

SSI-GB 24-25 EDI breakdown & SSI-GB 25-26 EDI investment

EDI Engagement & Delivery Plans

Sport NI's Corporate Plan 2021-26 '**The Power of Sport**' targets sustained participation in sport and activity generally, and specifically from under-represented groups. Challenges remain however for people with a disability, women and girls, and those from ethnically diverse communities to participate and engage in sport.

For example, one in four people in Northern Ireland has a disability or long-term health condition. This equates to approx. 463,000 people or notable 24.3% of the population (2021 NI Census). Disabled people in Northern Ireland remain half as likely to participate in sport and active recreation as non-disabled people.

In Northern Ireland, Women's participation in sport is significantly lower than men. In 2023/24, The Continuous Household Survey recorded that 51% of adults had participated in sport at least once within the last year, while 44% 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 (44% and 58% respectively).

In regard to people from ethnically diverse communities, findings and research make clear that racism and racial inequalities still exist within sport in the UK. The five Sports Councils responsible for investing in and growing sport across the UK, have come together to explore racial inequalities in sport and to look at how reflective our sporting system is of UK society. This led to establishing the **Tackling Racism and Racial Inequality in Sport Review (TRARIIS)**.

Sport NI has developed an **EDI Engagement and Delivery plan**, addressing the under-representation of disabled people and women in sport, as well as racial inclusion. This plan is intended to support the wider sports sector to understand and recognise the issues for disabled people, women and ethnically diverse communities in sport, as well as collectively bringing about change. The plan will be operational until *31 March 2026*.

Sport NI will work closely with relevant external groups and communities, as well as internally across teams and investment strands, to identify potential solutions. The plan focuses on programming and activity across four key pillars:

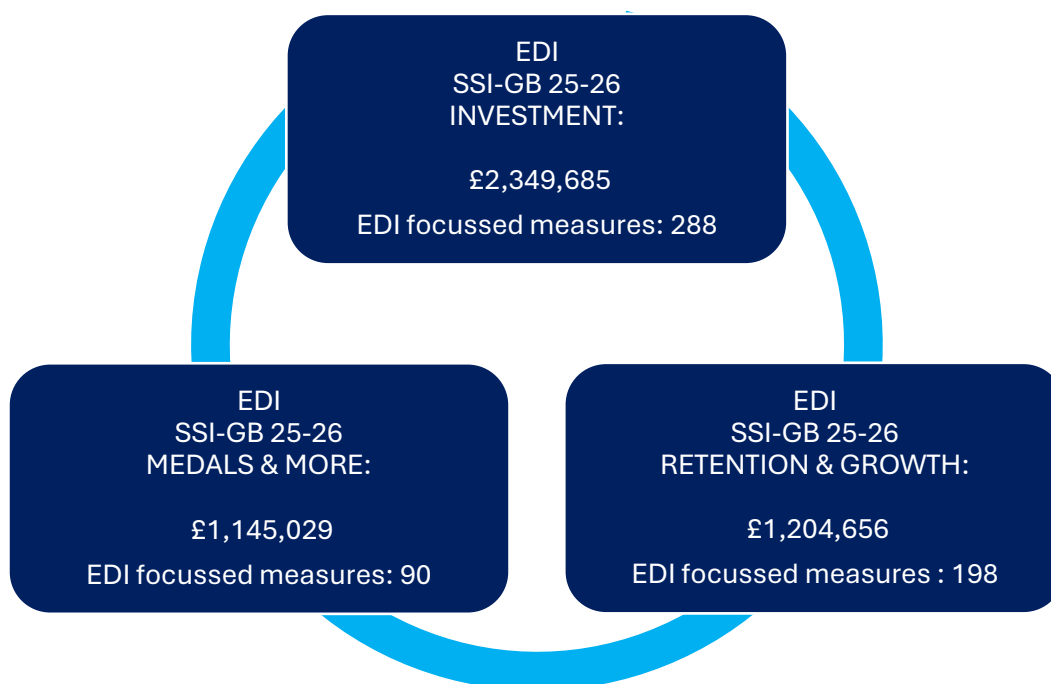
- | | |
|--------------------------|------------------------|
| 1. Leadership | 3. Participation |
| 2. Visibility & Advocacy | 4. Sporting Foundation |

The 'current' EDI picture across Sport NI SSI/GB investment

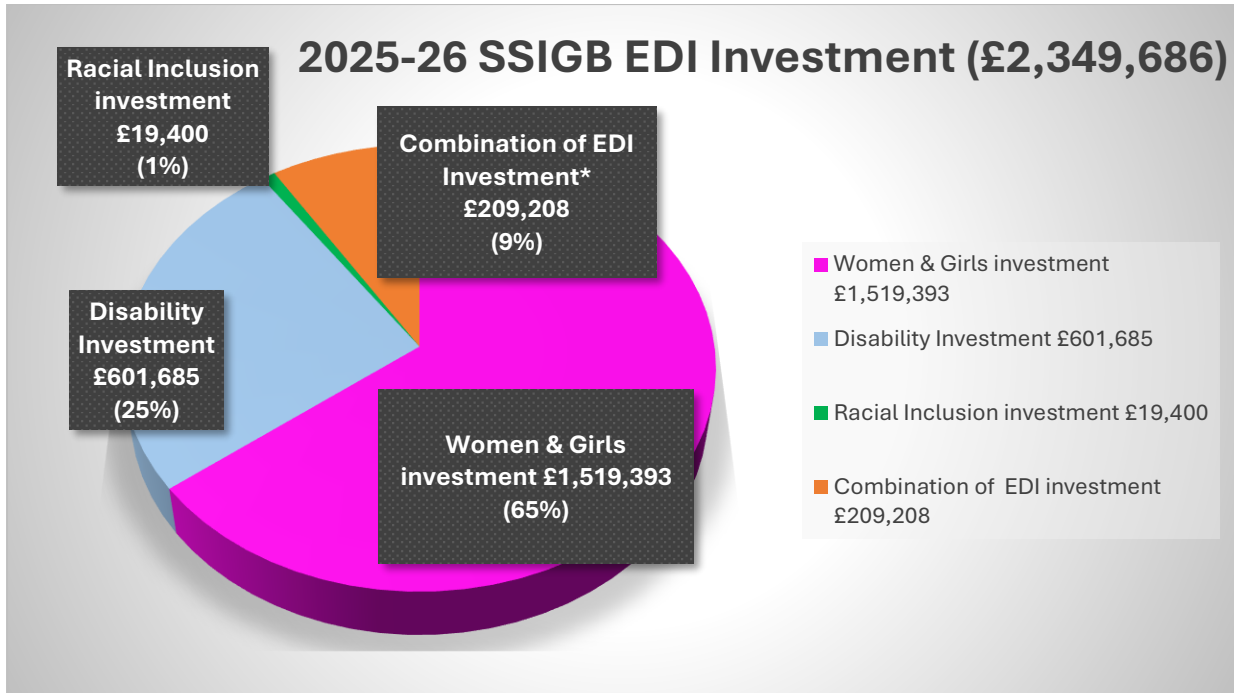
Whilst we have seen an increase in the support for, and the profile of such under-represented groups, there is much still to do. Alongside participation rates, the representation of people with a disability, women and girls and those from ethnically diverse communities within club membership, coaching workforce, and sport leadership positions is significantly lower than the general population in sport and physical activity.

To develop robust data that accurately reflects the sporting environment, the Sports, Culture & Integrity Team have completed a wider Equality, Diversity and Inclusion data capture from the previous SSI-GB 24-25 investment as submitted from 35 funded and recognised governing bodies of sport.

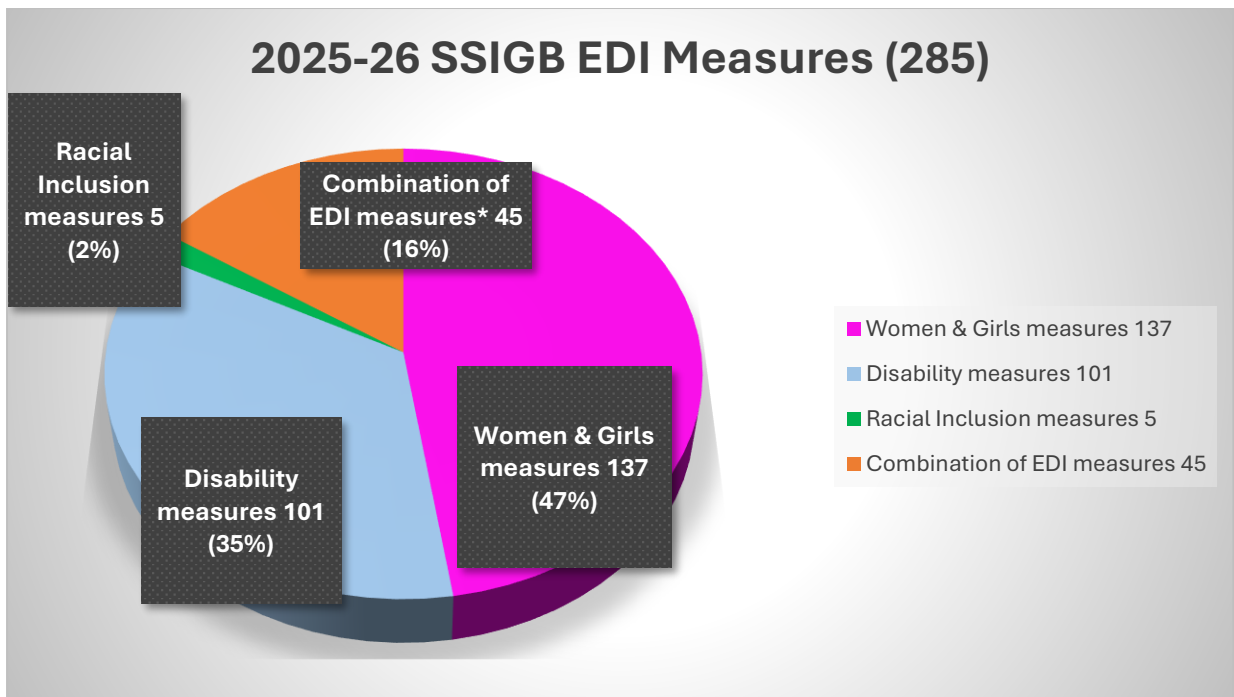
The graphics over the next five pages provides a snapshot of the current EDI picture of the SSI-GB funded sports sector with data illustrating overall EDI investment from Sport NI into EDI focussed measures¹ and sport membership and workforce levels from a female and disability perspective. Sport NI do not currently collect data on ethnicity.



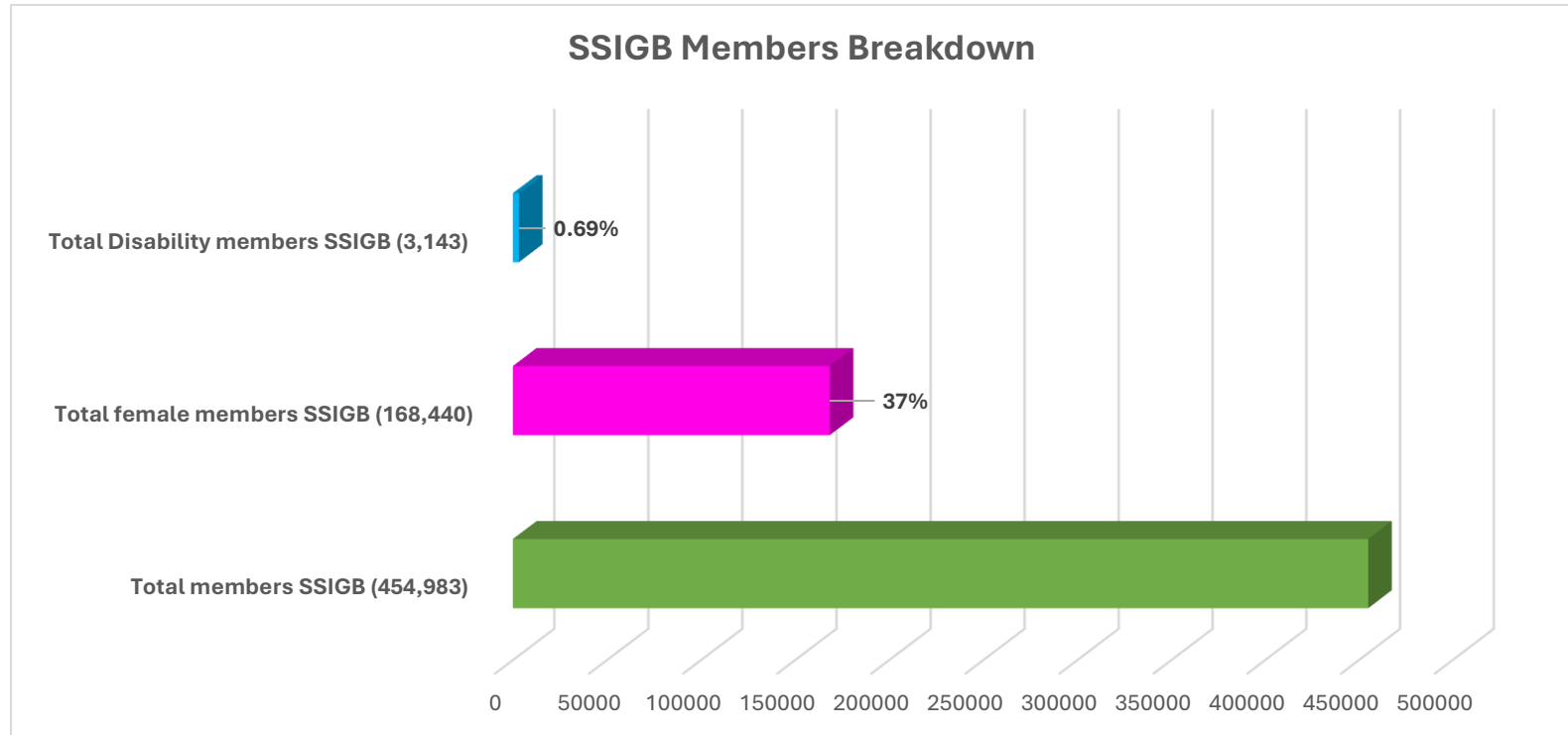
¹ Measures are those investment related activities identified and agreed in the sport project plan for 2025-2026

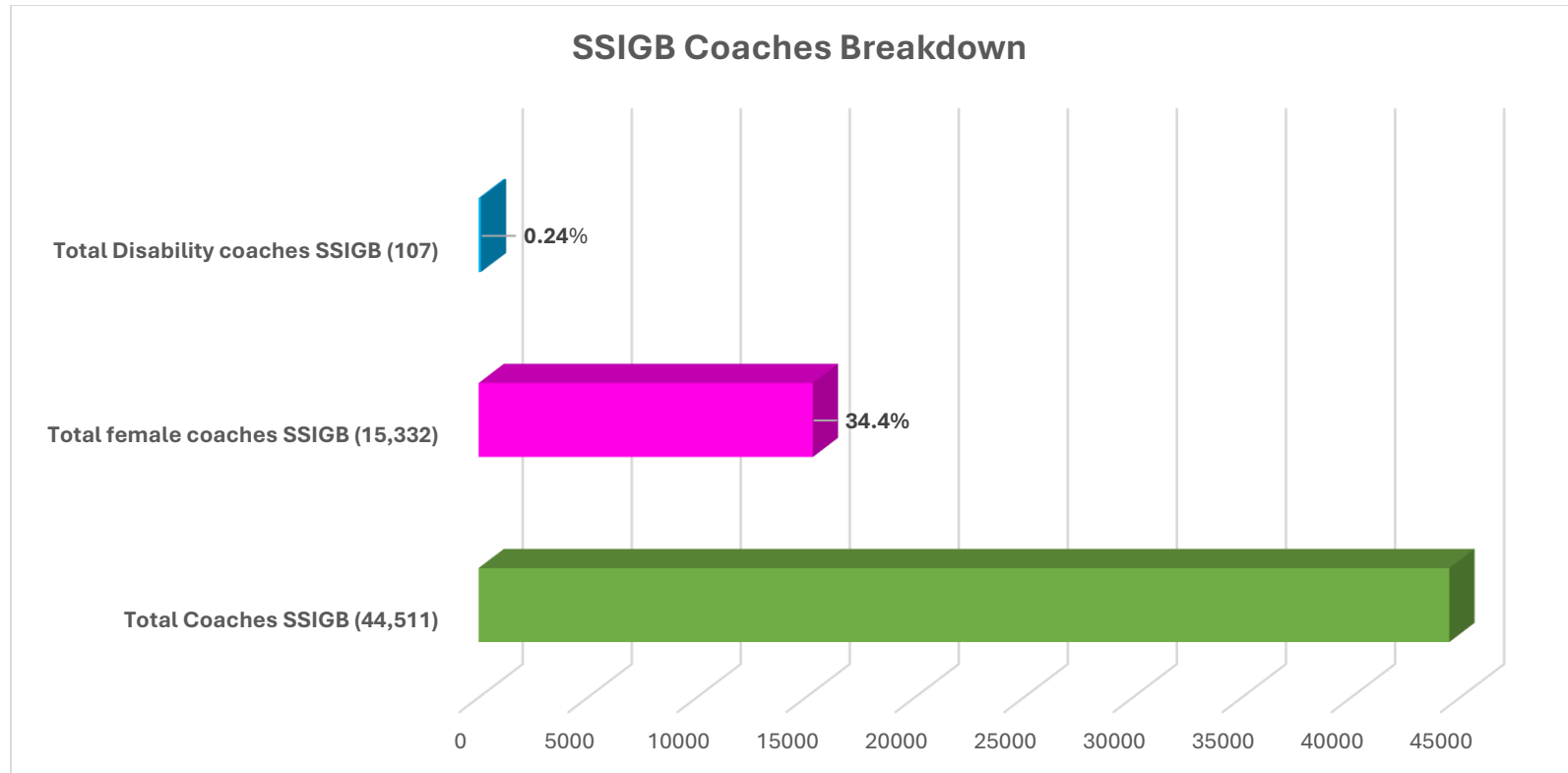


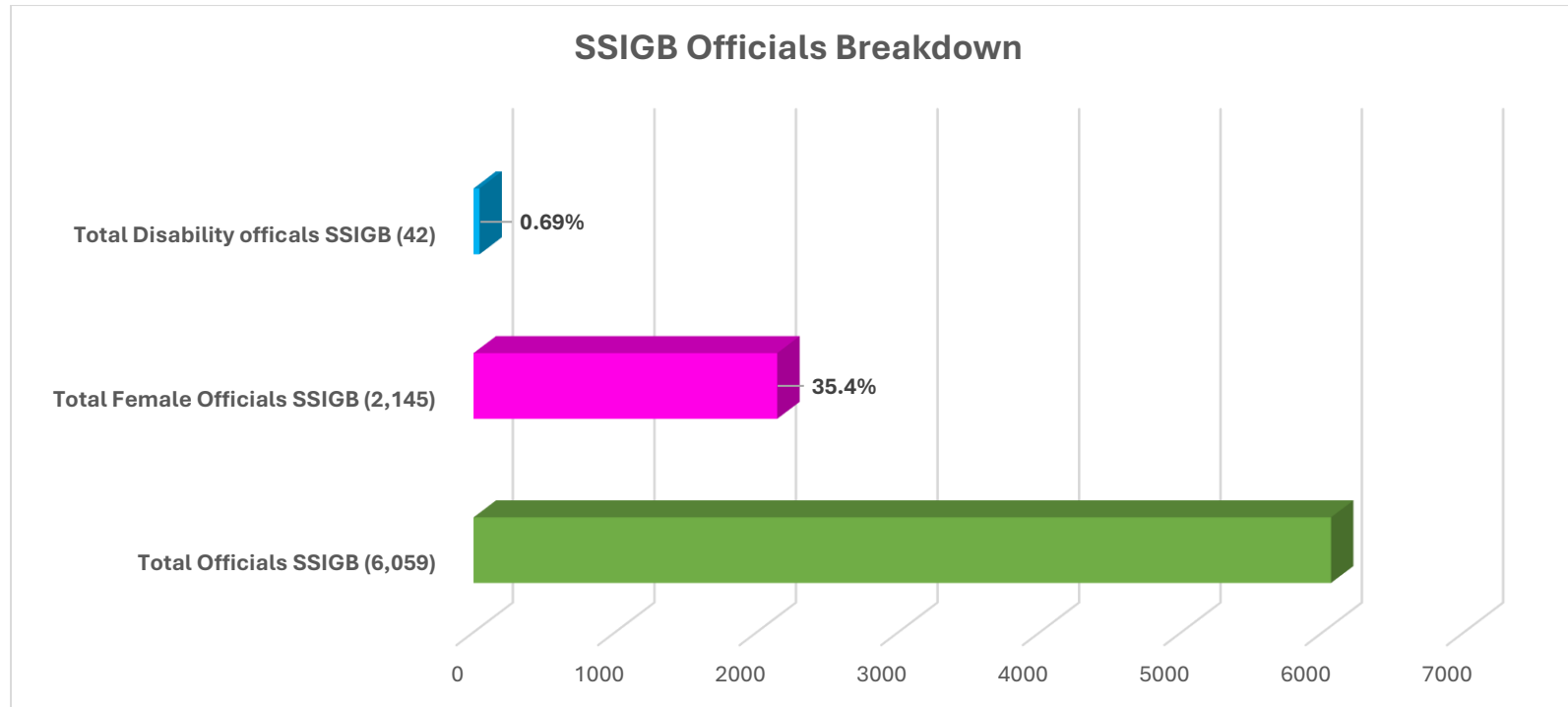
2



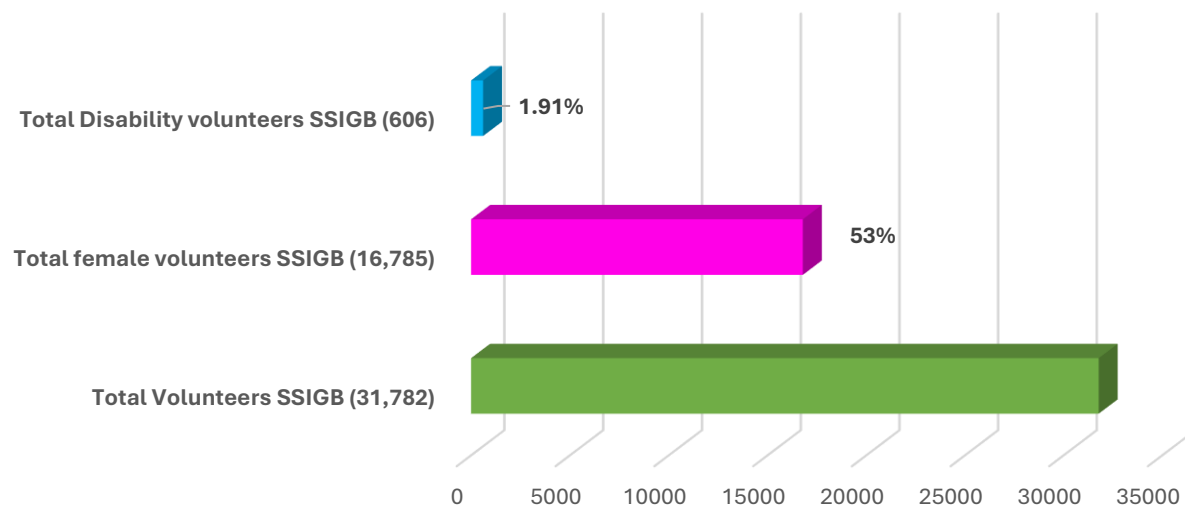
* Combination of EDI Measures refers to measures that could not be attributed to one specific element







SSIGB Volunteers Breakdown



Additional Support

Sport NI will work with its partners to create a **more inclusive and supportive sporting culture** that ensures that key elements of the Sporting System are delivered, such as improving accessibility for all. In order to ensure that any strong Sporting System remains equitable and inclusive for all, Sport NI has established cornerstones for its work. **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"

Sport NI expects its partners, including funded organisations, to similarly reflect this aspiration.

With EDI being a prominent current theme within sports culture, it is essential that Sport NI's partner organisations are following current best practice in the area and that Sport NI is able to provide information resources to facilitate this. The emphasis is for sports to do more in the EDI space and ensure equal sporting opportunity for all. More information and resources are available at [Equality, Diversity and Inclusion | Sport NI](#)

Moving to Inclusion

Sport NI, in partnership with the other UK Sports Councils, has developed a framework, self-assessment toolkit and resources to help organisations review their EDI and make positive changes to improve the experience for their members.

The self-assessment is against 5 identified pillars:



Leadership



Culture



Experience



Relationships



Communications

Benefits include:

- The framework enables your organisation to breakdown the areas around inclusion to make it more manageable and realistically achievable to embed change.
- The self-diagnostic tool within the Moving to Inclusion Framework will help you assess where your organisation is now on its Equality, Diversity and Inclusion (EDI) journey and consider where you might need to focus effort and make further improvements.
- The new Framework will provide practical suggestions to help you drive continuous improvement in your organisation. A greater focus on EDI will benefit the whole business including around staff satisfaction and retention, reputation, diversity of workforce and thought, growth in participation and membership, innovation, better resilience and increased business opportunities.
- As Moving to Inclusion evolves, it will create a learning culture and community of learning to be part of.

The toolkit and resources can be accessed here - [Moving to Inclusion Diagnostic Toolkit - Moving to Inclusion](#)

Further information and support is available by contacting Sport NI sportscultureandintegrity@sportni.net