



## **Equality Scheme**

***Drawn up in accordance with Section 75 and Schedule 9 of  
the Northern Ireland Act 1998***

***This document is available in a range of formats on request.***

***Any enquiries about the scheme should be submitted to:***

**Sport Northern Ireland  
Equality and Diversity Team  
House of Sport  
2A Upper Malone Road  
Belfast BT9 5LA  
t: 02890 381 222**

**e: [info@sportni.net](mailto:info@sportni.net)**

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

***If you would like an opportunity to meet with a member of  
Sport Northern Ireland to discuss any aspect of our scheme  
then please contact Edel Cosgrove on (028) 9038 1222 or via  
email to [edelcosgrove@sportni.net](mailto:edelcosgrove@sportni.net)***

## Foreword

Section 75 of the Northern Ireland Act 1998 (the Act) requires public authorities, in carrying out their functions relating to Northern Ireland, to have due regard to the need to promote equality of opportunity and regard to the desirability of promoting good relations across a range of categories outlined in the Act<sup>1</sup>.

In our equality scheme we set out how Sport Northern Ireland proposes to fulfil its Section 75 statutory duties.

We will commit necessary resources in terms of people, time and money to make sure that the Section 75 statutory duties are complied with and that the equality scheme is implemented effectively, and on time.

We commit to having effective internal arrangements in place for ensuring our compliance with the Section 75 statutory duties and for monitoring and reviewing our progress.

We will develop and deliver a programme of communication and training with the aim of ensuring that all our staff and board members are made fully aware of our equality scheme and understand the commitments and obligations within it.

We are fully committed to effectively fulfilling our Section 75 statutory duties across all our functions (including service provision, employment and procurement) through the effective implementation of our equality scheme.

We realise the important role that the community and voluntary sector and the general public have to play to ensure Section 75 statutory duties are effectively implemented. Our equality scheme demonstrates that we are determined to ensure there are opportunities for people affected by our work to positively influence how we carry out our functions in line with our Section 75 statutory duties. It also offers the means whereby persons directly affected by what they consider to be a failure on our part to comply with our equality scheme can make complaints.

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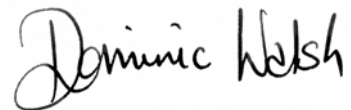
<sup>1</sup> See section 1.1 of our Equality Scheme.

On behalf of Sport Northern Ireland and our staff we are pleased to support and endorse this equality scheme.

Nick Harkness  
**Acting Chief Executive**



Dominic Walsh  
**Chair**



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## **Chapter 1 Introduction**

### **Section 75 of the Northern Ireland Act 1998**

1.1 Section 75 of the Northern Ireland Act 1998 (the Act) requires Sport Northern Ireland to comply with two statutory duties:

#### Section 75 (1)

In carrying out our functions relating to Northern Ireland we are required to have due regard to the need to promote equality of opportunity between

- persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- men and women generally
- persons with a disability and persons without
- persons with dependants and persons without.

#### Section 75 (2)

In addition, without prejudice to the obligations above, in carrying out our functions in relation to Northern Ireland we are required to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

'Functions' include the 'powers and duties' of a public authority<sup>2</sup>. This includes our employment and procurement functions. Please see below under '*Who we are and what we do*' for a detailed explanation of our functions.

### **How we propose to fulfil the Section 75 duties in relation to the relevant functions of Sport Northern Ireland:**

1.2 Schedule 9 4. (1) of the Act requires Sport Northern Ireland as a designated public authority to set out in an equality scheme how it proposes to fulfil the duties imposed by Section 75 in relation to its relevant functions. This equality scheme is intended to fulfil that statutory requirement. It is both a statement of our arrangements for fulfilling the Section 75 statutory duties and our plan for their implementation.

1.3 Sport Northern Ireland is committed to the discharge of its Section 75 obligations in all parts of our organisation. We will

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<sup>2</sup> Section 98 (1) of the Northern Ireland Act 1998.

commit necessary resources in terms of people, time and money to ensure that the Section 75 statutory duties are complied with and that our equality scheme can be implemented effectively.

## **Who we are and what we do**

1.4 Sport Northern Ireland is committed to the promotion of equality of opportunity, good relations and diversity.

The Vision of Sport Northern Ireland is:

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

Sport Northern Ireland is to deliver the aspirations of people in Northern Ireland for sport and physical recreation as expressed in ‘*Sport Matters: The Northern Ireland Strategy for Sport and Physical Recreation, 2009-2019*’.

Through Sport Matters, people in Northern Ireland aspire to:-

- A world class start and lifelong involvement in sport and physical recreation for all people.
- World class performances by teams and individuals.
- A sustainable sporting and physical recreation culture that contributes to broader Government objectives.

These aspirations, reflecting the sporting context in Northern Ireland, are expressed in the Sport Matters vision – ‘a culture of lifelong enjoyment and success in sport’.

In order to achieve Sport Northern Ireland’s vision the following strategic priorities have been identified (see over):

<b>STRATEGIC PRIORITIES</b>	<b>DEFINITION</b>
1. ACTIVE PEOPLE	We believe that increasing participation opportunities for people, especially among under-represented groups including those attached to Section 75 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.
2. SUCCESSFUL ATHLETES	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 Northern Ireland'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.
3. QUALITY FACILITIES	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 Northern Ireland. We will also provide statutory and regulatory compliance advice and technical guidance on best practice facility design and safe operation.
4. ENABLED PARTNERS	We will continue to invest in the modernisation of our partners to ensure that Northern Ireland's sporting organisations are 'fit for purpose' and have the capacity and skills to develop sport.
5. A COMPETENT SPORTING WORKFORCE	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.
6. A TRUSTED AND EFFECTIVE LEADER	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.



## **Chapter 2      Our arrangements for assessing our compliance with the section 75 duties** (Schedule 9 4. (2) (a))

2.1 Some of our arrangements for assessing our compliance with the Section 75 statutory duties are outlined in other relevant parts of this equality scheme, for example, arrangements for monitoring; publication; complaints and access to information and services and review.

In addition we have the following arrangements in place for assessing our compliance:

### **Responsibilities and reporting**

2.2 We are committed to the fulfilment of our Section 75 obligations in all parts of our work. Sport Northern Ireland will ensure that appropriate systems are in place to fulfil the commitments in this scheme, including training, consultation, monitoring and reporting, the meaningful assessments of the impact of policies and an effective complaints procedure.

2.3 Responsibility for the effective implementation of our equality scheme lies at senior management level with the Director of Corporate Services. The Director is accountable to the Chief Executive for the development, implementation, maintenance and review of the equality scheme in accordance with Section 75 and Schedule 9 of the Northern Ireland Act 1998, including any good practice or guidance that has been or may be issued by the Equality Commission.

2.4 If you have any questions or comments regarding our equality scheme, please contact the Equality and Diversity Team at the address given below and we will respond to you as soon as possible:

**Sport Northern Ireland  
Equality and Diversity Team  
House of Sport  
2A Upper Malone Road  
Belfast BT9 5LA  
t: 02890 381222**

e: [info@sportni.net](mailto:info@sportni.net)

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

2.5 Objectives and targets relating to the statutory duties will be integrated into our strategic and operational business plans<sup>3</sup>.

2.6 Employees' job descriptions and performance plans reflect their contributions to the discharge of the Section 75 statutory duties and implementation of the equality scheme, where relevant. The personal performance plans are subject to appraisal through annual performance review.

2.7 Sport Northern Ireland will prepare an annual report on the progress we have made on implementing the arrangements set out in this equality scheme to discharge our Section 75 statutory duties (Section 75 annual progress report).

The Section 75 annual progress report will be sent to the Equality Commission by August 31<sup>st</sup> each year and will follow any guidance on annual reporting issued by the Equality Commission.

Progress on the delivery of the Section 75 statutory duties will also be included in our annual report.

2.8 The latest Section 75 annual progress report is available on the equality section of our website or by contacting the Equality and Diversity team (see above):

2.9 Sport Northern Ireland will liaise closely with the Equality Commission to ensure that progress on the implementation of our equality scheme is maintained.

2.10 Section 75 is mainstreamed across all of our business areas. Directors are responsible for ensuring that Section 75 obligations are taken into account in developing and implementing policy.

Day to day responsibility for delivery of Section 75 and associated responsibilities rests with the Equality and Diversity Team.

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<sup>3</sup> See Appendix 4 'Timetable for measures proposed' and Section 2.11 of this equality scheme.

The Senior Management Team is designated as the Section 75 Steering Committee. Under the chairmanship of the Chief Executive, the committee will receive six monthly progress reports, prepared by the Equality and Diversity Team, on the fulfilment of our Section 75 obligations.

The Equality and Diversity Team disseminates information and best practice guidance identified at these groups, to business areas across Sport Northern Ireland.

### **Action plan/action measures**

2.11 Sport Northern Ireland has developed an action plan to promote equality of opportunity and good relations. This action plan is set out in Appendix 6. It should be noted that the action plan does not form part of the approved equality scheme.

2.12 The action measures that make up our action plan are relevant to our functions. They have been developed and prioritised on the basis of existing equality impact assessments and an audit of inequalities. The audit of inequalities has gathered and analysed information across the Section 75 categories<sup>4</sup> to identify the inequalities that exist for our service users and those affected by our policies<sup>5</sup>.

2.13 Action measures are specific, measurable, linked to achievable outcomes, realistic and time bound. Action measures include performance indicators and timescales for their achievement.

2.14 The action plan will operate for a period of five years (2012 – 2017) in order to align them with our corporate and business planning cycles.

2.15 We will seek input from our stakeholders and consult on our action plan before we send it to the Equality Commission and thereafter when reviewing the plan as per 2.16 below.

2.16 We will monitor our progress on the delivery of our action measures annually and update the action plan as necessary to

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<sup>4</sup> See section 1.1 of this equality scheme for a list of these categories.

<sup>5</sup> See section 4.1 of this equality scheme for a definition of policies.

ensure that it remains effective and relevant to our functions and work.

2.17 Sport Northern Ireland will inform the Commission of any changes or amendments to our action plan and will also include this information in our Section 75 annual progress report to the Commission. Our Section 75 annual progress report will incorporate information on progress we have made in implementing our action plans/action measures.

2.18 When finalised, our action plan will be available on the Equality Section of the Sport Northern Ireland website at:

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

or by contacting the Equality and Diversity Team directly using the details provided above.

If you require information in an alternative format please contact us using the details provided.

Action plan progress will be reported in the annual report to the Equality Commission. It will also be reviewed in the biannual progress reports to the Senior Management Team.

## **Chapter 3      Our arrangements for consulting**

(Schedule 9 4. (2) (a)) - on matters to which a duty (S75 (1) or (2)) is likely to be relevant (including details of the persons to be consulted).

(Schedule 9 4. (2) (b)) on the likely impact of policies adopted or proposed to be adopted by us on the promotion of equality of opportunity.

3.1 We recognise the importance of consultation in all aspects of the implementation of our statutory equality duties. We will consult on our equality scheme, action measures, equality impact assessments and other matters relevant to the Section 75 statutory duties.

3.2 We are committed to carrying out consultation in accordance with the following principles (as contained in the Equality Commission's guidance '*Section 75 of the Northern Ireland Act 1998 – A Guide for Public Authorities (April 2010)*):

3.2.1 All consultations will seek the views of those directly affected by the policy, the Equality Commission, representative groups of Section 75 categories, other public authorities, voluntary and community groups, our staff and their trades unions and such other groups who have a legitimate interest in the matter, whether or not they have a direct economic or personal interest.

Initially all consultees (see Appendix 3), as a matter of course, will be notified (by email or post) of the matter/policy being consulted upon to ensure they are aware of all consultations. Thereafter, to ensure the most effective use of consultees' resources, we will take a targeted approach to consultation for those consultees that may have a particular interest in the matter/policy being consulted upon and to whom the matter/policy is of particular relevance. This may include for example regional or local consultations, sectoral or thematic consultation etc.

3.2.2 Consultation with all stakeholders will begin as early as possible. We will engage with affected individuals and representative groups to identify how best to consult or engage with them. We will ask our consultees what their preferred consultation methods are and will give consideration to these.

We may develop other additional methods of consultation more appropriate to key stakeholders and the matter being consulted upon.

3.2.3 We will consider the accessibility and format of every method of consultation we use in order to remove barriers to the consultation process. Specific consideration will be given as to how best to communicate with children and young people, people with disabilities (in particular people with learning disabilities) and minority ethnic communities. We take account of existing and developing good practice, including the Equality Commission's guidance *Let's Talk Let's Listen – Guidance for public authorities on consulting and involving children and young people (2008)*.

Methods of consultation could include:

- face-to-face meetings;
- focus groups;
- written documents with the opportunity to comment in writing;
- questionnaires;
- information/notification by email with an opportunity to opt in/opt out of the consultation;
- internet discussions; or
- telephone consultations.

Information will be made available, on request, in alternative formats<sup>6</sup>, in a timely manner. We will ensure that such consultees have sufficient time to respond.

Sport Northern Ireland regards linguistic diversity as a common cultural wealth. Everyone is entitled to respect and courtesy, which extends to their language. Every effort should be made to convey

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<sup>6</sup> See Chapter 6 of our equality scheme for further information on alternative formats of information we provide.

this respect even if it is not possible to deal with the person in the language of his/her choice.

3.2.4 Specific training is available to those facilitating consultations to ensure that they have the necessary skills to communicate effectively with consultees.

3.2.5 To ensure effective consultation we will take action to raise awareness with our consultees on the Section 75 statutory duties and the commitments in our equality scheme. We will undertake to issue our equality scheme to all consultees within one month of approval by the Equality Commission.

3.2.6 The consultation period normally lasts for a minimum of twelve weeks to allow adequate time for groups to consult among themselves as part of the process of forming a view. However, in exceptional circumstances when this timescale is not feasible (for example implementing EU Directives or UK wide legislation, meeting Health and Safety requirements, addressing urgent public health matters or complying with Court judgements), we may shorten timescales to eight weeks or less before a policy is implemented. We may continue consultation thereafter and will review the policy as part of our monitoring commitments<sup>7</sup>. Where, under these exceptional circumstances, we must implement a policy immediately, as it is beyond our authority's control, we may consult after implementation of the policy, in order to ensure that any impacts of the policy are considered.

3.2.7 If a consultation exercise is to take place over a period when consultees are less able to respond, for example, over the summer or Christmas break, or if the policy under consideration is particularly complex, we will give consideration to the feasibility of allowing a longer period for the consultation.

3.2.8 We are conscious of the fact that affected individuals and representative groups may have different needs. We will take appropriate measures to ensure full participation in any meetings that are held. We will consider, for example, the time of day, the appropriateness of the venue, in particular whether it can be accessed by those with disabilities, how the meeting is to be

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<sup>7</sup> Please see below at 4.27 to 4.31 for details on monitoring.

conducted, the use of appropriate language, whether a signer and/or interpreter is necessary, and whether the provision of childcare and support for other carers is required.

3.2.9 We will make all relevant information available to consultees in appropriate formats to ensure meaningful consultation. This includes detailed information on the policy proposal being consulted upon and any relevant quantitative and qualitative data.

3.2.10 When making any decision with respect to a policy adopted or proposed to be adopted, we will take into account any assessment and consultation carried out in relation to the policy.

3.2.11 We will provide feedback to consultees in a timely manner. A feedback report will be prepared to include summary information on the policy consulted upon, a summary of consultees' comments and a summary of our consideration of and response to consultees' input. The feedback is provided in formats suitable to consultees. (Please see also 6.3)

3.3 A list of our consultees is included in this equality scheme at Appendix 3. It can also be obtained from the equality section of our website at

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

or by contacting:

**Sport Northern Ireland  
Equality and Diversity Team  
House of Sport  
2A Upper Malone Road  
Belfast BT9 5LA  
t: 02890 383870**

e: [info@sportni.net](mailto:info@sportni.net)

3.4 Our consultation list is not exhaustive and is reviewed on an annual basis to ensure it remains relevant to our functions and policies.



3.5 We welcome enquiries from any person/s or organisations wishing to be added to the list of consultees. Please contact the Equality and Diversity Team to provide your contact details and have your areas of interest noted or have your name/details removed or amended. Please also inform us at this stage if you would like information sent to you in a particular format or language.

## Chapter 4      **Our arrangements for assessing, monitoring and publishing the impact of policies**

(Schedule 9 4. (2) (b); Schedule 9 4. (2) (c);  
Schedule 9 4. (2) (d); Schedule 9 9. (1);  
Schedule 9 9.(2))

### **Our arrangements for assessing the likely impact of policies adopted or proposed to be adopted on the promotion of equality of opportunity** (Schedule 9 4. (2) (b))

4.1 In the context of Section 75, 'policy' is very broadly defined and covers all the ways in which we carry out or propose to carry out our functions in relation to Northern Ireland. In respect of this equality scheme, the term policy is used for any (proposed/amended/existing) strategy, policy initiative or practice and/or decision, whether written or unwritten and irrespective of the label given to it, eg, 'draft', 'pilot', 'high level' or 'sectoral'.

4.2 In making any decision with respect to a policy adopted or proposed to be adopted, we take into account any assessment and consultation carried out in relation to the policy, as required by Schedule 9 9. (2) of the Northern Ireland Act 1998.

4.3 Sport Northern Ireland uses the tools of **screening** and **equality impact assessment** to assess the likely impact of a policy on the promotion of equality of opportunity and good relations. In carrying out these assessments we will relate them to the intended outcomes of the policy in question and will also follow Equality Commission guidance:

- the guidance on screening, including the screening template, as detailed in the Commission's guidance '*Section 75 of the Northern Ireland Act 1998 – A Guide for Public Authorities (April 2010)*' and
- on undertaking an equality impact assessment as detailed in the Commission's guidance '*Practical guidance on equality impact assessment (February 2005)*'.

## Screening

4.4 The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations.

4.5 Screening is completed at the earliest opportunity in the policy development/review process. Policies which we propose to adopt will be subject to screening prior to implementation. For more detailed strategies or policies that are to be put in place through a series of stages, we will screen at appropriate stages during implementation.

4.6 The lead role in the screening of a policy is taken by the policy decision maker who has the authority to make changes to that policy. However, screening will also involve other relevant team members, for example, equality specialists, those who implement the policy and staff members from other relevant work areas. Where possible we will include key stakeholders in the screening process.

4.7 The following questions are applied to all our policies as part of the screening process:

- What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? (minor/major/none)
- Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?
- To what extent is the policy likely to impact on good relations between people of a different religious belief, political opinion or racial group? (minor/major/none)
- Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial/ethnic group?

4.8 In order to answer the screening questions, we gather relevant information and data, both qualitative and quantitative. In taking this evidence into account we consider the different needs,

experiences and priorities for each of the Section 75 equality categories. Any screening decision will be informed by this evidence.

4.9 Completion of screening, taking into account our consideration of the answers to all four screening questions set out in 4.7 above, will lead to one of the following three outcomes:

1. the policy has been 'screened in' for equality impact assessment.
2. the policy has been 'screened out' with mitigation<sup>8</sup> or an alternative policy proposed to be adopted.
3. the policy has been 'screened out' without mitigation or an alternative policy proposed to be adopted.

4.10 If our screening concludes that the likely impact of a policy is 'minor' in respect of one, or more, of the equality of opportunity and/or good relations categories, we may on occasion decide to proceed with an EQIA, depending on the policy. If an EQIA is not to be conducted we will nonetheless consider measures that may mitigate the policy impact as well as alternative policies that may better achieve the promotion of equality of opportunity and/or good relations.

Where we mitigate we will outline in our screening template the reasons to support this decision together with the proposed changes, amendments or alternative policy.

This screening decision will be 'signed off' by the appropriate policy lead within Sport Northern Ireland.

4.11 If our screening concludes that the likely impact of a policy is 'major' in respect of one or more of the equality of opportunity and/or good relations categories, we will normally subject the policy to an EQIA. This screening decision will be 'signed off' by the appropriate policy lead within the Sport Northern Ireland.

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<sup>8</sup> Mitigation – Where an assessment (screening in this case) reveals that a particular policy has an adverse impact on equality of opportunity and / or good relations, a public authority must consider ways of delivering the policy outcomes which have a less adverse effect on the relevant Section 75 categories.

4.12 If our screening concludes that the likely impact of a policy is 'none', in respect of all of the equality of opportunity and/or good relations categories, we may decide to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, we will give details of the reasons for the decision taken. This screening decision will be 'signed off' by the appropriate policy lead within Sport Northern Ireland.

4.13 As soon as possible following the completion of the screening process, the screening template, signed off and approved by the senior manager responsible for the policy, will be made available on our website and on request.

Sport Northern Ireland will email Section 75 consultees regularly to advise of recent screening reports.

4.14 If a consultee, including the Equality Commission, raises a concern about a screening decision based on supporting evidence, we will review the screening decision.

4.15 Our screening reports will be published quarterly [see below at 4.20 - 4.22 and 4.23 for details].

### **Equality Impact Assessment**

4.16 An equality impact assessment (EQIA) is a thorough and systematic analysis of a policy, whether that policy is formal or informal, and irrespective of the scope of that policy. The primary function of an EQIA is to determine the extent of any impact of a policy upon any of the Section 75 categories and to determine if the impact is an adverse one. It is also an opportunity to demonstrate the likely positive outcomes of a policy and to seek ways to more effectively promote equality of opportunity and good relations.

4.17 When a policy is screened and screening has identified that an EQIA is necessary, we will carry out the EQIA in accordance with Equality Commission guidance. Under normal circumstances the EQIA will be carried out as a part of the policy development process and before the policy is implemented.

4.18 Any EQIA will be subject to consultation at the appropriate stage(s). (For details see above Chapter 3 ‘*Our Arrangements for Consulting*’).

**Our arrangements for publishing the results of the assessments of the likely impact of policies we have adopted or propose to adopt on the promotion of equality of opportunity**

(Schedule 9 4. (2) (d); Schedule 9 9. (1))

4.19 We make publicly available the results of our assessments (screening and EQIA) of the likely impact of our policies on the promotion of equality of opportunity and good relations.

**What we publish**

4.20 Screening reports

These are published quarterly. Screening reports detail:

- All policies screened by the Sport Northern Ireland over the three month period.
- A statement of the aim(s) of the policy/policies to which the assessment relates.
- A brief description of the policy.
- Screening outcome, i.e.:
  - whether the policy has been ‘screened in’ for equality impact assessment.
  - whether the policy has been ‘screened out’ with mitigation or an alternative policy proposed to be adopted.
  - whether the policy has been ‘screened out’ without mitigation or an alternative policy proposed to be adopted.
- A link to the completed screening template(s) on our website

4.21 Screening templates

For details on the availability of our screening templates please refer to 4.13.

#### 4.22 Equality Impact Assessments (EQIA) Reports

EQIA reports are published once the impact assessment has been completed. These reports include:

- A statement of the aim of the policy assessed.
- Information and data collected.
- Details of the assessment of impact(s).
- Consideration given to measures which might mitigate any adverse impact.
- Consideration given to alternative policies which might better achieve the promotion of equality of opportunity.
- Consultation responses.
- The decision taken.
- Future monitoring plans.

#### **How we publish the information**

4.23 All information we publish is accessible and can be made available in alternative formats on request. Please see 6.3 below.

#### **Where we publish the information**

4.24 The results of our assessments (screening reports and completed templates, the results of EQIAs) are available on our website and also by contacting the Equality and Diversity Team (see above).

4.25 In addition to the above, screening reports (electronic link or hard copy on request if more suitable for recipients) which include

all policies screened over a three month period are also made available to all consultees on a quarterly basis.

4.26 We will inform the general public about the availability of this material through communications such as press releases where appropriate.

**Our arrangements for monitoring any adverse impact of policies we have adopted on equality of opportunity**  
(Schedule 9 4. (2) (c))

4.27 Monitoring can assist us to deliver better public services and continuous improvements. Section 75 monitoring information involves the processing of sensitive personal data (data relating to the racial or ethnic origin of individuals, sexual orientation, political opinion, religious belief, etc). In order to carry out monitoring in a confidential and effective manner, Sport Northern Ireland follows guidance from the Office of the Information Commissioner and the Equality Commission.

4.28 We monitor any adverse impact on the promotion of equality of opportunity of policies we have adopted. We are also committed to monitoring more broadly to identify opportunities to better promote equality of opportunity and good relations in line with Equality Commission guidance.

4.29 The systems we have established to monitor the impact of policies and identify opportunities to better promote equality of opportunity and good relations are:

- The collection, collation and analysis of existing relevant primary quantitative and qualitative data across the equality categories on an ongoing basis;
- The collection, collation and analysis of existing relevant secondary sources quantitative and qualitative data across the equality categories on an ongoing basis;
- An audit of existing information systems within one year of approval of this equality scheme, to identify the extent of current monitoring and consider action to address any gaps



in order to have the necessary information on which to base decisions; and

- Undertaking or commissioning new data if necessary.

4.30 If over a two year period monitoring and evaluation show that a policy has resulted in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, we will ensure that the policy is revised to achieve better outcomes for relevant equality groups.

4.31 We review our EQIA monitoring information on an annual basis. Actions include:

- the data gaps identified by the Audit of Inequalities will be addressed during 2013.
- Results from monitoring will be considered when reviewing progress of the action plan.

### **Our arrangements for publishing the results of our monitoring (Schedule 9 4. (2) (d))**

4.32 Schedule 9 4. (2) (d) requires us to publish the results of the monitoring of adverse impacts of policies we have adopted. However, we are committed to monitoring more broadly and the results of our policy monitoring are published as follows:

4.33 EQIA monitoring information is published as part of our Section 75 annual progress report [see 2.7]

4.34 The Section 75 annual progress report will be made available on our website and hard copies will be provided on request

4.35 All information published is accessible and can be made available in alternative formats on request. Please see below at 6.3 for details.

## **Chapter 5      Staff training**

(Schedule 9 4.(2) (e))

### **Commitment to staff training**

5.1 We recognise that awareness raising and training play a crucial role in the effective implementation of our Section 75 duties.

5.2 Our Chief Executive wishes to positively communicate the commitment of Sport Northern Ireland to the Section 75 statutory duties, both internally and externally.

To this end we have introduced an effective communication and training programme for all staff and will ensure that our commitment to the Section 75 statutory duties is made clear in all relevant publications.

### **Training objectives**

5.3. Sport Northern Ireland will draw up a training plan for its staff which will aim to achieve the following objectives.

- to raise awareness of the provisions of Section 75 of the Northern Ireland Act, our equality scheme commitments and the particular issues likely to affect people across the range of Section 75 categories to ensure that our staff fully understand their role in implementing the scheme.
- to provide those staff involved in the assessment of policies (screening and EQIA) with the necessary skills and knowledge to do this work effectively.
- to provide those staff who deal with complaints in relation to compliance with our equality scheme with the necessary skills and knowledge to investigate and monitor complaints effectively.
- to provide those staff involved in consultation processes with the necessary skills and knowledge to do this work effectively.

- to provide those staff involved in the implementation and monitoring of the effective implementation of the scheme with the necessary skills and knowledge to do this work effectively.

### **Awareness raising and training arrangements**

5.4 The following arrangements will be put in place to ensure all our staff and Board Members are aware of and understand our equality obligations.

- A detailed communication and training plan will be prepared to ensure that the scheme is effectively communicated to all staff. It will contain all the key elements to be delivered, by whom and in what time frame. The development of this training will be in association with the appropriate Section 75 groups and will include input from appropriate external specialists.
- Awareness training will include the current anti discrimination legislation in Northern Ireland, including the provisions of Section 75, Schedule 9 and Section 76 of the Northern Ireland Act 1998
- Sport Northern Ireland will ensure that all staff receive a programme of relevant communication and training on the Section 75 obligations, the requirements of this equality scheme and the arrangements for equality impact assessment, appropriate to their grade and responsibilities. Within one year of the approval of this scheme, all staff will be trained.
- All training will be subject to a formal evaluation to ensure effective delivery.
- We will provide access to copies of the full equality scheme for all staff and ensure that any queries or questions of clarification from staff are addressed effectively.
- Staff will receive a briefing on this equality scheme as soon as possible after approval of the scheme.

- The Section 75 statutory duties will form part of induction training for new staff. (see below)
- All training will be developed in association with the appropriate Section 75 groups and will include input from appropriate external specialists.
- Sport Northern Ireland will also assess the need for specialised training in communicating with, and understanding the needs of, traditionally marginalised groups and young people. This training will initially be targeted at staff dealing with these marginalised groups and young people, for example staff developing policy and considering the views of consultees on those policies.
- Focused training is provided for key staff through an external consultant who is directly engaged in taking forward the implementation of our equality scheme commitments (for example those involved in research and data collection, policy development, service design, conducting equality impact assessments, consultation, monitoring and evaluation).
- Where appropriate, training will be provided by or sourced externally to ensure staff are aware of the issues experienced by the range of Section 75 groups.
- When appropriate and on an ongoing basis, arrangements will be made to ensure staff are kept up to date with Section 75 developments.
- Sport Northern Ireland will ensure that all staff are advised of changes to the equality scheme by dissemination of information to staff via team briefs.

5.5 Training and awareness raising programmes will, where relevant, be developed in association with the appropriate Section 75 groups and our staff.

In order to share resources and expertise, Sport Northern Ireland will, where possible, work closely with other bodies and agencies in the development and delivery of training.

### **Monitoring and evaluation**

5.6 Our training programme is subject to the following monitoring and evaluation arrangements:

- We evaluate the extent to which all participants in this training programme have acquired the necessary skills and knowledge to achieve each of the above objectives.
- The extent to which training objectives have been met will be reported on as part of the Section 75 annual progress report, which will be sent to the Equality Commission.
- Participants attending training are required to complete a post course evaluation questionnaire, the results of which are analysed and a summary report produced. The post course evaluation also informs the regular course reviews and courses are revised accordingly, where appropriate.
- As part of the Performance Management framework, it is a requirement that line managers discuss training course objectives with their staff – both in terms of setting these objectives before the event, and the extent to which the objectives have been met once the training has been delivered. Line managers are also responsible for ensuring that opportunities are in place to put the training into practice.
- Annual Personal Development Plans (PDPs) are discussed, agreed and monitored by line managers and the staff for whom they are responsible. These PDPs are collated within each business area to produce organisational training plans. Training reports can be provided to monitor training provided against the organisational training plans.

## **Chapter 6 Our arrangements for ensuring and assessing public access to information and services we provide**

(Schedule 9 4. (2) (f))

6.1 Sport Northern Ireland is committed to ensuring that the information we disseminate and the services we provide are fully accessible to all parts of the community in Northern Ireland. We keep our arrangements under review to ensure that this remains the case.

6.2 We are aware that some groups will not have the same access to information as others. In particular:

- People with sensory, learning, communication and mobility disabilities may require printed information in other formats.
- Members of ethnic minority groups, whose first language is not English, may have difficulties with information provided only in English.
- Children and young people may not be able to fully access or understand information.

### **Access to information**

6.3 To ensure equality of opportunity in accessing information, we provide information in alternative formats on request, where reasonably practicable. Where the exact request cannot be met we will ensure a reasonable alternative is provided.

- Alternative formats may include Easy Read, Braille, audio formats (CD, mp3 or DAISY), large print or minority languages to meet the needs of those for whom English is not their first language.
- Sport Northern Ireland will liaise with representatives of young people, people with disabilities and minority ethnic organisations and take account of existing and developing good practice.

- We will respond to requests for information in alternative formats in a timely manner.

6.4 In disseminating information through the media we will seek to advertise in the press where appropriate.

6.5 Sport Northern Ireland will continue to monitor its website content to ensure the widest possible access to information online.

6.6 Sport Northern Ireland is committed to achieving effective communication with the public. In recognising the growing range of communications channels and the differing needs and preferences of different groups, we will review internal guidance on making information accessible on a regular basis.

### **Access to services**

6.7 Sport Northern Ireland is committed to ensuring that all of our services are fully accessible to everyone in the community across the Section 75 categories. Sport Northern Ireland also adheres to the relevant provisions of current anti-discrimination legislation.

### **Assessing public access to information and services**

6.8 Sport Northern Ireland monitors biennially across all our functions, in relation to access to information and services, to ensure equality of opportunity and good relations are promoted.

6.9 Sport Northern Ireland is committed to achieving effective communication and recognises the growing range of communication channels and the differing needs and preferences of different groups. Some sections of the public may not enjoy equality of opportunity in accessing information provided by public authorities. For example some members of the public may not have access to a computer. They may also require access to information in different formats, perhaps due to a visual impairment or that their first language is not English. Sport Northern Ireland will consider a range of communication methods to ensure wide access to its information. We will respond positively to requests for access to information to meet user needs.

## **Chapter 7      Timetable for measures we propose in this equality scheme**

(Schedule 9 4. (3) (b))

- 7.1 Appendix 4 outlines our timetable for all measures proposed within this equality scheme. The measures outlined in this timetable will be incorporated into our business planning processes.
- 7.2 This timetable is different from and in addition to our commitment to developing action plans/action measures to specifically address inequalities and further promote equality of opportunity and good relations. We have included in our equality scheme a commitment to an action plan. Accordingly, this commitment is listed in the timetable of measures at Appendix 4. For information on these action measures please see Chapter 2 at 2.11 – 2.18.



## **Chapter 8      Our complaints procedure**

(Schedule 9 10.)

8.1 Sport Northern Ireland is responsive to the views of members of the public. We will endeavour to resolve all complaints made to us.

8.2 Schedule 9 paragraph 10 of the Act refers to complaints. A person can make a complaint to a public authority if the complainant believes he or she may have been directly affected by an alleged failure of the authority to comply with its approved equality scheme.

If the complaint has not been resolved within a reasonable timescale, the complaint can be brought to the Equality Commission.

8.3 A person wishing to make a complaint that Sport Northern Ireland has failed to comply with its approved equality scheme should contact:

**Sport Northern Ireland  
Director of Sport Management Services  
Andrew Sloan  
House of Sport  
2a Upper Malone Road  
Belfast  
BT9 5LA**

**Tel: 02890 383838  
Email: [andrewsloan@sportni.net](mailto:andrewsloan@sportni.net)**

8.4 We will in the first instance acknowledge receipt of each complaint within 3 working days.

8.5 The Equality and Diversity Team will carry out an internal investigation of the complaint and will respond substantively to the complainant within one month of the date of receiving the letter of complaint. Under certain circumstances, if the complexity of the matter requires a longer period, the period for response to the complainant may be extended to two months. In those circumstances, the complainant will be advised of the extended period within one month of making the complaint.

8.6 During this process the complainant will be kept fully informed of the progress of the investigation into the complaint and of any outcomes.

8.7 In any subsequent investigation by the Equality Commission, Sport Northern Ireland will co-operate fully, providing access in a timely manner to any relevant documentation that the Equality Commission may require. Similarly, Sport Northern Ireland will co-operate fully with any investigation by the Equality Commission under sub-paragraph 11 (1) (b) of Schedule 9 to the Northern Ireland Act 1998.

8.8 Sport Northern Ireland will make all efforts to implement promptly and in full any recommendations arising out of any Commission investigation.

## **Chapter 9      Publication of our equality scheme**

(Schedule 9 4. (3) (c))

9.1 The Sport Northern Ireland equality scheme is available free of charge in print form and alternative formats from:

9.2 Our equality scheme is also available on our website at:

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

9.3 The following arrangements are in place for the publication in a timely manner of our equality scheme to ensure equality of access:

- We will make every effort to communicate widely the existence and content of our equality scheme. This may include press releases, prominent advertisements in the press, the internet and direct mail shots to groups representing the various categories in Section 75.
- We will email a link of our approved equality scheme to our Section 75 consultees. Other consultees without e-mail will be notified by letter that the scheme is available on request. We will respond to requests for the equality scheme in alternative formats in a timely manner.
- Our equality scheme is available on request in alternative formats such as Easy Read, Braille, large print, audio formats ( CD, mp3, DAISY) and in minority languages to meet the needs of those not fluent in English.
- A summary our scheme will be prepared and circulated to groups and representatives of children and young people, people with disabilities and minority ethnic groups.

9.4 For a list of our Section 75 consultees please see Appendix 3 of the equality scheme or visit the equality section of our website at: [www.sportni.net](http://www.sportni.net)

or contact

Sport Northern Ireland  
Equality and Diversity Team

House of Sport  
2A Upper Malone Road  
Belfast BT9 5LA  
t: 02890 381222

e: [info@sportni.net](mailto:info@sportni.net)  
w: [www.sportni.net](http://www.sportni.net)

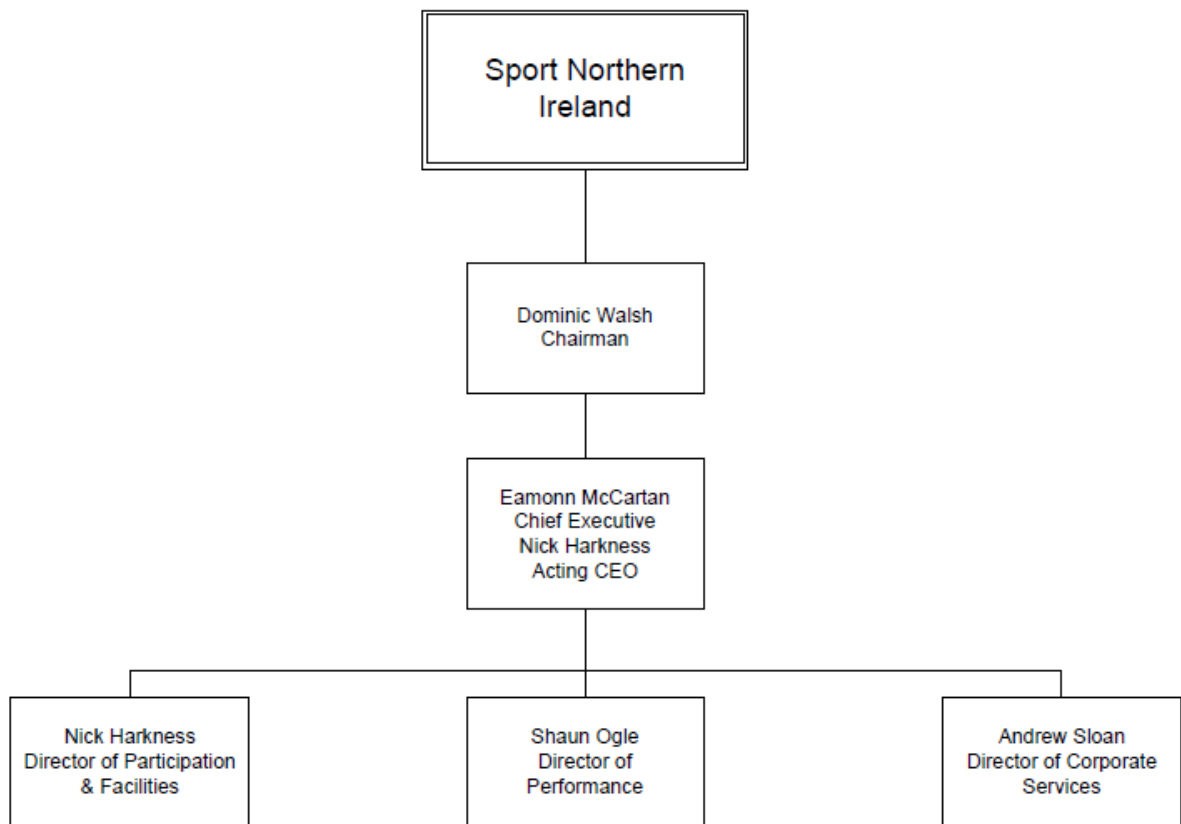
## **Chapter 10    Review of our equality scheme**

(Schedule 9 8. (3))

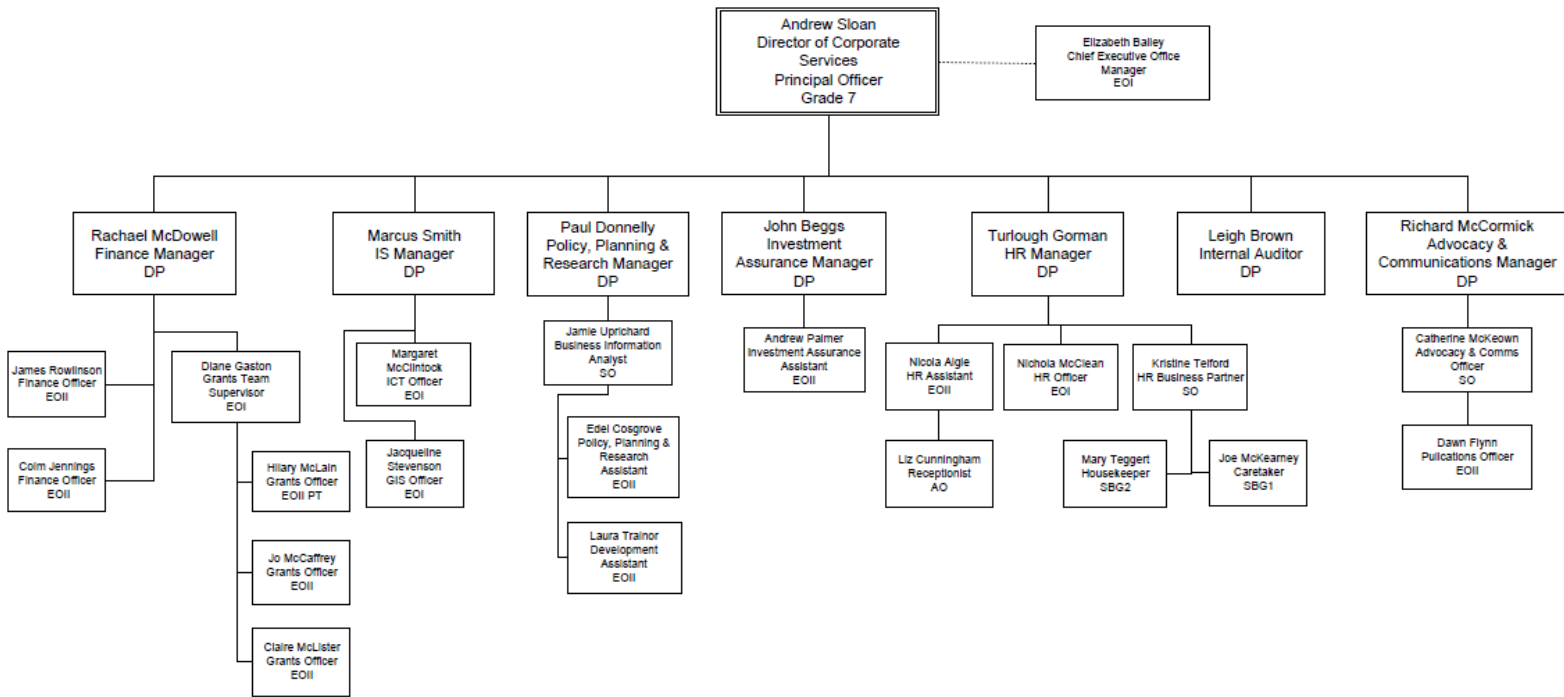
10.1 As required by Schedule 9 paragraph 8 (3) of the Northern Ireland Act 1998, we will conduct a thorough review of this equality scheme. This review will take place either within five years of submission of this equality scheme to the Equality Commission or within a shorter timescale to allow alignment with other corporate planning cycles. The review will evaluate the effectiveness of our scheme in relation to the implementation of the Section 75 statutory duties relevant to our functions in Northern Ireland.

10.2 In undertaking this review we will follow any guidance issued by the Equality Commission. A report of this review will be sent to the Equality Commission and made available on our website

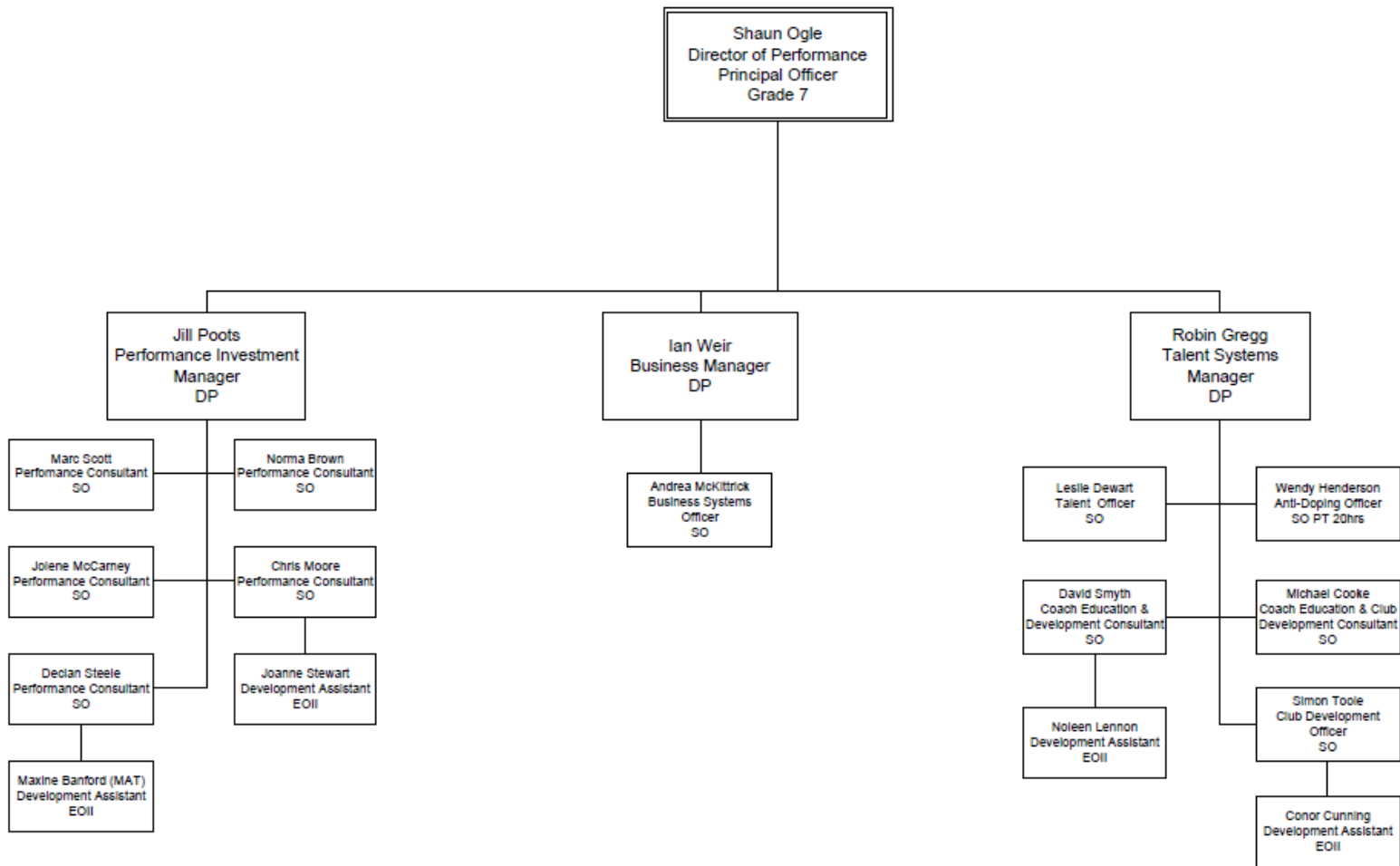
## Appendix 1 Organisational chart



# Sport Management Services

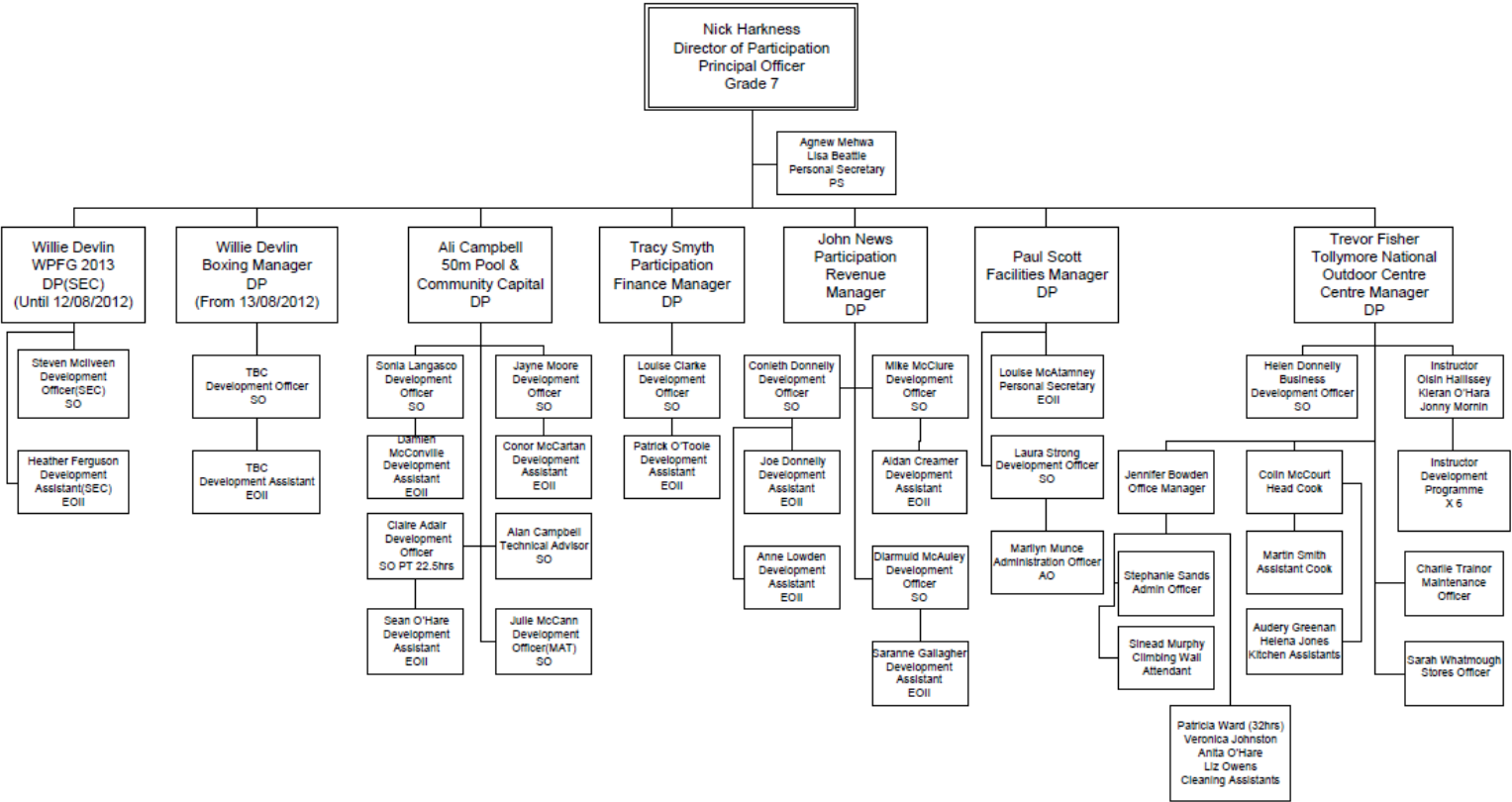


# Performance





# Participation & Facilities



## Appendix 2 Example groups relevant to the Section 75 categories for Northern Ireland purposes

*Please note, this list is for illustration purposes only, it is not exhaustive.*

Category	Example groups
Religious belief	Buddhist; Catholic; Hindu; Jewish; Muslims, people of no religious belief; Protestants; Sikh; other faiths.  For the purposes of Section 75, the term “religious belief” is the same definition as that used in the <i>Fair Employment &amp; Treatment (NI) Order</i> <sup>9</sup> . Therefore, “religious belief” also includes any <i>perceived</i> religious belief (or perceived lack of belief) and, in employment situations only, it also covers any “ <i>similar philosophical belief</i> ”.
Political opinion <sup>10</sup>	Nationalist generally; Unionists generally; members/supporters of other political parties.
Racial group	Black people; Chinese; Indians; Pakistanis; people of mixed ethnic background; Polish; Roma; Travellers; White people.
Men and women generally	Men (including boys); Trans-gendered people; Transsexual people; women (including girls).
Marital status	Civil partners or people in civil partnerships; divorced people; married people; separated people; single people; widowed people.
Age	Children and young people; older people.
Persons with a disability	Persons with disabilities as defined by the Disability Discrimination Act 1995.
Persons with dependants	Persons with personal responsibility for the care of a child; for the care of a person with a disability; or the care of a dependant older person.
Sexual orientation	Bisexual people; heterosexual people; gay or lesbian people.

<sup>9</sup> See Section 98 of the Northern Ireland Act 1998, which states: “*In this Act... “political opinion” and “religious belief” shall be construed in accordance with Article 2(3) and (4) of the Fair Employment & Treatment (NI) Order 1998.*”

<sup>10</sup> *ibid*

### **Appendix 3 List of consultees** (Schedule 9 4. (2) (a))

(Note that this list is not exhaustive and is reviewed on an annual basis to ensure it remains relevant).

Belfast Healthy Cities Board
Homefirst Community HSS Trust
North Eastern Education & Library Board
Information Commissioner's Office Northern Ireland
South and East Belfast HSS Trust
Archbishop of Armagh
Youth Action NI
Press For Change
Save the Children
Family Planning Association NI
NI Ambulance Service HSS Trust
Health Promotion Agency for NI
NI Student Centre
Youth Net
Parents and Professionals and Autism
Chinese Welfare Association NI
Multi-Cultural Resource Centre
Equality Commission for NI
Royal National Institute for Deaf People
Committee on the Administration of Justice
Southern Sports Partnership
University of Ulster
Mid-Ulster Women's Network
UNISON
Southern Education and Library Board
United Unionist Assembly Party

NI Anti-Poverty Network
NI Human Rights Commission
NI Women's Aid Federation
Southern Health and Social Services Board
Deaf Association of NI (DANI)
Women's Information Group
Carers NI
Down Lisburn HSS Trust
Employers' Forum on Disability
Queen's University Belfast
West Belfast Economic Forum
St Luke's Hospital
Western Health and Social Services Board
Northern Health and Social Services Council
Playboard
Youth Council for NI
East Belfast Community Development Agency
Northern Health and Social Services Board
Southern Health and Social Services Council
Newry and Mourne HSS Trust
Bishop of Derry
NIPPA
NI Committee, Irish Congress of Trade Unions
University of Ulster
NI Council for Ethnic Minorities
Central Services Agency for the HPSS
Green Park HSS Trust
Mater Infirmorum Hospital HSS Trust
Confederation of Community Groups
Sense NI

Gingerbread NI
Children's Law Centre
Aware Defeat Depression
Craigavon Area Hospital HSS Trust
Social Democratic and Labour Party
Training for Women Network
Women's Centre
Down's Syndrome Association
Help the Aged NI
Alliance Party
Newtownabbey Senior Citizen's Forum
Omagh Women's Area Network
Bishop of Dromore
Newry and Mourne Senior Citizens Consortium
South Eastern Education & Library Board
Department of Culture Arts and Leisure
Department of Health Social Services and Public Safety
United Hospitals HSS Trust
Western Education & Library Board
Eastern Health and Social Services Board
Belfast Education & Library Board
Community Evaluation NI
MENCAP
West Belfast Partnership Board
Sperrins Lakeland Senior Citizens' Consortium
Foyle HSS Trust
Council for Catholic Maintained Schools
Foyle Friend
British Transplant Games
NIPSA

Eastern Health and Social Services Council
Disability Sports NI
Sperrin Lakeland HSS Trust
Equality Commission for NI
Workers' Party
Youth Net
NI Women's European Platform
Local Government Staff Commission for NI
Barnardos
Progressive Unionist Party
Relate
Royal National Institute for the Blind
Western Health and Social Services Council
Ulster Unionist Party
Rural Community Network
Belfast City Hospital HSS Trust
North and West Belfast HSS Trust
Newry and Mourne Womens Initiative
Office of the First Minister and Deputy First Minister
NI Association for Mental Health
NICVA
Community Development and Health Network
Guide Dogs for the Blind Association
Cedar Foundation
Craigavon and Banbridge Community HSS Trust
Ulster Community HSS Trust
Community Foundation for NI
NI Paraplegic Association
Staff Commission for Education and Library Boards
Indian Community Centre

Bishop of Down & Connor
Forum for Community Work Education NI
East Belfast Community Development Agency
Derry Well Woman
Disability Action

## Appendix 4 Timetable for measures proposed

(Schedule 9 4.(3) (b))

<b>Measure</b>	<b>Lead responsibility</b>	<b>Timetable</b>
Section 75 Annual Progress Report [Para 2.7]	Director of Sport Management Services	31 August (annually)
EDT to monitor and report to Board on statutory duties [2.10]	Equality and Diversity Team	6 monthly
Deliver action plan [2.14]	Equality and Diversity Team	June – July 2012
Consultation on draft action plan [2.15]	Equality and Diversity Team	Aug/Sept – Nov/Dec 2012
Finalise action plan and published [2.18]	Equality and Diversity Team	Nov/Dec 2012
Arrangements for monitoring progress on delivery of action plan [2.16]	Equality and Diversity Team	31 August (annually)
Consultation list reviewed and updated [3.4]	Equality and Diversity Team	February (annually)
Screening Reports [4.15]	Equality and Diversity Team	Quarterly
Review of monitoring information [4.31]	Equality and Diversity Team	Annually



Publication of monitoring information [4.33;4.34]	Equality and Diversity Team	Annually
Development of detailed training programme [5.3]	Training Unit	Annually
Development of summary scheme [5.4]	Equality and Diversity Team	Within 3 months of scheme approval
Review/ organise update training [5.4]	Equality and Diversity Team Training Unit	Annually
Evaluation of Training [5.6]	Training Unit	Training Evaluation completed within 3 months
Communication of Equality Scheme [9.3]	Equality and Diversity Team	Ongoing
Notification of approved scheme to consultees [9.3]	Equality and Diversity Team	Within 3 months of scheme approval
Review of equality scheme [10.1]	Equality and Diversity Team	Within 5 years

## **Appendix 5 Glossary of terms**

### **Action Plan**

A plan which sets out actions a public authority will take to implement its Section 75 statutory duties. It is a mechanism for the realisation of measures to achieve equality outcomes for the Section 75 equality and good relations categories.

### **Action measures and outcomes**

Specific measures to promote equality and good relations for the relevant Section 75 and good relations categories, linked to achievable outcomes, which should be realistic and timely.

### **Adverse impact**

Where a Section 75 category has been affected differently by a policy and the effect is less favourable, it is known as adverse impact. If a policy has an adverse impact on a Section 75 category, a public authority must consider whether or not the adverse impact is unlawfully discriminatory. In either case a public authority must take measures to redress the adverse impact, by considering mitigating measures and/or alternative ways of delivering the policy.

### **Audit of Inequalities**

An audit of inequalities is a systematic review and analysis of inequalities which exist for service users and those affected by a public authority's policies. An audit can be used by a public authority to inform its work in relation to the Section 75 equality and good relations duties. It can also enable public authorities to assess progress on the implementation of the Section 75 statutory duties, as it provides baseline information on existing inequalities relevant to a public authority's functions.

### **Consultation**

In the context of Section 75, consultation is the process of asking those affected by a policy (i.e. service users, staff, the general public) for their views on how the policy could be implemented more effectively to promote equality of opportunity across the 9 categories. Different circumstances will call for different types of consultation. Consultations could, for example, include meetings, focus groups, surveys and questionnaires.

### **Differential impact**

Differential impact occurs where a Section 75 group has been affected differently by a policy. This effect could either be positive, neutral or negative. A public authority must make a judgement as to whether a policy has a differential impact and then it must determine whether the impact is adverse, based on a systematic appraisal of the accumulated information.

### **Equality impact assessment**

The mechanism underpinning Section 75, where existing and proposed policies are assessed in order to determine whether they have an adverse impact on equality of opportunity for the relevant Section 75 categories. Equality impact assessments require the analysis of both quantitative and qualitative data.

### **Equality of opportunity**

The prevention, elimination or regulation of discrimination between people on grounds of characteristics including sex, marital status, age, disability, religious belief, political opinion, dependants, race and sexual orientation.

The promotion of equality of opportunity entails more than the elimination of discrimination. It requires proactive measures to be taken to secure equality of opportunity between the categories identified under Section 75.

### **Equality Scheme**

A document which outlines a public authority's arrangements for complying with its Section 75 obligations. An equality scheme must include an outline of the public authority's arrangements for carrying out consultations, screening, equality impact assessments, monitoring, training and arrangements for ensuring access to information and services.

### **Good Relations**

Although not defined in the legislation, the Commission has agreed the following working definition of good relations: "the growth of relations and structures for Northern Ireland that acknowledge the religious, political and racial context of this society, and that seek to promote respect, equity and trust, and embrace diversity in all its forms."

### **Mitigation of adverse impact**

Where an equality impact assessment reveals that a particular policy has an adverse impact on equality of opportunity, a public authority must consider ways of delivering the policy outcomes which have a less adverse effect on the relevant Section 75 categories; this is known as mitigating adverse impact.

### **Monitoring**

Monitoring consists of continuously scrutinising and evaluating a policy to assess its impact on the Section 75 categories. Monitoring must be sensitive to the issues associated with human rights and privacy. Public authorities should seek advice from consultees and Section 75 representative groups when setting up monitoring systems.

Monitoring consists of the collection of relevant information and evaluation of policies. It is not solely about the collection of data, it can also take the form of regular meetings and reporting of research undertaken. Monitoring is not an end in itself but provides the data for the next cycle of policy screening.

### **Policy**

The formal and informal decisions a public authority makes in relation to carrying out its duties. Defined in the New Oxford English Dictionary as 'a course or principle of action adopted or proposed by a government party, business or individual.' In the context of Section 75, the term policies covers all the ways in which a public authority carries out or proposes to carry out its functions relating to Northern Ireland. Policies include unwritten as well as written policies.

### **Qualitative data**

Qualitative data refers to the experiences of individuals from their perspective, most often with less emphasis on numbers or statistical analysis. Consultations are more likely to yield qualitative than quantitative data.

### **Quantitative data**

Quantitative data refers to numbers, typically derived from either a population in general or samples of that population. This information is often analysed by either using descriptive statistics, which consider general profiles, distributions and trends in the

data, or inferential statistics, which are used to determine 'significance' either in relationships or differences in the data.

### **Screening**

The procedure for identifying which policies will be subject to equality impact assessment, and how these equality impact assessments will be prioritised. The purpose of screening is to identify the policies which are likely to have a minor/major impact on equality of opportunity so that greatest resources can be devoted to improving these policies. Screening requires a systematic review of existing and proposed policies.

### **Section 75**

Section 75 of the Northern Ireland Act provides that each public authority is required, in carrying out its functions relating to Northern Ireland, to have due regard to the need to promote equality of opportunity between:-

- persons of different religious belief, political opinion, racial group, age, marital status and sexual orientation;
- men and women generally;
- persons with a disability and persons without; and
- persons with dependants and persons without

Without prejudice to these obligations, each public authority in carrying out its functions relating to Northern Ireland must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

### **Section 75 investigation**

An investigation carried out by the Equality Commission, under Schedule 9 of the NI Act 1998, arising from the failure of a public authority to comply with the commitments set out in its approved equality scheme.

There are two types of Equality Commission investigation, these are as follows:

1. An investigation of a complaint by an individual who claims to have been directly affected by the failure of a public authority to comply with its approved equality scheme;
2. An investigation initiated by the Equality Commission, where it believes that a public authority may have failed to comply with its approved equality scheme.

# **Section 75**

## **ACTION PLAN**

**2012-2017**



## INTRODUCTION

- 1.1 As recommended in the Equality Commission Guide to Section 75, Sport Northern Ireland has taken a systematic look at its functions and how they relate to the promotion of equality of opportunity and of good relations for our service users and those affected by our policies.
- 1.2 Our Audit of Section 75 Inequalities has been used to establish the framework for us to address the inequalities relevant to our functions. Data attaching to this audit has been drawn from various sources and including successive EQIAs attaching to our Corporate Plans and large scale research projects including SAPAS (2010).
- 1.3 In preparing the audit we have worked jointly with DCAL to gather and analyse information.
- 1.4 The Action Plan is based on this audit of inequalities and focuses on only those core functions that we have direct control over.
- 1.7 The final Action Plan submitted to the Equality Commission will be published on the internet with copies sent to all who responded to the consultation.
- 1.8 The Action Plan will be monitored annually with an update provided to the Equality Commission and posted on line with our Annual Progress Report on Section 75.
- 1.9 Responsibility for monitoring and review of the Action Plan will rest with the Equality and Diversity Team in association with business areas.

# SPORT NORTHERN IRELAND EQUALITY ACTION PLAN 2012-2017

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
<b>Sport</b>	To increase participation in sport and physical activity	CHS <sup>13</sup> YPBAS <sup>14</sup> SAPAS <sup>15</sup> SNI PE SURVEY	Lower participation rates in sport by women, older people, people with disabilities and people living in areas of high social need	<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>	SAPAS	<p>% of adults participating in sport and physical recreation<sup>16</sup></p> <p>% of women participating in sport and physical recreation</p> <p>% of people with a disability participating in sport and physical recreation</p> <p>% of over 50s</p>	<p>Roll out of the Active Communities Programme including the appointment of 106 coaches 2010-15 (7)</p> <p>Roll out of Places for Sport III programme 2010-15 (7)</p> <p>Continued investment in Disability Sport NI Apr 2011- Mar 2014 (1-3)</p> <p>Roll out of Activ8 Eatwell in Primary Schools across NI 2011-15 (3)</p>	<p>Profile of coaches</p> <p>Annual &amp; Quarterly monitoring returns by Active Communities consortia, Places For Sport applicants and Awards For Sport applicants via electronic monitoring systems</p> <p>Annual &amp; Quarterly monitoring returns from Disability Sport NI</p> <p>Population based</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.

<sup>13</sup> Continuous Household Survey

<sup>14</sup> Young Peoples Behaviour and Attitudes Survey

<sup>15</sup> The Northern Ireland Sport And Physical Activity Survey 2010

<sup>16</sup> At least once in the last 12 months



						<p>participating in sport and physical recreation</p> <p>% of ethnic minorities participating in sport and physical recreation</p>	<p>Roll out of Awards For Sports Small Grants Programme Annually (7)</p> <p>Implementation of Women and Sport Policy 2010-13 (1)</p> <p>Production of a Sports Digest that is reflective of the nine Sec75 grounds 2011-12 (7)</p> <p>Continued investment in a Child Protection in Sport Service through NSPCC Apr 2011-2015 (3)</p>	<p>surveys broken down by Sec75 grounds</p>
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Policy Area	Strategic Objective	Research	Inequalities Identified	S75 Categories Affected <sup>17</sup>	Other data required	Indicators	Action Measure with timescale <sup>18</sup>	Monitoring mechanism
Sport	To improve sporting performance	Review of Commonwealth Games Melbourne 2006  2010 Athlete Support Programme Survey  Monitoring of Governing Body Investment  Review of Medal success in World/European/Commonwealth/Olympic/Paralympic Games	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	Relative ranking of high performance athletes  Number of Medals won by NI athletes at major games	<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 2011-15</p> <p>Continue to invest in Disability Sport NI as a means of supporting at least 6 Governing Bodies of Sport Apr 2011- Mar 14 (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>17</sup> Section 75 categories will be aligned to Action Measures by relevant code number 1-7.

<sup>18</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>19</sup>	Other data required	Indicators	Action Measure with timescale <sup>20</sup>	Monitoring mechanism
Sport	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 SNI Corporate Plans</li> <li>• Section 75 Annual Reports</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 SNI staff by Section 75 grounds</p>	<p>Ensure all future Capital Investment Programmes take into account Section 75 considerations (7)</p> <p>Implement SNI Women in Sport Policy (3)</p> <p>Ensure GBs continue to adhere to SNI 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 SNI staff by Section 75 grounds</p> <p>Active Places Northern Ireland database monitoring facilities disability access information</p>

<sup>19</sup> Section 75 categories will be aligned to Action Measures by relevant code number 1-7.

<sup>20</sup> All policies and programmes are subject to appropriate levels of support being secured through the budget 2010 process.

		<ul style="list-style-type: none"> <li>• SNI Annual Reports</li> <li>• Business Plan Quarterly Reviews</li> <li>• Sport Matters</li> <li>• Research Matters</li> </ul>						
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The Northern Ireland Sport and Physical Activity Survey (SAPAS) captured data across all 9 categories, and includes factsheets by gender, race and disability. A full copy of the report can be downloaded at: [www.sportni.net](http://www.sportni.net)

A copy of any of the reports in an alternative format is available on request by contacting:

Sport Northern Ireland  
 Equality and Diversity Team  
 House of Sport  
 2A Upper Malone Road  
 Belfast BT9 5LA  
 t: 02890 383870

e: [info@sportni.net](mailto:info@sportni.net)

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