Appendix one

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 <u>Communications</u> <u>Team</u>. This is also clearly referenced in the Equality Action Plan.

April

Promotion of NSPCC NI Child Protection in Sport Unit online training sessions for people working and volunteering with young people in sport.

Example post:

https://www.facebook.com/sportninet/posts/935125905290379

Impact: Reach: 8,742. Impressions: 11,806. Interactions: 67. Link clicks: 61.

Wheelchair basketball mini case study on the NI Wheelchair Basketball League Finals made possible through Sport NI's SSI GB Quayle.

Example post:

www.facebook.com/sportninet/posts/941583657977937

Impact: Reach: 6,029. Impressions: 6,492. Interactions: 52. Link clicks: No link. (Posted: Facebook/Instagram)

Boccia, congratulations post for Claire Taggart and Robyn McBride for their performances at the World Boccia Challenger in Zagreb with Taggart claiming a silver and bronze!

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)

Para Swimming: congratulations post to Barry McClements, Dearbhaile Brady and Deaten Registe on their performances at the European Para Swimming Championships.

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)

May

We launched a new mental health and wellbeing course to support sports: Sport NI launch new mental health and wellbeing course to support sports Sport NI

Understanding Physical Literacy Workshop: www.sportni.net/news/understanding-physical-literacy-workshop/

Mental Health Awareness Week: Move more to boost mental health: www.sportni.net/news/mental-health health-awareness-week-move-more-to-boost-mental-health/

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)

Calling all over 50's in the Southern Trust area! Be part of a new physical activity campaign by entering the Movement for Life photo competition! As part of our Community Planning investment with local councils, we are supporting this incentive in conjunction with the Southern Health and Social Care Trust. Send a photo and quote sharing why moving matters to you! Find out more: https://southerntrust.hscni.net/.../physical-activity/

Example post:

www.facebook.com/sportninet/posts/974885934647709

Impact: Reach: 1,024. Impressions: 1,039. Interactions: 3. Link clicks: 1. (Posted: Facebook /X)

Ireland's Fastest Ever Female Swimmer! Larne's Danielle Hill cemented her title by swimming a 24.68 in the 50m freestyle to add another Olympic Qualifying Time at the Irish Open Championships & Olympic Trials.

Example post:

www.facebook.com/sportninet/posts/975569391246030

Impact: Reach: 20,330. Impressions: 21,234. Interactions: 230. Link clicks: No link. (Posted: Facebook/Instagram /X)

<u>June</u>

Council physical activity programme gets over 1,900 children and adults active: www.sportni.net/news/council-physical-activity-programme-gets-over-1900-children-and-adults-active/

Ulster Boxing Council IABA Female Membership Programme has been a huge success, boosting female club membership in new areas over 6 weeks at Rathcoole and Midlands BC.

Example post:

www.facebook.com/sportninet/posts/979041934232109

Impact: Reach: 4,227. Impressions: 4,800. Interactions: 13. Link clicks: No link. (Posted: Facebook/Instagram/X)

Dearbhaile Brady, Barry McClements and Deaten Registe, you are Paralympians!

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)

It's gold for Claire Taggart at the Sao Paulo Boccia World Cup in Brazil! Taggart also claimed a silver in the BC1/2 team event alongside David Smith and Kayleigh Agathe'

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)

The Irish Bowls Federation is offering the chance for physically disabled athletes to learn Bowls!

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)

Our online Mental Health Course is now available through the Digital Hub! Whether you're an athlete, coach, or supporter, this course is a perfect introduction to understanding the importance of mental health and well-being.: https://www.sportlearningni.com/product...

Example post:

www.facebook.com/sportninet/posts/984372347032401

Impact: Reach: 1,584. Impressions: 1,684. Interactions: 11. Link clicks:17. (Posted: Facebook/Instagram/X)

Ulster GAA in association with Ladies Gaelic Football is currently running a Female Leadership Programme with support from our National Lottery Sports System **Investment.**

Example post:

www.facebook.com/sportninet/posts/997600319042937

Impact: Reach: 12,586. Impressions: 13,208. Interactions: 22. Link clicks: No link. (Posted: Facebook/Instagram/X)

We were delighted to attend the launch of the Tennis Ireland programme 'Court Bosses'. This programme equips teenage girls between the ages of 16-18 with a Level 1 Coaching Qualification as well as a tailored empowerment and personal development training.

www.facebook.com/sportninet/posts/998928158910153

Impact: Reach: 3,654. Impressions: 3,936. Interactions: 2. Link clicks: No link. (Posted: Facebook/Instagram/X)

<u>July</u>

The second meeting of the Northern Ireland Physical Literacy Forum has taken place including a practical session at Fort Hill Integrated Primary School.

www.sportni.net/news/physical-literacy-forum-visits-fort-hill-integrated-primary-school/

The Physical Literacy Forum went on the road to Fort Hill Integrated Primary School!

Find out more: http://www.sportni.net/.../physical-literacy-forum.../

Example post:

www.facebook.com/sportninet/posts/1001289398674029

Impact: Reach: 2,609.Impressions: 2,669. Interactions: 10. Link clicks: 3. (Posted: Facebook/Instagram/X)

It's Official! Alice Sharpe and Erin Creighton are going to the Olympics!

Example post:

www.facebook.com/sportninet/posts/1001901468612822

Impact: Reach: 16,152. Impressions: 18,991. Interactions: 90. Link clicks: No link. (Posted: Facebook/Instagram/X)

It's been an incredible year for Ulster Camogie! They have run several initiatives to increase participation such as Social Camogie, Players Academy, Teenage Roadshow, Go Games and Hockey x Camogie.

Example post:

https://fb.watch/zGGt4r4LUp/

Video | Facebook impact: Reach: 737. 3 sec views: 156. 1 min watches: 3. Watch time: 39m 42. (Posted: Facebook/Instagram/X)

Congratulations to Athlete Award recipient Katie Morrow who will represent Paralympics GB in Women's Wheelchair Basketball at the Olympic Games!

Example post:

www.facebook.com/sportninet/posts/1007508594718776

Reach: 1,628. Impressions: 1,688. Interactions: 35. Link clicks: No link. (Posted: Facebook/Instagram/X)

'It's every young swimmer's dream' Grace Davison at 16 years old might be the youngest member of Team Ireland but is ready to show her ability on the biggest stage.

https://facebook.com/sportninet/videos/824547423119175/

Reach:2,222. 3 sec views:1083. watches: 173. Watch time: 8hrs 53min. (Posted: Facebook/Instagram/X)

From Coleraine to The Olympic Podium! Hannah Scott grew up watching London 2012 silver medallists Richard and Peter Chambers and bronze medallist Alan Campbell at Bann Rowing Club. That inspired Scott to dream and now 12 years later, she has gone one better by winning Gold at the Olympic Games!

Example post:

www.facebook.com/sportninet/posts/1021675989968703

Reach: 53,486. Impressions: 54,251. Interactions: 1,133. Link clicks: 2. (Posted: Facebook/Instagram/X)

Coleraine Rower Hannah Scott has become the third Northern Ireland athlete to win Gold at the 2024 Olympic Games in Paris.: www.sportni.net/news/olympic-gold-for-coleraines-hannah-scott/

August

Another medal is coming home to Northern Ireland courtesy of Rebecca Shorten who claimed Olympic silver in the Women's Four for Team GB. Stunning silver for Belfast rower Rebecca Shorten | Sport NI Sport NI Sports Institute Physio Sinead Chambers is heading to the Paralympic Games in Paris as part of Paralympics GB.

Example post:

www.facebook.com/sportninet/posts/1022363766566592

Reach: 53,486. Impressions: 54,251. Interactions: 1,133. Link clicks: 2. (Posted: Facebook/Instagram/X)

Sport NI Sports Institute Performance Analyst Laura Ostler is assisting the Team Ireland Cycling Team in Paris! Laura worked with the track cyclists at Cycling Ireland as they became the first Ireland team to qualify for the Women's Team Pursuit event at an Olympics.

Example post:

www.facebook.com/sportninet/posts/1024650899671212

Reach: 5,146. Impressions: 5,262. Interactions: 54. Link clicks: No Links. (Posted: Facebook/Instagram/X)

We have three more Paralympians going to Paris from Northern Ireland representing Paralympics Ireland! They are Triathlon duo Judith & Chloe MacCombe (with guides Eimear Nicholls and Catherine Sands) along with Jessica McKenna in the dressage.

Example post:

www.facebook.com/sportninet/posts/1027017586101210

Reach: 7,758. Impressions: 8,448. Interactions: 142. Link clicks: No Links. (Posted: Facebook/Instagram/X)

Olympians Abi Lyle Dressage & Giraldo put on a proper show in the dressage! Abi, from Bangor, placed sixth in her heat last week & now has memories for a lifetime!

Example post:

www.facebook.com/sportninet/posts/1029013902568245

Reach: 18,488. Impressions: 18,598. Interactions: 270. Link clicks: No Links. (Posted: Facebook/Instagram/X)

Congratulations to the Netball Northern Ireland Warriors who completed a clean sweep against Barbados in the Paradise Cup.

Example post:

www.facebook.com/sportninet/posts/1043986124404356

Reach: 12,374. Impressions: 12,874. Interactions: 178. Link clicks: No Links. (Posted: Facebook/Instagram/X)

An amazing performance from Claire Taggart as she books her place in the semi-finals! Congratulations Claire! Tomorrow she will compete for a medal!

Example post:

www.facebook.com/sportninet/posts/1045697477566554

Reach: 2,360. Impressions: 2,418. Interactions: 58. Link clicks: No Links. (Posted: Facebook/Instagram/X)

<u>September</u>

Claire Taggart will compete for bronze this afternoon after defeat in Boccia BC2 semifinals.

Example post:

www.facebook.com/sportninet/posts/1046186804184288

Reach: 12,982. Impressions: 12,982. Interactions: 98. Link clicks: No Links. (Posted: Facebook/Instagram/X)

Deaten Registe is into the SB14 100m Breaststroke Final at the Paralympics! Paralympics Ireland swimmer Registe, from Dungannon, finished fourth in his heat to place within the eight fastest to reach the final.

Example post:

www.facebook.com/sportninet/posts/1046856577450644

Reach: 8,391. Impressions: 8,391. Interactions: 93. Link clicks: No Links. (Posted: Facebook/Instagram/X)

Two Swimmers, Two Finals! Paralympics Ireland duo Barry McClements & Dearbhaile Brady are into Paralympic Finals after fourth positions in both of their heats.

Example post:

www.facebook.com/sportninet/posts/1047572764045692

Reach: 8,769. Impressions: 9,209. Interactions: 67. Link clicks: No Links. (Posted: Facebook/Instagram/X)

Congratulations to Athlete Award Recipient Tom Williamson on claiming bronze at the European Triathlon Championships! Tom competes in the PTS5 category and his time of 00:57:06 saw him place third but the 21-year-old wasn't the only Para Triathlete in action.

Example post:

www.facebook.com/sportninet/posts/1065590205577281

Reach: 4,664. Impressions: 3,355. Interactions: 61. Link clicks: No Links. (Posted: Facebook/Instagram/X)

October

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/

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/

19 women from 13 sports have successfully completed the first phase of our Rise female leadership programme and will now receive six months of personalised mentoring to prepare them to make lasting impacts in the sports sector. www.sportni.net/news/rise-leadership-programme-empowers-future-female-leaders-in-sport/

Keeping your child safe in sport week We want to ensure that young people participating in sport are safe and support sports to create safe environments across all levels. Find out how you can contribute to safeguarding at your sports club, organisation or activity here:

https://thecpsu.org.uk/safeinsport/

Example post:

www.facebook.com/sportninet/posts/1075859071217061

Reach: 2,795. Impressions: 1,573. Interactions: 20. Link clicks:7. (Posted: Facebook/Instagram/X)

Tell us about Equality, Diversity and Inclusion (EDI) in your sport! We want governing bodies to share information that informs us about Leadership, Workforce and High Performance from a Female, Disability and Ethnically Diverse Community perspective.

www.facebook.com/sportninet/posts/1076663591136609

Reach: 3,463. Impressions: 1,995. Interactions: 11. Link clicks: 7. (Posted: Facebook/Instagram/X)

On World Mental Health Day, we want to highlight how physical activity has a powerful and positive effect on mental health. With sports clubs being at the heart of communities, we have provided the Mental Health & Wellbeing course on our Digital Learning Hub. You can take the free course here: https://bit.ly/SNIMentalHealthCourse

Example post:

www.facebook.com/sportninet/posts/1078303877639247

Reach: 2,892. Impressions: 1,808. Interactions: 29. Link clicks: 5. (Posted: Facebook/Instagram/X)

Mental health "It came down to either walking away from the sport, or talking to someone..." Two-time Olympian @danielle_hiill nearly gave up swimming but reached out for help and now wants to inspire others in sport.

The Larne swimmer has since gone on to win Gold and Silver at the European Championships and competing at the Olympics in Paris.

Example post:

www.instagram.com/reel/DA77ikII14h/?fbclid=IwY2xjawJXYlpleHRuA2FlbQlxMAABHRhoeYear2k QvA2wiY -iVH-h7FCMpkBZ1As9 qbG2Tg3dXlTW4RM5TlnQ aem MkJtuQGxBp8gsXlJ7gJK g

Views: 8,948. Reach: 4,315 Interactions: 372. (Posted: Facebook/Instagram/X)

November

Bat & Chat a 'smash' with participants https://www.sportni.net/news/bat-chat-a-smash-with-participants/

The Athletics NI Rising Stars programme has seen success for 12–15-year-olds! The programme, supported by our Sports Systems Investment, helps young athletes compete at a higher level with many embracing new events..

Example post:

www.facebook.com/sportninet/posts/1117665840369717

Reach: 6,405. Impressions: 4,105. Interactions: 27. Link clicks: No link. (Posted: Facebook/Instagram/X)

Were you inspired by Claire Taggart's performance at the Paralympic Games this summer? Brilliant opportunity to try Boccia

Example post:

www.facebook.com/sportninet/posts/1118221823647452

Reach: 1,070. Impressions: 710. Interactions: 6. Link clicks: No link. (Posted: Facebook/Instagram/X)

Good luck to Athlete Award recipient Scott Cromie who is taking part in the UK Boccia Championships!

Example post:

www.facebook.com/sportninet/posts/1107579318045036

Reach: 2,617. Impressions: 1,617. Interactions: 29. Link clicks: No link. (Posted: Facebook/Instagram/X)

December

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/

On International Day of Persons with Disabilities, we're reflecting on our first Inclusive Adapted Paddling Day with The Outdoor Partnership Northern Ireland... https://facebook.com/sportninet/videos/3024301657720287/

Views: 1939. Reach: 1593. Interactions: 818. (Posted: Facebook/Instagram/X)

Sport NI congratulates sporting recipients of New Year Honours including Hannah Scott, Claire Taggart, Marissa Callaghan and Sport NI Chair George Lucas who receive MBEs for service to their respective sports. Read more: https://www.sportni.net/.../sport-ni-congratulates-2025.../

Example post:

www.facebook.com/sportninet/posts/1142651267871174

Reach: 8,563. Impressions: 5,324. Interactions: 86. Link clicks: 14. (Posted: Facebook/Instagram/X)

January

Meet Peggy Magee #SportMaker Coach

https://www.sportni.net/news/meet-peggy-magee-sportmaker-coach/

Example post:

www.facebook.com/sportninet/posts/1163932955743005

Reach: 14,350. Impressions: 7,334. Interactions: 62. Link clicks:13. (Posted: Facebook/Instagram/X)

Get Going, Get Rowing gets Children moving across Northern Ireland

https://www.sportni.net/news/get-going-get-rowing-gets-children-moving-across-northern-ireland/

Meet Breda Dick #Sportmaker Coach

https://www.sportni.net/news/meet-breda-dick-sportmaker-coach/

Special Olympics Ireland is on the lookout for volunteers in Ulster! Opportunities range from coaching at a local club to supporting qualifying events between now and June.

www.facebook.com/sportninet/posts/1156235106512790

Reach: 16,097. Impressions: 8,558. Interactions: 45. Link clicks: No link. (Posted: Facebook/Instagram/X)

Women are getting onto the court through the Basketball NI programme 'She Got Game' and you can join them! Over 180 women have enjoyed the physical and mental wellbeing positives of participating in sport in Belfast, Larne, Magherafelt, Newry and more.

Example post:

www.facebook.com/sportninet/posts/1160163866119914

Reach: 22,549. Impressions: 12,608. Interactions: 65. Link clicks: 3. (Posted: Facebook/Instagram/X)

February

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/

'Reeling it in' is a new initiative by Ulster Fishing to bring fishing indoors for young people. Through our Sports Systems Investment, made possible by National Lottery Good Causes players, new indoor kit was purchased to provide the opportunity for young people to learn the basics of fishing in the comfort of the indoors in Fermanagh and Omagh.

Example post:

www.facebook.com/sportninet/posts/1170528825083418

Reach: 4,677. Impressions: 3,178. Interactions: 35. Link clicks: No link. (Posted: Facebook/Instagram/X)

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. 'Commit to Fit' will deliver a wide range of activities to deliver a programme suitable for all to take part in physical activity.

Example post:

www.facebook.com/sportninet/posts/1183204147149219

Reach: 4,431. Impressions: 2,780. Interactions: 18. Link clicks: 15. (Posted: Facebook/Instagram/X)

It's Time To Talk Day. Nearly two thirds of people put on a brave face to avoid talking about their mental health but talking openly and honestly can be the first step towards better mental health.

Example post:

www.facebook.com/sportninet/posts/1171784611624506

Reach: 5,200. Impressions: 2,605. Interactions: 19. Link clicks: 6. (Posted: Facebook/Instagram/X)

March

Be Seen, Be Heard Belong women in sport campaign

https://www.sportni.net/news/be-seen-be-heard-belong-sport-ni-launches-new-campaign-to-encourage-women-and-girls-to-find-their-place-in-sport/

www.beseenbeheardbelong.co.uk

Facebook/Instagram: 1.6m views. 600,00+ reach. 25,000+ link clicksYouTube/Search: 2.03m impressions. 30.6k clicks

Four influencers/sports people have supported our campaign so far: Sports Orla (118k), Gemma Garrett (30.7k), Daniel Wiffen (94.7k) reshared, Jennie Wood (75.4k) reshared. Louise Thompson paving the way for female officials (Sport Maker) https://www.sportni.net/news/louise-thompson-paving-the-way-for-female-officials/

Community Planning Investment boosts Sport and Wellbeing across Antrim and Newtownabbey https://www.sportni.net/news/community-planning-investment-boosts-sport-and-wellbeing-across-antrim-and-newtownabbey/

Community Planning Investment Lisburn & Castlereagh is committed to fitness https://www.sportni.net/news/lisburn-castlereagh-is-committed-to-fitness/

Kate O'Connor, European Bronze Medallist! The Newry born athlete has won bronze at the European Indoor Championships setting a new national record by 98 points on the way!

Example post:

www.facebook.com/sportninet/posts/1198748172261483

Reach: 29,987. Impressions: 23,781. Interactions: 596. Link clicks: No link. (Posted: Facebook/Instagram/X)

Appendix Two

The following are developments, improvements and outcomes to our work which is focused on the sporting system/sector pertaining to equality delivered by the Physical Literacy and Community Planning Team. This relates to "Connected Communities" in the Equality Action plan.

<u>Physical literacy</u> is a key enabler required by under-represented or S75 groups to transition from inactivity to sustained participation in sport, as it provides the capabilities, confidence and growth mindset required. 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, inactive populations, and primary school-aged children. This resulted in engagement across seven local authorities, co-designing inclusive physical activity initiatives. It reached 2,500+ participants, of whom 45% were from priority groups (women, over-50s, disabled), and post-session surveys showed participants reporting stronger confidence and improved competence in being active—essential as women's sport participation remains 44% women vs 58% men in NI.

The following are developments, improvements and outcomes to our work which is focused on the sporting system/sector pertaining to equality, delivered by the Outdoors Sport Team and the Tollymore National Outdoor Centre Team (TNOC). This relates to "Connected Communities" and "People Development" in the Equality Action plan.

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 people from under-represented S75 groups, with a particular focus on mental health, disability inclusion, and youth at risk. In terms of outcomes, this delivered 1,200+ participants, with 60% from priority demographics (ethnic minorities, disabled people, women/girls). 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 nontraditional sport users, Outscape demonstrated an effective alternative pathway beyond mainstream club settings, aligning with Sport NI's aim to broaden participation.

TNOC has delivered and facilitated a range of Inclusive courses (formal and informal) and opportunities in Mountaineering, rock climbing and Paddlesport. These are delivered via arrange of regular, adapted and dedicated course programmes based on site at TNOC and offsite to increase accessibility and geographical reach. These include Partnership with Outdoor partnership to deliver formal training for existing NGB instructors to train others with additional requirements in Paddlesport and on Climbing walls. Adventure Club for the local Primary schools was delivered monthly throughout the school year to include children with a range of abilities who might not have access to similar opportunities for lifelong skill acquisition (classes often include children with a range of additional learning needs and additional physical requirements. TNOC over 50s climbing club operated from the Centres Hotrock Climbing wall. The group meet weekly and TNOC hosted regular open days to help in recruiting new over 50s members. Over the past 12 months TNOC delivered several NGB Leadership training and assessment courses with reasonable adjustments to

accommodate candidates with a range of mobility and mental health issues. This resulted in successful completion of assessments. TNOC continued to support fulltime staff in attending and supporting a range of inclusion initiatives, from Women with Altitude to Women in Sport. TNOC continued to lease and manage Altnadue quarry which is a developed site for rock climbing. This site is available to both the public and other organisations such as Education Authority and Youth Service; giving access to climbing for a range of organisations representing young persons from a range of socio-economic backgrounds. The site is designed to allow easy access to the base of climbs and has fitted load bearing anchor system at the top to accommodate rigging of inclusive climbing systems. TNOC increased opportunities and awareness for those with a wide range of disabilities to participate in and normalise participation in adventure sport and adventure physical activity for all. TNOC has grown the workforce of qualified and experienced instructors and role models promoting inclusive sport.

The following are developments, improvements and outcomes to our work which is focused on the sporting system/sector pertaining to equality, delivered by the Performance Team. This relates to "international sport support" in the Equality Action Plan.

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. The Equality Diversity and Inclusion (EDI) mainstreaming approach is promoted through the programme and the sports were asked to propose their own EDI interventions including:

- Badminton targeting establishment of two Para regional development squads.
- Ulster Rugby delivered participation opportunities through the 'Girls Let Play Events', targeting females under 10 18 age groups.
- Cycling developing para pathway opportunities through employment of a new Para Development Coach.
- Triathlon Ireland targeted support and development to high performance coaches as part of a coach development plan, with focus on equal opportunities for the balance of male and female staff in the performance team.
- Irish Football Association targeting establishment of girl's elite youth programmes (age 12-14 and 15-16) to provide competition and training opportunities for younger female, preparing them for senior level. Providing better alignment with boys' programmes, particularly in more rural settings.
- Swimming provides targeted support Para athletes representing Great Britain to access Team GB training and competitions.
- GAA targeting disability pathway access.

Sport NI made investments into Athletes (Athlete Award Programme Investments 2024/25) including notable performance pathway progressions for Paralympic and female athletes. The Athlete Award Programme opens on an annual basis to sports that have Commonwealth, Olympic or Paralympic events. Nominations by the Governing Bodies are made on behalf of athletes that have a requirement for additional financial support. This may be due to a change in circumstances, a transition period within their sporting career or financial hardship. During the period, 48% of award recipients were female (representing a 7% increase from last 2023/24), while 6% were disabled athletes (whilst numbers were similar to 2023/24, three Para athletes successfully transitioned onto a world class programmes (2: UK Sport and Sport 1: Ireland).

Sport NI completed Workforce Mapping with Commonwealth Games NI: This involved the delivery of workforce mapping for 16 Commonwealth sports to support succession planning for the 2026 Commonwealth Games. This required collaboration with the Northern Ireland Commonwealth Games Council to understand the workforce needs for 2026 Commonwealth Games and succession planning with sports. Fifteen organisations were involved in the programme with all having completed the facilitated meeting process. This work has now been summarised in a Workforce Mapping Report that details the opportunities and challenges that exist with this space, including equality. This report will form the catalyst for further work across Sport NI departments and with key partners. The development of key workshops and learning opportunities for female coaches and practitioners is currently in progress as Commonwealth Games NI work towards the 2026 Commonwealth Games in Glasgow.

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. 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.

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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 <u>Sport NI Sports Institute Northern Ireland</u>. This relates to "international sport support" in the Equality Action Plan.

The Sports Northern Ireland Sports Institute (SNISI) focuses on improving sport performance through the provision of science, medicine, and programme support to national governing bodies. Institute staff work directly with coaches and athletes to maximise the training gains needed to enhance performance. Support has been provided to a diverse range of coaches and athletes, impacting positively on Olympic, Paralympic, Commonwealth and other sports.

Service provision is adapted daily to meet the needs of individuals and teams. This includes individualised support in services such as Physiology, Nutrition, Strength and Conditioning, Physiotherapy, Sports Medicine, Psychology including Lifestyle) and Performance Analysis. In addition to direct service delivery, SNISI contributes to the SNI Women and Girl's forum, Female Sports Forum, the Home Country Sports Institute female athlete health working group and collaborates with a range of stakeholders to communicate best practice guidelines to the sports sector, regarding support to both female and paralympic high-performance athletes.

The SNISI presently monitors some S75 protected characteristics to determine representation within the population receiving sports institute services. Progress has been made in 2024/25 in relation to the development of a new monitoring form to cover all S75 characteristics. Whilst a full data set is not yet available, early analysis is showing 15% of currently supported athletes are living with a disability, 46% are female and less than 0.01% with an ethnic origin that is not White (British, Northern Irish, English, Scottish, Welsh, Irish, Romany, Irish Traveller, Other).

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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 Infrastructure Team. This relates to "Accessible, Quality Infrastructure and Safety:" in the Equality Action Plan.

Sport NI invested in accessible and inclusive multi-sports facilities (Multi-Facility Fund 2024/25) to increase participation from under-represented and S75 groups. This was a programme to distribute funding from the National Lottery to develop facilities that address identified facility deficits across Northern Ireland. This programme sought to deliver four or more different facility types on one site; therefore, projects are of a considerable scale within the Northern Ireland Sports context. An objective of the programme is that each project funded strives to obtain Inclusive Sports Facility Accreditation, awarded through Disability Sport NI. Newforge Community Development Trust, opened in Autumn 2024 and has achieved ISF accreditation. Two further projects are on site, due for competition in 2025 and will provide accessible spaces for all users.

Sport NI invested in facilities (Your School Your Club 2024/25) to expand the use of school facilities for community use. This is a project delivered by Sport NI but administered by a cross departmental working group including representatives from DAERA, EA, DfE, DfC, Local Authorities and Sport NI. The programme seeks to avail of existing sports facilities within school for inclusive community use. In 2024-25, YSYC invested in three projects worth a total value of £500,000. With representative from several departments on the working group, the projects considers the issues in relation to the social and economic needs of people in areas across Northern Ireland and urban or rural areas.

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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 <u>People Development Team</u>. This relates to "People Development" in the Equality Action Plan.

<u>The Coaching Leaders Programme</u> provided focused support for coaching leaders from governing bodies in partnership with sportscotland and Sport Wales for four females [participants out of nine

total participants. <u>The Rise Female Leadership</u> programme further delivered innovative and tailored support, for nineteen female coaches, officials and administrators in Derry City & Strabane, Mid Ulster, Causeway Coast. From the 19 female participants, two were officials, 11 were coaches and six Board members, recruited from 13 sports.

<u>The Digital Hub</u>, an Online Learner Management Systems for direct delivery and for partner development was developed in collaboration with sportscotland and Sport Wales. There were 2,514 active users, of which xx breakdown were female and xx were disabled.

<u>Workshops and modules</u> were delivered to support the on-going development of coaches, those who support coaches and sports administrators. These workshops support people in their delivery with participants and clubs to ensure that they are delivering in a safe and fun and inclusive developmental environments. The themes of these modules and workshops include safeguarding, coach development and club development workshops. Sport NI delivered 64 safeguarding workshops delivered for 33 organisations, supporting 711 participants, 340 of whom were female, in addition 27 designated officer workshops were delivered for 13 organisations, supporting 258 participants, 159 of whom were female. five coach or club development workshops delivered for two organisations, supporting 116 participants, 95 of whom were female.

<u>Supporting People in Pathway & Performance Environments</u> delivered mechanisms for coaches and practitioners who support athletes in the performance and pathway environments for tthirty-two male, and nine Female, and one participant with a disability.

<u>Officials Support</u> was delivered through the development of an Officials Action Plan in partnership with Sport Ireland. The Officials forum took place in February 2025 with governing bodies sharing case studies, examples of practice and a focus on female refereeing. The forum identified a collaborative opportunity to develop a cross-sport learning event with a working group from the Forum identified to support this initiative. Cross border collaboration occurred with Sport Ireland in March 2025 with Sport NI represented at the Respect campaign group and the Sport Ireland officials' network.