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**CORPORATE PLAN 2012-15**  
**DRAFT EQUALITY IMPACT ASSESSMENT**

**DATE: August 2012**

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[www.sportni.net](http://www.sportni.net)

**Sport Northern Ireland  
Corporate Plan 2012-15  
Equality Impact Assessment**

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## PREFACE

Further to the statutory duties attached to Section 75 of the Northern Ireland Act 1998, Sport Northern Ireland (Sport Northern Ireland) committed to carrying out an Equality Impact Assessment (EQIA) on each policy or programme where screening had indicated that there may be significant implications in relation to one of more of the nine equality grounds. The Corporate Plan 2012 – 2015 was screened and significant implications were identified. Further to this screening, this draft report has been made available as part of the formal consultation stage of the EQIA on the Corporate Plan 2012 - 2015.

We would welcome any comments that you may have in terms of this EQIA, including our preliminary recommendations with regard to measures to mitigate potential adverse impact.

Further copies of this draft consultation EQIA report are available on Sport Northern Ireland's website at [www.sportni.net](http://www.sportni.net) If you have any queries about this document and/or its availability in alternative formats (including Braille, large print, disk and audio cassette, and in minority languages to meet the needs of those who are not fluent in English) then please contact:

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**Deadline for comments will be: Monday 22 October 2012 at 4pm.**

It is planned that following consultation the Final Report will be made available on Thursday 1 November 2012.

## FOREWORD

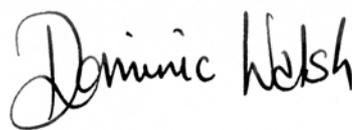
Sport Northern Ireland is pleased to present for consultation our draft EQIA report on the Corporate Plan for 2012 – 2015.

This Corporate Plan sets out Sport Northern Ireland's key principles, anticipated approaches and priorities over the next five years. Sport Northern Ireland has continued to work in partnership with the Department of Culture, Arts Leisure (DCAL) in implementing the ten year Sport Matters: The Northern Ireland Strategy for Sport and Physical Recreation 2009-19. This Strategy envisages a new shared sporting vision – 'a culture of lifelong enjoyment and success in sport'. It sets out the key strategic priorities for sport and physical recreation and continues to inform the direction of future investment underpinning three areas - participation, performance and places.

Sport Northern Ireland has endeavoured to work within the spirit and letter of Section 75, including the development of systematic procedures to ensure that all our policies, procedures and strategies are routinely subject to rigorous scrutiny. This overarching EQIA of our next corporate business cycle builds on this foundation to ensure that Section 75 principles continue to be enshrined at the highest corporate and strategic levels within the organisation and we commend this document to you.



Nick Harkness  
**Acting Chief Executive**



Dominic Walsh  
**Chair**

## 1: INTRODUCTION

### Sport Northern Ireland

Sport Northern Ireland is an executive non-departmental public body sponsored by the Department of Culture, Arts and Leisure (DCAL). It was established on December 31<sup>st</sup> 1973 under the provisions of the Recreation and Youth Service (Northern Ireland) Order 1973, with its main objective being the furtherance of sport and physical recreation.

### Corporate Plan 2012 – 2015

Sport Northern Ireland's vision, derived from the overall aim of Programme for Government 2011-15 and the vision of Sport Matters: The Northern Ireland Strategy for Sport and Physical Recreation 2009-19, is:

*"a culture of lifelong enjoyment and success in sport which contributes to a healthy, fair and prosperous society"*

In order to achieve this vision Sport Northern Ireland has identified the following strategic priorities:

STRATEGIC PRIORITIES	DEFINITION
<b>1. ACTIVE PEOPLE</b>	We believe that increasing participation opportunities for people, especially among under-represented groups is important in creating a culture of lifelong enjoyment and success in sport. We will continue to invest in policies, programmes and initiatives designed to encourage children and adults to become more active in their daily lives.
<b>2. SUCCESSFUL ATHLETES</b>	We will continue to invest in and support governing bodies of sport, athletes and coaches to build a world class high performance system to enable NI's most talented athletes to prepare for and perform on the world stage, with a particular focus on Olympic, Paralympic and Commonwealth Games medals and success in other culturally significant sports.
<b>3. QUALITY FACILITIES</b>	We will invest in new and improved sporting facilities which are safe, comfortable, accessible for all, sustainable and meet the specification and strategic needs of sport in NI. We will also provide statutory and regulatory compliance advice and technical guidance on best practice facility design and safe operation.
<b>4. ENABLED PARTNERS</b>	We will continue to invest in the modernisation of our partners to ensure that NI's sporting organisations are 'fit for purpose' and have the capacity and skills to develop sport.
<b>5. A COMPETENT SPORTING WORKFORCE</b>	We believe that skilled and competent coaches are essential to create a culture of lifelong enjoyment and success in sport at all levels. We will continue to invest in and support the recruitment, training and development of coaches through a coaching strategy which is aligned to the UK and Irish coaching frameworks.
<b>6. A TRUSTED AND EFFECTIVE LEADER</b>	We will continue to invest in our people to continually improve our efficiency, innovation and impact. We will provide high-quality expertise for our partners in areas such as research, human resources, finance, planning, communications and advocacy.

In practice, this means Sport Northern Ireland creating and developing programmes and partnerships that will contribute to the following strategic objectives:

- **Increased participation in sport and physical activity;**
- **Improved sporting performances; and**
- **Improved efficiency and effectiveness in the administration of sport.**

### **Wider Importance of Sport and Physical Recreation**

There is widespread consensus across society that sport and physical recreation has both intrinsic and extrinsic benefits, with a growing awareness of the significant positive contribution that they make to improving the lives of individuals, communities and society as a whole. This contribution can be summarised in the following areas:

#### ***Improving Health and Wellbeing***

Sport and physical recreation, as forms of physical activity, can play a vital role in improving health and wellbeing. For example there is a significant and growing body of evidence that highlights the contribution of sport and physical recreation to reducing levels of obesity, cardiovascular disease, Type 2 diabetes, colon cancer, osteoporosis, anxiety and stress.

#### ***Growing the Economy***

Sport and physical recreation are already net financial contributors to the economy and their economic value is firmly established. Recent research carried out by Sport Northern Ireland in 2010 quantifies this contribution as follows:

- Jobs - 18,500 people are employed in sport-related employment;
- Spend - £688m was spent by consumers on sport-related goods and services in 2008; and
- Added value - sport-related activity adds £693m to the NI economy.

Furthermore, research by *Volunteer Now* in 2007, estimated that the overall economic value of formal sports volunteers was £66.5m per year.

#### ***Improving Education and Skills***

Within an educational environment, there is early evidence to suggest that participation in sport and physical recreation can contribute to a child's improved academic performance and perceived self-esteem and are effective vehicles for re-engaging marginalised young people.

#### ***Building Strong, Cohesive and Inclusive Communities***

Sport and physical recreation can make a significant contribution to local communities and achieving the vision of a "Shared and Better Future for us all", identified within the Programme for Cohesion, Sharing and Integration. A recent survey by Sport Northern Ireland in 2008 found that nine in ten sports' participants agreed that sport has enabled them to mix with people from different religions, age groups, neighbourhoods and social groups.

#### ***Improving Northern Ireland's Image, at Home and Abroad***

Sport and physical recreation has made a positive contribution to Northern Ireland's image, at home and abroad. For example, sports events, activity tourism and winning performances by athletes and teams have all played an importance role improving this image. A recent survey by Sport Northern Ireland in 2008 supports this view, where it was found that 89% of respondents felt that it is important for athletes and teams from NI to achieve international success and that 85% believe that sports events project a positive image of the region.

## Corporate Values

Sport Northern Ireland has integrated fairness and respect for difference into its five core values, which are:

- Equity;
- Honesty;
- Integrity;
- Respect; and
- Sustainability.

## Corporate Principles

Allied to these values are the following three corporate principles, again including an explicit commitment to equality of opportunity:

### ***1. Developing a Sporting Infrastructure***

The development of sport and physical recreation in NI is dependent on an infrastructure of people, organisations and facilities, all of which need to be grown and sustained in the longer term. We will work with partners to examine the strengths and weaknesses of the current infrastructure and enhance it where possible through sustainable capacity building.

### ***2. Creating Effective Participant-Athlete Pathways***

Sport Northern Ireland will work to create quality opportunities for people to participate and develop in their sport at any level and for life. Starting with the fundamental movement skills (physical literacy) and the confidence children need at an early age to enjoy success and lifelong involvement in sport and physical recreation. We will work with governing bodies of sport to develop long-term athlete development frameworks, which set out the optimum development pathways for their sport. By mapping participant-athlete pathways, we can maximise opportunities for sport, support talent identification and assist people changing to stay engaged for life.

### ***3. Embedding Ethics and Equality through Sport and Physical Recreation***

As the leading public body for the development of sport in Northern Ireland, we are committed to tackling discrimination and to promoting equality of opportunity for people to participate and perform in sport and physical recreation at all levels regardless of age, gender, race, disability, marital status, sexual orientation, dependency, religion/belief or community background. Our Equality Scheme sets out the actions that will be taken to promote equality of opportunities across the organisation and in sport and physical recreation. During 2012-15, we will not only deliver, monitor, and continue to review and develop actions in the Equality Scheme, but will also continue to work towards mainstreaming equity into every aspect of the organisation's work. This will ensure that all policies, programmes and services are equality screened and if required are subject to a full equality impact assessment. We will also support key partners to embed equality and good relations into all of their functions and ensure appropriate actions are taken with regards to safeguarding children and vulnerable adults and anti-doping to create a safe, fair and ethical sporting environment.

## **'Sport Matters' - The Northern Ireland Strategy for Sport & Physical Recreation 2009-2019**

Sport Matters sets out the key strategic priorities for sport and physical recreation over the period 2009-2019 and informs the direction of future investment. As a strategic document, it poses great challenges for every individual and organisation with a stake in sport; physical recreation; health; education; social and community wellbeing; and the environment.

Following consultation, the people of Northern Ireland articulated their aspirations and the long-term vision for sport and physical recreation over the next decade: 'a culture of lifelong enjoyment and success in sport'. The document is structured to reflect the current and anticipated needs of sport and physical recreation as expressed through consultation. These relate to:

- Participation;
- Performance; and
- Places.

Sport Northern Ireland is responsible for coordinating and managing the implementation of Sport Matters, supporting each of the Sport Matters Implementation Groups in the development of action plans, engagement of key partners and the subsequent reporting of progress to the Ministerial led Sport Matters Monitoring Group.

In addition, Sport Northern Ireland has a role in both planning and delivering its own contributions, as well as supporting its partners plans and sustain their contributions to Sport Matters. This Plan outlines Sport Northern Ireland’s contribution to Sport Matters. Further information on the implementation of Sport Matters is available online at: [www.sportni.net/about/SportMatters/Implementation](http://www.sportni.net/about/SportMatters/Implementation)

Figure 1: Sport Northern Ireland’s Corporate Map

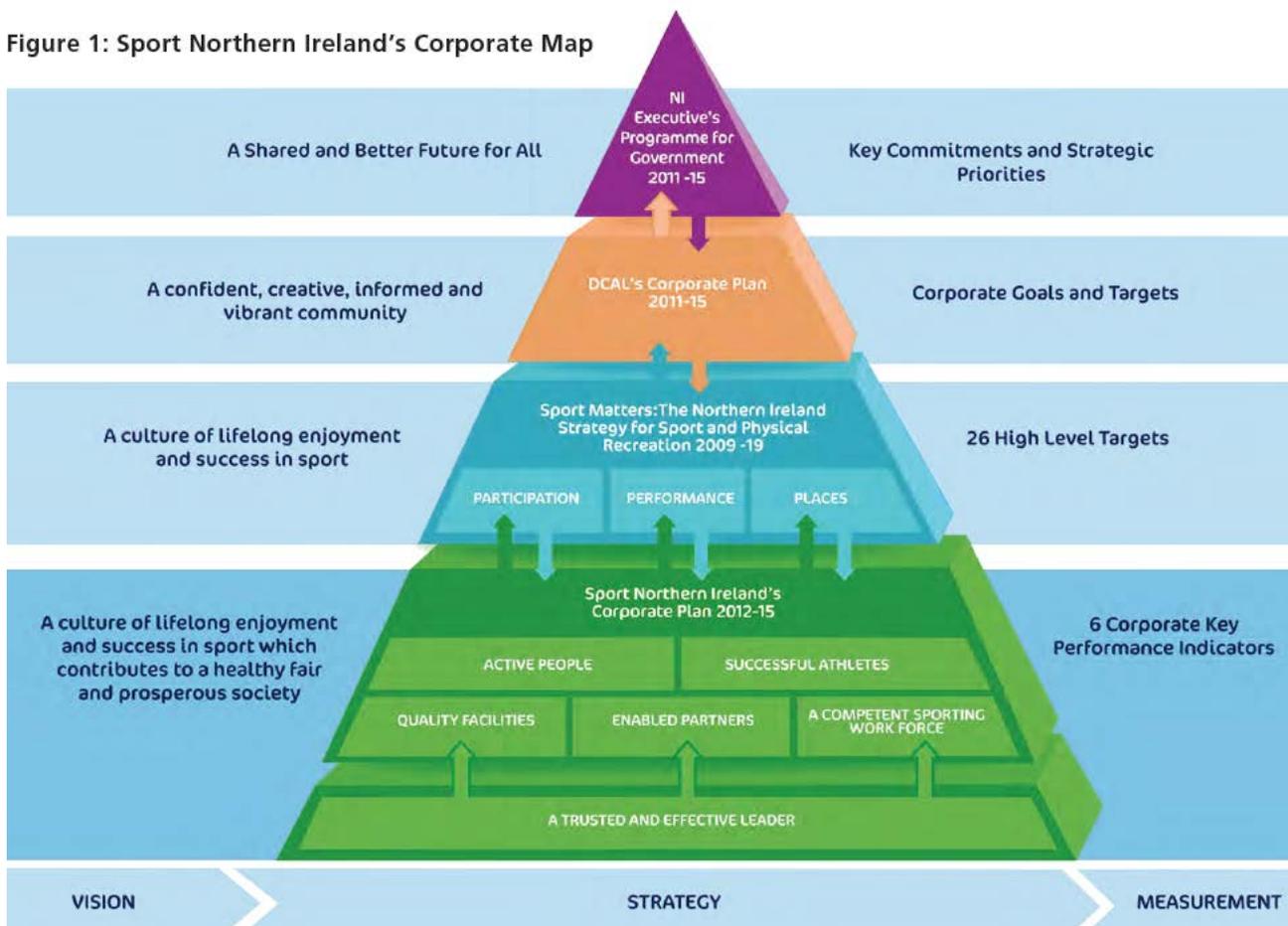


Figure 1 illustrates how Sport Northern Ireland operates and how our strategic priorities are aligned with and contribute towards key policies and strategies within NI, namely the NI Executive’s Programme for Government; DCAL’s Corporate Plan and Sport Matters.

To achieve our vision, Sport Northern Ireland has identified the following six strategic priorities that will be addressed over the next three years: Active People, Successful Athletes, Quality Facilities, Enabled Partners, A Competent Sporting Workforce; and A Trusted and Effective Leader.

Between 2012-15, we will invest approximately £74.6m in Exchequer and National Lottery funds to help achieve our goals. This will be done through the provision of sports development expertise from our staff and by investing in partner organisations that share our vision.

These policies and programmes will be monitored through a performance management framework which will enable to us to demonstrate our contribution to Sport Matters' targets; DCAL's corporate goals and targets; and the Key Commitments and Strategic Priorities identified within the NI Executive's Programme for Government.

### **CORPORATE PLAN 2012-2015: Progress to date**

Over the period of the previous Corporate Plan 2007-11, Sport Northern Ireland has made good progress in developing sport and physical recreation in Northern Ireland. This progress is articulated in Sport Northern Ireland's most recent Annual Review which can be downloaded at [www.sportni.net](http://www.sportni.net). However, please find below some examples of progress made:

The Sports Institute Northern Ireland (SINI) has continued to provide an environment which nurtures elite athletes and coaches, and provide them with top class facilities, services and expertise. In 2007, the new High Performance Centre at the University of Ulster was completed to provide a purpose built base and access to high performance facilities;

As part of a drive to improve governance standards in sport and increase performance standards, Sport Northern Ireland has continued to support governing bodies to ensure they are modernised and 'fit for purpose'. This includes ensuring that each governing body continues to meet Sport Northern Ireland's obligations under Section 75;

Tollymore Mountain Centre (TMC), Sport Northern Ireland's National Outdoor Training Centre for adventure sports, has continued to provide a wide range of skills and leadership training and assessment courses in mountaineering and canoe sport;

Sport Northern Ireland has conducted high quality research which contributed towards the evidence-base for sport to inform strategic policy, reinforce the case for the value of sport and enhance the effectiveness of investment e.g. Economic Importance of Sport, Community Sport Programme Evaluation; and

Finally, Sport Northern Ireland has continued to increase and sustain levels of participation among people of all ages and abilities and promote lifelong physical activity by developing and implementing innovative policies and programmes, such as the Sport in Our Community Programme.

### **Key Challenges & Opportunities 2012-2015**

Despite the good work that has taken place over the period 2008-2011, Sport Northern Ireland will face a number of difficult challenges in relation to achieving our strategic priorities during 2012-2015. However, this will also present us with a number of opportunities. Some of the key challenges and opportunities are summarised below:

**Participation** - There is clear public passion for and interest in sport and physical recreation across Northern Ireland. Recent data from the Northern Ireland Adult Sport and Physical Activity Survey (SAPAS) indicates that 37% of adults living in Northern Ireland participated in at least 30 minutes of moderate intensity sport in the last seven days. This figure increases to 47% if walking and cycling is included.

When total physical activity (eg. what activities are undertaken at work, in the home, getting about and playing sport) is considered SAPAS (2010) reports that only 35% of adults living in Northern Ireland meet the Chief Medical Officer's recommendation (a total of at least 30 minutes a day of at least moderate intensity physical activity on five or more days of the week) for physical activity each week. This indicates that 65% of the Northern Ireland adult population are not sufficiently active in order to maintain good general health.

Furthermore, the 'Ten Year Strategy for Children and Young People in Northern Ireland 2006-2016' reported that only 36% of children (aged under 16 years) participate in sport and physical activity 3-5 times per week.

Related to the above findings, there is increasing concern in Northern Ireland about public health issues. The 2005- 2006 Health and Social Wellbeing Survey found that overall 59% of all adults (aged 16 years and over) were either overweight (35%) or obese (24%). Childhood obesity is also a growing problem in Northern Ireland. This is evidenced by an analysis of the Child Health System data, which highlighted the increased incidence of overweight or obese boys (13% to 19%) and girls (20% to 27%) between 1997 and 2004.

Whilst overweight and obesity is caused by a number of factors, sport and physical recreation, in the context of lifestyle changes and healthy eating, can play a key role in weight management and make a significant contribution to the control and reduction of obesity and associated health risks identified within 'The wider importance of sport and physical recreation' section on page 9.

By contributing to the key steps and targets within Sport Matters and the Department of Health, Social Services and Public Safety's Framework for Preventing and Addressing Overweight and Obesity in Northern Ireland – 'A Fitter Future for All' (2011-2021), we will strive to make sport and physical recreation more desirable and accessible to the Northern Ireland population through the development and implementation of programmes and initiatives aimed at increasing participation levels.

**Performance** - Notwithstanding recent success at the Delhi 2010 Commonwealth Games, Beijing 2008 Olympic and Paralympic Games and other notable achievements in recent years, Northern Ireland has still some way to go in order to secure a world leading system for player/ athlete development. Prior to 2008 Olympic and Paralympic successes in athletics, boxing and cycling, the last Olympic medal won by a Northern Ireland athlete was in 1992. In addition, three sports have accounted for all medals won by Northern Ireland's athletes at Commonwealth Games since 1950. This said, representatives of some of Northern Ireland's larger team sports (including football, Gaelic Games, rugby and cricket) have achieved considerable success in recent years.

The relative gap between the performance of Northern Ireland's athletes and those from other countries continues to increase. Investment in high performance sport has been available since 1997 but still remains at a lower level when compared to other countries.

In addition, Sport Northern Ireland needs enabled partners to lead and deliver sport and physical recreation. Increasingly, it faces demands on resources at both a regional and local level. One such challenge is to ensure that organisations have the capability to deliver.

As the London 2012 Olympic and Paralympic Games and Glasgow 2014 Commonwealth Games approaches, we will look to maximise the opportunities that these Games present in terms of athlete participation, pre-games training camps and events, facility provision and long-term legacy.

Whilst it important to manage public expectation, following recent successes, these Games will provide the opportunity to inspire Northern Ireland's next generation of sporting heroes and heroines.

**Places** - Given the current economic climate and the recent Final Budget 2010 announcement, a key challenge for sport and physical recreation in Northern Ireland is addressing the sports facilities deficit highlighted in our recent research report, Bridging the Gap (2009). This report indicates that, at both community and high performance levels, Northern Ireland is under-provided for in comparison with other regions in the UK and Europe.

Over the next four years, we will have the opportunity to work with partners to address the sports facilities deficit through the development of a range of new, improved and shared sports facilities across Northern Ireland. We will also look to support aspiring athletes by providing world leading training facilities within a 60 minute travel time and a provide range of facilities capable of hosting major sporting events such as the Belfast 2013 Wold Police and Fire Games.

## **Sport Matters: The Northern Ireland Strategy for Sport and Physical Recreation 2009-2019: Performance Targets**

Sport Matters identified 26 high level targets against which the success of the strategy will be measured. These targets are summarised by the three themes of Participation, Performance and Places and are listed below. Where targets have already been achieved these are clearly marked. Of the total 26 targets, there are 7 short term targets, 7 medium term targets and 12 long term targets. In summary 5 of the 7 short term targets have already been achieved (see below).

For more information visit: [www.sportni.net/about/SportMatters](http://www.sportni.net/about/SportMatters).

### **Participation**

**PA1 ACHIEVED** - By 2009, to have agreed and commenced implementation of a revised research framework for participation rates that is cognisant of the recommendations of the Chief Medical Officers in the UK. Sport Northern Ireland finalised Northern Ireland's Sport and Physical Activity Survey 2010 (SAPAS), the large-scale adult participation survey which will provide baseline data for many of the targets identified within Sport Matters.

**PA2 ACHIEVED** - By 2010, to have reviewed economic impact of sport and physical recreation in Northern Ireland. Sport Northern Ireland finalised, launched and published the Economic Importance of Sport in Northern Ireland. The report is available online at [www.sportni.net](http://www.sportni.net).

**PA3** By 2011, to have established a baseline for the number of children of compulsory school age participating in a minimum of two hours quality physical education.

**PA4** By 2013, to have stopped the decline in adult participation in sport and physical recreation.

**PA5** By 2014, to have increased the number of people in Northern Ireland in membership of at least one sports club.

**PA6** By 2014, to provide every child in Northern Ireland over the age of eight years with the opportunity to participate in at least two hours per week of extra-curricular sport and physical recreation.

**PA7** By 2019, to deliver at least a three percentage point increase in adult participation rates in sport and physical recreation (from the 2013 baseline).

**PA8** By 2019, to deliver at least a six percentage point increase in women's participation rates in sport and physical recreation (from the 2013 baseline).

**PA9** By 2019, to deliver at least a six percentage point increase in participation rates in sport and physical recreation among socio-economically disadvantaged groups (from the 2013 baseline).

**PA10** By 2019, to deliver at least a six percentage points increase in participation rates in sport and physical recreation among people with a disability (from the 2013 baseline).

**PA11** By 2019, to deliver at least a six percentage point increase in participation in sport and physical recreation among older people (from the 2013 baseline).

### **Performance**

**PE12 ACHIEVED** - By 2010, to have a fully operational Sports Institute that supports 100 athletes per annum to achieve 70% of their agreed annual performance targets. Five service areas including Sports Medicine; Sports Science; Strength and Conditioning; Performance Planning and Performance Skills are currently operational at SINI delivering services to 197 athletes.

**PE13 ACHIEVED** - By 2010, to win at least five medals at the Delhi Commonwealth Games. Ten medals (including 3 gold, 3 silver and 4 bronze medals) were won in Delhi 2010 in boxing (5), cycling (2), shooting (2) and bowls (1).

**PE14** By 2011, to ensure that all Sport Northern Ireland funded governing bodies and sporting organisations are 'fit for purpose' organisations.

**PE15** By 2014, to win at least five medals at the Glasgow Commonwealth Games.

**PE16** By 2019, to have implemented nationally recognised coach accreditation systems for all Sport Northern Ireland funded governing bodies.

**PE17** By 2019, at least 100 Northern Ireland athletes to have attained medal success at the highest level in their sport, including European, World and Olympic/Paralympic level.

**PE18** By 2019, to have accredited at least 700 appropriately qualified, full-time coaches available to meet demand across all aspects of sport and physical recreation.

**PE19** By 2019, to have 45,000 appropriately qualified, part-time and volunteer coaches available to meet demand across all aspects of sport and physical recreation.

**PE20** By 2019, to have secured a world-class system for athlete development consisting of services, facilities and competition, following the hosting of the Olympic and Paralympic Games in London 2012.

## Places

**PL21 ACHIEVED** - By 2010, to initiate a Northern Ireland certification process that will improve safety management and the fabric of the major stadia in Northern Ireland, to comply with the Safety of Sports Grounds (Northern Ireland) Order (2006) and associated technical guidance.

**PL22** By 2013, and subject to the normal approval processes, to have addressed the need for an operationally viable and commercially sustainable multi-sports stadium for Northern Ireland.

**PL23** By 2014, to have a minimum of 10 new or upgraded facilities that will support Northern Ireland player/athlete development in Olympic and Paralympic sports.

**PL25** By 2019, to ensure that 90% of the population have quality accredited, multi-sports facilities that have the capacity to meet demand, within 20 minutes travel time.

**PL26** By 2019, to ensure that all planning decisions follow Planning Policy Statement 8: Open Space, Sport and Outdoor Recreation in relation to the provision of spaces for sport and physical recreation.

## Sport Matters Targets to be Achieved during the Period of the Corporate Plan 2012-15

<b>PA3.</b> By 2011, to have established a baseline for the number of children of compulsory school age participating in a minimum of two hours quality <sup>29</sup> per week physical education*	<b>PARTICIPATION</b>
<b>PA4.</b> By 2013, to have stopped the decline in adult participation in sport and physical recreation	
<b>PA5.</b> By 2014 to have increased the number of people in Northern Ireland in membership of at least one sports club	
<b>PA6.</b> By 2014 to provide every child in Northern Ireland over the age of 8 years with the	

opportunity to participate in at least two hours per week of extracurricular sport and physical recreation	
<b>PE14.</b> By 2011 to ensure that all Sport Northern Ireland funded governing bodies and sporting organisations are 'fit for purpose' organisations*	<b>PERFORMANCE</b>
<b>PE15.</b> By 2014 to win at least five medals at the Glasgow Commonwealth Games	
<b>PL22.</b> By 2014, and subject to Executive approval, to have developed major sports stadiums to meet the strategic needs of Football, GAA and Rugby on an operationally viable and commercially sustainable basis in Northern Ireland	<b>PLACES</b>
<b>PL23.</b> By 2014 to have a minimum of 10 new or upgraded facilities that will support Northern Ireland player/athlete development in Olympic and Paralympic sports	
<b>PL24.</b> By 2015 to have amended public policy frameworks to protect and promote access to and sustainable use of publicly owned land in Northern Ireland for sport and physical recreation	

\*Work will continue on these targets

## Corporate Structures

### *Sport Northern Ireland Board*

The Board consists of a Chair, Vice-Chair and up to 13 members who combine sectoral interest with a broad range of skills and experience to further the strategic objectives for the development of sport in Northern Ireland. (for further details go to <http://www.sportni.net/about/board> )

### *Sport Northern Ireland Committees*

The Council's work is supported by a number of Committees. Each Committee is chaired by individuals with relevant expertise and experience. The full Board ratifies all appointments to Committees. Each Committee reports and makes recommendations as appropriate to the Board.

### *Chief Executive*

The Chief Executive is the Accounting Officer for Sport Northern Ireland. Three units operate within Sport Northern Ireland each headed by a Unit Director:

- Participation and Places;
- Performance; and
- Corporate Services.

### *Staff*

As of 1/7/2012, there were 111 members of staff employed within Sport Northern Ireland (<http://www.sportni.net/about/stafflist>) and they fell under the following SOC categories:

SOC Code	Number Employed
1	14
2	14
3	32
4	32
5	0
6	19
7	0
8	0
9	0
<b>Total</b>	<b>111</b>

## **2: SPORT NORTHERN IRELAND AND SECTION 75**

Section 75 (1) of the Northern Ireland Act 1998 requires that Sport Northern Ireland shall, 'in carrying out its function relation to Northern Ireland, have due regard to the need to promote equality of opportunity' between the following nine Section 75 grounds:

- Persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- Men & women generally;
- Persons with a disability and persons without; and
- Persons with dependents and persons without.

In addition and without prejudice to these obligations, in carrying out its functions, Sport Northern Ireland is also committed to have due regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

Our Revised Equality Scheme is currently out for public consultation. Our Scheme sets out arrangements as to how we propose to fulfil our statutory duties under Section 75. The Equality Scheme acknowledges the commitment to carry out equality impact assessments (EQIAs) and policy reviews on existing policies and to develop new policies as required.

We have conducted equality screening consultations both internally and externally as a method of screening all policies and programmes to assess which may potentially impact on equality of opportunity and/or good relations obligations.

Over and above the statutory obligations we routinely screen all policies in line with our Disability Action Plan to ensure positive attitudes towards people with a disability.

The Corporate Plan 2012-2015 was screened using this procedure and at this time it was decided that the policy should be subjected to a full EQIA, as presented in draft form for consultation in this document.

### **3: CONSIDERATION OF DATA AND AVAILABLE RESEARCH**

In carrying out this EQIA, Sport Northern Ireland has drawn on a wide range of research and data. This has included the following in-house sources:

- Sport Northern Ireland's Equality Scheme;
- Completed and ongoing EQIAs;
- Sport Northern Ireland's Disability Action Plan 2009-12;
- Sport Northern Ireland's Annual Reports;
- Sport Northern Ireland's Corporate Plan 2011-15 & Business Plan 2011-2012.

#### **Monitoring Data**

A uniform equality monitoring system has been developed to track the future impact of policies and programmes and is now in place to collect appropriate data from organisations supported through Sport Northern Ireland investment, such as:

- Disability Mainstreaming Contract;
- Awards For Sport;
- Active Communities;
- Investing In Performance Sport Programme; and
- Athlete Support Programme.

#### **SNI Research Reports 2011/12**

Sport Northern Ireland has also continued to publish a number of research projects to provide improved qualitative and quantitative data, including:

- The Northern Ireland Coaching Workforce Survey;
- An Analysis of Northern Ireland's Performance at the Commonwealth Games 1950-2010;
- The Northern Ireland Sport and Physical Activity Survey (SAPAS);
- MLA Perceptions Study; and
- Talent ID Officer Survey.

#### ***The Northern Ireland Coaching Workforce Survey***

The survey provides information on the state of the sports coaching workforce in Northern Ireland in terms of the profile of the coaches themselves, their roles within sport, the people to whom they deliver coaching, their experience, qualifications and the challenges and opportunities they face.

The geographic scope of the research is Northern Ireland but may include coaches resident in the Republic of Ireland who deliver in sports which operate on an all-Ireland basis (e.g. boxing, GAA and rugby union). The results are presented in a form which allows analysis by sport and by area (depending on sample size), as well as by coaching capacity (voluntary, part-time and full-time).

#### ***An Analysis of Northern Ireland's Performance at the Commonwealth Games 1950-2010***

The report presents a comprehensive analysis of Northern Ireland's performance at the Commonwealth Games in Delhi 2010. Comparisons are made over time (1950-2010) between:

- Northern Ireland, other Commonwealth countries and specifically the home countries (England, Wales and Scotland);
- Athletes representing Northern Ireland in different types of events including men, women and men and women combined (mixed) events;
- Different sports or disciplines in which Northern Ireland's athletes competed.

### ***The Northern Ireland Sport and Physical Activity Survey (SAPAS)***

In 2008, Sport Northern Ireland commissioned Ipsos MORI to conduct SAPAS which is the largest and most comprehensive piece of survey research on sport and physical activity undertaken in Northern Ireland since 1994. SAPAS provides a complete and very detailed picture of adults' physical activity levels across four life domains including home, work, getting about, and sport and recreation.

Data were captured and analysed with regard to frequency, duration and intensity of all relevant activities in the home, work, getting about, and sport and recreation domains. In addition, SAPAS covers a wide range of aspects related to sport such as sports participation, club membership, coaching, volunteering, and attendance at live sporting events. The research results will inform policies aimed at increasing the proportion of the population in Northern Ireland who exercise regularly through sport and physical activity and policies for general health improvement, including the management of overweight and obesity, and understanding smoking behaviour and alcohol consumption.

In addition, SAPAS has yielded important analyses by various Section 75 grounds including sex, disability and age. Factsheets detailing breakdowns by these variables can be found on the Sport Northern Ireland website at: <http://www.sportni.net/about/PolicyAndResearch/Recent+Research/SAPAS+Report>

### ***MLA Perceptions Study***

Sport Northern Ireland commissioned Ipsos MORI to conduct a survey on MLAs to assist businesses and other organisations in Northern Ireland to better understand the views of Members and how best to communicate with them. 43 MLAs were interviewed (DUP 16, Sinn Féin 10, UUP 8, SDLP 6 and Alliance 3).

### ***Talent ID Survey***

The survey engaged with the current workforce of Talent Officers invested in through the *Investing in Performance Sport* programme from 14 sports. The survey was initiated to understand the impact of the posts on Talent System development; the specific added value of the posts; the perception of the athlete populations within the sports; support provided for talented athletes and the challenges facing sports in developing talent.

## **Summary of Key Research Findings**

Sport Northern Ireland's key achievements since the publication of the previous Corporate Plan 2008-2011 are outlined in the table below, by key corporate outcomes.

<b>CORPORATE OUTCOME</b>	<b>KEY ACHIEVEMENTS 2008-2011</b>
<b>1. Professional, accountable and autonomous sporting organisations</b>	<ul style="list-style-type: none"><li>• Sport Northern Ireland has supported the modernisation of over 30 governing bodies of sport.</li><li>• In partnership with a range of governing bodies of sport and Local Authorities (Regional Consortia), Sport Northern Ireland launched 'Clubmark NI' a junior sports club accreditation programme.</li></ul>
<b>2. Improved safety of major sporting venues</b>	<ul style="list-style-type: none"><li>• Sport Northern Ireland invested £6.7m through the Stadia Safety Programme to improve the safety and comfort of spectators attending elite sporting events at GAA, Soccer and Rugby venues within Northern Ireland.</li><li>• Sport Northern Ireland invested over £3m through the Soccer Strategy Facilities Programme to improve the safety and comfort of spectators attending elite sporting events at GAA, Soccer and Rugby venues within Northern Ireland.</li><li>• The Overseeing Function was established to monitor the implementation of The Safety of Sports Grounds Order which designated 30 sports grounds in Northern Ireland.</li></ul>

<p><b>3. Increased participation in sport and physical recreation, especially among underrepresented groups</b></p>	<ul style="list-style-type: none"> <li>• The launch of the Active Communities Programme was subsequent appointment of 106 generic and sport specific coaches across 11 consortia of district councils.</li> <li>• Through the Building Sport and Places For Sport Programmes, £34.5m was invested in over 110 capital projects.</li> <li>• As part of the Sport in Our Community Programme, £3.6 million was invested in 34 projects from the voluntary, community and statutory sectors and aimed to deliver innovative and creative projects over a four year period.</li> <li>• The extensive redevelopment of Tollymore National Outdoor Centre as a ‘state of the art’ national facility for mountaineering and canoeing, which now provides comfortable accommodation, a range of changing and conference facilities, catering, high and low ropes courses and access to a kayak rolling pool.</li> </ul>
<p><b>4. Increased number of athletes with improved sporting performance</b></p>	<ul style="list-style-type: none"> <li>• Sport Northern Ireland launched the Investing in Performance Sport Programme to resolve weaknesses in the existing performance sport system to improve athlete performance and to establish and embed characteristics (nine ‘pillars’) of world leading performance systems.</li> <li>• Over £2.5m was invested through the Athlete Support Programme to support Northern Ireland’s most talented athletes and teams.</li> <li>• The performance of the NI Commonwealth Games Team who returned from 2010 Delhi Commonwealth Games as the most improved home country and 6th most improved country overall, winning a total of 10 medals (3 gold, 3 silver and 4 bronze).</li> <li>• Construction commenced on Northern Ireland’s first 50m swimming pool to provide training and competition facilities for Olympic and Paralympic athletes.</li> </ul>
<p><b>5. Contribution to broader government priorities</b></p>	<ul style="list-style-type: none"> <li>• The design and implementation of the Northern Ireland Sport and Physical Activity Survey (SAPAS) which established statistically robust data on participation, club membership, volunteering, coaching and spectating, providing baseline information for Sport Matters.</li> <li>• The evidence base of sport was enhanced through the Northern Ireland Coaching Workforce Survey, which provides a detailed picture about coaches and the coaching workforce.</li> </ul>
<p><b>6. Increased efficiency and effectiveness in the attainment of corporate outcomes</b></p>	<ul style="list-style-type: none"> <li>• Sport Northern Ireland was accredited with “One To Watch” status by Best Companies, the work place engagement specialists behind the ‘Sunday Times Best Companies to Work For’.</li> <li>• Sport Northern Ireland were accredited with Investors in People for a further three years (2011-2014).</li> </ul>

Across Northern Ireland there is a clear public passion for and interest in sport and physical recreation, although patterns of participation over time have tended to suggest that this level of interest must continue to be nurtured and can never be taken for granted. For example, the most recently available data indicate that around half of the adult population (i.e. 53% of those aged 16 and over) claim some level of participation in sport and physical recreation in the last 12 months. This contrasts with previous data (1999) that put participation at 59% - a decline of 6% in as many years.

These data only measure participation ‘at least once in the last 12 months’, while the recommendation of the Chief Medical Officers in the UK is that ‘all adults should take part in a minimum of 30 minutes moderate intensity physical activity at least five times per week in order to achieve health benefits’. The ‘Ten Year Strategy for Children and Young People in Northern Ireland 2006-2016’ reports that only 36% of

children (aged under 16 years) participate in sport/physical activity 3-5 times per week. This figure contrasts with the estimated 1 in 3 young people in Northern Ireland who are overweight/obese. In addition to the limited level of participation in sport and physical recreation and uncertainty over frequency, there are continuing disparities in participation rates between:

- Men and women;
- People from higher and lower socio-economic groups;
- People with and without a disability; and
- Older people.

The following data summarises key issues relating to sport and physical recreation in Northern Ireland by each of the nine Section 75 grounds.

## **GENDER**

Given international trends in relation to gender and sport participation, in Northern Ireland as elsewhere there is not only a disparity but a growing disparity in participation by gender.

### ***SAPAS: Key Gender Statistics***

- 35% of women achieve the recommended threshold of physical activity.
- The most relevant domain is the home domain (213 minutes of at least moderate physical activity per week on average).
- 31% have participated in any sport in the last seven days.
- The most important reasons for doing sport are keeping fit and enjoyment.
- The most popular sports are walking (9%), using exercise machines (7%), dancing (7%), swimming (6%) and keep fit / aerobics (6%).
- Women's sport participation peaks in young age groups (16-29 years: 43% compared to 30-49 years: 37% and 50+ years: 18%).
- In line with the overall population, participation is significantly greater among women in higher social classes, among those who work or study and with women who have a university degree.
- The main barriers to participation are injury or illness and family constraints.
- Club membership and participation in competitions are significantly lower than for men.
- Overall, 57% are satisfied with sport provision in their local area, 22% are dissatisfied.

## **DISABILITY**

As with gender, the data suggest that there is a growing disparity in participation in sport and physical activity by disability, in Northern Ireland as elsewhere. This finding is confirmed by various Sport England surveys, which specifically looked at the participation of people with disabilities in sport. Key findings included the following:

### ***Adult Survey<sup>1</sup>***

- The participation rates for those with any form of disability are lower than for the general population;
- Including walking, 51% of disabled adults had participated in at least one activity in the four weeks prior to interview compared to 75% of non-disabled people;
- Excluding walking 38% of disabled adults had participated in at least one activity in the four weeks prior to interview compared to 59% of non-disabled people; and
- Rates of participation varied according to the form of disability: Including walking, people with a 'vision disability' were most likely to have participated in at least one sport (48%) and people with an 'ambulation disability' least likely (23%).

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<sup>1</sup> Adults with a Disability and Sport Survey (Sport England, 2002)

## Young People<sup>2</sup>

- The participation rates for young people with a disability were lower than for the overall population of young people;
- 36% of young disabled people had not taken part in sport frequently (at least 10 times in the previous year) compared to 6% of the overall population;
- 10% had not undertaken any sport in school lessons in the previous 12 months; and
- Only 12% were members of a sports club compared to 46% for the overall population.

Closer to home, SAPAS is now able to provide robust and contemporary data.

### SAPAS: Key Disability Statistics

- The proportion of people with disabilities who achieve the recommended threshold of physical activity is significantly lower than average (23%). However, this is partly due to an older average age amongst people with disabilities and age is a major factor influencing levels of physical activity.
- The most relevant domain for physical activities is the home domain (157 minutes of at least moderate physical activity per week on average).
- 19% of people with disabilities have participated in any sport in the last seven days.
- The most important reasons for taking part in sport are enjoyment and keeping fit.
- The most popular sports are walking (5%), swimming (5%) and using exercise machines (4%).
- Sport participation peaks in middle age groups (30-49 years: 37% compared to 16-29 years: 33% and 50+ years: 11%).
- In line with the overall population, participation is significantly greater among those in higher social classes, among those who work and with people who have a university degree. The difference between men and women is only minor.
- The main barriers to participation are injury or illness (60%), followed by being too old (20%).
- Club membership and participation in competitions are significantly lower than average.
- Overall, 53% are satisfied with sport provision in their local area, 24% are dissatisfied.

## RELIGIOUS BELIEF/POLITICAL OPINION

Sport Northern Ireland continues to operate in a funding environment that is highly sensitive to the perceived needs and inequalities within and between both communities. According to the 2001 Census, 44% of the population of Northern Ireland described themselves as being brought up in a Catholic background while 53% stated that they were brought up in a Protestant community background. Through its work, Sport Northern Ireland continues to be responsive to, and sensitive of, the sporting needs of both these communities. An indication of support by local government district is shown in the table below. The EQIA of Sport Northern Ireland's previous Corporate Plan 2008-11 provided funding analysis covering the period 2005-08. The tables below provides details of Sport Northern Ireland funding over the period of 2008-12 which signifies the years between the previous analysis and the current Corporate Plan 2012-15.

### Funding by Location

Area	Awards	Award Amount	% Share	Mid Year Est.	Per Capita
Antrim	5	£1,829,270	1.86%	78,248	£23.38
Ards	3	£289,618	0.29%	268,745	£1.08

<sup>2</sup> Young People with a Disability and Sport Survey (Sport England, 2000)

Armagh	8	£2,312,353	2.35%	67,029	£34.50
Ballymena	3	£3,688,038	3.74%	70,770	£52.11
Ballymoney	1	£494,660	0.50%	117,836	£4.20
Banbridge	1	£506,368	0.51%	79,940	£6.33
Belfast	35	£10,928,064	11.09%	54,145	£201.83
Carrickfergus	3	£826,404	0.84%	63,451	£13.02
Castlereagh	6	£662,943	0.67%	30,564	£21.69
Coleraine	1	£2,437,141	2.47%	40,158	£60.69
Cookstown	4	£1,310,586	1.33%	56,790	£23.08
Craigavon	5	£4,152,826	4.21%	36,655	£113.29
Derry	12	£4,797,677	4.87%	31,650	£151.59
Down	3	£3,375,873	3.43%	44,730	£75.47
Dungannon	6	£1,199,171	1.22%	16,998	£70.55
Fermanagh	4	£1,655,938	1.68%	83,605	£19.81
Larne	2	£295,423	0.30%	59,441	£4.97
Limavady	3	£1,246,989	1.27%	47,955	£26.00
Lisburn	11	£822,134	0.83%	93,623	£8.78
Magherafelt	2	£5,008,303	5.08%	57,748	£86.73
Moyle	1	£192,872	0.20%	99,880	£1.93
Newry and Mourne	12	£4,125,978	4.19%	63,076	£65.41
Newtownabbey	1	£314,183	0.32%	33,564	£9.36
North Down	3	£8,427,098	8.55%	109,826	£76.73
Omagh	4	£2,626,060	2.66%	52,866	£49.67
Strabane	3	£1,486,902	1.51%	40,099	£37.08
<b>Council Investment</b>	<b>142</b>	<b>£65,012,872</b>	<b>66.0%</b>	<b>1,799,392</b>	<b>£36.13</b>
<b>NI Wide Investment</b>	<b>757</b>	<b>£33,539,119</b>	<b>34.0%</b>	<b>1,799,392</b>	<b>£18.64</b>
<b>Total Investment</b>	<b>899</b>	<b>£98,551,991</b>	<b>100.0%</b>	<b>1,799,392</b>	<b>£54.77</b>

Investments have been reported based on the district council area of the primary applicant. It should be noted that some awards (such as Sport Northern Ireland's investment in the Active Communities Programme) will benefit other council areas.

### ***Funding by Sport***

<b>Sport</b>	<b>Awards</b>	<b>Award Amount</b>	<b>% Share</b>
Angling	1	£3,750	0.0%
Archery	14	£188,710	0.2%
Association Football	130	£17,290,695	17.5%
Athletics	34	£741,875	0.8%
Badminton	25	£598,892	0.6%
Basketball	24	£519,234	0.5%
Billiards and Snooker	1	£25,832	0.0%
Bowling	17	£183,731	0.2%
Boxing	57	£636,093	0.6%
Camogie	5	£84,880	0.1%

Canoeing	39	£984,331	1.0%
Caving	10	£49,320	0.1%
Cricket	31	£1,963,868	2.0%
Cycling	38	£712,125	0.7%
Disability Sport	33	£2,625,374	2.7%
Equestrianism	25	£1,827,910	1.9%
Fencing	12	£79,835	0.1%
Gaelic Sports	157	£18,869,090	19.1%
Golf	40	£475,750	0.5%
Gymnastics	19	£430,263	0.4%
Hockey	36	£2,726,391	2.8%
Ice Hockey	2	£36,094	0.0%
Ice Skating	12	£131,129	0.1%
Ju Jitsu	1	£3,700	0.0%
Judo	22	£455,428	0.5%
Karate	1	£6,000	0.0%
Karting	3	£9,700	0.0%
Keep Fit	5	£84,902	0.1%
Motor Cycling	10	£100,137	0.1%
Motorsports	26	£2,493,527	2.5%
Mountain Rescue	22	£372,069	0.4%
Mountaineering	5	£255,921	0.3%
Multi Skills	1	£27,797	0.0%
Multisport	279	£24,996,249	25.4%
Netball	16	£417,425	0.4%
Orienteering	9	£206,147	0.2%
Outdoor Activities	18	£162,750	0.2%
Rambling	2	£8,156	0.0%
Rowing	25	£766,371	0.8%
Rugby Union	30	£3,588,086	3.6%
Sailing/Yachting	50	£1,596,072	1.6%
Shooting	32	£575,693	0.6%
Skateboarding	1	£6,000	0.0%
Skiing	8	£72,156	0.1%
Squash	17	£449,925	0.5%
Sub Aqua	1	£30,000	0.0%
Surfing	4	£20,983	0.0%
Swimming	58	£8,731,021	8.9%
Table Tennis	25	£409,182	0.4%
Taekwondo	6	£71,998	0.1%
Ten Pin Bowling	2	£28,818	0.0%
Tennis	17	£360,848	0.4%
Trampolining	1	£19,194	0.0%
Triathlon	25	£283,929	0.3%
Tug of War	2	£10,300	0.0%
Volleyball	7	£144,188	0.1%

Water Skiing	10	£50,820	0.1%
Wrestling	9	£61,544	0.1%
Yoga	1	£489,783	0.5%
<b>Grand Total</b>	<b>1513</b>	<b>£98,551,991</b>	<b>100.0%</b>

## AGE

In 2001 the NI Census reported that the population aged 50 years and over was 29%; it is predicted that the figure will rise to 35% by 2021 and 44% by 2041. Despite this aging profile, research consistently reveals that sport participation continues to decline with age.

### **SAPAS: Key Age Statistics**

- 26% of people aged 50+ achieve the Chief Medical Advisor's recommendation with regard to levels of physical activity.
- The most relevant domain for physical activity is the home domain (190 minutes of at least moderate physical activity per week on average).
- 21% of older people have participated in any sport in the last seven days.
- The most important reasons for taking part in sport are enjoyment and keeping fit.
- The most popular sports are golf (6%), walking (6%) and using exercise machines (4%).
- In line with the overall population, participation is significantly greater among those in higher social classes, among those who work and with people who have a university degree and men.
- The main barriers to participation are injury or illness (55%), followed by being too old (17%).
- Overall, 61% are satisfied with sport provision in their local area, 17% are dissatisfied.

## SEXUAL ORIENTATION

In relation to engagement with sport, there continue to be many attitudinal and structural issues faced by those from the Lesbian, Gay, Bisexual and Transsexual (LGBT) community in Northern Ireland. In 2008, Sport Northern Ireland, in collaboration with Sport Scotland, commissioned a literature review on sexual orientation and sport. The purpose of this study was to review and critique the literature on sexual orientation in sport in order to inform the advice given by these agencies on developing sports participation among those who are lesbian, gay, bisexual or transsexual and on tackling homophobia in sport. Key findings from the review were:

- Research focusing on identity and experience is the dominant theme in the literature, with considerable additional contributions from the literature on women/femininities and men/masculinities;
- Bisexuality and transsexuality are under-represented in sports' research and policy;
- While there is a basic awareness among stakeholders that there are issues relating to lesbian, gay, bisexual and transsexual people that have to do with participation, discrimination and homophobia in sport, there is a lack of expertise (and in some cases desire) to do what is required to address them;
- Lack of data and evidence means these issues can be ignored or remain hidden;
- Equality issues around sexual orientation and gender identity are still seen differently from comparable issues on race, gender or disability and the underlying prejudices are different;
- Much of the prejudice and negativity around LGBT issues in sport can be traced back to the application of gender stereotypes and perceptions of masculinity and femininity;
- Attitudes within sport both reinforce and are underpinned by wider social attitudes. It would be unfair to judge sports' organisations by higher standards than those demonstrated elsewhere;

- Young people are seen as key to effecting change: sport can be a powerful influence both on young people's own personal development and on their attitudes to others. These more enlightened attitudes are considered likely to continue even after their personal involvement in sport may cease;
- There are many different dimensions to sport: team vs. individual, elite vs. recreational, health and social benefits of participation, sport's influence on fans and spectators. Each of these brings about different challenges and opportunities for LGBT inclusion and equality;
- In relation to effective service delivery, there is little evidence of integrated policy or thinking around sport, health, education and social inclusion. Bringing these elements together more effectively could create a step-change in some of the issues around LGBT participation and equality, and help to add value to governments' efforts to work in a more 'joined up' way across health, sport, education and industry;
- Homophobic discrimination and gender stereotyping are not just damaging to those who may be LGBT but risk affecting performance and participation amongst far wider groups;
- There is no clear leadership on this issue and even those in government positions appear to be hesitant – in some cases even reluctant – to take a stand.

### **RACE/ETHNICITY**

The ethnic breakdown of Northern Ireland has changed dramatically over the last decade with a large increase in the number of migrant workers from other European countries. It is not easy to estimate accurately the number of minority ethnic group members in Northern Ireland although it is widely acknowledged that the latest figures, according to the 2001 Census, do not provide a reliable estimate and especially as EC residents are not classified as 'minority ethnic' for census purposes.

Supporting diversity in terms of race and ethnicity in sport is about embracing the backgrounds and experiences of people all over Northern Ireland, and recognising the valuable and varied contribution that people from all races and ethnic backgrounds can make to sport in Northern Ireland.

Available research shows that black and ethnic minority (BME) people are less likely to take part in sport at all levels, a finding confirmed by a recent systematic review of the literature on black and minority ethnic communities in sport and physical recreation across the UK (co-sponsored by Sport Northern Ireland). In many sports, individuals from particular minority ethnic backgrounds are consistently under-represented or not represented at the elite level while racist chanting and abuse is sadly evident in a number of spectator sports that dominate the media. As a result, sports' ruling bodies have become increasingly vocal about their commitment to tackling this unacceptable behaviour.

Sport Northern Ireland is an organisation that embraces the variety of cultures that make up Northern Ireland and encourages participation in sport for all.

A Sport Northern Ireland part-funded report dealing with reasons why various communities do not use the countryside for recreation (Barriers to Participation, March 2008) highlighted the fact that there was a strong walking culture within Eastern Europe and including the Lithuanian and Polish communities, and that many migrant workers and their families had brought this propensity to Northern Ireland. However the report also pointed to significant barriers including lack of public transport, paucity of information and guides, and language barriers.

### **MARITAL STATUS/DEPENDENCY**

One of the many barriers that impacts on participation levels, particularly among women, is the availability of affordable and accessible childcare/crèche facilities.

### **PROFILING SPORT NI STAFF**

Looking within Sport Northern Ireland, breakdowns of Sport Northern Ireland's 111 staff (as of July 2012) by grade (SOC: Standard Occupational Classification), gender and religion are presented below:

**Gender by SOC Grade**

SOC Code	M	F	Total
1	12	2	14
2	10	4	14
3	12	20	32
4	9	23	32
5	0	0	0
6	12	7	19
7	0	0	0
8	0	0	0
9	0	0	0
<b>TOTAL</b>	<b>55</b>	<b>56</b>	<b>111</b>

**Religion by SOC Grade**

SOC Code	P	RC	ND	Total
1	6	8	0	14
2	7	6	1	14
3	21	8	3	32
4	15	17	0	32
5	0	0	0	0
6	3	15	1	19
7	0	0	0	0
8	0	0	0	0
9	0	0	0	0

## **4: CONSIDERATION OF ADVERSE IMPACT**

In light of the data presented above, and a reflection of the proposed distribution of resources under the Corporate Plan 2012-15 and Business Plan 2012-2013, a summary of potential adverse impacts by each of the nine Section 75 grounds is presented below:

### **Gender**

Available research continues to identify a 'gender gap' between men and women with regard to involvement with sport, and international trends suggest that this gap may be widening. The gender gap is manifest both in participation rates and in the administration of sport at all levels. Northern Ireland is not alone in reflecting these trends but Sport Northern Ireland has in place a number of positive action measures deliberately designed to help bridge the gap and will continue to monitor trends over time carefully.

### **Religious Belief / Political opinion**

Sport Northern Ireland continues to operate in a highly charged political environment, and must ensure that the allocation of resources is fair, reasonable and proportionate to the needs of the entire sporting community. The wealth of data that is available would suggest that the demand for sport is high within both communities although the types of sports that are played and supported differ considerably. Sport Northern Ireland has attempted to allocate resources according to need and in order to redress existing inequalities in provision but continues to remain sensitive to the needs of both communities in the determination of future funding and support. The needs of disadvantaged areas are also prioritised within these funding formula.

### **Disability**

Sport Northern Ireland recognises that those with longstanding illnesses have traditionally been less involved with sport, and are under-represented in the Northern Ireland sporting community. Through its new Corporate Plan, Sport Northern Ireland is committed to working closely in partnership with the disabled communities and their representatives to find ways of redressing this imbalance, and acknowledges the important role that sport can play in maintaining the physical and psychological well-being of those with a disability. This strategy will extend not only to facilitating participation but continuing to ensure that facilities accommodate and encourage attendance from those with a disability.

### **Race / Ethnic Origin**

While it is recognised that many ethnic groups may have felt marginalised with regard to the sporting community in Northern Ireland, recent research allied with targeted initiatives has helped to highlight opportunities that Sport Northern Ireland can take to work closely with particular minority ethnic groups to encourage participation. It is recognised that targeted interventions may be necessary, given the particular needs and interests of each minority ethnic community, and the Corporate Plan provides scope to look at positive ways of moving this agenda forward.

### **Sexual Orientation**

Homophobia has been ignored for too long in sport as in other life domains, and recent research has successfully shone a spotlight on the key policy issues that must be addressed to encourage more active participation in sport by the LGBT. Through the lifetime of the new Corporate Plan, Sport Northern Ireland will continue to work with representatives of this community to translate policy into working practices that encourage inclusion.

### **Age**

Set against an ever aging population, a challenge remains to include sport and physical activity across the life cycle. With growing evidence of childhood obesity, and traditional patterns of inactivity attached to older age groups, there are significant challenges at either end of the life spectrum that will require initiatives and programmes tailored to those populations. Once more, the targets and objectives of the emerging Corporate Plan 2008-2011 acknowledge these challenges.

### **Marital Status / Dependency**

The traditional model of sport naturally tended to cater for those who were seen as the primary target audience – young males. Increasingly it is recognised that through custom and practice, barriers may have been established preventing access to those who do not fit this stereotype, including those with domestic or other caring responsibilities. The new Corporate Plan has been developed mindful of the diverse needs of the population of Northern Ireland, and in the development of new facilities it will ensure these considerations are given due regard.

## **5: PRELIMINARY RECOMMENDATIONS / MEASURES TO MITIGATE**

Sport Northern Ireland feels that the implementation of the new Corporate Plan in its entirety will have a positive and long lasting effect on mainstreaming those who are categorised under the nine grounds of Section 75 into sport and physical recreation in Northern Ireland.

At the same time there is a need to have due regard to all Section 75 considerations in any EQIA, for while implementing the Corporate Plan 2012-2015 and Business Plan 2012-2013 may yield positive benefits for one Section 75 dimension, at the same time this could adversely impact on the amount of available and limited funding for organisations representative of other dimensions.

The Action Plan that is attached to our Revised Equality Scheme (2012) lays out in considerable detail the positive actions that Sport Northern Ireland commits to in order to help promote equality of opportunity and good relations during the lifetime of the Corporate Plan 2012-2015.

**These actions are laid out in full in Appendix 2, and form the foundation of the recommendations to mitigate those adverse impacts identified above.**

Together these actions represent an integrated approach to mainstreaming equality of opportunity and good relations into our work.

In addition to these specific actions, the following recommendations relating to procedural matters are also presented here for consultation:

- A new Equality Scheme will be drafted to complement the strategies outlined in the Corporate Plan and will follow emerging guidance on best practice from the Equality Commission;
- High level consultation and monitoring will continue to underpin the implementation of the Plan.
- Monitoring will be rolled out to encompass all governing bodies during the lifetime of the new Corporate Plan;
- Reasonable and proportionate funding and support will be made available to implement the Plan, mindful of the needs and circumstances of all Section 75 grounds;

For the duration of the Corporate Plan, Sport Northern Ireland will continually be responsive to needs of groups attached to Section 75 and will support a range of initiatives designed to address adverse impacts. These will include the following initiatives:

### **Active Communities**

This initiative employs and deploys a network of 100 coaches across the province to deliver quality club, school and community based coaching and talent development programmes to encourage all people to participate in sport and physical recreation. The programme promotes a wide range of sports and activities that help address existing inequalities in sport and represents Sport Northern Ireland's primary mechanism for targeting inequalities. To date these projects have dealt with many Section 75 grounds either directly or indirectly as the case studies indicate.

### ***Equality Standard for Sport***

Sport Northern Ireland in partnership with Sport England, SportScotland, Sport Wales and UK Sport have developed a new vehicle for widening access and increasing the participation and involvement in sport and physical activity by under-represented individuals, groups and communities. The Equality Standard will assist sports' organisations in developing equality-proofed policies and robust action plans and allow for performance to be assessed, ensuring continuous improvement.

Legislation across the home countries outlines protected characteristics that individuals and groups of individuals share. This ensures that people who share these characteristics are protected from discrimination. In addition, public sector bodies are required to:

- advance equality of opportunity between persons who share protected characteristics and persons who do not; and
- foster good relations between persons who share a relevant protected characteristic and persons who do not.

The Equality Standard is a mechanism through which the UK sports councils are able to meet their equality duties. It supports governing bodies to consider and engage with equality, both within their internal structure and process, and in the form of developing actions and initiatives which encourage participation in sport by people who share one of the protected characteristics.

### ***Disability Sports NI***

Disability Sports NI (DSNI) is a company limited by guarantee with charitable status but is supported by Sport Northern Ireland. DSNI represents the majority of Northern Ireland's disability sports club's and organisations. Established in 1997, the organisation works to promote equality of opportunity for people with disabilities to take part in and enjoy sport and physical activity at a level of their choice. Sport Northern Ireland engaged the services of DSNI to support the strategic implementation of Sport Northern Ireland's Disability Mainstreaming Policy. Regular monitoring meetings are held with DSNI to monitor the progress of work against objectives and an annual and mid-year report are submitted.

### ***Safeguarding Children in Sport***

Sport Northern Ireland recognises its moral duty and legal obligation to protect children and vulnerable adults in sport through the creation and promotion of a safe environment which protects from abuse. Sport Northern Ireland is working in partnership with the Child Protection in Sport Unit to encourage Sports Governing Bodies and clubs to implement the standards of practice outlined in Code of Ethics and Good Practice for Children's Sport.

### ***Promoting Women in Sport***

Sport Northern Ireland recognises its legal and moral responsibility to ensure that the goal of an inclusive society that tolerates and celebrates diversity, and promotes equity and social justice is achieved. As such Sport Northern Ireland has developed and implemented a Women in Sport Policy that ensures that due consideration is given to the needs of women and girls at a corporate, programme and project level. The policy is specific to women and girls and builds on provision made in the existing sports equity policy. The policy aims to:

- To ensure that women and girls are able to access and participate fully in the provision of facilities, goods, services and employment opportunities in sport and physical recreation.
- To ensure that women and girls are fully consulted in future policy and programme development.
- To ensure that the needs of women and girls influence and inform future policy and programme development.
- To identify and implement positive action initiatives for women and girls based on consultation and identified needs.

Sport Northern Ireland will continue to work closely with organisations representing women and girls, e.g. National Governing Bodies, Community & Voluntary groups, Health Promotion Agencies, to implement, monitor and review the impact of the policy.

## **6: FORMAL CONSULTATION**

Sport Northern Ireland wishes to consult as widely as possible on the findings included in the draft EQIA report, together with the preliminary recommendations. The following actions are proposed:

- The report will be made available on request in alternative formats;
- This report will be issued to all consultees and to any members of the public on request;
- Prominent advertisements will be placed in the Belfast Telegraph, inviting the public to comment on this matter in accordance with normal practice;
- A copy will be posted on Sport Northern Ireland's website;
- Meetings will be held at appropriate times and venues with relevant stakeholders on request; and
- Individual consultation meetings will be arranged on request with representatives of particular interest groups.

**The closing date for response is Monday 22 October 2012 at 4pm.**

## **7: DECISION**

Following the formal consultation period and consideration of the findings from the consultation, Sport Northern Ireland will reach a decision in terms of the EQIA process with regard to the Corporate Plan 2012-2015, and will ensure that such decisions are implemented.

## **8: PUBLICATION OF RESULTS OF EQUALITY IMPACT ASSESSMENT (EQIA)**

The outcomes of this EQIA will be posted on Sport Northern Ireland's website and will be made available in different formats on request.

## **9: MONITORING FOR ADVERSE IMPACT IN THE FUTURE**

A key challenge for Sport Northern Ireland is establishing a robust research, monitoring and evaluation framework to provide the evidence base that will inform not only the identification of baselines but also progress towards the longer-term vision of this Corporate Plan 2012-15 and our contribution to the targets of Sport Matters. This is seen as a priority for future business plans.

Only through a co-ordinated approach to research in sport and physical recreation can we ensure that the government of Northern Ireland and the wider community have access to robust and reliable information.

Sport Northern Ireland is establishing a system to monitor the impact of all its policies, programmes and strategies on relevant Section 75 grounds. This monitoring strategy will be reviewed on a regular basis. If this monitoring reveals that any policy or programme results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, Sport Northern Ireland will review the policy accordingly.

## APPENDIX ONE

### EXAMPLES OF SECTION 75 GROUPS

#### Age

For most purposes, the main categories are: those under 18; people aged between 18 and 65; and people over 65. However, the definition of age groups will need to be sensitive to the policy under consideration.

For example, (i) in relation to employment policies the middle aged are often a vulnerable group, pensionable age is different for men and women and legal ages for working and voting vary; (ii) in relation to policies concerning young people then narrower age bands are likely to be more appropriate.

#### Marital Status

Married people; unmarried people; divorced or separated people; widowed people.

#### Men and Women generally

Men (including boys); women (including girls); transgender people; transsexual people.

#### Persons with a Disability

Persons with a disability as defined in Sections 1 and 2 and Schedules 1 and 2 of the Disability Discrimination Act 1995.

#### Persons with Dependants

Persons with primary responsibility for the care of a child; persons with personal responsibility for the care of a person with a disability; persons with primary responsibility for the care of a dependant elderly person.

#### Political Opinion

Unionists generally; Nationalists generally; members/supporters of any political party; other.

#### Racial Group

Chinese; Irish Traveller; Indian; Pakistani; Bangladeshi; Black African; Black Caribbean; White; mixed ethnic group; any other ethnic group; nationality.

#### Religious Belief

Protestant; Catholic; Hindu; Jewish; Islam/Muslim; Sikh; Buddhist; other religion; people of no religious belief.

#### Sexual Orientation

Gay; Lesbian; Bisexual; Heterosexual.

(This list is not exclusive but may be amended or added to as appropriate.)

Policy Area	Strategic Objective	Research	Inequalities Identified	S75 Categories Affected <sup>3</sup>	Other data required	Indicators	Action Measure with timescale <sup>4</sup>	Monitoring mechanism
Participation	To increase participation in sport and physical activity	CHS <sup>5</sup> YPBAS <sup>6</sup> SAPAS <sup>7</sup> SPORT NORTHERN IRELAND PE SURVEY	Lower participation rates in sport by women, older people, people with disabilities and people living in areas of high social need	1. Gender 2. Disability 3. Age 4. Religious Belief/Political Opinion 5. Race/Ethnic Origin 6. Sexual Orientation 7. All of the above	SAPAS	% of adults participating in sport and physical recreation <sup>8</sup>  % of women participating in sport and physical recreation  % of people with a disability participating in sport and physical recreation  % of over 50s participating in sport and physical recreation  % of ethnic minorities participating in sport and physical recreation	Roll out of the Active Communities Programme including the appointment of 106 coaches <u>2010-15</u> (7) Roll out of Places for Sport III programme <u>2010-15</u> (7) Continued investment in Disability Sport NI <u>Apr 2011- Mar 2014</u> (1-3) Roll out of Activ8 Eatwell in Primary Schools across NI <u>2011-15</u> (3) Roll out of Awards For Sports Small Grants Programme <u>Annually</u> (7) Implementation of Women and Sport Policy <u>2010-13</u> (1) Production of a Sports Digest that is reflective of the nine Sec75 grounds <u>2011-12</u> (7) Continued investment in a Child Protection in Sport Service through NSPCC <u>Apr 2011-2015</u> (3)	Profile of coaches  Annual & Quarterly monitoring returns by Active Communities consortia, Places For Sport applicants and Awards For Sport applicants via electronic monitoring systems  Annual & Quarterly monitoring returns from Disability Sport NI  Population based surveys broken down by Sec75 grounds

<sup>3</sup> Section 75 categories will be aligned to Action Measures by relevant code number 1-7.

<sup>4</sup> All policies and programmes are subject to appropriate levels of support being secured through the budget 2010 process.

<sup>5</sup> Continuous Household Survey

<sup>6</sup> Young Peoples Behaviour and Attitudes Survey

<sup>7</sup> The Northern Ireland Sport And Physical Activity Survey 2010

<sup>8</sup> At least once in the last 12 months

Policy Area	Strategic Objective	Research	Inequalities Identified	S75 Categories Affected <sup>9</sup>	Other data required	Indicators	Action Measure with timescale <sup>10</sup>	Monitoring mechanism
Performance	To improve sporting performance	<p>Review of Commonwealth Games Melbourne 2006</p> <p>2010 Athlete Support Programme Survey</p> <p>Monitoring of Governing Body Investment</p> <p>Review of Medal success in World/European/Commonwealth/Olympic/Paralympic Games</p>	Lower representation of women/ethnic origin in GB/Irish teams	<ol style="list-style-type: none"> <li>1. Gender</li> <li>2. Disability</li> <li>3. Age</li> <li>4. Religious Belief/Political Opinion</li> <li>5. Race/Ethnic Origin</li> <li>6. Sexual Orientation</li> <li>7. All of the above</li> </ol>	SINI Athlete Survey	<p>Relative ranking of high performance athletes</p> <p>Number of Medals won by NI athletes at major games</p>	<p>See all of the above. These measures will ensure that the high performance athlete pool will become increasingly representative of all sections of society <u>2011-15</u></p> <p>Continue to invest in Disability Sport NI as a means of supporting at least 6 Governing Bodies of Sport <u>Apr 2011- Mar 14</u> (2)</p> <p>Continue to invest in high performance disabled athletes through the IIPS programme 2011-14 (2)</p>	<p>Monitoring of SINI Athletes and Teams</p> <p>Annual and Quarterly returns from Disability Sport NI and Governing Bodies</p> <p>Review of Commonwealth Games, Delhi 2010</p>

<sup>9</sup> Section 75 categories will be aligned to Action Measures by relevant code number 1-7.

<sup>10</sup> All policies and programmes are subject to appropriate levels of support being secured through the budget 2010 process.

Policy Area	Strategic Objective	Research	Inequalities Identified	S75 Categories Affected <sup>11</sup>	Other data required	Indicators	Action Measure with timescale <sup>12</sup>	Monitoring mechanism
Places	To improve efficiency and effectiveness in the administration of sport	<ul style="list-style-type: none"> <li>• Public Attitudes towards Sport Survey</li> <li>• Various consultations on SNI policies and programmes</li> <li>• CHS 09/10 (Club Membership)</li> <li>• SNI Disability Action Plan 2009-12</li> <li>• Sports Equity Policy</li> <li>• Bridging the Gap</li> <li>• Women in Sports Leadership 2005</li> <li>• EQIA of Corporate Plans</li> <li>• Section 75 Annual Reports</li> <li>• SNI Annual Reports</li> <li>• Business Plan Quarterly Reviews</li> <li>• Sport Matters</li> <li>• Research Matters</li> </ul>	Under-representation of women, older people, ethnic minorities and people with disabilities in sport leadership roles	<ol style="list-style-type: none"> <li>1. Gender</li> <li>2. Disability</li> <li>3. Age</li> <li>4. Religious Belief/Political Opinion</li> <li>5. Race/Ethnic Origin</li> <li>6. Sexual Orientation</li> <li>7. All of the above</li> </ol>	Coaching Workforce Survey 2010 will determine profile of coaches by Section 75 grounds	<p>Profile of coaches, sports administrators and club members by Section 75 grounds</p> <p>Profile of SPORT NORTHERN IRELAND staff by Section 75 grounds</p>	<p>Ensure all future Capital Investment Programmes take into account Section 75 considerations (7)</p> <p>Implement SPORT NORTHERN IRELAND Women in Sport Policy (3)</p> <p>Ensure GBs continue to adhere to SPORT NORTHERN IRELAND Sports Equity Policy (7)</p> <p>Continue to invest in Disability Contract (2)</p>	<p>Regular Coaching Workforce Surveys</p> <p>SIMS/PIMS monitoring forms by Section 75</p> <p>HR Connect monitoring of SPORT NORTHERN IRELAND staff by Section 75 grounds</p> <p>Active Places Northern Ireland database monitoring facilities disability access information</p>

<sup>11</sup> Section 75 categories will be aligned to Action Measures by relevant code number 1-7.

<sup>12</sup> All policies and programmes are subject to appropriate levels of support being secured through the budget 2010 process.