketball NI has scored a three pointer with their latest initiative ‘She Got Game’ Facebook (Posted on all social platforms and website) <https://www.facebook.com/share/v/ogzTZTpn3ocp1Lnp/>  Impact: Reach:4,880. Reactions:219. Comments:19. Shares:20. Empowering the next generation of female leaders in sport through our Rise programme (website and social media) <http://www.sportni.net/news/empowering-next-generation-of-female-leaders-in-sport-sport-nis-rise-programme/><https://www.instagram.com/reel/C4Qm_n2LObz/?fbclid=IwZXh0bgNhZW0CMTAAAR0SJXJ46wAG_JuDNsBEkzpeD0856ZmkkU2KAF7SRu_QxV6abxbfiqTV0aQ_aem_AfhBjAzPgquF_T2upqTBRhtw3feqUlyDbkGbyzIuhcsSLwxjSK5oitYhnIEII-iAf-TvdaZRaVBV5XGSyjD7mLrt>  Impact: Reach:1,102. Impressions:1,192. Interactions:38.  Tackling Racism in Sport conference (website and social media); <https://twitter.com/_SportNI/status/1763502033481404508/photo/1>  Impact: Impressions:315. Engagements:11.  Special Olympics Ireland Winter Games (social and website)  <https://www.instagram.com/p/C4yEXpQI-GB/?fbclid=IwZXh0bgNhZW0CMTAAAR3y2OFKSZ4_HVnf0hKRn_BO_NxsYtsqlpv6BzNabiAJKjnY3-uRQaXMvjs_aem_AfiIc0kPYMdYx0rMA7k8kuIeqJLXvSPeTZZAeNt7Asd4IHMWV570IVZTsD3dRgEoOaJesCS1Ori5j1w8Hi9F9Qom>  Impact: Reach:704. Impressions:827. Interactions:40. | |  | **POLICY AND RESEARCH EXAMPLES** | | **C2** | **Sport NI funded Queens University to undertake additional research on key themes emerging from Kids Life and Times and Young People Life and Times:**  Sport NI approached ARK to re-visit children’s and young people’s attitudes to, and experiences of taking part in sports and physical activities in the 2023 KLT and YLT surveys and to explore this in more detail again in follow-up focus groups discussions. The inclusion of these questions in the 2023 surveys was seen as both timely and a particularly ‘good fit’. While KLT and YLT had regularly asked some questions on wellbeing and physical and mental health, in 2023 both surveys included a comprehensive module on mental health. This report, drawing on both quantitative and qualitative data, provides an opportunity to assess the extent to which children and young people are physically active and involved in sports; the factors that both motivate and deter them from being active; and their appreciation of the value of sport and physical activity to health and wellbeing. The influence of factors such as age, gender and family affluence on attitudes and experiences will also be explored. Where relevant and possible, comparisons will be made with the baseline data collected in 2015 and 2016 to provide insights into change and continuity in activity levels across the different age groups and the factors and perceptions that may influence this.  **With Home country Sports Councils and DCMS, Sport NI investment in the ‘Economic Importance of Olympic and Paralympic Sports,’ produced using the UK Satellite Account for Sport (SSA).**  Sheffield Hallam University was appointed to develop a new Sports Satellite Account (SSA) representing a value of sport measure for the UK. The SSA should have a broad coverage of sport and should provide breakdowns for each of the home nations, with additional local authority and by-sport breakdowns desirable.  **With Home country Sports Councils and UK Coaching, Sport NI funded a UK Coaching Survey:**  We found that findings regarding coaches and participants living in Northern Ireland mirror the overall UK results. In the last 12 months, 46% of people living in Northern Ireland have taken part in sport and physical activity, 15% have received coaching, and 5% have coached.  Regarding participants we found that it is most common for participants in Northern Ireland to cite a great coach as one who is friendly and approachable; with 57% of participants saying this. • Participants under the age of 45 are more likely to say a great coach is one who gets good results (26% vs. 6%), whilst those over 45 are more likely to say a great coach treats all participants as individuals (55% vs. 33%). Participants in Northern Ireland are more likely to have confidence and trust in their coach (97% vs. 90%) and agree that the coaching they receive improves their physical (95% vs. 88%) and mental health (91% vs. 82%) than participants across the UK.  With regards to coaches, we found that active Coaches in Northern Ireland are more likely than Active Coaches from across the UK to say their primary role is to get people active (44% vs. 26%). Active Coaches in Northern Ireland are more likely than Active Coaches from across the UK to say they have a good level of understanding of the needs of preschool children (62% vs. 45%) and people with a physical disability (60% vs. 45%). Active Coaches in Northern Ireland are more likely than Active Coaches from across the UK to coach at community groups, youth groups or similar (27% vs. 10%). Coaches in Northern Ireland were less likely to have coached during lockdown than coaches from across the UK (12% vs. 20%)  The Outdoor Sports Participant Motivations Survey was run for a third consecutive year in 2023 in conjunction with Cardiff Metropolitan University’s Centre for Health, Activity and Wellbeing Research. The focus of survey is to gain insight into why people participate in outdoor sport/activities in NI.  **Sport NI funded the Outdoor Sports Participant Motivations Survey**:  Run for third consecutive year in 2023 in conjunction with Cardiff Metropolitan University’s Centre for Health, Activity and Wellbeing Research., the focus of survey is to gain insight into why people participate in outdoor sport/activities in NI. EDI related findings include:   * Mean age of respondents was 51 years, gender split of respondents was Male 73.4%, Female 25.6%. * In 2023, approximately 60% of participants stated their activity levels in outdoor sport had increased by at least 25% compared to the last 12 months. * Connectedness to nature scores demonstrated a significant difference between gender (female and male) and disability. Specifically, females scored higher than their male counterparts, and those individuals who identified as living with a disability scored higher than those who did not. * Across most comparison groups (gender, sport type, age), wellbeing was consistent, however, those who lived with a disability scored significantly lower in the wellbeing measure and * Across 2023, 2022, and 2021, approximately 90% of participants ‘agreed’ or ‘strongly agreed’ that they participated in outdoor sport for physical health, mental wellbeing, and for the scenery/landscape the reasons.   This was further supported by our funded partner, Outscape research, pertaining to under-represented groups:   * [Impact of deprivation on outdoor recreation](https://eu-west-1.protection.sophos.com/?d=out-scape.com&u=aHR0cHM6Ly93d3cub3V0LXNjYXBlLmNvbS93cC1jb250ZW50L3VwbG9hZHMvMjAyMy8wOC9QT01OSS1JbXBhY3Qtb2YtZGVwcml2YXRpb24tb24tb3V0ZG9vci1yZWNyZWF0aW9uLnBkZg==&i=NjU1NTQ1Y2Y2MjBmMmMyMzA0ZGUzYmMw&t=eUZqT0pvTTZGbWdLUlI5d3dRYXpyOHBOVFFIWm83U1ZDRmUvSlhKMXJYcz0=&h=789c43fb6960447fbe888cf33e44a960&s=AVNPUEhUT0NFTkNSWVBUSVYMin6VopdXJUTOWz7YE2ltJ6aIthdzfp8sTAcX85zfdw) * [People with a disability or long-term illness](https://eu-west-1.protection.sophos.com/?d=out-scape.com&u=aHR0cHM6Ly93d3cub3V0LXNjYXBlLmNvbS93cC1jb250ZW50L3VwbG9hZHMvMjAyMy8wOC9QT01OSS1QZW9wbGUtd2l0aC1hLWRpc2FiaWxpdHktb3ItbG9uZy10ZXJtLWlsbG5lc3MucGRm&i=NjU1NTQ1Y2Y2MjBmMmMyMzA0ZGUzYmMw&t=emNxejRVQ2pMQkZpRnd3K1htMUJvWTJkVTNlYXAzWTd1TUlaaHNJc1JOTT0=&h=789c43fb6960447fbe888cf33e44a960&s=AVNPUEhUT0NFTkNSWVBUSVYMin6VopdXJUTOWz7YE2ltJ6aIthdzfp8sTAcX85zfdw) * [Urban and rural disparities](https://eu-west-1.protection.sophos.com/?d=out-scape.com&u=aHR0cHM6Ly93d3cub3V0LXNjYXBlLmNvbS93cC1jb250ZW50L3VwbG9hZHMvMjAyMy8wOC9QT01OSS1VcmJhbi1hbmQtcnVyYWwtZGlzcGFyaXRpZXMucGRm&i=NjU1NTQ1Y2Y2MjBmMmMyMzA0ZGUzYmMw&t=RDd0cVRRYjZ1ZzBpRjI1bHNNUmp3UDk0UHR2bG8vM2FIdEZLbjUxWEJnZz0=&h=789c43fb6960447fbe888cf33e44a960&s=AVNPUEhUT0NFTkNSWVBUSVYMin6VopdXJUTOWz7YE2ltJ6aIthdzfp8sTAcX85zfdw) | |  | **HUMAN RESOURCE AND CORPORATE GOVERNANCE EXAMPLES** | | **C3** | Sport NI requires all new staff, and current staff to take annual training on our duties under section 75. This covers:   * Know what Section 75 is and who it applies to. * Know how equality fits into your work. * Know what your responsibilities are in respect of equality. * Know the process for screening policies according to best practice principles; and * Know the importance of continuous monitoring. * Sport NI also promotes the Equality Commission’s training events amongst staff on a regular basis.   Sport NI funded DSNI to deliver disability awareness courses for staff and the sector and a full suite of equality training has been developed for 2024/25. | |  | **CODESIGN AND CONSULTATION EXAMPLES** | | **CC1** | **Sports System Investment Governing Bodies 23-24**  In preparation for its launch in 2023/24, Sport NI undertook consultation with GBs between August and November 2022, in preparation for the next Lottery Investment Programme (SSIGB). 40 GBs engaged in at least one of the below sessions or the GB engagement survey:   * CEO/NI Lead Session with 23 GBs attending. * Performance Director/Lead Session with 16 GBs attending. * One to one GB sessions and 31 GBs attended; and * Survey s with 20 surveys submitted.   Sport NI also worked with other Sports Councils to learn from them on the delivery of their Investment Programmes and engaged with CLOA (Chief Leisure Officers Assoc.) in the development of programmes. | | | | |
| **2** | | **Please provide examples of outcomes and/or the impact of equality action plans/ measures in 2023-24 (*or append the plan with progress/examples identified*).** | | |

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| **SPORT NI EQUALITY ACTION PLAN 2022-2023**  The Action Plan will be monitored annually and is embedded within Sport NI’s annual operational business plan.  Responsibility for monitoring and review of the Action Plan will rest with the Executive Leadership Team.   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Strategic  Objective | Inequalities  Identified | S75 Categories  Affected | Indicators | Action Measure with timescale[[1]](#footnote-2) | Monitoring  mechanism | | Outcome 1: People in Northern Ireland adopting & sustaining participation in sport & physical recreation; and | [Equality-Impact-Assessment-Sport-NI-Corporate-Plan.pdf (sportni.net)](http://www.sportni.net/wp-content/uploads/2020/11/Equality-Impact-Assessment-Sport-NI-Corporate-Plan.pdf)  Lower participation rates in sport by girls, women, older people, people with disabilities, those from ethnically diverse communities and those living in areas of high social need. | Gender  Sexual orientation  Disability  Marital status  Age  Religious Belief/ Political Opinion  Race/Ethnic Origin  Sexual Orientation  All the above | % participating in sport and physical recreation by gender.  % participating in sport and physical recreation by sexual orientation.  % of people with a disability participating in sport and physical recreation  % of people participating in sport and physical recreation by marital status  % of people participating in sport and physical recreation by specific community  % of people participating in sport and physical recreation by nationality  % of people participating in sport and physical from ethnically diverse communities  % participating in sport and physical recreation[[2]](#footnote-3) by age group  % people of ethnically diverse communities participating in sport and physical recreation. | People participating in sport directly through our service delivery and learning opportunities provided.  People participating in sport through our investment's programmes and projects. | Annual & Quarterly monitoring returns from funded bodies and learning opportunities. |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **Strategic**  **Objective** | **Inequalities**  **Identified** | **S75 Categories**  **Affected** | **Indicators** | **Action Measure with timescale[[3]](#footnote-4)** | **Monitoring**  **mechanism** | | ***Northern Ireland athletes among the best in the world.*** | [Equality-Impact-Assessment-Sport-NI-Corporate-Plan.pdf (sportni.net)](http://www.sportni.net/wp-content/uploads/2020/11/Equality-Impact-Assessment-Sport-NI-Corporate-Plan.pdf)  Lower representation of women or people from ethnically diverse groups in GB/Irish teams | 1. Gender 2. Disability 3. Age 4. Religious Belief/ Political Opinion 5. Race/Ethnic Origin 6. Sexual Orientation 7. All the above | Relative ranking of high-performance athletes by S75 category  Number of Medals won by NI athletes by S75 category at major games. | * Investments and services in high performance programmes to deliver targeted performances major international competition. | Annual and Quarterly returns from funded bodies. | | |
|  | | Action one People participating in sport directly through our service delivery and learning opportunities provided.  **SERVICES** |
| **S1** | | **Provision of Sport Science and Medicine Support to coaches and athletes (also repeated under action three as relevant there also)**  The Sports Northern Ireland Sports Institute (SNISI) focuses on improving sport performance through the provision of science, medicine, and programme support to national governing bodies. Institute staff work directly with coaches and athletes to maximise the training gains needed to enhance performance. Support has been provided to a diverse range of coaches and athletes, impacting positively on Olympic, Paralympic, Commonwealth and other sports.  Service provision is adapted daily to meet the needs of individuals and teams. This includes individualised support in services such as Physiology, Nutrition, Strength and Conditioning, Physiotherapy, Sports Medicine, Psychology including Lifestyle) and Performance Analysis. In addition to direct service delivery, SNISI contributes to the SNI Women and Girl’s forum, the Home Country Sports Institute female athlete health working group and collaborates with a range of stakeholders to communicate best practice guidelines to the sports sector, regarding support to female high-performance athletes.  The SNISI presently monitors some S75 protected characteristics to determine representation within the population receiving sports institute services. Progress has been made in 2023/24 in relation to the development of a new monitoring form to cover all S75 characteristics. It is envisaged that this will be launched in 2024/25. |
| **S2** | | **Sport NI offers a range of activities at Tollymore National Outdoor Centre (TNOC) to positively impact on equality and good relations.**  Sport NI offer participation for a range of activities and initiatives on annual basis that increase participation in adventure sports and positively impact on equality and good relations. The delivery of skills and leadership courses in a range of adventure sports (rock climbing, mountaineering, canoeing, paddleboarding and mountain biking) has been beneficial for both adults and young people, including S75 groups. Many of the courses are recognised governing body leadership instructor award schemes and enable youth leaders, teachers, and representatives from many organisations to plan and undertake activities with young people. Residential and Non-Residential Programmes delivered for young people (and adults) go beyond what would be expected in many outdoor centres and young people learn a range of skills in adventure sports, with a view to developing and promoting future participation in these adventure sports. Between April 23 – March 24, TNOC delivered:   * Training opportunities to 10,296 individuals. * 860 different courses and events. * 81 different leadership training or assessment courses to 376 individuals. * 93 different training courses to 514 adults. * 73 skills training events for 1,282 young people; and * TNOC provided opportunities to 4,571 individuals who were part of 328 diverse groups.   TNOC has several facilities that are used regularly by other outdoor providers. These include an indoor climbing wall and kayak rolling pool. Both are used regularly by groups of young people from a range of organisations, such as Greenhill YMCA Centre, Delamont Outdoor Education Centre, the Outdoor Partnership and Ardmore Special School. The kayak rolling pool is also used daily by local swimming coaches to provide swimming lessons for local young children. TNOC also leases and makes available Altnadue quarry used by a range of providers. Some of these organisations, in particular the Outdoor Partnership have a clear focus on promoting inclusion in adventure sports. TNOC facilitated “a Climbing for All Course” in conjunction with Mountaineering Ireland and the Outdoor Partnership to upskill instructors in working with disabled people and promoting inclusion. We also engaged with the Bendrigg Trust (a recognised leader in inclusive adventure sports) to run training courses in inclusive adventure sports and will be developing this programme further in 2024.  **Sport NI provided GET WET STAY SAFE sessions:**  Between May – September 2023 169 water safety education sessions were made available to public. 1,139 persons attended sessions. Key EDI findings below:   * 77% of attendees were female. * 57% of female were interested in joining a water sports club after attending a session. * 74% of female attendees reported a greater awareness of the risks. * 94% of female attendees rated the three key feedback components (the quality of the training provided, the quality of the instructor and the suitability of the venue) as ‘Very Good’; and * 34% of attendees were over 50. |
| **S3** | | **Sport NI offers workshop for the development of coaches (Workshop Delivery 2023/24):**  Sport Northern Ireland delivers a range of modules and workshops to support the on-going development of coaches, those who support coaches and sports administrators. These workshops will support these people in their delivery with participants and clubs to ensure that they are delivering in a safe and fun developmental environment. The themes of these modules and workshops include safeguarding, coach development and club development workshops Sport NI delivered 83 safeguarding workshops delivered for 34 organisations, supporting 956 participants, 433 of whom were female, in addition 20 designated officer workshops were delivered for 14 organisations, supporting 159 participants, 91 of whom were female. Eight coach or club development. workshops delivered for five organisations, supporting 79 participants, 52 of whom were female.  **Sport NI developed The Rise Female Leadership Programme:**  The Rise Female Leadership Programme was developed, designed, and launched in December 2023, to support female coaches, officials, sports administrators from three council areas: Derry & Strabane, Mid Ulster, and Causeway Coast & Glens. 19 participants (two officials, 11 coaching, 6 Board) recruited from 13 sports with the participants from the following local authorities Derry & Strabane, Mid Ulster, and Causeway Coast & Glens. The Programme commenced with an induction session at the Foyle Arena in February 2024 with a further session deliver in March 2024 followed by specific role sessions delivered online at the end of March 2024. The Programme will continue to be delivered for this cohort in 2024-25.  **Sport NI developed governing body coach education delivery:**  Coaching Leaders Programme Delivery of a focused development programme for Governing Body Coach Education Leads in partnership with sportscotland and Sport Wales. 4 out of 4 sessions delivered in Cardiff, Tollymore, Largs, and Bristol - Sport NI represented by 4 Governing Bodies, Netball NI, Irish Rugby Football Union, Irish Football Association and Triathlon Ireland. Feedback from the 4 NI representatives has been incredibly positive, with key benefits identified to be included in the review of the initial element of the programme which will take place in Q1 of 2024-25.  **Sport NI established the Sport NI Digital Learning Hub with equality themes:**  We delivered content development for the Sport NI Digital Hub and relationship management for Governing Bodies spaces within the hub with:   * 30 new courses developed for the hub including Sport NI developed content, partner sharing content from **sport**scotland and a further partner sharing agreement with the Open University. * Five external partner arrangements in place to support organisations with creating their own learning environment on the hub, partners include Netball NI, Ulster Badminton, Ulster Hockey, Disability Sport NI and North-West Cricket Union; and * Five digital communities of practice created to support learning and development: Officials Forum, Commonwealth Futures, Physical Literacy Forum, People Development Network and Rise Female Leadership.   **Sport NI supported Commonwealth Futures:**  To support the Northern Ireland Commonwealth Games Council with support for future coaches and practitioners, a total of 17 coaches from 12 sports have been supported across the year through a variety of support mechanisms, these have included face to face workshops, online seminars, digital learning community, 1-2-1 coach developer support and experiential learning.  **Sport NI completed Workforce Mapping:**  This involved the delivery of workforce mapping for 16 Commonwealth sports to support succession planning for Victoria 2026. This required collaboration with the Northern Ireland Commonwealth Games Council to understand the workforce needs for Victoria 2026 and succession planning with sports. Fifteen organisations were involved in the programme with all having completed the facilitated meeting process. This work has now been summarised in a Workforce Mapping Report that details the opportunities and challenges that exist with this space, including equality. This report will form the catalyst for further work across Sport NI departments and with key partners.  **People Development Network:**  We provided engagement opportunities to highlight latest sectoral developments and sharing of best practice to partner organisations.   * A People Development Network was facilitated in April 2023 at Tollymore NOC, 22 people attended from 16 organisations. The sessions included presentations / discussion on EDI and the Digital Hub. * A second People Development Network was facilitated in March 2024 at Kingspan Stadium Belfast, 23 people attended from 16 organisations. This session focused on the opportunities from digital learning and included the launch of Sport NI’s Digital Learning Hub.   **Officials Forum:**  We provided engagement opportunities to highlight latest sectoral developments and sharing of best practice to partner organisations.   * Two Officials Forums sessions have taken place at the House of Sport in August and November 2023. These have allowed a greater understanding of the challenges and the opportunities that exist in this space and how Sport NI can help to support the development of officials.   **Officials Feasibility Study** - Delivery of a feasibility study in partnership with Sport Ireland to gain a greater understanding of the challenges and opportunities that face the official’s population.   * This study came through engaging with Sport Ireland in their Coaching Committee and the need to address a lack of research in this space. * Partnership approach was agreed, with Sport Ireland taking the lead on procurement of a facilitator and KKP appointed to support the study. * Engagements have taken place with Governing Bodies and individual officials through online sessions, phone calls, facilitated online sessions, facilitated face to face sessions and email. * A total of 686 people responded to the survey. * Report and recommendations expected in April 2024, this will lead to focused delivery to support this population from 2024-25 onwards. |
| **S4** | | **Sport NI provided EDI Learning Resources:**  Sport NI soft-launched Moving to Inclusion (<https://movingtoinclusion.co.uk/>) in February 2024, via an online seminar to the funded Sports organisations. Further engagement is planned on this during 2024/25 across the sector.  Moving To Inclusion is the hub for equality, diversity and inclusion in sport and physical activity. It is an initiative by all the Home Country Sports Councils to provide resources and support for sport and physical activity organisations, moving towards and more diverse, inclusive, and socially responsible sector. It includes a self-assessment ‘diagnostic toolkit’ for organisations to consider their current operations and practices against the five pillars of Culture, Leadership, Experience, Relationship and Communication and receive a ‘score card’ review of their response, as well as resources to help address areas of improvement. This is free to any organisation and the responses are not forwarded to any of the Sports Councils for review – it is to be used by sports organisations, for sports organisations, to improve their EDI, not to tick a box with any of their funders. |
|  | Action 2 People participating in sport through our investment programmes and projects. |
|  | **INVESTMENT EXAMPLES** |
| **I1** | **Sport NI Investment in Disability Sport NI:**  Sport NI invested in Disability Sport Northern Ireland (DSNI) to deliver and support the following participation opportunities for disabled people, in partnership with Governing Bodies of Sport, local Councils and both mainstream and inclusive clubs. This is only an example of some of the work carried out in the community and supported by DSNI.  In all 11 District Council areas, by year end we created 1,184 sport and activity sessions involving 3,839 disabled participants and created 15,552 disabled participant opportunities.  Examples of this delivery includes:   * Get Out Get Active programmes in ABC Council Area (Q1 Totals, 48 sessions, 143 participants, 849 participant opportunities; Q2 Totals, 62 sessions, 225 participants, 1,326 participant opportunities). * Delivery of a range of programmes in the Belfast City Council Area including inclusive cycling programme, multi skills programme and Boccia sessions. (Total for Q1: 197 participants, 844 participant opportunities). * Delivery of a range of programmes in the Causeway Coast and Glens Council area including boccia sessions, summer scheme days and Multisport sessions (Total for Q2: 133 participants, 181 participant opportunities). * Supporting the delivery of weekly sessions within Lisburn & Castlereagh council area including inclusive cycling, pickleball and boccia. (Total for Q3: 27 sessions, 68 disabled participants, 202 disabled participant opportunities). * In Derry City & Strabane Council area the following activities were delivered; Wheelie Active Club in Foyle Arena – four disabled participants, four disabled participant opportunities. Boccia sessions delivered for Versus Arthritis with 12 disabled participants, and 24 disabled participant opportunities. Co-ordinated sailing event with Foyle Sailability – 16 disabled participants, 16 disabled participant opportunities.   By the end of the year 12 community disability sport events were delivered, involving 1,260 disabled participants and some of these include:   * Amputee Sports Day organised in partnership with the Amputee Rehabilitation Centre at Musgrave Park Hospital at the Olympia Leisure Centre, Belfast in May 2023 with 47 disabled participants. * Swim Ulster Disability Open Swimming Championships organised in partnership with Swim Ulster at South Lake Leisure Centre, Craigavon in June 2023. The event also involved a visit and photo opportunity with Commonwealth medallist Barry McClements with 67 disabled participants. * Junior Paralympic Fund Day was organised at Antrim Forum in November 2023. The event involved young people between the ages of 4 and 13 years of age with physical disabilities. The event gave the participants opportunities to try out a range of sports including: Powerchair Football, Gymnastics, Para Badminton, Wheelchair Tennis, Boccia, Wheelchair Basketball, Inclusive Cycling, Table Tennis, Archery & New Age Kurling realised 30 disabled participants. * A Regional Special Schools New Age Kurling Championships was organised at Girdwood Community Hub, Belfast in November 2023 with 100 disabled participants. * ABC Special Schools Sports Hall Athletics Championships was organised at South Lake Leisure Centre in March 2024 with 124 disabled participants. * The Department for Communities (DfC) ‘Celebration of Sport’ events were supported in both Ballymoney & Craigavon with 620 participants. * We engaged with Deaf sports and Blind sports organisations supporting the development of impairment specific sports participation initiatives including: In Quarter 3 continued delivery of RNIB Belfast Walking group, Tandem Cycling at Ormeau Pk, Cregagh Hearing Impairment Unit and Autism in Sport programme in Richhill plus RNIB Boccia programme in Coleraine and ‘Incredibles’ group Inclusive Cycling programme in Craigavon with a total of 36 sessions delivery across the various programmes with 327 disabled participant opportunities. In Quarter 4 continued delivery of RNIB Boccia programme in Coleraine, ABC Autism in Sport & ‘Incredibles’ inclusive cycling programmes, RNIB walking group and Cregagh Hearing Impairment Unit programmes in Belfast, Angel Eyes activity session in Omagh plus planning carried out for the ‘Sensory Mile’ event being held in April ’24 at the mall, Armagh. * Twice weekly All Out Trekking sessions were successfully delivered during the 1st of July-30th September 2023 period, with 243 disabled participants taking part in the programme.   DSNI continued to work with 10 Governing Bodies of Sport to implement their agreed ‘Inclusive Sport Award’ action plan. This forms a commitment for sports to create and support participation opportunities for people with a disability. |
| **I2** | **Sport NI investment in Special Olympics Ireland (SOI)**  Special Olympics Ulster (SOU), provided opportunities for people with a learning disability, examples of work include:   * Continued growth of the young athlete programme. * Four additional special schools working with SOU to establish a young athlete club. * Three community based young athletes' clubs identified, and SOU support is ongoing. * A young athletes festival was held in Q3 in conjunction with the Ireland Winter Games. * Come try it sessions were held for young athletes with signposting to clubs included and * Developing opportunities for athlete leader.   SOU hosted a successful forum in November 2023 and March 2024 supporting 42 athletes in public speaking, publications, public speaking, and volunteering activity for Volunteer Now; and 35 athletes have completed their bronze award and two their silver awards.  On-line programmes for support to athlete leaders; including training on resilience and health promotion and other workshops were completed around public speaking and photography. SOU delivered a calendar of sporting events that provided opportunities for club athletes to participate and compete against each other as well as opportunities for advancement competitions. These include:   * The launch of leagues in Basketball, Football, Bowling and Bocca. * A new swimming league has been launched and the Ulster Golf league structure is in development. * Golf players have signed up to support 2024 all abilities golf events through Golf Ireland. * 19 sports events were organised from 1st September through to the end of March 2024. * Special Olympics Ulster held a football event, inviting 23 juvenile athletes to support the European Football week. This took place in May at Allen Park. * In November athletes were invited to take part in juvenile Basketball event. * They increased the awareness and opportunities for volunteers in the special Olympics programmes. * SOU in NI have recruited 107 new volunteers from 1st April 2023. * Clubs signposting to organisations like Volunteer Now, Business in the Community, Rural Community Network and local third level institutions were completed. * Club Volunteer Induction Guide material was provided to all new Ulster Clubs. * They provided several health programmes to help athletes, including the following: four Healthy Athlete screening events; 66 new athletes on Health Promotion Programme including Monaghan and Eagles SOC. * Ireland Winter Games also introduced several new athletes the Health Programme. * Four volunteers were trained as Health Promotion Facilitators to deliver HPP at club training evenings. * 35 Ulster University students attended Inclusive Health presentation and then delivered Healthy Athlete screening; and * They organised and delivered the Winter games providing athletes from NI the opportunity to compete at a national level and qualify for the world winter games. |
| **I3** | **Sport NI invested in the Sporting System through Investment in Governing Bodies in Sport in 2023/24 which mainstreamed equality, diversity, and inclusion.**  This programme (SSIGB 2023/24) was developed after Sport NI undertook engagement with governing bodies of sports in 2022. This engagement allowed the development of eight priority areas, where sports have said investment would support delivery of the Sport NI Corporate Plan, the Power of Sport. From this engagement and the submissions that followed, there was a wide range of projects and initiatives proposed that underpinned and supported the delivery of Sport NI’s Corporate Plan Outcome One, Outcome Two, and the Sport NI equality cornerstones. This investment encouraged sports to think beyond their existing membership and club structure and learn about the lives and sporting needs of those not playing sport who, with the right offer might participate and so increase equality, diversity, and inclusion. The Priority Areas that were identified included:  1. Retention & Growth - To create opportunities and environments that attract and retain participants in sport, members, spectators, etc.  2. Medals & More - To build athlete centred environment which enables athletes to achieve success.  3. Pathway Access - To strengthen and align the performance pathway.  4. Workforce Planning - To develop an active, skilled, and supported workforce, to meet the demands of the sporting system.  5. Data & Insight - Be able to make evidence led decisions, adapting to emergent needs.  6. Knowledge Sharing - To set foundations for shared learning and development.  7. Equality, Diversity & Inclusion - To work in ways that support trust, enable collaboration, and foster shared commitment to tackling inequality.  8. Good Governance - To embed good governance practices within sporting culture.  Sports demonstrated that they had programmes targeting an increase in the diversity of their sport, with a clear focus of retaining the new participants, and examples included:  • Support women’s pathways in performance sports.  • Build networks for women’s sport through schools, clubs right up to performance pathways.  • Address and grow the number of officials in their system.  • Target female coaches with a female leadership programme.  • Implementation of national policies on underrepresented groups.  • Alignment of age grades.  • Resilient sustainable clubs and schools.  • Strengthen provision of participation opportunities in schools, clubs and in the community.  • Expand work in refugee communities.  • Build new para pathways.  • Club upskilling on inclusivity;’  • Increase number of clubs for athletes with a disability.  • Implementation of EDI strategy.  • Expand school’s programme; and  • Increase junior membership. |
| **I4** | **Sport NI investment in the Sport System for performance and pathway programmes (SSIGB Medals and More and Pathways Access Funding 2023/24)**  This programme was focused on investment in performance and pathway programmes and so representation was closely monitored to identify the outcomes of our work to improve experiences and representation in the wider sporting system that results in progression of under-represented groups. We found: 32% of the programmes awarded funding were of relevance to people with physical disabilities, while all the funded programmes target male and female athletes, one programme was specifically targeted at females.  The Equality Diversity and Inclusion (EDI) mainstreaming approach is promoted through the programme and the sports were asked to propose their own EDI interventions including:   * Badminton targeting establishment of two Para regional development squads. * Cycling implementing new para pathway opportunities through employment of a Para Development Coach. * Lawn Bowls developing high-performance programme for Para Bowlers. * Football targeting under 17/19 Girls benefiting from enhanced performance services and their coaches and support staff benefiting from learning and development support; and * Netball setting up 4 regional academy squads progressing onto intra academy competitions. |
| **I5** | **Sport NI made investments into Athletes (Athlete Award Programme Investments 2023/24) including notable performance pathway progressions for Paralympic and female athletes.**  The Athlete Award Programme opens on an annual basis to sports that have Commonwealth, Olympic or Paralympic events. Nominations by the Governing Bodies are made on behalf of athletes that have a requirement for additional financial support. This may be due to a change in circumstances, a transition period within their sporting career or financial hardship. During the period, 41% of award recipients were female (with Ulster’ hockey players moving to Sport Ireland funding this number has dropped but this represents progression for women), while 6.5% were disabled athletes (representing an increase from last year, with one Para athlete successfully progressing to a UK Sports world class programme). |
| **I6** | **Sport NI made investments in inclusive and accessible Sports Facilities (Building Better Sports Facilities Programme 2023/24) to increase participation from under-represented and S75 groups.**  This is a capital works programme launched in 2021-22 to support the physical enhancement of the sports and physical activity sector. In 2023-24 phase three of the programme was delivered, with £313k of funding distributed to support increased delivery of inclusive, safe, and sustained participation in sport and physical activity. Each facility is funded to increase participation from under-represented groups and S75 groups. |
| **I7** | **Sport NI invested in Safety at Sports Grounds (Safety at Sports Grounds Programme 2023/24) for accessible spaces for spectators.**  This is an ongoing capital works fund that seeks to enhance the level of safety at sports grounds across Northern Ireland, the fund is distributed to designated ground list under the Safety of Sports Grounds (Designation) (No.2) Order (NI) 2009. The fund supports the delivery of safe accessible spaces for spectators to access venues to observe sporting games associated with the Designated Grounds. In 20223-24 £415k was distributed to Designated Grounds for safety related works. |
| **I8** | **Sport NI invested in accessible and inclusive multi-sports facilities (Multi-Facility Fund 2023/24) to increase participation from under-represented and S75 groups.**  This was a programme to distribute funding from the National Lottery to develop facilities that address identified facility deficits across Northern Ireland. This programme sought to deliver four or more different facility types on one site, therefore, projects are of a considerable scale within the Northern Ireland Sports context. An objective of the programme is that each project funded strives to obtain Inclusive Sports Facility Accreditation, awarded through Disability Sport NI. Newforge Community Development Trust, the first project to be complete under this investment, opened in Autumn 2024 and has achieved ISF accreditation. Sport NI continue to work with other projects within the programme to ensure design standards are employed to enable them to achieve ISF accreditation. |
| **I9** | **Sport NI investment in renewable energy projects (Renewable Energy Fund) 2023/24) with enhanced funding for areas of deprivation**  This is a pilot programme designed to award funding to sports club to address the environmental impact and energy consumption of sports clubs. The pilot sought a spread projects across Northern Ireland, with four projects allocated within each Local Authority area. The programme was open to all sprots club who owned their own facilities. The programme requested a match funding; however, Sport NI would provide a substantial portion of the funding if the club was situated in an area in the lowest quartile of the Multiple Deprivation Ranking. The programme therefore considers the issues in relation to the social and economic needs of people in areas across Northern Ireland and not just in urban or rural areas. |
| **I10** | **Sport NI invested in facilities (Your School Your Club 2023/24) to expand community use of school facilities.**  This is a project delivered by Sport NI but administered by a cross departmental working group including representatives from DAERA, EA, DfE, DfC, Local Authorities and Sport NI. The programme seeks to avail of existing sports facilities within school for community use. In 2023-24, YSYC delivered four projects worth a total value of £570,000. With representative from several departments on the working group, joint decision is taken, and the project considers the issues in relation to the social and economic needs of people in areas across Northern Ireland and not just in urban or rural areas. |
| **I11** | **Sport NI investment in District Council Community Planning Partnerships to provide a range of participation opportunities from under-represented groups through the wellbeing plans (District Council Community Planning Programme 2023/24)**  The purpose of this investment was to support the implementation of Community Planning across the 11 Community Planning partnerships. As a Statutory Partner fully engaged in the Community Planning process, led by each of the 11 District Council areas, Sport Northern Ireland (Sport NI) is committed to supporting the delivery of the actions identified and published within each of the plans. Councils submitted project outlines, which supported the delivery of their community plans and targeted Sport NI key target groups that are under-represented in sport. Sport NI invested into seven district councils to support the delivery of shared community plans. This funding enabled councils to provide a range of opportunities for their residents to participate in sport including active ageing, coach education in schools and specific programmes designed to encourage more women and girls to try sport. |
| **I12** | **Sport NI funded Outscape Work (previously Outdoor Recreation Northern Ireland)**  It should be noted that all the work Outscape aims to ensure inclusivity. but depends on physical factors such as terrain and aspect. Through the core funding provided by Sport NI to Outscape NI we support their delivery against key strategic priorities:  1. Championing the Outdoors. Aim: There is increased awareness of the benefits that outdoor recreation brings to individuals, communities, and Northern Ireland as a whole and an increased focus on the importance of outdoor recreation within policy and practice at both national and local levels.  2. Delivering Training and Sharing Best Practice Aim: The outdoor recreation sector is better equipped to plan, deliver, manage, and promote outdoor recreation initiatives to a high standard. There is an increasing focus on innovative, sustainable, and participant-led approaches to outdoor recreation.  3. Planning and Developing Quality Experiences Aim: A wide range of high quality, sustainable and participant focused outdoor recreation experiences allowing people to connect and engage with nature are in place across Northern Ireland.  4. Increasing Awareness Aim: A consistently high level of accurate information on outdoor recreation is widely available, leading to an increased awareness of outdoor recreation opportunities by both the local population and visitors to Northern Ireland.  5. Widening, Increasing and Sustaining Participation Aim: The number of people participating in outdoor recreation in Northern Ireland continues to rise.  Specific work undertaken by Outscape NI that contributed to better promotion of equality of opportunity and good relations included a deep-dive analysis that was undertaken on baseline data from the People in the Outdoors Monitor for NI (POMNI):  impact of deprivation on OR participation.  rural/urban disparity in greenspace access.  people with a disability and OR participation; and  factsheets under development for each Local Authority.  Outscape also worked with Sport NI through the Get Wet STAY SAFE programme between May – September 2023 to conduct an effective promotional and marketing campaign for the project. Through their marketing and promotion campaign Outscape supported project delivery of GWSS; 169 GWSS sessions were successfully delivered in all 11 district councils in NI to 1,139 attendees. A Survey was deployed to collect data on the return on investment, key learnings, and quality of delivery. This data highlighted the successful engagement of under-represented groups and provided us with valuable data in this space specifically regarding female participation:   * 77% of attendees were female. * 57% of female attendees were interested in joining a water sports club after attending a session. * 74% of female attendees reported a greater awareness of the risks. * 94% of female attendees rated the three key feedback components (the quality of the training provided, the quality of the instructor and the suitability of the venue) as ‘Very Good’.   The Outdoor Sports Participant Motivations Survey was run for a third consecutive year in 2023 in conjunction with Cardiff Metropolitan University’s Centre for Health, Activity and Wellbeing Research. The focus of survey is to gain insight into why people participate in outdoor sport/activities in NI.  Key findings relating to under-represented groups include:   * Mean age of respondents was 51 years, gender split of respondents was Male 73.4%, Female 25.6%. * In 2023, approximately 60% of participants stated their activity levels in outdoor sport had increased by at least 25% compared to the last 12 months. * Connectedness to nature scores demonstrated a significant difference between gender (female and male) and disability. Specifically, females scored higher than their male counterparts, and those individuals who identified as living with a disability scored higher than those who did not. * Across most comparison groups (gender, sport type, age), wellbeing was consistent, however, those who lived with a disability scored significantly lower in the wellbeing measure; and * Across 2023, 2022, and 2021, approximately 90% of participants ‘agreed’ or ‘strongly agreed’ that they participated in outdoor sport for physical health, mental wellbeing, and for the scenery/landscape the reasons. |
|  | **PARTNERSHIP INITIATIVE EXAMPLES** |
| **P1** | **Cross departmental working group engagement to improve community access to school sports facilities (Your School Your Club 2023/24) - also included under investment.**  This is a project delivered by Sport NI but administered by a cross departmental working group including representatives from DAERA, EA, DfE, DfC, Local Authorities and Sport NI. The programme seeks to avail of existing sports facilities within school for community use. In 2023-24, YSYC delivered four projects worth a total value of £570,000. Four school enhancements were made for community access within this budget year, two of these projects being in the lowest quartile of the multiple deprivation measure. With representative from several departments on the working group, joint decision is taken, and the project considers the issues in relation to the social and economic needs of people in areas across Northern Ireland and not just in urban or rural areas. |
| **P2** | **Cross departmental working group engagement to develop activity on water through the Blueways Partnership**  Sport NI sits on the Blueways Partnership, a North South cross departmental group including Sport Ireland, Failite Ireland, Waterways Ireland, Tourism NI Sport NI. The objective of the group is to develop the principles of the Blueway has an activity offering across the island of Ireland, developing the waterways and coasts as a place for activity. The objectives are to develop activity on water, in both a rural and urban setting and often connecting the two. A provider is associated with each route at the ‘trail head,’ with multiple access points and guidance boards, essential to developing inclusion for all users. |
| **P3** | **Sport NI and Sport Ireland collaboration to disseminate and implement the All-Island Physical Literacy Consensus Statement (AIPLCS)**  Sport NI continues to work with in partnership with Sport Ireland to disseminate and implement the All-Island Physical Literacy Consensus Statement (AIPLCS). Much of Sport NI’s work has centered around completion of a new ‘Understanding Physical Literacy Module (UPL)’ and commencement of its roll-out across the sport sector and beyond. In 2023-24 Sport NI delivered the following in relation to the UPL module:   * UPL module Tutor Training delivered on four occasions, 21 individuals trained, representing 13 organisations. * UPL module delivered on 7 occasions to 176 participants. * UPL module incorporated into teacher training programmes at Stranmillis University College & Ulster University in addition to Belfast Metropolitan College Foundation Degree in PE & Sport.   To promote the concept of physical literacy and a culture, which values the development of physical literacy for all, Sport NI has established two Physical Literacy Forums, which advocate for the integration of physical literacy into research, policy, and practice:   * Northern Ireland Physical Literacy Forum (NIPLF) - launched by Sport NI in December 2023, membership includes 14 governing bodies and local authority representatives; and * Ireland & UK Physical Literacy Forum (IUKPLF) - Sport NI were a founding member of the IUKPLF in June 2023. Membership includes each of the five sports councils and a representative from education within each country. In partnership with Stranmillis University College, Sport NI hosted the first meeting of the IUKPLF in November 2023. |
| **P4** | **Statutory Partnership with Community Planning Partnerships across 11 Councils. (This is also included under investment).**  Sport NI continues to work with a wide range of partners in Community Planning across the 11 councils in NI. Officers have worked on projects and programmes that primarily sit within the Health and Well Being thematic groups. In 23-24 Sport NI opened the District Council Community Planning Investment Programme which was Sport NI financial contribution as well as staff time to Community Planning.  The purpose of this investment was to support the implementation of Community Planning across the 11 Community Planning partnerships. As a Statutory Partner fully engaged in the Community Planning process led by each of the 11 District Council areas, Sport Northern Ireland (Sport NI) is committed to supporting the delivery of the actions identified and published within each of the plans.  Councils submitted project outlines which supported the delivery of their community plans and targeted Sport NI key target groups. Sport NI invested £180,000 into seven district councils to support the delivery of shared community plans. Original budget was £120,000 but an additional £60,000 was secured late in the year. This funding enabled councils to provide a range of opportunities for their residents to participate in sport including active ageing, coach education in schools and specific programmes designed to encourage more women and girls to try sport. |
| **P5** | **Sport NI is a member of the Stonewall Diversity Champions Programme and attended Pride and started a sports sector conversation on LGBTQI+ inclusion:**  In July 2023, Sport NI took part in the Belfast Pride Parade for the first time. A small delegation of around 20 staff members and their friends and family walked in the parade alongside several sports clubs and governing bodies of sport to show our support for LGBTQ+ sporting community.  During Pride weekend we published an opinion piece from the Interim CEO entitled “Starting the conversation: LGBTQ+ sport” which acknowledged the issues currently facing the LGBTQ+ community, outlined our commitment to equality in sport, and our desire to pursue a conversation on LGBTQ+ representation in sport. |
| **P6** | **In collaboration with the sports sector, Sport NI delivered the SportMaker Awards to celebrate best practice and diversity in sport (Sportmaker Awards 2023/24):**  Following a total of 160 nominations across 11 categories (88 coaching, 13 officials, 44 volunteers and 15 projects) we delivered a communications campaign to recognise the work of a diverse range of coaches, officials, and volunteers across the sporting system. We delivered 11 award presentations to winners across Northern Ireland and held a celebration evening to highlight sectoral developments, best practice, and diversity. The Celebration Evening took place on Monday 25th March 2024 in the Titanic Hotel, Belfast with just over 150 guests in attendance. This included winners, and their friends and families alongside representatives of Department for Communities, Sport NI Board & ELT, National Lottery, Education Authority, Public Health Agency, Governing Bodies, Local Authorities, Ulster University, NI Commonwealth Games and NI Sports Forum. Alongside the 11 winners, four Northern Ireland High Performance Coaches were recognised on the night for delivery success at a World and / or Commonwealth level, these were Neil Booth, Nelson Lindsay, Luke Carson, and Damian Kennedy. The evening highlighted the impact that coaches, officials, and sports administrators make in providing opportunities for people to participate in sport at all levels. |
| **P7** | **Home Country Sports Councils partnership on Race and Racial Inequality, Sport NI delivered a Conference November 2023 and March 2024 and provide and Race and Racial Inequality Action Plan:**  **Time for Action: Tackling Racism in Sport Conference- March 2024**  This event, hosted by all five home country sports councils as part of their TRARIIS (Tackling Racism and Racial Inequality Through Sport) partnership, brought the UK sporting community together to drive forward anti-racism work. There was sharing of experiences in terms of what works and what does not, with delegates leaving with practical tools – empowering them to make real changes in their organisations.  The event focused on three themes which were identified by delegates at the October online seminar (an online, scaled down ‘replacement’ for the original event and date which had to be postponed due to a rail strike in England on the planned day), as the primary areas of support needed to help sports organisations become anti-racist.   * Being bold and acting without fear * Gaining buys in from senior leaders and staff * Diversifying talent in all areas of our organisations.   Sport NI Interim CEO Richard Archibald took part in the CEO panel discussion (at both this and the online seminar), highlighting our progress to date on Equality, Diversity and Inclusion and the work still to be done to tackle racism in sport.  **Tackling Racism Action Plan for 2024/25**  Sport NI has developed a draft Tackling Racism Action Plan for 2024/25. The intent is to influence the sector to actively tackle racism over the course of the year to 31 March 2025. The Action Plan will be further developed by and led by the Sports, Culture & Integrity Team, and will be actioned by programmes and staff across the organisation.  Sport NI’s Corporate Plan 2021-26 ‘The Power of Sport’ targets sustained participation in sport and activity, and specifically from under-represented groups, contributing to improving physical activity in communities. While, prior to the pandemic, we were seeing improvements in terms of the percentage of people who were participating in sport and physical activity, (The NI Continuous Household Survey 2020-21 notes a 3% rise in overall sports participation numbers to 59%), barriers clearly still exist for many in our society. Challenges remain for people with a disability, women and girls, older people, carers, ethnically diverse communities, and those from the LGBTQ+ community. Whilst we have seen an increase in the support for, and the profile of, women in sport and those with a disability, there is much still to do which we aim to address through this corporate plan. Consequently, the participation rates for these groups remain significantly below the general population rates for participation in sport and physical activity.  Together with the other Home Country Sports Councils, the aim is to bring transformational change across sport, harnessing its huge power to drive equality and ensuring that all parts of the system are fair, welcoming, inclusive, and diverse, so that people have positive experiences at every level. 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. Each Council is working to develop their own specific action plans to further deliver on these commitments, considering their own local contexts and remits whilst addressing the recommendations from the review. Sport NI’s commitment to this is reflected in this draft Action Plan for the year 2024/25.    This will involve working closely externally with relevant groups or communities, as well as internally across teams and investment strands, to identify potential solutions. The draft plan is intended to support the wider sports sector to understand and recognise the issues and collectively bring about change. |
| **P8** | **In partnership with the Home Country Sports Councils and Carbmill, Sport NI delivered training sessions for the sports sector:**  The Sports Council Equality Group (SCEG) organised a series of online information sessions for the sector in terms of the UK trans-inclusion in sport guidance. Sport NI, a member of SCEG, made the NI sector aware of the sessions and some were attended by NI-based organisations.  SCEG (including the Sport NI representative officer) has been meeting regularly over the last year to discuss issues in relation to trans-inclusion and to review and discuss current reports and research – both as SCEG and with Dr Carbon from Carbmill. |
| **P9** | **In partnership with the Sport NI Women’s Panel, Sport NI developed a Women in Sport Action Plan for 2024/25:**  Sport NI has developed a draft Women in Sport Action Plan for 2024/25. The intent behind this is to influence the sector to actively promote ‘Women in Sport’ over the course of the year to 31 March 2025. The Action Plan will be further developed by and led by the Sports, Culture & Integrity Team, and will be actioned by programmes and staff across the organisation.  Sport NI’s Corporate Plan 2021-26 ‘The Power of Sport’ targets sustained participation in sport and activity, and specifically from under-represented groups, contributing to improving physical activity in communities. While, prior to the pandemic, we were seeing improvements in terms of the percentage of people who were participating in sport and physical activity, (The NI Continuous Household Survey 2020-21 notes a 3% rise in overall sports participation numbers to 59%), barriers clearly still exist for many in our society. Challenges remain for people with a disability, women and girls, older people, carers, ethnically diverse communities, and those from the LGBTQ+ community. Whilst we have seen an increase in the support for, and the profile of, women in sport and those with a disability, there is much still to do which we aim to address through this corporate plan. Consequently, the participation rates for these groups remain significantly below the general population rates for participation in sport and physical activity. In terms of scale and its impact on society, it is fair to say that one demographic stands out. The under-representation of women and girls has long been recognised as one of the most significant problems within sport.  In Northern Ireland, Women’s participation in sport is significantly lower than men. In 2021/22, The Continuous Household Survey recorded that 48% of adults had participated in sport at least once within the last year (excluding walking), while 40% had participated in sport over the last 4 weeks. Females were less likely to have taken part in sport at least once within the last year than males (40% and 55% respectively). Similarly, when looking at participation rates over the previous four weeks, just under over a third of females (34%) stated that they had taken part in sport compared to nearly half of all males (47%). Males (42%) were more likely to do 30 minutes of physical activity on five or more days per week than females (33%). Females (27%) were more likely to have no days of doing 30 minutes of physical activity than males (22%).  Girls are not meeting their physical activity guidelines. Fewer primary school girls (16%) participate in physical activity than boys (25%). Post-primary the gap widens to girls at 10% compared with boys (22%). A higher proportion of primary school boys (74%) than females (71%) reported participating in community sport at least once per week. Among post primary pupils, males (73%) were more likely to participate in sport outside of school than females (70%). A higher proportion of primary school boys (93%) than girls (91%) reported participating in school sport at least once per week. Among post primary pupils, males (82%) were more likely to participate in sport at school than females (72%).  The gap widens as children get older. In the Kids Life & Times Survey and Young People’s Life & Times Surveys 2023, fewer than one in ten 16-year-olds and just under one in three P7 children met the goal of being physically active for at least 60 minutes each day. This represented no change since 2015 in respect of children and young people’s level of activity overall. Female 16-year-olds remain the group with by far the lowest level of physical activity. Whilst at age 10/11, there is virtually no gender difference between females and males in that respect, at 16, young men are much more physically active than young women.  From the baselines established in April 2023 as part of the ‘Sport Systems Investment – Governing Bodies’, 32.9% of coaches are females, 43.2% of volunteers are females and 28.9% of officials are females. Research consistently identifies that the percentage representation of women within the coaching workforce reduces as the level of the pathway increases, and this is mirrored by higher levels of female drop-off within coach education as the levels of qualification progress.  For this plan to be effective, Sport NI will need to work closely with relevant external groups and communities, and internally across teams and investment strands, to identify potential solutions. The draft plan is intended to support the wider sports sector to understand and recognise the issues and collectively bring about change. |
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|  | ACTION 3 Investments and services in high performance programmes to deliver targeted performances major international competition.  **HIGH PERFORMANCE SERVICES AND INVESTMENTS** |
| **I4** | **Sport NI investment in the Sport System for performance and pathway programmes (SSIGB Medals and More and Pathways Access Funding 2023/24)**  This programme was focused on investment in performance and pathway programmes and so representation was closely monitored to identify the outcomes of our work to improve experiences and representation in the wider sporting system that results in progression of under-represented groups. We found: 32% of the programmes awarded funding were of relevance to people with physical disabilities, while all the funded programmes target male and female athletes, one programme was specifically targeted at females.  The Equality Diversity and Inclusion (EDI) mainstreaming approach is promoted through the programme and the sports were asked to propose their own EDI interventions including:   * Badminton targeting establishment of two Para regional development squads. * Cycling implementing new para pathway opportunities through employment of a Para Development Coach. * Lawn Bowls developing high-performance programme for Para Bowlers. * Football targeting under 17/19 Girls benefiting from enhanced performance services and their coaches and support staff benefiting from learning and development support; and * Netball setting up 4 regional academy squads progressing onto intra academy competitions. |
| **I5** | **Sport NI made investments into Athletes (Athlete Award Programme Investments 2023/24) including notable performance pathway progressions for Paralympic and female athletes.**  The Athlete Award Programme opens on an annual basis to sports that have Commonwealth, Olympic or Paralympic events. Nominations by the Governing Bodies are made on behalf of athletes that have a requirement for additional financial support. This may be due to a change in circumstances, a transition period within their sporting career or financial hardship. During the period, 41% of award recipients were female (with Ulster’ hockey players moving to Sport Ireland funding this number has dropped but this represents progression for women), while 6.5% were disabled athletes (representing an increase from last year, with one Para athlete successfully progressing to a UK Sports world class programme). |
| **S1** | **Sport NI provided Sport Science and Medicine Support to coaches and athletes including Para athletes, female athletes.**  The Sports Northern Ireland Sports Institute (SNISI) focuses on improving sport performance through the provision of science, medicine, and programme support to national governing bodies. Institute staff work directly with coaches and athletes to maximise the training gains needed to enhance performance. Support has been provided to a diverse range of coaches and athletes, impacting positively on Olympic, Paralympic, Commonwealth and other sports. Service provision is adapted daily to meet the needs of individuals and teams. This includes individualised support in services such as Physiology, Nutrition, Strength and Conditioning, Physiotherapy, Sports Medicine, Psychology including Lifestyle) and Performance Analysis. In addition to direct service delivery, SNISI contributes to the SNI Women and Girl’s forum, the Home Country Sports Institute female athlete health working group and collaborates with a range of stakeholders to communicate best practice guidelines to the sports sector, regarding support to female high-performance athletes. The SNISI presently monitors some S75 protected characteristics to determine representation within the population receiving sports institute services. Progress has been made in 2023/24 in relation to the development of a new monitoring form to cover all S75 characteristics. It is envisaged that this will be launched in 2024/25. |
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| **3** | | | | Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2022-23 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:  As a result of consultation comments, Sport NI combined two investments strands into one programme to make it more coherent across both performance and participation elements, for organisations such as Disability Sport Northern Ireland to reduce administration burden and optimise more resources for delivery.  Sport NI created eight priority areas of which EDI was a key area and all requests for increases in investment to make changes in EDI were given to sports as an output of consultation. Sport NI also created a new stream of investment for smaller governing bodies to break down the barriers for those who have been unable to access support, this brought in sports like Kick Boxing, who are based in some of the more deprived communities.  Consultation created a focus on underrepresented groups which led to sports across the board rolling out projects to break down the barriers, for female sport. Investment was used by the Irish Football Association to support the women’s performance programme and by the Royal Yachting Association Northern Ireland to champion its women on water programme. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | [Equality scheme for (sportni.net)](http://www.sportni.net/wp-content/uploads/2021/04/Sport-NI-Equality-Scheme-2021-261.pdf) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **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: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | As referenced earlier in this report, EDI was one of the eight priority areas for investment in SSIGB 23-24 and EDI was also used as one of the criteria for increases in year. Bowls received funding under this programme for the development of their Para Bowls programme because of changes from consultation comments. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **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):* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| X | | | As a result of what was identified through the EQIA and consultation exercise *(please give details):* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | As a result of the EQIA on the Corporate Plan and consultation on the Corporate Plan, EDI was 1 of the 8-priority area for investment in SSIGB 23-24. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | 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 2023-24 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: They are integrated within job descriptions in 2023/24. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |
| **5** | Were the Section 75 statutory duties integrated within performance plans during the 2023-24 reporting period? *(tick one box only)* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | | | | Yes, organisation wide | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | | Yes, some departments/jobs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | | No, this is not an Equality Scheme commitment | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | | No, this is scheduled for later in the Equality Scheme, or has already been done | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | | Not applicable | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | Please provide any details and examples: They are integrated into Sport NI Personal Development Plans. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |
| **6** | In the 2023-24 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | | | | Yes, through the work to prepare or develop the new corporate plan | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | | Yes, through organisation wide annual business planning | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | | Yes, in some departments/jobs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| X | | | | | No, these are already mainstreamed through the organisation’s ongoing corporate plan | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | | No, the organisation’s planning cycle does not coincide with this 2022-23 report | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | | Not applicable | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | Please provide any details and examples: n/a. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Equality action plans/measures** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **7** | Within the 2023-24 reporting period, please indicate the **number** of: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | Outcomes ~~Actions~~ completed: | | | | | | | | | 2 | | | | | Outcomes  ~~Actions~~ ongoing: | | | | | | | 2 | | | | | Actions to commence: | | | | | 0 | | | | | | | | | | |
|  | Please provide any details and examples (*in addition to question 2*): | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | See table in section 2 which outlines details and examples | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **8** | Please give details of changes or amendments made to the equality action plan/measures during the 2022-23 reporting period *(points not identified in an appended plan)*: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | No changes were made. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **9** | In reviewing progress on the equality action plan/action measures during the 2023-24 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 | | | | | | | X | | | | | Sometimes | | | | | | | |  | | Never | | | | | | | | | | | | |
|  |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **11** | Please provide any **details and examples** **of good practice** in consultation during the 2023-24 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 consultation on the Sport NI Corporate Plan and its programmes and the EQIA was in-depth and robust to inform S75 considerations and programme development, which carried out their own engagement and consultation to codesign programmes. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **12** | | | In the 2023-24 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| X | | | | | | | | Written documents with the opportunity to comment in writing | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| X | | | | | | | | Questionnaires | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | | | | | Information/notification by email with an opportunity to opt in/out of the consultation | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | | | | | Internet discussions | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| X | | | | | | | | Telephone consultations | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | | | | | Other *(please specify)*: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | Surveys, one to one meeting, virtual meeting, workshop sessions, written documents, telephone consultations were employed. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **13** | | | Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2022-23 reporting period? *(tick one box only)* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | |  | | | | | | Yes | | | | | | | |  | | | | | | | No | | | | | | | | | |  | Not applicable | | | | | | |
|  | | | Please provide any details and examples: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | This will be carried out in 2024/25. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **14** | | | Was the consultation list reviewed during the 2023-24 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)**  [Screening-Info-Content.pdf (sportni.net)](http://www.sportni.net/wp-content/uploads/2023/05/Screening-Info-Content.pdf) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **15** | | | Please provide the **number** of policies screened during the year (*as recorded in screening reports*): | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | 7 | | | | | | | | | | 1. **Deviation to Grants Management Policy (in)** 2. **Raising A Concern - Whistleblowing Policy (in)** 3. **Opportunities Fund - DCCP** 4. **Creating Opportunities – Crowd Funder** 5. **Sporting System Governing Bodies Fund** 6. **Build Better Sports Facilities – Renewable Energy Fund** 7. **Business Plan 2023/24** | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **16** | | | Please provide the **number of assessments** that were consulted upon during 2023-24: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | 7 S75 screenings completed and 5 consultations as 2 were internal policies. | | | | | | | | 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: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | The EQIA for the Corporate Plan and intensive public consultation was used to inform the investment strands development and its specific consultation. The Sports System Investment was continuation funding and not a new policy or programme and DCCP was also continuation funding through Community Planning. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **18** | | | Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? *(tick one box only)* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | |  | | Yes | | | | | | | | | | | | | |  | | | | | | | No concerns were raised | | | | | | | | |  | | No | |  | Not applicable | |
|  | | | Please provide any details and examples: N/a. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **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 2023-24 reporting period? *(tick one box only)* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | |  | | | | | | | | | | Yes | | | | | | | |  | | | | | | | | No | | | | X | | | Not applicable | | | | | |
|  | | | Please provide any details and examples: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | N/a | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **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 2023-24 reporting period? *(tick one box only)* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | |  | | | | | | | | | | Yes | | | | | | | | | | | | | | | | | | | | | |  | | | No, already taken place | | | |
|  | | | | | | | | | | No, scheduled to take place later | | | | | | | | | | | | | | | | | | | | | |  | | | Not applicable | | | |
|  | | | Please provide any details: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | A review of Sport NI information systems is in progress. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | 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:  Following extensive consultation and an EQIA, including a desk-based review of all insights and research data, the mainstreaming of EDI through the Sport NI Corporate Plan, supported by the EDI Action Plan has informed the Race and Racial Inequality Action Plan and the Women in Sport Action Plan and the Disability Action Plan, in addition to programme and service design.  Specific research and insights have informed the need and market failure sections within programme business cases to inform programme design as has consultation with under-represented groups and the sporting sector with a codesign approach. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | A range of research was utilised to inform policies:  [Equality-Impact-Assessment-Sport-NI-Corporate-Plan.pdf (sportni.net)](http://www.sportni.net/wp-content/uploads/2020/11/Equality-Impact-Assessment-Sport-NI-Corporate-Plan.pdf) -including a summary of data and insights.  [CSPPA.ie – The Children’s Sport Participation & Physical Activity Study 2022](https://csppa.ie/)  [PA-Report-card-summary-final.pdf (hscni.net)](https://research.hscni.net/sites/default/files/PA-Report-card-summary-final.pdf)  [summary23.pdf (ark.ac.uk)](https://www.ark.ac.uk/ylt/2023/summary23.pdf)  [summary23.pdf (ark.ac.uk)](https://www.ark.ac.uk/klt/2023/summary23.pdf)  [UK-Coaching-Participants-written-report.pdf (ukcoaching.org)](https://www.ukcoaching.org/UKCoaching/media/coaching-images/Entity%20base/Downloadables/UK-Coaching-Participants-written-report.pdf)  [Tackling Racism and Racial Inequality in Sport review | UK Sport](https://www.uksport.gov.uk/news/2021/06/23/tackling-racism-and-racial-inequality-in-sport-review)  [Sport-NI-2022-update-report-Cardiff-University.pdf (ncffi.ie)](https://www.ncffi.ie/wp-content/uploads/2023/05/Sport-NI-2022-update-report-Cardiff-University.pdf)  A Desk Based Review of the Research on Women in Sport  S75 data is collected from award recipients. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **22** | | | Please provide any details or examples of where the monitoring of policies, during the 2023-24 reporting period, has shown changes to differential/adverse impacts previously assessed: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | The monitoring of the implementation of policies and programmes (investments and services) during 23-24 has created participation opportunities for under-represented groups. These are measured in the first instance through outputs in the business plan and secondly quarterly and annual returns from award recipients and course attendees and thirdly through longitudinal research. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | Adults: This series of publications provides information on adults aged 16 years and over and their engagement in culture, arts, heritage, and sport from the Continuous Household Survey. Information on adults and culture, art and sport are available in the following years.   * [Engagement in culture, arts, heritage and sport by adults in Northern Ireland 2022/23 | Department for Communities (communities-ni.gov.uk)](https://www.communities-ni.gov.uk/publications/engagement-culture-arts-heritage-and-sport-by-adults-northern-ireland-202223) * [Engagement in culture, arts, heritage and sport by adults in Northern Ireland 2022/23](https://www.communities-ni.gov.uk/publications/engagement-culture-arts-heritage-and-sport-by-adults-northern-ireland-202223) * [Engagement in culture, arts, heritage and sport by adults in Northern Ireland 2021/22](https://www.communities-ni.gov.uk/publications/engagement-culture-arts-heritage-and-sport-by-adults-northern-ireland-202122) * [Engagement in culture, arts and sport by adults in Northern Ireland 2020/21](https://www.communities-ni.gov.uk/publications/engagement-culture-arts-and-sport-by-adults-northern-ireland-202021) * [Engagement in culture, arts and sport by adults in Northern Ireland 2019/20](https://www.communities-ni.gov.uk/publications/engagement-culture-arts-and-sport-by-adults-northern-ireland-201920) * [Engagement in culture, arts and sport by adults in Northern Ireland 2018/19](https://www.communities-ni.gov.uk/publications/engagement-culture-arts-and-sport-by-adults-northern-ireland-201819) * [Engagement in culture, arts and sport by adults in Northern Ireland 2017/18](https://www.communities-ni.gov.uk/publications/engagement-culture-arts-and-sport-by-adults-northern-ireland-201718) * [Engagement in culture, arts and leisure by adults in Northern Ireland 2016/17](https://www.communities-ni.gov.uk/publications/engagement-culture-arts-and-leisure-by-adults-northern-ireland-201617) * [Engagement in culture, arts and leisure by adults in Northern Ireland 2015/16](https://www.communities-ni.gov.uk/publications/engagement-culture-arts-and-leisure-by-adults-northern-ireland-201516) * [Engagement in culture, arts and leisure by adults in Northern Ireland 2014/15](https://www.communities-ni.gov.uk/publications/engagement-culture-arts-and-leisure-by-adults-northern-ireland-201415)   Young people: This series of publications provides information on young people and their engagement in culture, arts and leisure from the Young Persons' Behaviour and Attitudes Survey. Bulletins on young people and culture, arts, heritage, and sport are available in the following years.   * [Engagement in culture, arts, heritage and sport by young people in Northern Ireland 2022](https://www.communities-ni.gov.uk/publications/engagement-culture-arts-heritage-and-sport-by-young-people-northern-ireland-2022) * [Engagement in culture, arts and sport by young people in Northern Ireland 2019](https://www.communities-ni.gov.uk/publications/engagement-culture-arts-and-sport-by-young-people-northern-ireland-2019) * [Engagement in culture, arts and leisure by young people in Northern Ireland 2016](https://www.communities-ni.gov.uk/publications/engagement-culture-arts-and-leisure-by-young-people-northern-ireland-2016)   Sport: This series of publications provides information on adults and young peoples’ experience of sport and physical activity:   * [Experience of sport by young people in Northern Ireland 2022 | Department for Communities (communities-ni.gov.uk)](https://www.communities-ni.gov.uk/publications/experience-sport-by-young-people-northern-ireland-2022) * [Experience of sport by adults in Northern Ireland 2019/20](https://www.communities-ni.gov.uk/publications/experience-sport-by-adults-northern-ireland-201920) * [Experience of sport by young people in Northern Ireland 2019](https://www.communities-ni.gov.uk/publications/experience-sport-by-young-people-northern-ireland-2019) * [Experience of sport in Northern Ireland 2018/19](https://www.communities-ni.gov.uk/publications/experience-sport-northern-ireland-201819) * [Experience of sport in Northern Ireland 2017/18](https://www.communities-ni.gov.uk/publications/experience-sport-northern-ireland-201718) * [Experience of sport by adults in Northern Ireland 2016/17](https://www.communities-ni.gov.uk/publications/experience-sport-by-adults-northern-ireland-201617) * [Experience of sport by young people in Northern Ireland 2016](https://www.communities-ni.gov.uk/publications/experience-sport-by-young-people-northern-ireland-2016) * [Experience of sport and physical activity in Northern Ireland 2015/16](https://www.communities-ni.gov.uk/publications/experience-sport-and-physical-activity-northern-ireland-201516)   This was further supported by our funded partner, Outscape research, pertaining to under-represented groups:   * [Impact of deprivation on outdoor recreation](https://eu-west-1.protection.sophos.com/?d=out-scape.com&u=aHR0cHM6Ly93d3cub3V0LXNjYXBlLmNvbS93cC1jb250ZW50L3VwbG9hZHMvMjAyMy8wOC9QT01OSS1JbXBhY3Qtb2YtZGVwcml2YXRpb24tb24tb3V0ZG9vci1yZWNyZWF0aW9uLnBkZg==&i=NjU1NTQ1Y2Y2MjBmMmMyMzA0ZGUzYmMw&t=eUZqT0pvTTZGbWdLUlI5d3dRYXpyOHBOVFFIWm83U1ZDRmUvSlhKMXJYcz0=&h=789c43fb6960447fbe888cf33e44a960&s=AVNPUEhUT0NFTkNSWVBUSVYMin6VopdXJUTOWz7YE2ltJ6aIthdzfp8sTAcX85zfdw) * [People with a disability or long-term illness](https://eu-west-1.protection.sophos.com/?d=out-scape.com&u=aHR0cHM6Ly93d3cub3V0LXNjYXBlLmNvbS93cC1jb250ZW50L3VwbG9hZHMvMjAyMy8wOC9QT01OSS1QZW9wbGUtd2l0aC1hLWRpc2FiaWxpdHktb3ItbG9uZy10ZXJtLWlsbG5lc3MucGRm&i=NjU1NTQ1Y2Y2MjBmMmMyMzA0ZGUzYmMw&t=emNxejRVQ2pMQkZpRnd3K1htMUJvWTJkVTNlYXAzWTd1TUlaaHNJc1JOTT0=&h=789c43fb6960447fbe888cf33e44a960&s=AVNPUEhUT0NFTkNSWVBUSVYMin6VopdXJUTOWz7YE2ltJ6aIthdzfp8sTAcX85zfdw) * [Urban and rural disparities](https://eu-west-1.protection.sophos.com/?d=out-scape.com&u=aHR0cHM6Ly93d3cub3V0LXNjYXBlLmNvbS93cC1jb250ZW50L3VwbG9hZHMvMjAyMy8wOC9QT01OSS1VcmJhbi1hbmQtcnVyYWwtZGlzcGFyaXRpZXMucGRm&i=NjU1NTQ1Y2Y2MjBmMmMyMzA0ZGUzYmMw&t=RDd0cVRRYjZ1ZzBpRjI1bHNNUmp3UDk0UHR2bG8vM2FIdEZLbjUxWEJnZz0=&h=789c43fb6960447fbe888cf33e44a960&s=AVNPUEhUT0NFTkNSWVBUSVYMin6VopdXJUTOWz7YE2ltJ6aIthdzfp8sTAcX85zfdw) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **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: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | A S75 Project Monitoring form is required from award recipients to collate data quarterly and annually. This collates the data to provide return of investment data pertaining to Section 75 groups participation. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **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 2023 24, and the extent to which they met the training objectives in the Equality Scheme. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | NICS CAL training provided to all staff on Equality and S75 and Equality Commission online training was circulated to all staff.  EDI training was provided to governing bodies of sport, as referenced earlier.  New DSNI contract to deliver training in 2024/25 agreed. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **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: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | EDI training to sports sector.  TRARIS Race and Racial Inequality in Sport Conference learning opportunities. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Public Access to Information and Services (Model Equality Scheme Chapter 6)** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **26** | | Please list **any examples** of where monitoring during 2023-24, across all functions, has resulted in action and improvement in relation **to access to information and services**: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | Monitoring, along with longitudinal research and insights has informed the Sport NI Corporate Plan and programme development to inform us of under-represented groups (which correlates with most S75 groups) and the barriers that exist to their participation and representation in sport. Hence EDI is a central theme of our Corporate Plan and programme investments to affect change in the sporting sector. This has impacted on all 2023/24 programme design, from the Sports Systems Investment Governing Bodies Fund to the Creating Opportunities Fund to Governance and Culture work. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **27** | | How many complaints **in relation to the Equality Scheme** have been received during 2022-23? | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | Insert number here: | | | | | | | | | | | | zero | | | |  | | | | | | | | | | | | | | | | | | | | | | |
|  | | Please provide any details of each complaint raised and outcome: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | N/a | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| **Section 3: Looking Forward** | | |
| **28** | Please indicate when the Equality Scheme is due for review: | |
|  | 2026: [Equality scheme for (sportni.net)](http://www.sportni.net/wp-content/uploads/2021/04/Sport-NI-Equality-Scheme-2021-261.pdf) | |
|  |  | |
| **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)* | |
|  | Sport NI intends to focus on improving its information management systems to improve its intelligence and live data on sustained sports participation for S75 and under-represented groups, supported by an improved understanding of lived experience of under-represented and S75 groups. As these become fully integrated into headline business outputs, outcomes and benefits, the improvements in programme governance and assurance framework will support their achievement and societal change. | |
|  |  | |
| **30** | In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next reporting period? *(please tick any that apply)* | |
|  | X | Employment |
| X | Goods, facilities and services |
| X | Legislative changes |
| X | Organisational changes/ new functions |
|  | Nothing specific, more of the same |
| X | Other (please state): We have been in touch with the Equality Commission to source additional training for the organisation on equality, in addition to the existing suite of training from the Equality Commission circulated to staff in Sport NI. |

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

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1. Number of action measures** for this **reporting period** that have been: | | | | | | | | | | | |
| **3**  **DAP 1,5,7** |  |  |  | **3**  **DAP**  **2,4,6** |  |  |  | **0** |  |  |  |
| 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** | **Output** | | **Outcome/impact** |  |
| National  Regional  Local | **Number 5 on DAP Partially Achieved**  Provide structured support to Governing Bodies of Sport, mainstream sport clubs and community organisations to identify and remove barriers and provide high quality sport and physical activity opportunities and public life positions. We will facilitate sports development network events; to support governing bodies on disability inclusion and promoting public life positions. We will engage with governing bodies to help them understand best practice through the Sport NI Digital Learning Hub. | | 1. Number of Investment Projects providing support to enable identified organisations to deliver provision for disabled people: 8 Investment Programmes were delivered in 23-24 (Sports System Investment Governing Bodies, Sports System Investment Governing Bodies, Athlete Awards, Get Wet Stay Safe, DSNI, SO, Outscape, Community Planning Investment Programme) 2. Number of disabled people participating in sport and physical activity through general SNI funded programmes/projects: 10,003 3. Number of sports systems network events with a focus on disability inclusion and promotion of public life positions: 4 Information sessions in January and February on the programme requirements which had an EDI focus. 4. Number of Digital Learning Hub resources, focusing on disability inclusion and public life positions: The Sport NI Digital Hub, went live in March 2024. The key component of delivery in terms of disability action for the development phase during 2023-24 was making sure the hub was accessible to all and this was achieved through working with system partners. We have worked alongside Disability Sport NI to create a department within the system for them to develop and share learner with their people. So far DSNI have created courses Boccia Level 1 and Boccia Leaders. 5. Number of 'Coach Developer, Women in Sport, Athlete to Coach / Practitioner' workshops with disability content: **I**n terms of this space in 2023-24 our Coach Developer engagement with Governing Bodies has been focused on understanding the role of a coach developer and looking at the possibility of system change to accept such roles within their environments. We haven't done any coach to athlete work during this period. In respect of Women in Sport we have launched and delivered the initial sessions of Rise Female Leadership programme, which has 19 participants from 3 Council areas. This programme is focused on developing these females in their environments of coaching, officiating and administration. The programme thus far has had a focus on inclusion but not specifically disability inclusion. 6. The number of Sport NI funded DSNI courses for the sporting sector: 42 courses. | Disabled people lead active lifestyles and have improved health and wellbeing through involvement in sport and physical activity. | |
| National  Regional  Local | **Number 6 on DAP Fully Achieved: To increase engagement in sport and physical activity among disabled people through Sport NI investment into several disability sports organisations.**  Sport NI through investments into Disability Sport NI and Special Olympics Ireland provide opportunities for disabled persons to participate in sport, create opportunities for both coaches and volunteers and improved governance structures within both disability and mainstream clubs. This provides opportunities for disabled persons to progress into positions in public life for example board membership, committee members, coaching positions, and management.      **Number 7 on DAP Partially Achieved – To encourage partners and sporting organisations to promote more disabled people taking up positions of public life in their organisations.**  This is supported through the promotion of Disability Sport NI’s six points ‘Call to Action’ to encourage statutory and voluntary organisation with a responsibility or interest in promoting a healthier more inclusive society in Northern Ireland to:   * actively develop more sport and health focused active recreation opportunities for disabled people in every area of Northern Ireland. * put initiatives in place which will increase the number of disabled people playing an active role in the sporting community e.g., as board members, officials, and coaches.’   As part of Disability Sport NI’s Inclusive Sport Award to encourage and support Governing Bodies of Sport to put initiatives in place within their sports which will increase the number of disabled people playing an active role in the sporting community e.g., as board members, officials, and coaches.*’* | | **Output: SOI - Developing opportunities for athlete leaders**  SOU hosted a successful forum on November 23 and March 24 supporting 42 athletes in public speaking, publications, and volunteering activity for Volunteer Now. 35 athletes have completed their bronze award and 2 their silver award. Online programmes for support to athlete leaders including Training on resilience and health promotion and other workshops were completed around public speaking and photography.  **DSNI – Providing structures for future public life positions.**  By year end 1,184 sport and activity sessions involving 3,839 unique participants and 15,552 participant opportunities had been successfully delivered throughout Northern Ireland via community partnership programmes. Through these programmes there is the potential for many participants, volunteers, and coaches to be influenced to progress and aspire to public life opportunities in the future.  Not achieved as this is only an objective for DSNI going forward 2024-28 | Disabled people lead active lifestyles and have improved health and wellbeing through involvement in sport and physical activity. | |

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

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| --- | --- | --- | --- |
|  | Training Action Measures | Outputs | Outcome / Impact |
|  | **No 1 on DAP Partially Achieved**  Staff/Board members training on both disability equality legislation and disability awareness will be delivered through a four-stage approach.  DSNI recommend that Disability Awareness Training is completed on appointment of Sport NI Board or staff and that a refresher course is completed every four to five years.  The initial disability awareness training takes the form of theory and practical and is a half day/full day course.  **Quality Approach:**  A four-stage approach to inclusion training would include:  Stage 1: Provision of Introductory Disability Inclusion Training (DIT) via the ‘Sport NI Digital Hub’ (All theory based) Stage 2: Face to Face DIT Training – Largely Practical (But with some theory) Stage 3: ‘Add on’ face to face practical courses based on individual organisation’s needs (from our range of courses which Mark has already shared with you). Stage 4: Refresher Course delivered after 3/4 years via the ‘Sport NI Digital Hub’ (All Theory based). | Sport NI achieved a milestone of assessing and developing a funding award in 2023/24 for DSNI to deliver the following output targets in 2025/25:  All existing staff to have attended refresher training within lifetime of the plan.  All new Staff / Board Members trained within 12 months of appointment.  Refresher course to be delivered every four years. | Disabled people are supported by a strong, well-coordinated disability sport sector. |
|  | **No 2 on DAP Fully Achieved**  Learning Resources will also be provided for staff on the sport NI Digital Learning Hub. Sport NI invests in DSNI courses hosted on the Sport NI Digital Learning Hub from their introductory course to a ‘standardised’ online refresher course. | the Sport NI Learning Hub continued its significant development throughout 2023-24 with the system going fully live in March 2024. During the development phase, Sport NI created a few e-learning courses focused on safeguarding and coach development. Alongside this we have worked closely with partner organisations including Disability Sport NI to create their own departments in the system and for them to create learning packages for their people. A key component in the development of the system has been ensuring that it is fully accessible to all, and this has been possible following engagement with system developers. | As above. |

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

|  |  |  |
| --- | --- | --- |
| Communication Action Measures | Outputs | Outcome / Impact |
| **No 4 on DAP Fully Achieved.**  Production and / or dissemination of high-quality articles, publications and case studies which promote good practice associated with Sport NI’s Disability Mainstreaming Policy1, including:   * Challenging negative stereotypes of disabled people and portraying disabled people positively. This will include athlete award case studies of para-athletes, medal success stories and athlete stories. * Promoting the participation of disabled people in public life by highlighting the benefits of and encouraging consultation with and involvement of disabled people. | TARGET OUTPUT: Four high quality articles, publications, and case studies per annum.  ACTUAL OUTPUT: Ten high quality articles and case studies.  **May:** The Boccia World Champion Claire Taggart shared her clean sport journey as part of Clean Sport Week. (Posted on all social platforms, including website) [www.facebook.com/watch/?v=2210503552673341](http://www.facebook.com/watch/?v=2210503552673341) Impact: Reach:1,806. Reactions:59. Comments:6. Shares:5.  **June:** Learning Disability Week- inspirational athletes at the 2023 Special Olympics World Games in Berlin were celebrated. <https://www.facebook.com/share/v/VZKFecdSBymyzbao/> Impact: Reach:720. Impressions:778. Interactions:8.  Northern Ireland Wheelchair Basketball League was promoted. <https://www.instagram.com/p/CtZQPUOJTD5/?fbclid=IwZXh0bgNhZW0CMTAAAR2sjxk4Xusz7DRXhQB8_Ozb_3k6CYWc5X-Tzqxe_R44uOpCnt2ZGl1oCMQ_aem_Afii3tOryv7UIo-_m9P0z-eN12qTDegjdmwevDcBVjlRDJKM44NRummZKtPobGS9ID5Z6_ZN12fNaY4ryrRMbyqU> Impact: Reach:344. Impressions:436. Interactions:11.  **July:** Athlete Award case study: Katie Morrow, Wheelchair basketball was highlighted. (Posted on all social platforms and website) <https://www.facebook.com/share/v/R84Rcur8y12TLYN2/> Impact: Reach:2,234. Reactions:25. Shares:3  **August:** Boccia: European Para Championships NI duo Claire Taggart and Robyn McBride (Posted on all social platforms) <https://www.facebook.com/sportninet/posts/767415765394728> Impact: Reach:1,309 Impressions:1,469 Interactions:32  **October:** Special Olympics Ulster medal haul celebrated at Stormont (website and social media): <http://www.sportni.net/news/special-olympics-ulster-medal-haul-celebrated-at-stormont/>  **November:** Lawn Bowls Para and Visually Impaired Taster sessions (social media): <https://twitter.com/_SportNI/status/1725184703097979123/photo/1> Impact: Impressions:794. Engagements:9.  **January:** Disability sport: Active Living No Limits online platform (website and social): <http://www.sportni.net/news/launch-of-active-living-no-limits-online-platform-supporting-disabled-people-to-be-more-active/> <https://twitter.com/_SportNI/status/1747295146146717716/photo/1> Impact: Impressions:1,706. Engagements:70.  **February:** Lisburn Distillery FC coach wins Disability Coach of the Year Award: <http://www.sportni.net/news/lisburn-distillery-fc-coach-wins-disability-coach-of-the-year-award/>  **March:** Special Olympics Ireland Winter Games (social and website)  <https://www.instagram.com/p/C4yEXpQI-GB/?fbclid=IwZXh0bgNhZW0CMTAAAR3y2OFKSZ4_HVnf0hKRn_BO_NxsYtsqlpv6BzNabiAJKjnY3-uRQaXMvjs_aem_AfiIc0kPYMdYx0rMA7k8kuIeqJLXvSPeTZZAeNt7Asd4IHMWV570IVZTsD3dRgEoOaJesCS1Ori5j1w8Hi9F9Qom> Impact: Reach:704. Impressions:827. Interactions:40. | Disabled people have positive experiences because of changed public attitudes and a greater understanding of disability. |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Encourage others Action Measures | Outputs | Outcome / Impact |
|  | **No 4 on DAP Fully Achieved**  Production and dissemination of high-quality articles, publications and case studies which promote good practice associated with Sport NI’s Disability Mainstreaming Policy | Sport NI regularly highlights the inspirational effect and achievements of our para-athletes through our communications work via traditional and social media. In our engagement with sports, we continually reinforce the importance mainstreaming para/disability sport.  See above in communications. | Disabled people have positive experiences because of changed public attitudes and a greater understanding of disability. |

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 | n/a |  |  |
|  |  |  |  |
|  |  |  |  |

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 | **No 1 on DAP Partially Achieved**  Staff/Board members training on both disability equality legislation and disability awareness will be delivered through a four-stage approach. f | The contract for trainiong was developed and agreed in 2023/24 for 2024/25. | As above. | This was provided by CAL but not in the format and length originally stipulated in the DAP. |
| 5 | **Number 5 on DAP Partially Achieved**  Provide structured support to Governing Bodies of Sport, mainstream sport clubs and community organisations to identify and remove barriers and provide high quality sport and physical activity opportunities and public life positions. We will facilitate sports development network events; to support governing bodies on disability inclusion and promoting public life positions. We will engage with governing bodies to help them understand best practice through the Sport NI Digital Learning Hub. | Structured support was provided but the sports development network events on disability will take place in 2024/25. | As above | Advice received from Equality Commission and additional outputs included. |
| 7 | **Number 7 on DAP Partially Achieved –** To encourage partners and sporting organisations to promote more disabled people taking up positions of public life in their organisations. | All outputs were achieve but a contract with DSNI was established to promote public life positions with the sports sector. | As above | Advice received from Equality Commission and additional outputs included. |

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

|  |  |  |
| --- | --- | --- |
|  | Action Measures not met | Reasons |
| 1 | N/a | N/a |
| 2 |  |  |
|  |  |  |

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

Sport NI carry out a monitoring and evaluation process as part of 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, as well as gathering case studies for additional qualitative insight.

In relation to disability Sport NI, Sport Northern Ireland have carried out an initiation meeting at the start of the year to agree targets and work programmes and 2 monitoring meetings mid-year and end of year to assess progress against targets. Disability Sport NI submit mid and end of year reports prior to these meetings for Sport NI review and form the discussions at the monitoring meetings.

In relation to Special Olympics Ireland, the same format as above is completed. As the Special Olympics Ireland investment is multi department investment there is an added inter-departmental monitoring meeting bi-annually. Sport NI also prepare a dashboard report card that is presented to the inter-departmental group highlighting progress against targets/objectives.

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

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

No.

If yes, please outline below:

|  |  |  |  |
| --- | --- | --- | --- |
|  | Revised/Additional Action Measures | Performance Indicator | Timescale |
| 1 |  |  |  |
| 2 |  |  |  |
| 3 |  |  |  |
| 4 |  |  |  |
| 5 |  |  |  |

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

A new Disability Action Plan was prepared and following initial guidance from Equality Commission NI we will follow best practice and consult with a disability panel on it during May/June 2024 before finalising for public consultation in July.

1. [↑](#footnote-ref-2)
2. At least once in the last 12 months [↑](#footnote-ref-3)
3. All policies and programmes are subject to appropriate levels of support being secured through the budget process. [↑](#footnote-ref-4)