

Sport NI Section 75 Annual Progress Report

2024/2025



Public Authority Statutory Equality and Good Relations Duties

Annual Progress Report

Contact details:

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Documents published relating to our Equality Scheme can be found at:	Equality Sport NI Click or tap here to enter text.
Signature: Acting CEO	<div style="background-color: #e0f0ff; height: 20px; width: 100%;"></div>

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 2024 and March 2025

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

- 1 In 2024-25, 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 Sport NI Equality Scheme [Equality scheme](#) where appropriate.

Developments and Outcomes/Improvements to promote equal opportunities and good relations/
Please include data and qualitative examples of outcomes for each here

The following are developments, improvements and outcomes internally focused pertaining to equality and linked to the Equality scheme [Sport-NI-Equality-Scheme-2021-261.doc](#) and action plan [Equality Scheme Action Plan 25/26 | Sport NI](#) and DAP [Disability-Action-Plan1.pdf](#), delivered by [the Human Resources Team](#).

Internally all staff received annual refresher training to understand and reinforce the duties under Section 75 on Sport NI, the training covers the following areas:

- 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.
- Know the importance of continuous monitoring.

This will lead to better understanding and compliance of Section 75 duties.

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The following are policy developments, improvements and outcomes to our work which were focused on the sporting system/sector pertaining to equality, delivered by the [Communications Team](#). This is also clearly referenced in the Equality Action Plan.

The advocacy and communications activity outlined at appendix one was employed to address barriers to participation for under-represented and S75 groups and promote equality, diversity, and inclusion in sport and are live examples of our work in terms of equality. These are attached at **appendix one**.

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The following are developments, improvements and outcomes to our work which is focused on the sporting system/sector pertaining to equality, delivered by [the Culture and Integrity Team](#). This underpins the Equality Action plan generally and specifically in relation to “effective organisations”.

In partnership with the Home Country Sports Councils, Sport NI delivered equality 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 – both general and with a legal focus. 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.

In partnership with the Home Country Sports Councils, Sport NI provided resources to support equality, diversity and inclusion in the sector. The [Moving to Inclusion Framework](#) is an EDI hub, an initiative supported by the Sports Councils as part of SCEG’s work, including Sport Northern Ireland. Moving to Inclusion provides EDI resources and support for sport and physical activity organisations. It includes an opportunity for self-reflection and continual inclusion improvement.

Sport NI developed three Engagement and Delivery Plans: Women in Sport, Disability in Sport and Racial Equality in Sport for 2024-26. Sport NI developed three Equality Diversity and Inclusion (EDI) ‘Engagement and Delivery’ plans, addressing the under-representation of disabled people and women in sport, as well as racial inclusion. These plans are 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. Each plan will operate to 31 March 2026 and progress inclusion within these specific areas. Sport NI is implementing the plan, including working closely with relevant external groups and communities, as well as internally across teams and investment strands, to identify potential solutions. The plans focus on programming and activity across four key pillars: Leadership; Visibility & Advocacy; Participation; and Sporting Foundation.

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. This is highlighted by an unprecedented 18% drop in the number of disabled people participating in sport in Northern Ireland over the last five years (DSNI Call to Action, 2025). 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). With 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 \(TRARIIS\)](#).

For these plans to be effective, Sport NI will work closely with relevant external groups and communities, and internally across teams and investment strands, to identify potential solutions. The plans are intended to support the wider sports sector to understand and recognise the issues

and collectively bring about change. Some specific pieces of work that have been developed as part of the plan include:

Women in Sport – ‘Be Seen, Be Heard, Belong’ Campaign was launched on 3 March 2025, to coincide with International Women’s Day. This will be an integrated comms campaign over 3 years and will include PR, advertising, digital and social media and stakeholder engagement. The aims of the Campaign are: to celebrate women in sport and to encourage women and girls to be seen, to be heard and to belong in sport; to encourage women and girls, men and boys, sports, clubs and others to sign up to join the Be Seen, Be Heard, Belong movement; and to inspire women and girls not currently involved in sport to find their place, whether that is on the pitch, on the sideline or in the boardroom.

People with disabilities – Active Living No Limits group re-established.

This group is a partnership of organisations with a remit for the development of opportunities for increased participation of people with a disability in sport and physical activity. The group seeks to promote its agenda at a variety of forums and disseminate the outcomes, good practice and learning linked to Active Living Strategy and to provide an effective voice for disability inclusion within the sport sector.

Racial Inclusion: meetings held with key organisations working with minority groups (Sported, Community Sports Network and Multi-Ethnic Sports and Cultures NI (MSCNI) to better understand the sector and develop relationships with. Good Relations Week case study on Ulster Badminton ethnic minority programme through one of its clubs, published through Comms channels.

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The following are developments, improvements and outcomes to our work which is focused on the sporting system/sector, delivered by Sport NI Investment Funds for participation. This relates to “Connected Communities” and “People Development” in the Equality Action Plan.

The Sporting System Investment Programme for National Governing Bodies of Sport (NGBs) revised investment approach required NGBs to embed EDI actions. This ensured para pathways, female-only initiatives, and ethnically diverse outreach was particularly supported. 48% of funded programmes served disabled people and 100% addressed gender inclusion.

The Crowdfunder Programme, a community-led fundraising model improved access for clubs/groups targeting under-represented communities. 62 community campaigns were supported: with 68% targeted women, disabled people, or ethnic minorities.

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The following are developments, improvements and outcomes to our work which is focused on the sporting system/sector pertaining to equality, delivered through Disability Sport NI (DSNI), Special Olympics Ireland (SOI). This relates to “Connected Communities” in the Equality Action Plan.

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

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Councils and both mainstream and inclusive clubs. DSNI re-established the Active Living No Limits Group to coordinate sector-wide disability inclusion. DSNI reported participation of over 3,000 disabled people through direct and partner programmes. SOI targeted athletes with intellectual disabilities across Ulster. SOI delivered 17 club-based and regional events, including volunteer training workshops, benefitting 650+ participants. They strengthened inclusion partnerships and visibility through joint campaigns (e.g. International Day of Persons with Disabilities). This is only an example of some of the work carried out in the community and supported by DSNI.

Inclusive Community Sport and Active Recreation Programme delivered three projects and attracted over 4000 participants and 16,000 participant opportunities. Examples include:

- Armagh Banbridge Craigavon Council (ABC) area inclusive Sport & Leisure Project delivered inclusive cycling, wheelchair active, disability sports clubs, inclusive gym, autism & sport, disability water sports, table tennis programmes, plus summer schemes delivered across Armagh, Richhill & Banbridge, with 575 participants and 2,775 opportunities.
- ABC GOGA In Action Project, GOGA Fit Armagh, Banbridge & Craigavon. Tai Chi - Richhill, Craigavon, Banbridge & Armagh, Nordic Walking, Bluestone Unit at Craigavon Area Hospital had 551 participants and 5,001 opportunities
- The Progressive Inclusive Sport Project provided a wide range of weekly programmes plus events across Antrim & Newtownabbey, Armagh City Banbridge & Craigavon, Ards & North Down, Belfast, Causeway Coast & Glens, Derry & Strabane, Fermanagh & Omagh, Lisburn City & Castlereagh, Mid & East Antrim and Mid Ulster District Council areas with 2,980 participants and 9,044 opportunities.
- Ten mainstream clubs were supported to deliver disability opportunities.
- 40 disability clubs/groups were supported to deliver disability opportunities.
- 143 participants were engaged in the all-out trekking project at Gosford Forest.
- 12 Governing Bodies of Sport were facilitated in the newly revised Inclusive Sport Award (ISA) Accreditation Scheme.
- 46 courses were delivered to over 1700 participants including Disability Inclusion Training; Inclusive games and skills; Boccia leaders awards; and Wheelchair skills for sport.

SOI Ulster Branch has delivered a full programme of activities and opportunities throughout 2024/25, and regular competitive opportunities over five sports through structured leagues, examples include:

- 144 males and 72 females participated in a basketball league fixture on 20/04/2024 at the Antrim Forum.
- 81 males and 54 females participated in a swimming league fixture on 09/12/2024 (various locations).
- 65 males participated in a football league fixture on 22/03/2025 at Allen Park in Antrim.
- 93 males and 54 females participated in a bowling league fixture on 02/12/2024 (various locations)
- 80 males and 54 females participated in a Bocce league fixture on 03/03/2025 (various locations)

In total over 2700 participation opportunities were created in the league fixtures in 24/25. Ten advancement qualifying events were attended for the 2026 Ireland Games, examples include:

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- 66 males and 29 females in an Athletics qualifying event on 15/06/24 at Templemore track.
- 75 males and 40 females in a Bowling qualifying event on 14/03/25 at Hollywood Bowl, Belfast.
- 49 males and 29 females in a swimming qualifying event on 02/11/2024 at Omagh Leisure Centre.

In total nearly 1000 opportunities were created at these qualifying events in 24/25.

- Two athletes and four volunteers from NI attended and participated at the 2025 world winter games in Turin.
- 76 athletes completed a Health Promotion Programme in Ulster from Antrim, Nemo and Eagles Special Olympics Club.
- SOI recruited 142 volunteers to support athletes and events in 24/25.
- SOI introduced young athletes' clubs into four special schools in Northern Ireland in 24/25.
- SOI support 11 clubs in socially deprived areas in Northern Ireland ensuring those members have regular sporting opportunities.

Further contributions are detailed at appendix two, including Sports Institute Sport NI, Performance, Tollymore National Outdoors Centre, Outdoors, Infrastructure etc.

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

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2024-25 (or append the plan with progress/examples identified).

Further to the outcomes listed in the previous question which are directly related to the delivery of the Equality Action Plan, the following specific measures and outcomes may also be specifically considered.

Sport NI developed three Engagement and Delivery Plans: Women in Sport, Disability in Sport and Racial Equality in Sport for 2024-26:

Sport NI has developed three EDI 'Engagement and Delivery' plans, addressing the under-representation of disabled people and women in sport, as well as racial inclusion. These plans are 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. Each plan will operate to 31 March 2026 and progress inclusion within these specific areas.

Sport NI is implementing the plan, including working closely with relevant external groups and communities, as well as internally across teams and investment strands, to identify potential solutions. The plans focus on programming and activity across four key pillars: Leadership; Visibility & Advocacy; Participation; and Sporting Foundation.

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. This is highlighted by an unprecedented 18% drop in the number of disabled people participating in sport in Northern Ireland over the last five years (DSNI Call to Action, 2025). 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). With 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 \(TRARIIS\)](#).

For these plans to be effective, Sport NI will work closely with relevant external groups and communities, and internally across teams and investment strands, to identify potential solutions. The plans are intended to support the wider sports sector to understand and recognise the issues and collectively bring about change.

Some specific pieces of work that have been developed as part of the plan include:

Women in Sport – ‘Be Seen, Be Heard, Belong’ Campaign was launched on 3 March 2025, to coincide with International Women’s Day. This will be an integrated comms campaign over 3 years and will include PR, advertising, digital and social media and stakeholder engagement. The aims of the Campaign are: to celebrate women in sport and to encourage women and girls to be seen, to be heard and to belong in sport; to encourage women and girls, men and boys, sports, clubs and others to sign up to join the Be Seen, Be Heard, Belong movement; and to inspire women and girls not currently involved in sport to find their place, whether that is on the pitch, on the sideline or in the boardroom.

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Racial Inclusion – meetings held with key organisations working with minority groups (Sported, Community Sports Network and Multi-Ethnic Sports and Cultures NI (MSCNI) to better understand the sector and develop relationships with. Good Relations Week case study on Ulster Badminton ethnic minority programme through one of its clubs, published through Comms channels.

The Equality Action Plan and its three delivery plans are located below at the hyperlinks:

[Equality Scheme and Action Plan](#)

Strategic Objective	Inequalities Identified	S75 Categories Affected	Indicators	Action Measure with timescale	Monitoring mechanism
People in NI adopting and sustaining participation in sport & physical activity.	Lower participation rates in sport by women, older people, disabled people, those from culturally diverse groups, LBGTQI+ communities and people living in areas of high social need, and rural areas.	This will positively impact on : 1. Gender 2. Disability 3. Age 4. Religious Belief/ Political Opinion 5. Race/Ethnic Origin 6. Sexual Orientation 7. Marital status. 8. Dependants. 9. Sexual orientation.	Sport NI Corporate Plan commits to measure the following indicators: “% of adults participating in sport and physical activity, particularly those from under-represented groups (women/girls, disabled people and those living in areas of high social need. % of adults that belong to a sports club. % of adults who have volunteered in the last twelve months. % of adults who have coached in the last twelve months. Within each of these indicators, Sport NI will look at the story behind the headline, with a particular emphasis on what data tells us about the experience of those groups of people who have been	Sport NI Corporate Plan (Corporate Plans Sport NI) commits to mainstream equality through our work, which is developed into annual actions through our business plan outlined in the narrative below, and through: Disability in Sport , Women in Sport , Racial Inclusion in Sport action plans. Connected Communities: Support our health and local government partners to get people active in our communities and deliver strategic partnerships with education, tourism, economy and infrastructure to demonstrate the benefits and tell the compelling story of the value of sport in the context of a healthy, prosperous society. By 31 March 2026, to have an agreed monitoring and evaluation framework for Active Living Strategy, in line with DfC expectations.	Monitoring returns from programmes and projects.

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			<p>traditionally excluded or under-represented in, sport and physical activity.”</p> <p>Other indicators, including some S75 granularity, are captured through:</p> <ul style="list-style-type: none"> • Continuous Household Survey • Young People’s Behaviour and Attitudes Survey- sport • Kids Life and Times and Young People Life and Times- sport • Children’s Sport and Physical Activity Survey • Outdoor Motivations Survey • UK Coaching Survey • Programme performance measures 	<p>Connected Communities: Meet local need and maximise local sports impacts by enabling, supporting and leveraging regional partnerships, through community planning. By 31 March 2026, to have delivered community programmes targeting wider community engagement and inclusivity.</p> <p>Quality Clubs and Effective Governing Bodies: Support governing bodies of sport to identify and close development gaps in their sport. By 31 March 2026, to plan, develop, consult and launch the new Sport System Partner Investment programme to support NGBs and other sport and physical activity partners.</p> <p>Accessible Quality infrastructure and safety: Work in partnership with education, DAERA and district council partners to continue leveraging a range of investment opportunities for sports facilities and spaces for all. By 31 March 2026, to have delivered programmes to enhance sporting and physical activity infrastructure.</p>	
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				<p>supporting athletes and enabling governing bodies and clubs to nurture talent and access a range of resources to strengthen pathways. By 31 March 2026 to develop and deliver people development programmes to enhance the sector.</p> <p>Connected Communities: Support our health and local government partners to get people active and deliver strategic partnerships with education, tourism, economy and infrastructure to demonstrate the benefits and tell the Compelling story of the value of sport in the context of a healthy, prosperous society. By 31 March 2026, to have explored the opportunities for increased support to sporting events within Northern Ireland.</p> <p>Accessible, Quality Infrastructure and Safety: Work with our partners in tourism, infrastructure, local councils, governing bodies and others to maximise the power of our sports infrastructure and build consensus on the best use of spaces for sport and physical activity. By 31 March 2026, develop an Olympic Legacy Programme.</p>	
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				<p>Communications: Raise the profile of Sport NI and highlight the Power of Sport and its impact on people, sport and communities. By 31 March 2026, develop and implement a communications and engagement plan to illustrate the power of sport to change lives.</p>	
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Strategic Objective	Inequalities Identified	S75 Categories Affected	Indicators	Action Measure with timescale ¹	Monitoring mechanism
<p>Northern Ireland athletes among the best in the world.</p>	<p>Lower representation of xxxxx In GB/Irish teams.</p>	<p>This will positively impact on :</p> <ol style="list-style-type: none"> 1. Gender 2. Disability 3. Age 4. Religious Belief/Political Opinion 5. Race/Ethnic Origin 6. Sexual Orientation 7. Marital status. 8. Dependants. 9. Sexual orientation. 	<p>Number of Medals won by NI athletes at major games and relative ranking and mapping of high performance athletes, according to S75 categories.</p> <p>S75 monitoring of athletes receiving SISNI services.</p>	<p>International Sport: Develop and implement a highperformance sports framework aligned to GB and Ireland systems that seeks to leverage benefits, through investment in key strategic partners, to impact on the performance of NI athletes By 31 March 2026 to develop a Performance Framework for Sport Northern Ireland.</p> <p>International Sport: Provide focused athletes services that maximise the training gains needed to enhance performance and minimise days lost from training and competition. By 31 December 2025, to have</p>	<p>Monitoring returns from programmes and projects.</p>

¹ All policies and programmes are subject to appropriate levels of support being secured through the budget process.

				<p>reviewed High Performance athlete support over the 2025 season and plans in place for 2026 season.</p> <p>International Sport Support performance directors, coaches and athletes to improve performance by finding solutions to their identified performance limiting problems. By 31 March 2026 to have implemented a shared learning performance network to address performance limiting issues.</p>	
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[Disability in Sport](#)

[Women in Sport](#)

[Racial Inclusion in Sport](#)

3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2024-25 reporting period? *(tick one box only)*

Yes

No (go to Q.4)

Not applicable (go to Q.4)

Please provide any details and examples:

During 2024-25, screening led to development of programmes to ensure they addressed Section 75 commitments more effectively. The evidence base and lived experience studies and consultation informed these changes and examples include:

- The SSIGB 2025–26 Business Case was revised to embed EDI requirements in funding applications, mandating actions on disability inclusion, female participation, and ethnic minority access.
- DSNI Core Investment Strategy: Screening led to increased focus on regional disability pathways and workforce diversification.
- Special Olympics Ireland (Year 1 Investment) was designed around inclusive volunteer development and outreach to athletes with intellectual disabilities.
- Outscape Programme was developed to provide accessible outdoor activity to those excluded from club-based sport (especially disabled people, older adults, ethnic minorities, and young people with poor mental health).

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:

The application of Equality Scheme commitments resulted in clear improvements for individuals across several S75 categories:

- Women and Girls: Over 68% of Crowdfunder and SSIGB initiatives included female-only elements. Examples include Ulster Boxing’s Girls Let Play and Basketball NI’s She Got Game programme.
- Disabled People: DSNI, SSIGB Para pathways (e.g., Badminton and Swimming), and the Outscape programme enabled inclusive participation outside traditional sport environments.
- Ethnic Minorities: Funded programmes such as the Ulster Badminton Good Relations initiative and Outscape delivery in Derry and Belfast created welcoming spaces for newcomer communities.
- Older Adults: Movement for Life, delivered through Community Planning targeted people aged 50+ with activities like walking football and light mobility sessions.

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):*

All policies, programmes and separate projects were screened, leading to strengthened emphasis on inclusive access, co-design, and reporting obligations. The evidence base utilised for screening was significantly improved leading to evidenced informed policy development and more effective programmes at targeting under-represented groups.

As a result of what was identified through the EQIA and consultation exercise *(please give details):*

The Corporate Plan EQIA informed the portfolio of programmes and projects within the corporate plan. The extensive consultation exercise and evidence base informed the plan and the programmes within it. Consultations consistently highlighted the need for non-club based, localised access to sport and outdoor activity, especially for disabled people, older adults, and ethnic minority communities. This led to prioritisation of targeted investment in Outscape and Crowdfunder. Outscape and Crowdfunder were prioritised as non-club engagement platforms. Community Planning and Special Olympics funding targeted localised delivery.

As a result of analysis from monitoring the impact *(please give details):*

Monitoring highlighted under-representation of women, disabled people and ethnic minorities in club-led pathways. This shaped new criteria for SSIGB and helped define the goals of Outscape and Crowdfunder to reach beyond traditional models.

As a result of changes to access to information and services *(please specify and give details).*

Simplified access via the Crowdfunder platform and community planning delivery routes (e.g. Movement for Life) addressed access barriers. Social media campaigns boosted awareness and ease of access. Please refer to data analytics evidence from communications pertaining to equality.

Other *(please specify and give details):*

n/a

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 2024-25 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:

The Equal Opportunities Policy and Corporate Plan integrates the statutory duties linked to job descriptions and compliance in this areas.

5 Were the Section 75 statutory duties integrated within performance plans during the 2024-25 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:

The Equal Opportunities Policy and Corporate Plan integrates the statutory duties linked to performance plans and compliance in this areas. Objective in performance plans are also aligned to the annual Business Plan, committed to delivering Section 75 responsibilities.

6 In the 2024-25 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)*

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- Yes, through the work to prepare or develop the new corporate plan
- Yes, through organisation wide annual business planning
- Yes, in some departments/jobs
- No, these are already mainstreamed through the organisation's corporate plan
- No, the organisation's planning cycle does not coincide with this 2024-25 report
- Not applicable

Please provide any details and examples:

Sport NI's Corporate Plan 2021-26, the Power of Sport, stated Sport NI's desire to address barriers and create opportunities for under-represented groups to be more active by making equality and inclusion an integral part of the Corporate Plan. Through our consultation of the Corporate Plan, respondents told Sport NI that equality and inclusion needs to be mainstreamed throughout the Sporting System. Sport NI remain committed to equality and inclusion and our obligations to promote equality and good relations in all that we do.

Sport NI listened, and Sport NI's 2024-25 Business Plan stated that across every aspect of our work Sport NI would seek to raise awareness of inequalities throughout sport, and that Sport NI funding programmes would be geared towards tackling these barriers. This is an ongoing commitment over the life of Corporate Plan and the annual business plans that deliver the corporate plan objectives.

Equality action plans/measures

7 Within the 2024-25 reporting period, please indicate the **number of**:

Actions completed:

Across the three-equality delivery action plans all actions outlined below were initiated at the end of 2024/25 and are in progress for completion in 2025/26.

Disability Delivery Plan has seven objectives and 29 actions in progress. Approved in 2024/25 and to completed in 2025/26. [Disability-in-Sport-Engagement-Delivery-Plan-2024-2026.pdf](#)

Race and racial inequality have seven objectives and 30 actions in progress. Approved in 2024/25 and to completed in 2025/26. [Racial-Inclusion-in-Sport-Engagement-Delivery-Plan-2024-2026.pdf](#)

Women in Sport Delivery plan has eight objectives and 32 actions in progress. Approved in 2024/25 and to completed in 2025/26. [Women-in-Sport-Engagement-Delivery-Plan-2024-2026.pdf](#)

Across the S75 Equality Action Plan 14 action measures were actioned.

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

Women in sport

Action Plan Pillar	Action Plan Objective	Action Plan Activity	Action Plan Pillar	Action Plan Objective	Action Plan Activity	
Leadership	1. Women in Leadership Targets to deliver equitable representation for sports to achieve through current investment.	A. Establish a baseline for women in leadership roles.	Participation	5. Ring fenced investment for Women in Sport initiatives for new and additional innovative female programmes for clubs to promote and support.	A. Build and share understanding of barriers and motivators, and previous interventions.	
		B. Determine reasonable targets and timeframes.			B. Engage with peers and partners to shape investment.	
		C. Establish investment resources, partners and programmes required to deliver desired changes.			C. Deliver ring fenced investment for women and girls in sport.	
		D. Measure progress at appropriate intervals.			D. Track impact, share best practice and innovations.	
	2. Support towards female workforce development i.e. coaches, officials and volunteers to broaden the base.	A. Baseline levels in sporting workforce.		A. Build and share understanding of barriers and motivators.		
		B. Engage with sports to increase the awareness of imbalance.		B. Provide toolkit to review provision and club culture and resources to enhance the female experience in sport.		
Visibility & Advocacy	3. Research that tracks trends re levels of participation, and underlying factors re women participation.	A. Map research ecosystem - Share insights and research on regular basis with Sport NI commentary.	Sporting Foundation	6. Focus on sporting offerings including provision and club culture.	C. Collate info on interventions by sports/clubs - showcase best practice.	
		B. Engage with sector to understand their research/insight needs.			D. Track club membership data.	
		C. Commission research that closes knowledge gaps.			7. Investment in infrastructure to support greater female participation e.g. changing facilities.	A. Understand current infrastructure (Built, natural and equipment) across sport friction points for Women & Girls.
		D. Monitor awareness of gender gap in sport.				B. Develop design principles that are reflective of female priorities.
	4. Campaign to increase the visibility of Women and Girls in sport and inspire Women and Girls to find their sport.	A. Establish network of partners for advocacy campaign.		C. Require all Sport NI Capital investments to be cross referenced against progressive design principles and require fair and equitable access between men and women of any such facilities.		
		B. Develop visual and messaging assets and structure of campaign.		D. Build and share understanding of how to make infrastructure more reflective of female needs.		
		C. Develop visual and messaging assets via multi-channel campaign.		8. Partnership with Education and Sports to promote health and wellbeing alongside sport and physical activity in young girls especially teenagers.	A. Engage with Education and other stakeholders to build awareness of the gap and its impact into later life.	
		D. Measure the impact of campaign at the completion of each phase.			B. Create coalition of partners.	
4. Campaign to increase the visibility of Women and Girls in sport and inspire Women and Girls to find their sport.	A. Establish network of partners for advocacy campaign.	C. Deliver interventions via training, campaigns, investment initiatives.				
	B. Develop visual and messaging assets and structure of campaign.	D. Track progress through regular research.				
	C. Develop visual and messaging assets via multi-channel campaign.					
	D. Measure the impact of campaign at the completion of each phase.					

Racial inclusion

Action Plan Pillar	Action Plan Objective	Action Plan Activity	Action Plan Pillar	Action Plan Objective	Action Plan Activity
Leadership	1. Promoting people from ethnic minorities in decision making positions in sport - to deliver equitable representation for sports to achieve through current investment.	A. Establish a baseline for people from ethnic minorities in decision making roles, including in Sport NI.	Participation	5. Focused investment to increase engagement in sport and physical activity among ethnic minorities.	A. Build and share understanding of barriers and motivators.
		B. Engage with sports to increase awareness of imbalance.			B. Engage with peers and partners to shape investment.
		C. Determine reasonable targets and timeframes.			C. Deliver focused investment for ethnic minorities in sport.
		D. Ensure investment is focused on creating opportunities.			D. Track impact, share best practice and innovations.
		E. Measure progress at different intervals.			
	2. Promote workforce opportunities for people from ethnic minorities to progress in sport i.e. coaches, officials, volunteers - to broaden the base.	A. Establish a baseline for people from ethnic minorities in workforce development roles, including in Sport NI.		A. Build and share understanding of barriers and motivators.	
Visibility & Advocacy	3. Research that tracks trends re levels of participation, and underlying factors re people from ethnic minorities' participation.	B. Engage with sports to increase awareness of imbalance.	Sporting Foundation	6. Provide structured support to Governing Bodies of Sport, mainstream sports clubs, and community organisations to identify and remove barriers and provide high quality sport and physical activity opportunities for ethnic minorities.	B. Provide tool-kit to review provision and club culture and resources to enhance the experience of people from ethnically diverse communities in sport.
		C. Determine reasonable targets and timeframes.			C. Collate info on interventions by sports/clubs - showcase best practice.
		D. Ensure investment is focused on creating opportunities.			D. Track Governing Body membership data.
		E. Measure progress at different intervals.			
	4. Communications & Advocacy interventions to increase visibility of people from ethnic minorities in sport and inspire those from ethnic minorities to find their sport.	A. Establish a network of partners for advocacy.		7. Investment in infrastructure to support greater participation for those from ethnic minorities e.g. changing facilities.	A. Understand current infrastructure (Built, natural and equipment) across sport friction points for those from ethnic minorities.
		B. Production and/or dissemination of high-quality articles, publications, case studies which promote good practice.			B. Develop design principles that are reflective of those from ethnic minorities' priorities.
		C. Measurement of Comms 'reach' & impact.			C. Build and share understanding of how to make infrastructure more reflective of needs of those from ethnic minorities.
					D. Require all Sport NI Capital investments to be cross referenced against progressive design principles and require fair and equitable access.

Disability Delivery Plan

Action Plan Pillar	Action Plan Objective	Action Plan Activity	Action Plan Pillar	Action Plan Objective	Action Plan Activity
Leadership	1. Promoting people with a disability in decision making positions in sport - to deliver equitable representation for sports to achieve through current investment.	A. Establish a baseline for people with a disability in decision making roles, including in Sport NI.	Participation	5. Focused investment to increase engagement in sport and physical activity among disabled people.	A. Build and share understanding of barriers and motivators.
		B. Engage with sports to increase awareness of imbalance.			B. Engage with peers and partners to shape investment.
		C. Determine reasonable targets and timeframes.			C. Deliver focused investment for people with a disability in sport.
		D. Ensure investment is focused on creating opportunities.			D. Track impact, share best practice and innovations.
		E. Measure progress at different intervals.			
	2. Promote workforce opportunities for people with a disability to progress in sport i.e. coaches, officials, volunteers - to broaden the base.	A. Establish a baseline for people with a disability in workforce development roles, including in Sport NI.		6. Provide structured support to Governing Bodies of Sport, mainstream sports clubs, and community organisations to identify and remove barriers and provide high quality sport and physical activity opportunities for disabled people.	A. Build and share understanding of barriers and motivators.
		B. Engage with sports to increase awareness of imbalance.			B. Provide toolkit to review provision and club culture and resources to enhance the experience of people with a disability in sport.
		C. Determine reasonable targets and timeframes.			C. Collate info on interventions by sports/clubs - showcase best practice.
		D. Ensure investment is focused on creating opportunities.			D. Track Governing Body membership data.
		E. Measure progress at different intervals.			
Visibility & Advocacy	3. Research that tracks trends re levels of participation, and underlying factors re people with a disability's participation.	A. Map research ecosystem - Share insights and research on regular basis with Sport NI commentary.	Sporting Foundation	7. Investment in infrastructure to support greater participation for those with a disability e.g. changing facilities, accessible facilities etc.	A. Understand current infrastructure (Built, natural and equipment) across sport friction points for those with a disability.
		B. Engage with sector to understand their research/insight needs.			B. Develop design principles that are reflective of those with a disability priorities.
		C. Commission research that closes knowledge gaps.			C. Build and share understanding of how to make infrastructure more reflective of needs of those with a disability.
		D. Monitor awareness of disability gap in sport.			D. Require all Sport NI Capital investments to be cross referenced against progressive design principles and require fair and equitable access.
	4. Communications & Advocacy interventions to increase visibility of people with a disability in sport and inspire those with a disability to find their sport.	A. Establish a network of partners for advocacy.			
		B. Production and/or dissemination of high-quality articles, publications, case studies which promote good practice associated with Sport NI's Disability Mainstreaming Policy.			
		C. Measurement of Comms 'reach' & impact.			

Disability Action Plan (1st January 2025-31st March 2026)

- Baseline data captured from GBs to inform new programmes and improved interventions and data collection.
- DAP consultative group initiated, and further consultation scheduled.
- Learning Hub training resources provided.
- Dissemination of disability equality messaging delivered.
- Mainstreamed through programmes of work and investment funds in terms of priorities and monitoring.

The actions within the Equality action plan are included and referenced throughout this report.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2024-25 reporting period (*points not identified in an appended plan*):

In terms of changes, three specific equality delivery plans for women, racial inequality and disability at hyperlinks provided earlier in this report were developed during this year, which creates a greater accountability to optimise delivery of equality action measures.

9 In reviewing progress on the equality action plan/action measures during the 2024-25 reporting period, the following have been identified: (*tick all that apply*)

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

PART A

The new programmes for 2025/26 are considering a prioritised inequality approach but this is subject to public consultation.

Arrangements for consulting (Model Equality Scheme Chapter 3)

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

All the time

Sometimes

Never

11 Please provide any **details and examples of good practice** in consultation during the 2024-25 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:

Consultation examples:

- Physical Literacy Forum included teachers, community reps and children (S75 groups: age, disability, gender).
- Crowdfunder learning sessions co-designed with successful grantees and third-sector delivery agents.
- Special Olympics involved athletes and volunteers with lived experience in shaping club support.
- DSNI-led consultation on Active Living implementation included regional forums with disability-led organisations.
- SSIGB funding application guidance was shaped by NGB feedback on EDI expectations.

12 In the 2024-25 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees** *(tick all that apply)*

Face to face meetings

Focus groups

Written documents with the opportunity to comment in writing

Questionnaires

Information by email with an opportunity to opt in/out of the consultation

PART A

- Internet discussions
- Telephone consultations
- Other (*please specify*): Click or tap here to enter text.

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

Written feedback: Used by NGBs in SSIGB and DSNI consultations.

13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2024-25 reporting period? (*tick one box only*)

- Yes
- No
- Not applicable

Please provide any details and examples:

Use of social media and email campaigns highlighting inclusion elements of each investment.

14 Was the consultation list reviewed during the 2024-25 reporting period? (*tick one box only*)

- Yes
- No
- Not applicable – no commitment to review

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

[Equality | Sport NI]

We comply with Equality commission guidance and have adopted this in the Equality Scheme above.

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

1. April (10th) 2024, Sport System Investment Governing Bodies 2024-25
2. June (12th) 2024, and November (13th) 2024, Creating Opportunities Fund
3. November (13th) 2024, Community Planning Investment

PART A

4. November (13th) 2024, Renewable Energy Fund
5. January (22nd) 2025, Special Olympics Year 1 investment
6. January (22nd) 2025, Disability Sport NI investment
7. January (22nd) 2025, 3 Year Investment in Motorsport Safety:
8. February (12th) 2025, Sport System Investment in Governing Bodies 2025-26 SSIGB+
9. February (12th) 2025, Women in Sport Engagement Delivery Plan,
10. February (12th) 2025, Disability in Sport Engagement Delivery Plan,
11. February (12th) 2025, Racial Inclusion Engagement Delivery Plan,

Screening is located here [Equality | Sport NI](#)

16 Please provide the **number of assessments** that were consulted upon during 2024-25:

Click or tap here to enter text. Policy consultations conducted with **screening** assessment presented:
11

Policy consultations conducted **with an equality impact assessment** (EQIA) presented: nil

Advice was obtained from the Equality Commission in 2025/26 that minor impacts even positive should be subjected to an EQIA using the skeleton of the S75 screening template which has now been applied.

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

Main engagements and consultations have been focused on new programme development and following advice from Mairead Starrs of Equality Commission, we are interpreting the screening questions to ensure any impact, even when it is positive is subjected to an EQIA approach. We have significantly improved our evidence base when screening to equate to an EQIA approach and will continue to build on this with new programme consultation. While a DAP consultative working group was formed for engagement and consultation, issues were raised with one stakeholder which has led to an informal review of management of their consultation.

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:

PART A

No concerns were raised in year however a recent issue has been raised by one consultee that is currently being addressed.

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 2024-25 reporting period? *(tick one box only)*

Yes

No

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 2024-25 reporting period? *(tick one box only)*

Yes

No, already taken place

No, scheduled to take place at a later date

Not applicable

Please provide any details:

This is planned as we review the Equality Scheme for 2026 in this financial year.

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

Yes

No

Not applicable

Please provide any details and examples:

Please provide details how screening, evidence or consultation helped develop policy.

Monitoring data (e.g. Crowdfunder post-programme reports, SSIGB EDI dashboards) led to changes in scoring criteria and investment conditions. For DSNI and SOI, athlete and volunteer demographics shaped regional support delivery plans.

- 22 Please provide any details or examples of where the monitoring of policies, during the 2024-25 reporting period, has shown changes to differential/adverse impacts previously assessed:

N/a

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

Crowdfunder campaigns now report participant S75 profiles for analysis.

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 2024-25 and the extent to which they met the training objectives in the Equality Scheme.

Internally all staff receive annual refresher training to understand and reinforce the duties under Section 75 on Sport NI, the training covers the following areas:

- 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.
- Know the importance of continuous monitoring.

This will lead to better understanding and compliance of Section 75 duties.

- 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:

Equality Commission Training & Section 75 CAL NICS

External training: Crowdfunder delivery partners trained on supporting applications from under-represented communities. DSNI ran inclusive coaching workshops now accredited for CPD. Special Olympics delivered training to club leads on volunteer engagement and intellectual disability inclusion. TNOC has hosted and staffed a range of Instructor training/assessment programmes aimed at giving existing qualified Instructional staff from across Ireland the skills to deliver accessible climbing and paddle sport adapted for a range of persons. This has resulted in an upcoming multi day canoe/kayak expedition in partnership with Outdoor Partnership initiated and jointly led by past

participants of Inclusive paddle sport courses. TNOC Instructor Development Staff (trainees) have benefited from these opportunities

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

- 26 Please list **any examples** of where monitoring during 2024-25, across all functions, has resulted in action and improvement in relation **to access to information and services:**

Simplified application language was developed for Crowdfunder. DSNI have developed a social media strategy resulting in increased outreach on Facebook and Instagram in relation to audience, page reach and profile visits. Opportunities on their Active Living, No Limits web page has also increased from 23/24 233 compared to 181 in 2024/25. Easy reads are being developed for new programmes.

Complaints (Model Equality Scheme Chapter 8)

- 27 How many complaints **in relation to the Equality Scheme** have been received during 2024-25?

Insert number here: Zero

Please provide any details of each complaint raised and outcome:

N/a

Section 3: Looking Forward

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

A review is planned for 2026 to align with the new corporate plan timeline.

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)*

Yes, a schedule of screening is planned but EQIAs will be completed even in case of positive impacts as advised by Mairead Starrs. Public consultation planned: August for corporate plan and new programmes

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)*

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

Click or tap here to enter text.

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

1. Number of action measures for this reporting period that have been: [Disability-Action-Plan1.pdf](#)

0	12 out of 12	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	Outputs ⁱ	Outcomes / Impact ⁱⁱ
Public life action measures are partially achieved with full achievement planned and expected in 2025/26 as per the plan developed in 2024/25 and fully implemented in 2025/26 Disability-Action-Plan1.pdf			
NATIONAL	Sport NI does not have direct control over public life positions but will work with Department for Communities in conjunction with the office for the Commissioner for Public Appointments to focus on broadening the pool of applicants to encourage and promote diversity on the Sport NI Board and Committees. Sport NI will promote, through its engagement with partner organisations (for example governing bodies of sports), the inclusion	<ol style="list-style-type: none"> Disability consultative working group established for DAP engagement and consultation. This groups will be included in the corporate plan and programme consultation process in 2025/26. Data collection is underway through programmes of work. Action two has been agreed with DFC responsibility for implementation and data capture 	<ol style="list-style-type: none"> Improved DAP and programme design and representation of disabled people in public life. In progress by DFC In progress by DFC Improved data on workforce, volunteers, participants and athlete pathway to high performance to inform

PART B

of people with disabilities in leadership roles, for example Boards. Sport NI will seek to broaden the pool of applicants from which governing bodies select their Board members from.

Measure	Indicator	Frequency	Intended
<p>1 DAP CONSULTATIVE WORKING GROUP To extend the DAP working group to provide ongoing consultative advice to Sport NI on policy, programme and project design regarding improving disabled people in public life positions.</p>	Qualitative report of items of business and actions implemented as a result of the group.	Quarterly	Improved policy, programme and project implementation to improve participation by disabled people in public life, proxy measured by GB Board and/or applicant board and volunteer memberships.
<p>2 Internal Training 2Carry out a review of the current Sport NI Board to determine the current 'baseline' in terms of representation by members with a disability.</p>	Review of Sport NI Board members to determine number with a disability.	Annual review, and upon appointment of new members.	Number of Sport NI Board members with a disability to be known. This will enable Sport NI and DFC to consider whether the Board is reflective of society as a whole and the sports sector – and to take actions to address within its authority. Sport NI will consider whether it is appropriate to proactively 'promote' those members with a disability – to show as leadership 'role models' to the sector and to NI society.

- will be obtained through board effectiveness review. No recruitment planned presently.
- As above.
 - Baseline monitoring is underway through 2024/25 programmes of work with increased granularity for 2025/26 programmes of work.
 - Research, data and insights are under development to disseminate in 2025/26 with initial findings shared at workshop in 2024/25.

- programme and investment fund priorities and affect change.
- Improved knowledge by sector to affect change around representation in workforce, pathways etc.

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	<table border="1"> <thead> <tr> <th data-bbox="416 196 591 225">Measure</th> <th data-bbox="591 196 687 225">Indicator</th> <th data-bbox="687 196 779 225">Frequency</th> <th data-bbox="779 196 909 225">Intended</th> </tr> </thead> <tbody> <tr> <td data-bbox="416 225 591 400"> 3 INTERNAL BOARD: Engage with the Department for Communities to proactively seek to consider suitable qualified people with a disability to the Board of Sport NI. </td> <td data-bbox="591 225 687 400"> Agenda item for DfC meeting, once baseline review completed. </td> <td data-bbox="687 225 779 400"> Annual item for discussion with DfC, and before any appointment exercises for new Board members. </td> <td data-bbox="779 225 909 400"> Sport NI, and DfC, to demonstrate that the Board is reflective of society as a whole and the sports sector – and to take actions to address. </td> </tr> <tr> <td data-bbox="416 400 591 667"> 4 EXTERNAL: GBS BASELINE PUBLIC LIFE: Engage with invested governing bodies to determine the current 'baseline' of people with a disability in leadership roles in partner organisations. </td> <td data-bbox="591 400 687 667"> Review of invested governing body Board members to determine number with a disability. </td> <td data-bbox="687 400 779 667"> Annual Review. </td> <td data-bbox="779 400 909 667"> Number of governing body Board members with a disability to be known. This will enable Sport NI to consider whether its invested governing bodies' Boards are reflective of society as a whole – and to take consider actions to address within its influence. </td> </tr> <tr> <td data-bbox="416 667 591 933"> 5 EXTERNAL: DISSEMINATION OF BASELINE FINDINGS AND PROMOTION OF PUBLIC LIFE POSITIONS: Inform the sector of the findings of the baseline exercise (#4 above) in order to raise the profile of under-representation in public positions, and to promote organisations which are representative. </td> <td data-bbox="591 667 687 933"> Communication with the sector – through, for example, Comms activity, direct emails, website resources and events. </td> <td data-bbox="687 667 779 933"> Ongoing activity through the year, following the annual review (as at #3 above). </td> <td data-bbox="779 667 909 933"> Highlighting to the sector any issues identified with regards to under-representation and promoting positive work around disabled inclusivity with partners. </td> </tr> </tbody> </table>	Measure	Indicator	Frequency	Intended	3 INTERNAL BOARD: Engage with the Department for Communities to proactively seek to consider suitable qualified people with a disability to the Board of Sport NI.	Agenda item for DfC meeting, once baseline review completed.	Annual item for discussion with DfC, and before any appointment exercises for new Board members.	Sport NI, and DfC, to demonstrate that the Board is reflective of society as a whole and the sports sector – and to take actions to address.	4 EXTERNAL: GBS BASELINE PUBLIC LIFE: Engage with invested governing bodies to determine the current 'baseline' of people with a disability in leadership roles in partner organisations.	Review of invested governing body Board members to determine number with a disability.	Annual Review.	Number of governing body Board members with a disability to be known. This will enable Sport NI to consider whether its invested governing bodies' Boards are reflective of society as a whole – and to take consider actions to address within its influence.	5 EXTERNAL: DISSEMINATION OF BASELINE FINDINGS AND PROMOTION OF PUBLIC LIFE POSITIONS: Inform the sector of the findings of the baseline exercise (#4 above) in order to raise the profile of under-representation in public positions, and to promote organisations which are representative.	Communication with the sector – through, for example, Comms activity, direct emails, website resources and events.	Ongoing activity through the year, following the annual review (as at #3 above).	Highlighting to the sector any issues identified with regards to under-representation and promoting positive work around disabled inclusivity with partners.		
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<p><u>DSNI Objective of funding</u></p> <p>Advocacy and Lobbying: To positively influence the inclusion of disabled people in sports and active recreation related policy and approach at both a Northern Ireland and local government level.</p>	<p>The DSNI CEO attended over 20 meetings and has engaged with all 11 Councils, the Health Trusts, a number of statutory agencies and government departments and various voluntary organisations which included the promotion of public life positions for people with a disability in their organisations.</p>	<p>Inclusion of disabled people in public life.</p>																	

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

	Training Action Measures				Outputs	Outcome / Impact
1	<p>2 Internal Training</p> <p>2 Carry out a review of the current Sport NI Board to determine the current 'baseline' in terms of representation by members with a disability.</p>	<p>Review of Sport NI Board members to determine number with a disability.</p>	<p>Annual review, and upon appointment of new members.</p>	<p>Number of Sport NI Board members with a disability to be known. This will enable Sport NI and DFC to consider whether the Board is reflective of society as a whole and the sports sector – and to take actions to address within its authority. Sport NI will consider whether it is appropriate to proactively 'promote' those members with a disability – to show as leadership 'role models' to the sector and to NI society.</p>	<p>Assigned to DFC although data collection may be incorporated in Board Effectiveness Review 2025/26.</p>	<p>In progress by DFC.</p>

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<p>2</p>	<p>7 INTERNAL TRAINING: Training for all staff and Board members on disability equality legislation and disability awareness. Training to include, for example:</p> <ul style="list-style-type: none"> Disability Discrimination Act and Disability Discrimination NI Order 2006; challenging stereotypes, and unconscious bias; awareness of barriers facing disabled people; appropriate language to use in relation to disability and etiquette when engaging with different types of disabled people. <p>Training delivered for all staff and Board members. Training evaluations to be completed to evidence staff/ Board members feeling more informed in regards to disability and more confident in being able to address the barriers faced by disabled people.</p> <p>Evaluation to consider further training that would benefit Sport NI staff and Board members – being role specific, issue specific or further more general awareness.</p> <p>Annual general disability awareness training session for all staff and Board members.</p> <p>More specialist training on specific disabilities to be considered in future years and/or on a rolling basis – based on feedback on areas of need, e.g. deaf awareness training, autism awareness, visual impairment awareness.</p> <p>Sport NI staff and Board members better understand the disability duties and how these sit within disability legislation. Sport NI staff and Board members will have greater awareness of issues experienced by disabled people and greater confidence in addressing these, and generally have a more positive attitude towards disabled people.</p>	<p>This is planned for 2025/26.</p>	<p>Increased awareness.</p>
	<p>8 EXTERNAL TRAINING AND LEARNING.</p> <p>Disability awareness training and knowledge resources will be provided on the Sport NI Digital Learning Hub - for staff as well as available externally to the sector.</p> <p>Resources available through the Sport NI Digital Learning Hub.</p> <p>Ongoing updating over the period of the DAP.</p> <p>Staff, and the sector, will have increased knowledge of disability and greater awareness of issues experienced by disabled people. This will lead to greater confidence in being able to address these, and generally a more positive attitude towards disabled people.</p>	<p><u>DSNI Core Investment Objective:</u></p> <p>Inclusive Sport Training Programme: To develop, market and deliver 42 inclusive sport training courses which provide the knowledge and skills required to fully include disabled people in sport and active recreation opportunities.</p> <p><u>Output During</u> the year, 46 training courses (including eleven 5-star challenges) were organised and delivered to 1705 participants</p>	<p>Training course participants report that as a result of the knowledge and skills gained from the course they feel better placed include disabled people in sport and active recreation opportunities.</p>

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		<p><u>SOI CORE INVESTMENT Objective</u> To deliver Training and Support Opportunities to Clubs and Volunteers</p> <p><u>Output</u> SOI has held two governance clinics for clubs with 19 club representatives attending. Staff trained in Stronger Minds Happier Lives June 2024. Stronger Minds Happier Lives delivered to Team Ireland in preparation for World Winter Games January-March 2025. A coach education programme across Ulster was completed and looked at demand from schools to support one coach to qualify in a Special Olympics sport. Sandleford Special School were trained across Motor Activities to support a training programme at the school with ongoing work with Rossmar Special School to also support Motor Activities.</p>	
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2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1	<p>5 EXTERNAL: DISSEMINATION OF BASELINE FINDINGS AND PROMOTION OF PUBLIC LIFE POSITIONS: Inform the sector of the findings of the baseline exercise (#4 above) in order to raise the profile of under-representation in public positions, and to promote organisations which are representative.</p> <p>Communication with the sector – through, for example, Comms activity, direct emails, website resources and events.</p> <p>Ongoing activity through the year, following the annual review (as at #3 above).</p> <p>Highlighting to the sector any issues identified with regards to under-representation and promoting positive work around disabled inclusivity with partners.</p>	<p>Research, data and insights are under development to disseminate in 2025/26 with initial findings shared at workshop in 2024/25.</p>	<p>Improved knowledge by sector to affect change around representation in workforce, pathways etc.</p>
2	<p>11 PROMOTION OF POSITIVE ATTITUDES Promote case studies, awareness and events that foster positive attitudes towards disabled people through the Sport NI website and social media channels.</p> <p>Good practice/ positive case studies promoted and sign-posting to relevant events organised by third parties.</p> <p>Ongoing over the period of the DAP.</p> <p>Increased public awareness of disability and positive action to improve the lives of disabled people.</p>	<p>Promotion of NSPCC NI Child Protection in Sport Unit online training sessions for people working and volunteering with young people in sport.</p> <p>Example post: https://www.facebook.com/sportninet/posts/935125905290379 Impact: Reach: 8,742. Impressions: 11,806. Interactions: 67. Link clicks: 61.</p> <p>Wheelchair basketball mini case study on the NI Wheelchair Basketball League Finals made possible through Sport NI’s SSI GB Quayle.</p> <p>Example post: www.facebook.com/sportninet/posts/941583657977937 Impact: Reach: 6,029. Impressions: 6,492. Interactions: 52. Link clicks: No link. (Posted: Facebook/Instagram)</p>	<p>Beyond data analytics referred to, this increased public awareness of disability and created positive action to improve the lives of disabled people.</p>

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		<p>Boccia, congratulations post for Claire Taggart and Robyn McBride for their performances at the World Boccia Challenger in Zagreb.</p> <p>Example post: www.facebook.com/sportninet/posts/943847927751510 Impact: Reach: 1,275. Impressions: 1,342. Interactions: 13. Link clicks: No link. (Posted: Facebook/Instagram/X)</p> <p>Para Swimming: congratulations post to Barry McClements, Dearbhaile Brady and Deaten Registe on their performances at the European Para Swimming Championships.</p> <p>Example post: www.facebook.com/sportninet/posts/953944800075156 Impact: Reach: 2,929. Impressions: 2,996. Interactions: 33. Link clicks: No link. (Posted: Facebook/Instagram/X)</p> <p>Safeguarding Children and Young People in Sport Workshops Example post: www.facebook.com/sportninet/posts/973416831461286 Impact: Reach: 2,827. Impressions: 3,212. Interactions: 21. Link clicks: No link. (Posted: Facebook/Instagram/X)</p> <p>Dearbhaile Brady, Barry McClements and Deaten Registe, you are Paralympians!</p> <p>Example post: www.facebook.com/sportninet/posts/982258643910438 Impact: Reach: 11,451. Impressions: 11,981. Interactions: 2. Link clicks: No link. (Posted: Facebook/Instagram /X)</p>	
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		<p>It's gold for Claire Taggart at the Sao Paulo Boccia World Cup in Brazil!</p> <p>Example post: www.facebook.com/sportninet/posts/983625487107087 Impact: Reach: 2,457. Impressions: 2,491. Interactions: 47. Link clicks: No link. (Posted: Facebook/Instagram/X)</p> <p>The Irish Bowls Federation is offering the chance for physically disabled athletes to learn Bowls!</p> <p>Example post: www.facebook.com/sportninet/posts/984372347032401 Impact: Reach: 2,738. Impressions: 2,926. Interactions: 17. Link clicks: No link. (Posted: Facebook/Instagram/X)</p> <p>Congratulations to Athlete Award recipient Katie Morrow who will represent Paralympics GB in Women's Wheelchair Basketball at the Olympic Games!</p> <p>Example post: www.facebook.com/sportninet/posts/1007508594718776 Reach: 1,628. Impressions: 1,688. Interactions: 35. Link clicks: No link. (Posted: Facebook/Instagram/X)</p> <p>We have three more Paralympians going to Paris from Northern Ireland representing Paralympics Ireland!</p> <p>Example post: www.facebook.com/sportninet/posts/1027017586101210 Reach: 7,758. Impressions: 8,448. Interactions: 142. Link clicks: No Links. (Posted: Facebook/Instagram/X)</p>	
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		<p>An amazing performance from Claire Taggart as she books her place in the semi-finals!</p> <p>Example post: www.facebook.com/sportninet/posts/104569747756655 4 Reach: 2,360. Impressions: 2,418. Interactions: 58. Link clicks: No Links. (Posted: Facebook/Instagram/X)</p> <p>Claire Taggart will compete for bronze this afternoon after defeat in Boccia BC2 semifinals.</p> <p>Example post: www.facebook.com/sportninet/posts/104618680418428 8 Reach: 12,982. Impressions: 12,982. Interactions: 98. Link clicks: No Links. (Posted: Facebook/Instagram/X)</p> <p>Deaten Registe is into the SB14 100m Breaststroke Final at the Paralympics!</p> <p>Example post: www.facebook.com/sportninet/posts/104685657745064 4 Reach: 8,391. Impressions: 8,391. Interactions: 93. Link clicks: No Links. (Posted: Facebook/Instagram/X)</p> <p>Two Swimmers, Two Finals! Paralympics Ireland duo Barry McClements & Dearbhaile Brady are into Paralympic Finals after fourth positions in both of their heats.</p> <p>Example post: www.facebook.com/sportninet/posts/104757276404569 2 Reach: 8,769. Impressions: 9,209. Interactions: 67. Link clicks: No Links. (Posted: Facebook/Instagram/X)</p>	
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		<p>Congratulations to Athlete Award Recipient Tom Williamson on claiming bronze at the European Triathlon Championships!</p> <p>Example post: www.facebook.com/sportninet/posts/1065590205577281 Reach: 4,664. Impressions: 3,355. Interactions: 61. Link clicks: No Links. (Posted: Facebook/Instagram/X)</p> <p>More than 80 representatives from governing bodies, local councils, and partner organisations gathered for the Sport NI, Sports Development Networking event to address key issues in Equality, Diversity, and Inclusion in sports. www.sportni.net/news/equality-diversity-and-inclusion-sports-development-networking-event/</p> <p>Sport is for everyone, regardless of age or ability, and Netball Northern Ireland’s Walking Netball is a prime example. www.sportni.net/news/participants-stepping-back-into-sport-thanks-to-walking-netball/</p> <p>Tell us about Equality, Diversity and Inclusion (EDI) in your sport!</p> <p>Example post: www.facebook.com/sportninet/posts/1076663591136609 Reach: 3,463. Impressions: 1,995. Interactions: 11. Link clicks:7. (Posted: Facebook/Instagram/X)</p> <p>Bat & chat a ‘smash’ with participants https://www.sportni.net/news/bat-chat-a-smash-with-participants/</p>	
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		<p>Were you inspired by Claire Taggart's performance at the Paralympic Games this summer? Brilliant opportunity to try Boccia</p> <p>Example post: www.facebook.com/sportninet/posts/1118221823647452 Reach: 1,070. Impressions: 710. Interactions: 6. Link clicks: No link. (Posted: Facebook/Instagram/X)</p> <p>Good luck to Athlete Award recipient Scott Cromie who is taking part in the UK Boccia Championships!</p> <p>Example post: www.facebook.com/sportninet/posts/1107579318045036 Reach: 2,617. Impressions: 1,617. Interactions: 29. Link clicks: No link. (Posted: Facebook/Instagram/X)</p> <p>Celebrating Inclusion on the International Day of Persons with Disabilities- inclusive paddling: https://www.sportni.net/news/celebrating-inclusion-on-the-international-day-of-persons-with-disabilities/</p> <p>On International Day of Persons with Disabilities, we're reflecting on our first Inclusive Adapted Paddling Day with The Outdoor Partnership Northern Ireland...</p> <p>Example post: https://facebook.com/sportninet/videos/3024301657720287/ Views: 1939. Reach: 1593. Interactions: 818. (Posted: Facebook/Instagram/X)</p> <p>Sport NI congratulates sporting recipients of New Year Honours including Hannah Scott, Claire Taggart, Marissa Callaghan and Sport NI Chair George Lucas who receive</p>	
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		<p>MBEs for service to their respective sports. https://www.sportni.net/.../sport-ni-congratulates-2025.../</p> <p>Example post: www.facebook.com/sportninet/posts/1142651267871174 Reach: 8,563. Impressions: 5,324. Interactions: 86. Link clicks: 14. (Posted: Facebook/Instagram/X)</p> <p>Special Olympics Ireland is on the lookout for volunteers in Ulster!</p> <p>Example post: www.facebook.com/sportninet/posts/1156235106512790 Reach: 16,097. Impressions: 8,558. Interactions: 45. Link clicks: No link. (Posted: Facebook/Instagram/X)</p> <p>Physical Literacy Forum meets for first time in 2025- theme Fostering Belonging and Inclusion through Physical Literacy https://www.sportni.net/news/physical-literacy-forum-meets-for-first-time-in-2025/</p> <p>Lisburn & Castlereagh City Council is providing a free 12-week programme for local residents to get active thanks to the Sport NI Community Planning Investment.</p> <p>Example post: www.facebook.com/sportninet/posts/1183204147149219 Reach: 4,431. Impressions: 2,780. Interactions: 18. Link clicks: 15. (Posted: Facebook/Instagram/X)</p>	
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2 (d) What action measures were achieved to ‘encourage others’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Please refer to communication action measures above	Please refer to communication outputs above	Please refer to communication outcomes above.
2	<p>In partnership with the Home Country Sports Councils, Sport NI provided resources to support equality, diversity and inclusion in the sector. The Moving to Inclusion Framework is an EDI hub, an initiative supported by the Sports Councils as part of SCEG’s work, including Sport Northern Ireland. Moving to Inclusion provides EDI resources and support for sport and physical activity organisations. It includes an opportunity for self-reflection and continual inclusion improvement. Sport NI developed three Engagement and Delivery Plans: Women in Sport, Disability in Sport and Racial Equality in Sport for 2024-26. Sport NI developed three Equality Diversity and Inclusion (EDI) ‘Engagement and Delivery’ plans, addressing the under-representation of disabled people and women in sport, as well as racial inclusion. These plans are 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. Each plan operates to 31 March 2026 and progress inclusion within these specific areas. Sport NI is implementing the plan, including working closely with relevant external groups and</p>	<p>Plans produced and at implementation phase, outputs to be reported on in 2025/26.</p>	<p>Promoting people with a disability in decision making positions in sport - to deliver equitable representation for sports to achieve through current investment. Promote workforce opportunities for people with a disability to progress in sport i.e. coaches, officials, volunteers - to broaden the base Research that tracks trends re levels of participation, and underlying factors re people with a disability's participation.- Communications & Advocacy interventions to increase visibility of people with a disability in sport and inspire those with a disability to find their sport Focused investment to increase engagement in sport and physical activity among disabled people. A. Build and share understanding of barriers and motivators. Engage with peers and partners to shape. Provide structured support to Governing Bodies of Sport, mainstream sports clubs, and community organisations to identify and remove barriers and provide high quality sport and physical activity opportunities for disabled people. Investment in infrastructure to support</p>

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	<p>communities, as well as internally across teams and investment strands, to identify potential solutions. The plans focus on programming and activity across four key pillars: Leadership; Visibility & Advocacy; Participation; and Sporting Foundation. People with disabilities – Active Living No Limits group re-established. This group is a partnership of organisations with a remit for the development of opportunities for increased participation of people with a disability in sport and physical activity. The group seeks to promote its agenda at a variety of forums and disseminate the outcomes, good practice and learning linked to Active Living Strategy and to provide an effective voice for disability inclusion within the sport sector.</p>		<p>greater participation for those with a disability e.g. changing facilities, accessible facilities etc.</p>
	<p>Sport NI commissioned and managed the “Outscape” programme, an innovative pilot contract to deliver outdoor activity experiences in partnership with local authorities and community organisations. The programme targeted disability inclusion.</p>	<p>In terms of output, this delivered 1,200+ participants, with 60% from priority demographics (ethnic minorities, disabled people, women/girls).</p>	<p>Participant surveys and qualitative interviews revealed increased confidence, improved mental wellbeing, and sustained intentions to stay active outdoors—a key benefit given Northern Ireland’s high physical inactivity burden (around 2,500 deaths per year). By engaging non-traditional sport users, Outscape demonstrated an effective alternative pathway beyond mainstream club settings, aligning with Sport NI’s aim to broaden participation.</p>
	<p><u>Physical literacy</u> is a key enabler required for disabled people to transition from inactivity to sustained participation in sport, as it provides skills, confidence and growth mindset required.</p>	<p>It reached 2,500+ participants, of whom 45% were from priority groups (women, over-50s, disabled), and post-session surveys showed participants</p>	<p>They reported stronger confidence and improved competence in being active.</p>

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	<p>Therefore, we expanded the Physical Literacy Forum with strategic sessions themed around “Fostering Belonging and Inclusion”. <u>Local council partnerships through Community Planning</u> delivering targeted participation programmes (e.g. Movement for Life) integrated physical literacy into local authority-led interventions for older adults, disabled people, inactive populations. This resulted in engagement across seven local authorities, co-designing inclusive physical activity initiatives.</p>		
	<p>The Sporting System Investment Programme for National Governing Bodies of Sport (NGBs) revised investment approach required NGBs to embed EDI actions. This ensured para pathways, and participation for disabled people.</p> <p>The Crowdfunder Programme, a community-led fundraising model improved access for clubs/groups targeting under-represented communities.</p>	<p>48% of funded programmes served disabled people and 100% addressed gender inclusion.</p> <p>62 community campaigns were supported; with 68% targeted women, disabled people, or ethnic minorities.</p>	<p>Improved representation and quality of lived experience for disabled participants and athletes.</p>
	<p>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. DSNI re-</p>	<p>DSNI reported participation of over 3,000 disabled people through direct and partner programmes. SOI targeted athletes with intellectual disabilities across Ulster. SOI delivered 17 club-based and regional events, including volunteer training workshops, benefitting 650+ participants. They strengthened inclusion partnerships and visibility through joint campaigns (e.g. International Day of Persons with</p>	<p>Improve and increased participant opportunities for disabled people in partnership with others.</p>

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	<p>established the Active Living No Limits Group to coordinate sector-wide disability inclusion.</p> <ul style="list-style-type: none"> • 	<p>Disabilities). This is only an example of some of the work carried out in the community and supported by DSNI.</p> <p>Inclusive Community Sport and Active Recreation Programme delivered three projects and attracted over 4000 participants and 16,000 participant opportunities. Examples include:</p> <ul style="list-style-type: none"> • Armagh Banbridge Craigavon Council (ABC) area inclusive Sport & Leisure Project delivered inclusive cycling, wheelie active, disability sports clubs, inclusive gym, autism & sport, disability water sports, table tennis programmes, plus summer schemes delivered across Armagh, Richhill & Banbridge, with 575 participants and 2,775 opportunities. • ABC GOGA In Action Project, GOGA Fit Armagh, Banbridge & Craigavon. Tai Chi - Richhill, Craigavon, Banbridge & Armagh, Nordic Walking, Bluestone Unit at Craigavon Area Hospital had 551 participants and 5,001 opportunities • The Progressive Inclusive Sport Project provided a wide range of weekly programmes plus events across Antrim & Newtownabbey, Armagh City Banbridge & Craigavon, Ards & North Down, Belfast, Causeway Coast & Glens, Derry & Strabane, Fermanagh & 	
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		<p>Omagh, Lisburn City & Castlereagh, Mid & East Antrim and Mid Ulster District Council areas with 2,980 participants and 9,044 opportunities.</p> <ul style="list-style-type: none"> • Ten mainstream clubs were supported to deliver disability opportunities. • 40 disability clubs/groups were supported to deliver disability opportunities. • 143 participants were engaged in the all-out trekking project at Gosford Forest. • 12 Governing Bodies of Sport were facilitated in the newly revised Inclusive Sport Award (ISA) Accreditation Scheme. • 46 courses were delivered to over 1700 participants including Disability Inclusion Training; Inclusive games and skills; Boccia leaders awards; and Wheelchair skills for sport. 	
	<p>SOI Ulster Branch have delivered a full programme of activities and opportunities throughout 2024/25, and regular competitive opportunities over 5 sports through structured leagues.</p> <ul style="list-style-type: none"> • 	<p>Examples include:</p> <ul style="list-style-type: none"> • 144 males and 72 females participated in a basketball league fixture on 20/04/2024 at the Antrim Forum. • 81 males and 54 females participated in a swimming league fixture on 09/12/2024 (various locations). • 65 males participated in a football league fixture on 22/03/2025 at Allen Park in Antrim. 	<p>Increased and improved opportunities and competitive activities for disabled people.</p>

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		<ul style="list-style-type: none"> • 93 males and 54 females participated in a bowling league fixture on 02/12/2024 (various locations) • 80 males and 54 females participated in a Bocce league fixture on 03/03/2025 (various locations) <p>In total over 2700 participation opportunities were created in the league fixtures in 24/25. Ten advancement qualifying events were attended for the 2026 Ireland Games, examples include:</p> <ul style="list-style-type: none"> • 66 males and 29 females in an Athletics qualifying event on 15/06/24 at Templemore track. • 75 males and 40 females in a Bowling qualifying event on 14/03/25 at Hollywood Bowl, Belfast. • 49 males and 29 females in a swimming qualifying event on 02/11/2024 at Omagh Leisure Centre. <p>In total nearly 1000 opportunities were created at these qualifying events in 24/25.</p> <ul style="list-style-type: none"> • Two athletes and four volunteers from NI attended and participated at the 2025 world winter games in Turin. • 76 athletes completed a Health Promotion Programme in Ulster from Antrim, Nemo and Eagles Special Olympics Club. • SOI recruited 142 volunteers to support athletes and events in 24/25. 	
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		<ul style="list-style-type: none"> • SOI introduced young athletes’ clubs into four special schools in Northern Ireland in 24/25. • SOI support 11 clubs in socially deprived areas in Northern Ireland ensuring those members have regular sporting opportunities. • 	
	<p>Sport NI investment in the Sport System for performance and pathway programmes (SSIGB Medals and More and Pathways Access Funding 2024/25). 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 experience and representation in the wider sporting system that results in the progression of under-represented groups. We found: 48% 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.</p>	<p>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:</p> <ul style="list-style-type: none"> • Badminton targeting establishment of two Para regional development squads. • Cycling developing para pathway opportunities through employment of a new Para Development Coach. • Swimming provides targeted support Para athletes representing Great Britain to access Team GB training and competitions. • GAA targeting disability pathway access. 	<p>Improved experiences and representation in the wider sporting system for disabled people.</p>
	<p>Sport NI made investments into Athletes (Athlete Award Programme Investments 2024/25) including notable performance</p>	<p>Para athlete awards made</p>	<p>Performance pathway progression for paralympic athletes.</p>

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	<p>pathway progressions for Paralympic 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.</p>		
	<p>Sport NI made investments in inclusive and accessible Sports Facilities (Olympic Medalist Fund 2024/25) with an emphasis on increasing participation from under-represented and S75 groups. The Olympic Medalist Fund launched in 2024 following the success of Northern Ireland Athletes at the Paris 2024 Olympic Games. The purpose of the fund was to; 1) celebrate the success of Northern Ireland’s medal winners, 2) improve infrastructure/equipment provision at venues in Northern Ireland to increase opportunities for other talented athletes who are further down the pathway i.e. future Olympians/Paralympians and, 3) provide opportunities to promote sport and physical activity in Northern Ireland.</p>	<p>In 2024/25, £100k of funding was distributed to support the purchase of equipment that would help increase the delivery of inclusive, safe, and sustained participation in sport. For example, Origin Gymnastic Club utilised their funding to purchase specialized adaptive equipment to support our GymABLE Program, ensuring participants with disabilities have the tools they need to be able to participate.</p>	<p>Increasing representation for disabled athletes.</p>
	<p>The Sports Northern Ireland Sports Institute (SNISI) focuses on improving sport performance through the provision of science, medicine, and programme support to national governing</p>	<p>The SNISI presently monitors some S75 protected characteristics to determine representation within the population receiving sports institute services. Progress has been made in 2024/25 in relation to</p>	<p>Improved services for disabled athletes.</p>

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	<p>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.</p> <p>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.</p>	<p>the development of a new monitoring form to cover all 575 characteristics. Whilst a full data set is not yet available, early analysis is showing 15% of currently supported athletes are living with a disability.</p>	
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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	<p>Three equality delivery plans were developed for implementation in 2024/25, one of which was the disability delivery plan which is in addition to the DAP.</p>	<p>Outputs are explained here; https://www.sportni.net/wp-content/uploads/2025/02/Disability-in-Sport-Engagement-Delivery-Plan-2024-2026.pdf</p>	<p>Outcomes are explained here: https://www.sportni.net/wp-content/uploads/2025/02/Disability-in-Sport-Engagement-Delivery-Plan-2024-2026.pdf</p>
	<p>To deliver Education Opportunities to People with a learning disability across NI. SOI worked with four new special schools to introduce the Young Athletes Programme with 3 schools affiliating</p>	<p>Special Olympics Ulster have worked with 4 Special Schools to support registration and training with the purpose of affiliation to the Special Olympics programme. Ceara,</p>	<p>Improved and increased education opportunities.</p>

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	<p>They created opportunities for 2 new Special School Young Athletes clubs to amalgamate with an existing SOI community club in 2024/25</p>	<p>Rossmar and Sandelford Special Schools have affiliated in 24/25 with other schools to be approached in 25/26. Output - The creation of opportunities is ongoing to support Rostulla School and Newtownabbey Racers Special Olympics Club and Ceara School with Ripples Special Olympics Club. Substantial progress has been made, and further work will continue in 25/26</p>	
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Action Plan Pillar	Action Plan Objective	Action Plan Activity	Action Plan Pillar	Action Plan Objective	Action Plan Activity
Leadership	1. Promoting people with a disability in decision making positions in sport - to deliver equitable representation for sports to achieve through current investment.	A. Establish a baseline for people with a disability in decision making roles, including in Sport NI.	Participation	5. Focused investment to increase engagement in sport and physical activity among disabled people.	A. Build and share understanding of barriers and motivators.
		B. Engage with sports to increase awareness of imbalance.			B. Engage with peers and partners to shape investment.
		C. Determine reasonable targets and timeframes.			C. Deliver focused investment for people with a disability in sport.
		D. Ensure investment is focused on creating opportunities.			D. Track impact, share best practice and innovations.
		E. Measure progress at different intervals.			
	2. Promote workforce opportunities for people with a disability to progress in sport i.e. coaches, officials, volunteers - to broaden the base.	A. Establish a baseline for people with a disability in workforce development roles, including in Sport NI.		A. Build and share understanding of barriers and motivators.	
		B. Engage with sports to increase awareness of imbalance.		B. Provide toolkit to review provision and club culture and resources to enhance the experience of people with a disability in sport.	
		C. Determine reasonable targets and timeframes.		C. Collate info on interventions by sports/clubs - showcase best practice.	
		D. Ensure investment is focused on creating opportunities.		D. Track Governing Body membership data.	
		E. Measure progress at different intervals.			
Visibility & Advocacy	3. Research that tracks trends re levels of participation, and underlying factors re people with a disability's participation.	A. Map research ecosystem - Share insights and research on regular basis with Sport NI commentary.	Sporting Foundation	7. Investment in infrastructure to support greater participation for those with a disability e.g. changing facilities, accessible facilities etc.	A. Understand current infrastructure (Built, natural and equipment) across sport friction points for those with a disability.
		B. Engage with sector to understand their research/insight needs.			B. Develop design principles that are reflective of those with a disability priorities.
		C. Commission research that closes knowledge gaps.			C. Build and share understanding of how to make infrastructure more reflective of needs of those with a disability.
		D. Monitor awareness of disability gap in sport.			D. Require all Sport NI Capital investments to be cross referenced against progressive design principles and require fair and equitable access.
	4. Communications & Advocacy interventions to increase visibility of people with a disability in sport and inspire those with a disability to find their sport.	A. Establish a network of partners for advocacy.			
		B. Production and/or dissemination of high-quality articles, publications, case studies which promote good practice associated with Sport NI's Disability Mainstreaming Policy.			
		C. Measurement of Comms 'reach' & impact.			

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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	<p>1 DAP CONSULTATIVE WORKING GROUP To extend the DAP working group to provide ongoing consultative advice to Sport NI on policy, programme and project design regarding improving disabled people in public life positions.</p>	<p>Qualitative report of items of business and actions implemented as a result of the group.</p>	<p>Quarterly</p>	<p>Improved policy, programme and project implementation to improve participation by disabled people in public life, proxy measured by GB Board and/or applicant board and volunteer memberships.</p>	<p>Working group engaged for DAP engagement and consultation. Data capture exercises completed and ongoing within programmes.</p>	<p>Improved policy, programme and project implementation to improve participation by disabled people in public life, proxy measured by GB Board, and or applicant board and volunteer membership.</p>	<p>Current DAP was developed in 2024/25 for 2025/26 achievement of measures; all are on track and partially achieved. Advice taken from EC.</p>
2	<p>2 Internal Training 2 Carry out a review of the current Sport NI Board to determine the current 'baseline' in terms of representation by members with a disability.</p>	<p>Review of Sport NI Board members to determine number with a disability.</p>	<p>Annual review, and upon appointment of new members.</p>	<p>Number of Sport NI Board members with a disability to be known. This will enable Sport NI and DfC to consider whether the Board is reflective of society as a whole and the sports sector – and to take actions to address within its authority. Sport NI will consider whether it is appropriate to proactively 'promote' those members with a disability – to show as leadership 'role models' to the sector and to NI society.</p>	<p>This is agreed with DfC.</p>	<p>In progress</p>	<p>Number of board members with a disability to known through planned board effectiveness review to inform appropriate proactive promotion.</p>

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	<p>3 INTERNAL BOARD: Engage with the Department for Communities to proactively seek to consider suitable qualified people with a disability to the Board of Sport NI.</p>	<p>Agenda item for DfC meeting, once baseline review completed.</p>	<p>Annual item for discussion with DfC, and before any appointment exercises for new Board members.</p>	<p>Sport NI, and DfC, to demonstrate that the Board is reflective of society as a whole and the sports sector – and to take actions to address.</p>	<p>Agreed with DfC</p>	<p>In progress.</p>	<p>DfC and Sport NI can demonstrate the Board is reflective of society and the sports sector.</p>
	<p>4 EXTERNAL: GBS BASELINE PUBLIC LIFE: Engage with invested governing bodies to determine the current 'baseline' of people with a disability in leadership roles in partner organisations.</p>	<p>Review of invested governing body Board members to determine number with a disability.</p>	<p>Annual Review.</p>	<p>Number of governing body Board members with a disability to be known. This will enable Sport NI to consider whether its invested governing bodies' Boards are reflective of society as a whole – and to take consider actions to address within its influence.</p>	<p>Programmes referred to at 2(d) capture baseline data on disability and monitor projections annually.</p>	<p>In progress annually.</p>	<p>Governing body members with a disability is known.</p>
	<p>5 EXTERNAL: DISSEMINATION OF BASELINE FINDINGS AND PROMOTION OF PUBLIC LIFE POSITIONS: Inform the sector of the findings of the baseline exercise (#4 above) in order to raise the profile of under-representation in public positions, and to promote organisations which are representative.</p>	<p>Communication with the sector – through, for example, Comms activity, direct emails, website resources and events.</p>	<p>Ongoing activity through the year, following the annual review (as at #3 above).</p>	<p>Highlighting to the sector any issues identified with regards to under-representation and promoting positive work around disabled inclusivity with partners.</p>	<p>Baseline data is analysed and along with research communicated to GBs at progress meetings and workshops.</p>	<p>Supplementary programme material and criterion are in development for new programmes.</p>	<p>Issues are highlighted to the sector with regards to under-representation, promoting positive work around disability inclusion.</p>

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	<p>6 DAP CONSULTATIVE WORKING GROUP</p> <p>To extend the DAP working group to provide ongoing consultative advice to Sport NI on policy, programme and project design regarding promoting positive attitudes towards disabled people.</p>	<p>Qualitative report of items of business and actions implemented as a result of the group.</p>	<p>Quarterly</p>	<p>Improved policy, programme and project implementation to improve positive attitudes towards disabled people, proxy measured by improved participation and experience.</p>	<p>Established for DAP.</p>	<p>Ongoing consultative panel.</p>	<p>Improved policy, programme and project implementation to improve positive attitudes towards disabled people.</p>
	<p>7 INTERNAL TRAINING:</p> <p>Training for all staff and Board members on disability equality legislation and disability awareness. Training to include, for example:</p> <ul style="list-style-type: none"> • Disability Discrimination Act and Disability Discrimination NI Order 2006; • challenging stereotypes, and unconscious bias; • awareness of barriers facing disabled people; • appropriate language to use in relation to disability and etiquette when engaging with different types of disabled people. 	<p>Training delivered for all staff and Board members. Training evaluations to be completed to evidence staff/ Board members feeling more informed in regards to disability and more confident in being able to address the barriers faced by disabled people.</p> <p>Evaluation to consider further training that would benefit Sport NI staff and Board members – being role specific, issue specific or further more general awareness.</p>	<p>Annual general disability awareness training session for all staff and Board members.</p> <p>More specialist training on specific disabilities to be considered in future years and/or on a rolling basis – based on feedback on areas of need, e.g. deaf awareness training, autism awareness, visual impairment awareness.</p>	<p>Sport NI staff and Board members better understand the disability duties and how these sit within disability legislation. Sport NI staff and Board members will have greater awareness of issues experienced by disabled people and greater confidence in addressing these, and generally have a more positive attitude towards disabled people.</p>	<p>Training to be delivered in 25/26</p>	<p>In progress</p>	<p>Sport NI staff and board members have a better understanding of the disability duties and how these sit within disability legislation. They have greater awareness of issues experienced by disabled people and greater confidence in addressing these and generally have a more positive attitude to disabled people.</p>

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<p>8 EXTERNAL TRAINING AND LEARNING.</p> <p>Disability awareness training and knowledge resources will be provided on the Sport NI Digital Learning Hub - for staff as well as available externally to the sector.</p>	<p>Resources available through the Sport NI Digital Learning Hub.</p>	<p>Ongoing updating over the period of the DAP.</p>	<p>Staff, and the sector, will have increased knowledge of disability and greater awareness of issues experienced by disabled people. This will lead to greater confidence in being able to address these, and generally a more positive attitude towards disabled people.</p>	<p>At present there are 8 courses on the digital hub (4 live; 4 in development).</p>	<p>The courses include:</p> <ul style="list-style-type: none"> Boccia Officials Level 1 (x3) Boccia Leaders Boccia Coaching Level 1 Boccia Timekeeper Training Disability Inclusion Training NI Boccia Academy 	<p>Staff and the sector have increased knowledge of disability and greater awareness of issues experienced by disabled people. This will lead to greater confidence in being able to address these and generally a more positive attitude towards disabled people.</p>
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	<p>9 EXTERNAL PROGRAMME OF WORK:</p> <p>To consider the promotion of opportunities for disabled people and the promotion of positive attitudes towards disabled people through Sport NI programmes of work, including investment funds, partnerships and service delivery.</p>	<p>Qualitative report of:</p> <p>A. Eligibility and assessment criteria, specific conditions for investment funds and monitoring framework to measure baseline and target measures for disabled people as standard.</p> <p>B. Service intervention actions. Partnership action measures e.g. education; PHA etc</p>	<p>Annual reporting</p>	<p>Investments, partnership arrangements, services that measure creation of opportunities and promotion of positive attitudes towards disabled people.</p>	<p>Please refer to 2(d) programmes of work referred to in S75 annual report and this report above.</p>	<p>Please refer to 2(d) outputs above.</p>	<p>Investments, partnerships, arrangements, services that measure creation of opportunities and promotion of positive attitudes towards disabled people.</p>
	<p>10 SPECIFIC FUNDING:</p> <p>Provide specific funding to sports' governing bodies and community/charity organisations to increase the number of people with a disability participating in sport and physical activity.</p>	<p>Partner organisations evidencing increased numbers of people with a disability participating in sport and physical activity.</p>	<p>Ongoing over the period of the DAP.</p>	<p>Disabled people leading healthier, more active lives.</p>	<p>Please refer to specific funding to 2(d) DSNI and SOI listed in the S75 report and within this report.</p>	<p>Outputs are referenced within 2(d) of this report for DSNI and SOI funding.</p>	<p>Disabled people leading healthier, more active lives.</p>

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	<p>11 PROMOTION OF POSITIVE ATTITUDES Promote case studies, awareness and events that foster positive attitudes towards disabled people through the Sport NI website and social media channels.</p>	<p>Good practice/ positive case studies promoted and sign-posting to relevant events organised by third parties.</p>	<p>Ongoing over the period of the DAP.</p>	<p>Increased public awareness of disability and positive action to improve the lives of disabled people.</p>	<p>Case studies have been listed within the S75 annual report and within 2(d) of this report, please refer above</p>	<p>Data analytics have also been listed twice above at 29(d).</p>	<p>Increased public awareness of disability and positive action to improve the lives of disabled people.</p>
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4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
1	All are partially achieved. n/a	N/A

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

(a) Qualitative

DAP consultative working group established for engagement, post programme evaluation, lived experience research review, programme workshops and forums, consultations in relation to screening/EQIA.

(b) Quantitative

Programme contractual monitoring returns, post programme evaluations, research strategy development, desk-based review of research

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?

None, this DAP completes in March 2026 and a new DAP to support the corporate cycle is in development for April 2026.

Please select

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
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1	n/a	Click or tap here to enter text.	Click or tap here to enter text.
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7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

A new DAP will be prepared to align with the new corporate plan 2026-2031.

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

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