

THE SPORTS COUNCIL FOR NORTHERN IRELAND

Annual Report & Accounts

For the year ended
31st MARCH 2020



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Northern Ireland

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THE SPORTS COUNCIL for NORTHERN IRELAND
Annual Report and Accounts
For the year ended 31 MARCH 2020

*Laid before the Northern Ireland Assembly
Under Articles 7 (2)(c) and 8 of the
Recreation and Youth Service (Northern Ireland) Order 1986
by the Department for Communities
on*

13 April 2021

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Performance Report

The Performance Report focuses on matters relevant to all users of financial statements. Its purpose is to provide information on Sports Council for Northern Ireland (hereafter Sports Council), its main objectives and strategies and the principal risks it faces. It has two sections: an 'Overview' and a 'Performance Analysis'.

Overview

The purpose of the Overview section of the Performance Report is to give the user a brief summary which provides sufficient information to understand Sports Council, its purposes, the key risks to the achievement of its objectives and how it has performed during the year. It consists of the Chair's Foreword, Chief Executive's Introduction, the Purpose and Activities of Sports Council, Key Issues and Risks which could affect Sports Council in delivering its objectives, an explanation of going concern as it affects Sports Council and a Performance Summary.

Chair's Foreword

It gives me great pleasure to introduce the 2019-20 Annual Report for Sports Council. 2019-20 has been a transition year for Sports Council, as the 2015-20 planning cycle comes to an end and Sports Council moves into our new Corporate Plan period 2020-25. This year has reflected the strong partnership approach, which the Sports Council has taken with our sponsor Department, Department for Communities (DfC). This has been particularly evident with regard to supporting the development of the Strategy for Sport and Physical Activity 2020-2030; adding value to this work and helping to shape future sporting priorities and interventions, which help all of us in NI enjoy long, active and healthy lives.

Sports Council has continued to build, in 2019-20, on the improvements, which form the cornerstone of our change programme; as Chair I am committed to strong and effective Board leadership, a sharp focus on finance, governance and risk management and to a culture in Sports Council based on values of Excellence, Collaboration, Integrity and Learning.

The Sports Council remains grateful for the support towards its programmes, for example EveryBody Active 2020, Female participation, inclusion of Disability Sports, Sporting Winners and Sporting Clubs, and will seek to build on work already undertaken to foster a strong sporting system in Northern Ireland in the years to come.

Recent events show the forthcoming Corporate Planning cycle may take place within a difficult economic period nationally and globally; and sport must maximise any and all opportunities during the next five years. The Board has demonstrated its commitment to its duty to ensure that Sports Council's resources are effectively focussed to deliver better outcomes for everyone in Northern Ireland, by making the most effective use of the core skills, expertise and the resources we possess. This includes more effective ways to collaborate and invest with strategic partners; and the Board reaffirms its commitment to continue in this duty moving forward.

This year we have also undertaken the most extensive stakeholder engagement ever in terms of developing our new five year strategy. A key foundation of our new strategy includes a commitment to building a strong sporting culture and sporting systems for Northern Ireland. We remain committed to the cornerstones of equality, rights and inclusion and in particular during the period ahead we will focus on building an equal, inclusive and connected sporting system. Sports Council's draft Corporate plan 2020-25 is currently with our sponsor department, Department for Communities, for approval ahead of public consultation and we look forward to hearing the views of sporting and local communities across Northern Ireland during the year ahead.

In closing, I would like thank my fellow Board Members who continue to provide their time, commitment and expertise in the name of promoting and developing sport, and thank the Sports Council CEO and staff for their passion, creativity, dedication and leadership in developing and enhancing our local sporting pathways. Finally, on behalf of the Sports Council Board I would like to recognise that, alongside Lottery funding, Exchequer resources have significantly increased our capability to harness and action the power of sport to change lives and build communities in Northern Ireland.

George Lucas
Chair, Sports Council for Northern Ireland

Date: 22 MARCH 2021

Chief Executive's Introduction

I am delighted to present the 2019-20 Annual Report for Sports Council for Northern Ireland (Sports Council). As the public body leading the development of sport in Northern Ireland, we remain committed to a relentless pursuit of excellence in sport, from grassroots sport to a quality club environment to podium level success. Sports Council has developed significantly in recent years due to a range of change and organisational development initiatives. We have learned of the critical role of a strong organisational culture that sets clear standards and expectations of us all, recognisable in all that we do.

In terms of grassroots sport and our **Sporting Communities** Programme, Every Body Active 2020 was delivered in partnership with district councils as part of our commitment as a statutory partner to Community Planning Partnerships and increased quality opportunities for targeted groups to develop and sustain participation in sport across key life-course transitions. During 2019-20 this programme opened up sporting opportunities to 95,712 people from under-represented groups and from areas of greatest need which is an achievement we are proud of.

We are proud too of Sports Council's work to encourage significant participation opportunities for women and girls and disabled people in Northern Ireland. The Active Living, No Limits project continued to improve the health and wellbeing of those with a disability by offering diverse and inclusionary opportunities to partake in sport and physical recreation. Our Active, Fit and Sporty project for women and girls also sought to increase equality, diversity and inclusion in participation sport. An evaluation of these projects during 2019-20 validates much of the content in Sport Council's draft Corporate Plan 2020-2025 including the importance of club membership for sustained participation, mental health & wellbeing (including body image) and more positive and visible female role models. Through a strong 'multi-layered' partnership, there has been contact made with well over 300 groups from within; the community, sports, education, social economy and district council sector. This translates into multiple and accessible opportunities for women and girls to develop and sustain their sporting lifestyle across NI.

The **Sporting Clubs** Programme has continued to invest in 21 sporting organisations (governing bodies of sport and umbrella organisations) this year in order to deliver a growing number of sports clubs and coaching staff of a particular quality in Northern Ireland. In 2019-20 this work has included the delivery of 18,346 learning opportunities delivered for coaches, officials and volunteers and 19 out of 21 sporting organisations recording an increase in club membership. One organisation has reported a fall in membership of 16% however this has been attributed to the Covid-19 Pandemic arriving during the registration period for this sporting organisation.

In terms of our third strategic programme; **Sporting Winners** provides the foundation for local athletes to develop, thrive and succeed, ensuring Northern Ireland continues to be recognised as a place where sports people excel. The 2019-20 year yielded seven medals at world level, a significant achievement for a small region such as Northern Ireland.

Sports Council for Northern Ireland Exchequer Account 2019-20

During this year, Sports Council has continued to lead pioneering work in mental health and wellbeing in sport. Evaluation of the pilot programme delivered last year demonstrates that there is a clear need for information and support regarding mental health and wellbeing across the sector which is essential within the context of Northern Ireland's high suicide rate. As part of the pilot project 92 mental health awareness and support workshops were delivered to almost 3,000 people across Northern Ireland, with Wellbeing Ambassadors attracting over 300,000 online views of their messages delivered on this vital issue

As we celebrate sporting success during 2019-20, Sports Council pays tribute to coaches, officials and volunteers who are critical to the development and delivery of sport in all its forms in Northern Ireland. As part of our annual SportMaker awards, twelve awards were presented this year with a new Coaching Chain award introduced this year and presented to five recipients.

As we ended the 2019-20 year we could never have foreseen the emergence of the Covid-19 pandemic. For the first time in history, in March 2020, Sports Council closed all three of its sites and began a period of working for home for all staff. Despite this major disruption to our work and the world we knew, Sports Council has managed to adapt our work to not only sustain business as usual but to lead the sports sector through an unprecedented period of change by providing financial support, technical expertise, support to help the NI public stay active at home and access to much needed online mental health and well-being resources. Sports Council will continue to respond to the needs of the sporting community across NI in the year ahead as we all work together to combat Covid-19.



Antoinette McKeown
Chief Executive

Date: 22 MARCH 2021

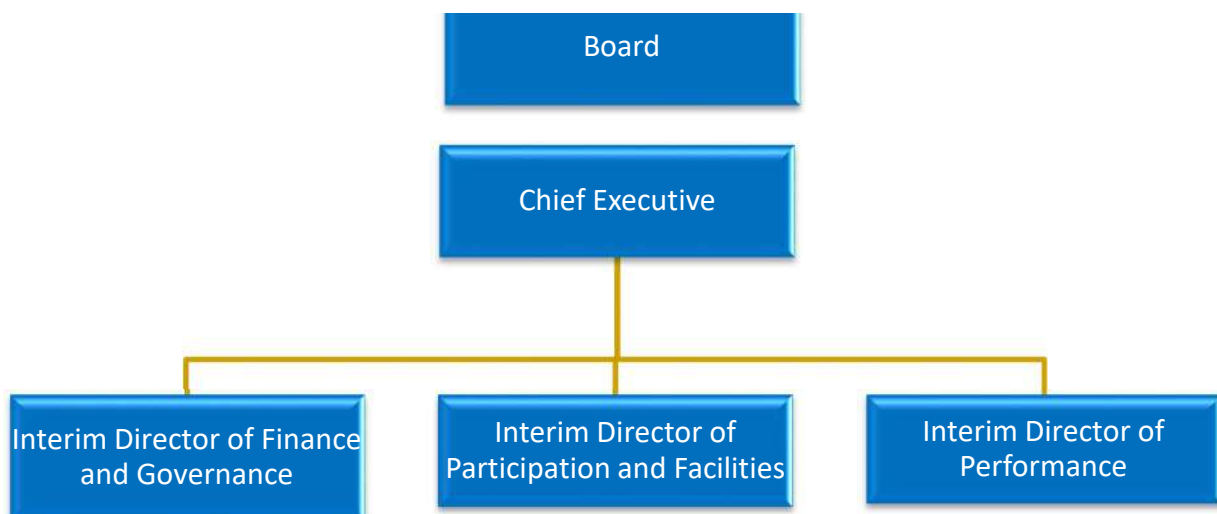
Purpose and Activities of Sports Council for Northern Ireland

Business Model And Environment

Sports Council for Northern Ireland (Sports Council) is the statutory body through which public funding for sports in Northern Ireland is channelled and is the lead public body for the development of sport here.

Organisational Structure

The affairs of Sports Council are managed by the Board, consisting of the members listed in the Directors' Report. Sports Council has a Chief Executive and currently has three executive directors: Interim Director of Finance and Governance, Interim Director of Participation and Facilities and Interim Director of Performance. This team is supported by a discreet Executive Unit to facilitate coherent and consistent decision making and communication across the organisation. The Chief Executive, Antoinette McKeown, is the Accounting Officer of Sports Council and is supported by professional staff responsible for subject and functional areas of Sports Council's programmes.



Principal Functions Related to Grant-in-Aid Activities

Sports Council's principal functions are as provided by Article 3 of the Recreation and Youth Service (NI) Order 1986:

- On matters relating to sport and physical recreation, to advise the Department and other government departments, Education Authority, local Councils and other bodies interested in sport and physical recreation;
- To encourage the provision of facilities for, and participation, in sport and physical recreation; and
- To assist, subject to Paragraph (4) of the article:
 - the provision of administrative services, equipment, coaching and instruction;
 - the organising or supporting of, or participating in, international or other events, by bodies providing facilities for sport or physical recreation or organising such activities; and
 - bodies providing supportive services in connection with sport and physical recreation.

Article 5 of the 1986 Order provides that the Department may, subject to such conditions as the Department thinks fit, make grants towards the expenses of Sports Council. These financial statements have been prepared on an accruals basis and show a true and fair view of the state of affairs of Sports Council's activities at the year end and of its net expenditure, changes in taxpayers' equity and cash flows for the financial year. They have also been prepared in accordance with Article 7 of the Order and in a form directed by the Department with the approval of the Department of Finance.

Review of Grant-in-aid Activities

Sports Council is primarily funded by grant-in-aid from the Department for Communities (DfC). The level of funding is agreed with DfC as part of a rolling funding agreement. This agreement also includes an agreed set of operational targets as outlined in the business plan. During 2019-20, Sports Council received £10,740,242 (31 March 2019: £10,231,369) in funding. Grant-in-aid funds are accounted for in Sports Council for Northern Ireland Exchequer Account.

Future Grant-in-aid Activities

Exchequer funding baseline is anticipated to remain at its current level in 2020-21. As part of the response to the Coronavirus pandemic Sport NI are anticipated to deliver additional programmes including £2m Sports Hardship Fund and £25m Sports Sustainability Fund.

Objectives and Strategies

Sports Council's vision is "Northern Ireland: renowned as a place where people enjoy, engage, and excel in sport."

Its Mission is to lead sports development at all levels producing more participants and more winners.

Its draft Corporate Plan 2020-25 has proposed two outcomes for Sports Council over the next five years:

- Outcome One: People in Northern Ireland adopting and sustaining participation in sport and physical recreation.
- Outcome Two: NI Athletes among the best in the world.

Key Issues and Risks that could affect the delivery of our Objectives

Risk management is fully incorporated into organisation and business planning. The Board manages risk by ensuring that the procedures which are in place to verify risk management are regularly reviewed and reported. The Executive Team reviews and updates the Corporate Risk Register on a quarterly basis and submits it to the Audit and Risk Assurance Committee for consideration. The report is in turn considered at the subsequent Board meeting. The main risks to Sports Council are:

- Macro environment;
- Budget uncertainty;
- Relationships;
- Failure to modernise;
- Ineffective governance; and
- Health, safety and wellbeing.

The Board considers how these risks are managed, the residual risk and action plans as appropriate.

Going Concern Basis

The financial statements of Sports Council are produced on the 'Going Concern Basis'. This was formally considered by the Board, including the impact of the COVID-19 pandemic, at its meeting on 17 December 2020. Sports Council is not aware of any reason to adopt a different basis.

A Performance Summary

Sports Council's Business Plan for 2019-20 set out 22 Key Performance Indicators (KPIs) to be measured in relation to four over-arching outcomes aligned to the Kaplan Norton Balanced Scorecard: Results, Customers/Stakeholders, Internal Processes and Organisational Learning and Growth. By the end of 2019-20: 13 were achieved; 2 partially achieved; and 7 were not achieved. Two of the seven 'not achieved' related to Results, one related to Customers/Stakeholders, two related to Internal Processes, and two related to Organisational Learning and Growth. A greater level of detail on performance is included in the Performance Analysis section on pages 12-45.

Covid-19

On 18 March 2020, recognising the unprecedented and challenging time facing the community and the integral role that the sports sector plays in keeping people safe, active and well during the Covid-19 health crisis, Sports Council issued the first of its communication statements on looking after the sports sector. Its premises were closed on 24 March to protect staff, stakeholders and the general public. Manifesting itself so close to the end of the financial year, Covid-19 had little impact on activities in 2019-20.

EU Exit

The UK's departure from the EU had no impact on the activities of Sports Council in 2019-20. The Council continues to contribute to the DfC departmental working group preparing for EU Exit.

Performance Analysis

The purpose of the 'Performance Analysis' is to provide a detailed performance summary of how Sports Council measures its performance and more detailed integrated performance analysis.

Key Performance Indicators, Risk and Uncertainty

Sports Council's Business Plan for 2019-20 responds to strategic objectives set out in Sports Council's current Corporate Plan and reflects 13 overarching outcomes, which are linked to Sports Council's strategic objectives. The outcomes are arranged according to the Kaplan Norton Balanced Scorecard into four main sections, namely Results, Customers/Stakeholders, Internal Processes and Organisational Learning and Growth.

Sports Council's strategic priorities and performance targets are influenced by known factors and uncertainties. A risk management framework is in place to ensure that risk is understood, reported and managed as far as reasonably practicable across the organisation.

The table below provides an overview of progress made against Key Targets (22):

- **13 (59%) were achieved (Green);**
- **2 (9%) were missed by a small margin (Amber);**
- **7 (32%) were missed by a substantial margin (Red).**

Key:

Green = Target achieved

Amber = Substantially achieved

Red = Not achieved

Business Plan Reference & Outputs	Progress Status at Year-End
<p>Results 1.1</p> <p>a) Engage a total of 89,000 participants through Sports Council's Every Body Active 2020 Strand 1: Opportunities investment programme, targeting the following underrepresented groups:*</p> <ul style="list-style-type: none"> • 59% female participants. • 18% participants with a disability. • 35% participants from areas of greatest social need. • 28,000 individuals participating 11 times or more during the reporting year (sustained participant). <p>a) EBA2020 (Opportunities) final report and figures shows 95,712 total participants, representing 106% of full year target. This over-performance against total participation has a trickle down impact on the programme % targets for specific groups; for example in respect of female participation the numeric target was exceeded but the % target was missed by 1%. The programme % targets were 'stretch' targets – for example, women are 51% of the population but programme target was 59%; people living in areas of high</p>	<p><u>SUBSTANTIAL- LY ACHIEVED</u></p>

Business Plan Reference & Outputs	Progress Status at Year-End
<p>social need account for 24% of population but programme target was 29%. EBA coaches/staff across all councils also indicated that Covid-19 had some adverse impact on their ability to deliver a full schedule of activity through EBA 2020 programmes in late February and throughout March 2020.</p> <ul style="list-style-type: none"> • 58% (55,658) female participants • 16% (15,027) participants with a disability; • 29% (27,337) participants from areas of greatest need; and • 28,156 individuals participated 11 times or more. <p>b) Engage a total of 18,500 participants through Sports Council’s Every Body Active 2020 Strand 4: Capacity Building, Outreach & Small Grants investment programme, targeting the following underrepresented groups:</p> <ul style="list-style-type: none"> • 50% female participants. • 15% participants with a disability. • 30% participants from areas of greatest social need. <p>EBA2020 (Strand 4: Capacity Building, Outreach, Small Grants) Letters of Offer issued to 10 District Councils (DC’s) for 2019-20. Offers accepted by all DC’s (except Ards & North Down who declined at Expression of Interest Stage). Small grants programmes have been initiated by the 10 DC’s.</p> <ul style="list-style-type: none"> • 31,349 total participants representing 169% of our annual target for 2019-20. In June 2017, the Board approved an addendum (SPORTS COUNCIL/17/94) to the original small grants business case enabling a change to the delivery mechanism of the programme (through DC’s). The addendum noted that moving delivery to DC’s would deliver administrative efficiencies; the change in delivery model has also resulted in increased participant engagement through the programme (improved impact). 5/10 End of Year reports had been received by 31 May 2020; SPORTS COUNCIL is working with the DC’s to receive outstanding End of Year reports and review End of Year outputs. That process (returns from DC’s) has been impacted (delayed) as a result of Covid-19). • 19,640 female participants (63%) • 4,685 participants with a disability (15%) • 13,481 participants from areas of greatest social need (43%) <p>c) Engage at least 10,000 participants through TNOC skills and leadership courses and other services.*</p> <p><i>*The outputs reflect Sports Council stretch targets that delivery partners are otherwise unlikely to achieve.</i></p> <p>TNOC recorded 12,767 participants by 31 March 2020. It is also noted that TNOC issued cancellation notices to 223 course participants in March 2020 as a result of Covid-19 restrictions.</p> <p>Additional facility usage includes – Altnadue Quarry usage over 12,000; Hotrock Climbing Wall usage over 2,000; Mountain Bike Skills trail 2,500</p> <p>A number of significant key events were held, including the ‘Blue Lights Day’ and NI Sports Forum Women’s Expo.</p>	

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Business Plan Reference & Outputs	Progress Status at Year-End
TNOC continues to build partnerships and relationships with Mountaineering Ireland, The Outdoor Partnership and Field Studies Council all basing staff at TNOC.	
<p>Results 1.2 - To manage and support delivery of the following action plans:</p> <p>a) Active, Fit and Sporty;</p> <p>The Female Sports Forum delivered the inaugural 'Active, Fit and Sporty Awards' on 04 March 2020 (Belfast). The Communities Minister, Deirdre Hargey MLA, gave a key note address and spoke about the importance of grassroots sport within communities. Ten awards in total were presented including role model, best community intervention and best project; the event was recognised by Sports Council Chairperson as a significant success and evidenced the importance and value of publicly recognising and celebrating female sport.</p> <p>FSF and other project partners (e.g. Youth Sport Trust) delivered a series of additional activities to support delivery of the Active, Fit & Sporty Action Plan & priorities including:</p> <ul style="list-style-type: none"> • Expo Events (07 March 2020, 49 participants) with governing bodies of sport (including paddle sports, mountaineering, climbing, mountain biking and abseiling) in TNOC; • Nutritional workshops for Under 17 girls and their parents from the three participating sports (Netball, Hockey and Cricket); focused on "the athlete" and "the nutrition" and provided participants with an insight as to why it is important to consider the athlete when approaching nutritional demands in sport; • 'Positive Body Image' workshops for >70 Regional Development Squad players (netball, hockey, cricket) that addressed issues around mental health, mental wellbeing, eating disorders and healthy lifestyles. <p>The Active, Fit & Sporty Participation Survey 2019 Insight Report published. Details of key findings available on request.</p> <p>b) Active Living, No Limits 2021;</p> <p>All Out Trekking Project (Gosford Forest Park) – project showcased by BBC as part of their Community Programming, it was aired three times during January and February 2020.</p> <p>Love to Move (British Gymnastics Foundation) programme has successfully been delivered in partnership across three museums sites (the Tower Museum, Derry; the Braid Museum, Ballymena; and the NI War Museum, Belfast). Five individuals accredited to deliver the Love to Move Programme within nursing homes/day care centres; one person has also undertaken the assessor training.</p> <p>The Mencap Virtual Reality Project has completed filming for 8 identified facilities/locations. These include: NI Cross Community Angling, The Lakeland Forum and The Belfast Indoor Tennis and Ozone Centre Belfast. There has been a delay in filming aspects of the National Stadium due to the COVID-19 outbreak.</p> <p>c) Our Great Outdoors.</p> <p>Published & disseminated the 'Economic Impact of Outdoor Recreation in N. Ireland'. Additional data analysis undertaken by Sheffield Hallam University to develop 11 district council level insight reports.</p> <p>Sports Council has continued to develop and strengthen partnership working through 'Our Great Outdoors' This has included a new Memorandum of Understanding with The Outdoor Partnership (TOP) in N.I. as part of a wider UK project. Work progressed to audit outdoor adventure sports clubs, opportunities and gaps across three council areas of Ards/North Down, Armagh City, Banbridge and Craigavon and Newry Mourne and Down. Sports Council has been working closely with Lough Erne Landscape Partnership, Causeway Coast and</p>	<u>ACHIEVED</u>

Sports Council for Northern Ireland Exchequer Account 2019-20

Business Plan Reference & Outputs	Progress Status at Year-End
<p>Glens Heritage Trust and the Strangford Lough and Lecale Partnership through the community planning process in the relevant councils. As a result, 43 participants completed a certified awareness course, 17 participants completed a certified Trainers Course and a further 6 have gone through the Lowland leader training. The final set of courses planned for March had to be cancelled due to the Coronavirus outbreak.</p>	
<p>Results 1.3 - To develop and deliver a promotional strategy on widening participation and Sporting Ambassador initiative around the Open 2019.</p> <p>Sports Council supported GUI to access additional revenue and capital funding totalling £75k to secure a lasting legacy from The Open 2019. The funding is enabling GUI to widen access to golf to people of all ages, abilities and backgrounds through a series of events and coach training seminars. The programme includes Disability specific events, with coaches being upskilled to be able to coach Golfers with a disability more effectively. The programme also focuses on attracting more women into golf, with women and girl only events and coaching days. Programme planning was completed in Quarter 3 and delivery was underway throughout Quarter 4. That delivery was adversely impacted (delayed) by Covid-19 but events are being rescheduled into 2020-21 where possible pending any easing of restrictions in 2020-21.</p>	<p><u>SUBSTANTIAL- LY ACHIEVED</u></p>
<p>Results 2.1 - To have completed Stage 2 Multi Facility Fund assessment and identified at least 10 progression projects.</p> <p>Stage 2 processes completed. Ten Multi-Facility Fund projects progressed to Stage 3 (Business Case Development):</p> <ol style="list-style-type: none"> i. Newforge Sports Complex – PQQ procurement stage ii. Rainey Endowed School – development of business case iii. NI Civil Service Sports Association – PQQ stage iv. Belfast Boat Club – development of business case v. Lisburn City And Castlereagh DC (Laurelhill School) – development of business case vi. Derry City and Strabane (Melvin Sports Complex) – development of business case vii. Mid Ulster DC (MU Sports Arena) – development of business case viii. Donaghadee Sports Complex (Ards and North Down Borough Council) – reviewing original DC business case. Option may change ix. Ballyclare RFC – working with Mid and East Antrim Council regarding planned development of facilities within the area x. Armagh Sports Village (Armagh, Banbridge and Craigavon Borough Council) – development of strategic business case <p><i>Stage 3 applicants expected to complete business cases by Quarter 4 2020-21</i></p>	<p><u>ACHIEVED</u></p>
<p>Results 2.2</p> <p>a) Increase sports club membership by 8,000 through Sport Northern Ireland’s Sporting Clubs investment* *Figures above based on assessment with sports and associated targets</p> <p>Sports club membership has decreased by 17,310 in 2019-20.</p> <ul style="list-style-type: none"> o 19 out of 21 realised growth in 2019-20 of a combined 7,657; o Royal Yachting Association NI encountered a decrease in membership of 3; 	<p><u>NOT ACHIEVED</u></p>

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Business Plan Reference & Outputs	Progress Status at Year-End
<p>o Ulster Council GAA encountered a decrease of 24,964 – Initial discussions have attributed this fall to the impact of Covid-19 and a reluctance from some people to register with the Central Council GAA in the main registration period January - March 2020 when there was uncertainty over any activity taking place. Ulster Council GAA have recently (Jan-Mar 2020) undertaken an Audit of their 392 clubs, this received a 93% response rate (365). This has identified that club membership in this period was at 160,424, this would be an increase in membership of 4,527 from 2019-20, with also data to be received from the remaining 7% of clubs.</p> <p>b) Engage 13,800 learning opportunities for coaches, officials and club volunteers through Sports Council’s Sporting Clubs* investment.</p> <p>18,346 learning opportunities were delivered for coaches, officials and volunteers through Sport Northern Ireland’s Sporting Clubs investment.</p> <p>c) To deliver the ‘SportMaker’ Awards Project to recognise those individuals (e.g. coaches, officials) who help to make quality sport delivery happen within clubs / programmes throughout NI, enabling people to reach their sporting goals.</p> <p>SportMaker Awards were delivered throughout 2019-20 with awards presented to 12 category winners and a new Coaching Chain award presented to 5 recipients. The Celebration Evening which took place on the 24th February 2020 in Titanic Belfast with over 120 guests in attendance including the Department for Communities Minister.</p>	
<p>Results 3.1</p> <p>a) Support sports to deliver 42* targeted performances at World Championship events (range from medal to Top 32);*</p> <p>9 World level outcomes were achieved in Quarter 4 bringing the total number of World level outcomes to 53 for the year (7 x Medals, 9 x Top 8, 22 x Top 16 and 15 x Top 32). In Q4 Alice Sharpe recorded 2 x Top 8s, and Lydia Boylan and Christopher Burns both recorded 2 x Top 16s at Cycling World Championships.</p> <p>b) Support sports to deliver 46* targeted performances at European Championships (range from medal to Top 32);*</p> <p>There were no European level outcomes achieved in Q4, leaving the total outcomes for the year at 38.</p> <p>c) Invest in 19-20 Sports Organisations to deliver Sporting Winners benefits (medals, top 8, Top 16 at World, Olympic / Paralympic, European and Commonwealth level);</p> <p>All Sporting Winners made prior to Quarter 4. No offer made to Shooting in 2019-20 as the sport has sought to close its federation with individual shooting governing bodies working out their individual needs.</p> <p>d) Invest in 40 posts within sporting organisations to deliver High Performance programmes;</p> <p>43 Sporting Winners funded posts continued to deliver HP programmes.</p> <p>e) To work with a range of sports (5-8) to support development of their performance sport systems;</p> <p>Sports Council has completed the development of a Pathway Health Check tool and have carried out Pathway Health Check ‘reflection days’ with 7 governing bodies of sport (RYANI, Cricket Ireland, Irish FA – Women’s Programme, Hockey Ireland, Athletics NI, Ulster Rugby & Ulster GAA). Ulster & County GAA staff have been supported to be in a position to roll a similar process out at County level. A UK Wide Pathway Health Check</p>	<p><u>NOT ACHIEVED</u></p>

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Business Plan Reference & Outputs	Progress Status at Year-End
<p>day was also contributed to with British Judo, the Northern Ireland Judo Federation and home country partner organisations.</p> <p>f) To deliver a Connect people Development Programme within 4 sports. The Connect People Development Programme continues to support Athletics NI, the Irish Athletic Boxing Association, Hockey Ireland and Swim Ireland in relation to the development of the people within each sports pathway. Projects are in place and progressing with each sport, based on the individual needs and state of readiness within each of the sports. Projects include coach learning opportunities, PCDE curriculum development, in-context coach support, one-to-one mentoring opportunities, change management support, coach development support, programme design support, and coach developer deployment.</p>	
<p>Customers/Stakeholders 1.1 - Work collaboratively with the Department for Communities (DfC) to engage, consult and co-design the new Northern Ireland Strategy for Sport and Physical Activity 2020-2030. <i>Through this work, Sports Council will support the development and design of a strategy that will improve the wellbeing of all citizens in Northern Ireland.</i></p> <p>DfC is progressing with Strategy 2020 and Sports Council is working closely with Departmental colleagues to share data, knowledge and insights to inform a new strategy.</p>	<u>ACHIEVED</u>
<p>Customers/Stakeholders 1.2 - To develop a new Corporate Strategy for the period 2020-2025, which meets the needs of sport, provides leadership and reflects the objectives of PfG and the new Strategy for Sport and Physical Activity 2020-2030. The draft Plan was scheduled for public consultation in September 2019 but this could not progress in the absence of an Assembly and a Minister. The draft Plan was submitted to DfC in February 2020 for Ministerial approval prior to public consultation.</p>	<u>NOT ACHIEVED</u>
<p>Customers/Stakeholders 1.3</p> <p>a) To establish & embed a culture of safety at sports venues through collaborative working with venue operators, sports governing bodies, SGSA and the DfC; Sports Council continuing to embed a culture of safety at sports venues across NI. In addition to providing support, advice and guidance to district councils, sports and venue operators on venue safety, SGSA identified prioritised safety improvements relating to a number of designated venues. On the basis of those recommendations, Sports Council funded safety improvement works including installation of additional PA and CCTV, in addition to other health, safety and wellbeing enhancements at The Vale Centre, Carrick Rangers FC and City of Armagh Rugby Football Club.</p> <p>Sports Council is working with SGSA to develop a new three year work programme to commence from November 2020.</p> <p>b) Continue to share knowledge, insights and collaborate with European partners working in outdoor sports; Final BOSS project toolkit & report completed, published and the project submitted to the European Commission. Through the project Sports Council was responsible for dissemination and had a final “interactive PDF” produced. This is available to see at https://adobe.ly/2URxwLj</p> <p>Through ENOS, Sports Council was involved in an information sharing seminar hosted at the Office of NI Executive in Brussels on sustainability in outdoor sports on 3rd March 2020.</p> <p>c) To enhance greater partnership working with national governing bodies and other relevant bodies relevant to the objectives at TNOC.</p>	<u>ACHIEVED</u>

Sports Council for Northern Ireland Exchequer Account 2019-20

Business Plan Reference & Outputs	Progress Status at Year-End
<p>TNOC has continued to build on existing and build new partnerships across the outdoor adventure sports sector including work with other National Outdoor Centres (Glenmore Lodge and Plas Y Brenin) and NGBs (mountaineering & paddlesports). TNOC hosted a networking event for adventure activity providers in collaboration with the Irish Association of Activity Tourism (IAAT).</p>	
<p>Customers/Stakeholders 1.4 - To work in partnership with Public Health Agency and others to develop and deliver a Mental Health and Well-Being in Sport Action Plan.</p> <p>A Pilot programme to December 2019 has delivered sessions to 2934 participants through 92 workshops. 7 Mental Health Ambassadors case studies have been released online with over 300k views. Independent evaluation carried out and recommendations presented to Wellbeing in Sport Forum and to be implemented in 2020/21.</p>	<u>ACHIEVED</u>
<p>Customers/Stakeholders 1.5</p> <p>a) Deliver services into 14 - 16 High Performance (HP) Sport Programmes to support delivery of objective R3;</p> <p>Services were delivered by Sports Council Sports Institute (SNISI) into the following 20 HP Programmes: (Athletics, Para Badminton, Boccia, Bowls, Boxing, Canoeing, Cycling, Men's Hockey, Women's Hockey, Judo, Netball, NICGC, Rowing, Sailing, Shooting, Para Snowsport, Swim IRL, Para Swim GB, Triathlon, Wheelchair Basketball); The process for allocation of service provision for 2020 was initiated and completed by Year End. Ongoing delivery of the 2020 support was disrupted by Covid-19, with a shift to remote engagement with sports and athletes.</p> <p>b) To build on the pilot project developed last year in order to deliver a Pathway Curriculum project for 1 sport;</p> <p>Sports Council has been building internal understanding and capacity in relation to Curriculum Development and Perspectives on Curriculum in partnership with UK Sport, the English Institute of Sport and SportScotland. This has enabled Sports Council to offer project support to Ulster GAA, Swim Ireland and Athletics NI.</p> <p>c) To develop a Northern Ireland Pathway Health Check tool that enables sports to identify strengths and gaps within their athlete pathway and use this tool with 5-8 sports;</p> <p>Sports Council has completed the development of a Pathway Health Check tool and have carried out Pathway Health Check 'reflection days' with 7 governing bodies of sport (RYANI, Cricket Ireland, Irish FA – Women's Programme, Hockey Ireland, Athletics NI, Ulster Rugby and Ulster GAA). Ulster & County GAA staff have been supported to roll a similar process out at County level. The tool and associated facilitated process have achieved strong engagement and positive feedback from sports organisations involved to date.</p> <p>d) To deliver 4 events that provide opportunities to develop capacity of sport based personnel;</p> <p>Sports Council has delivered four capacity building events for Performance Pathway personnel during the 2019-20 financial year. The themes for these events have included Pathway Development, Performance Environments, Leading Change, Psychological Characteristics of Developing Excellence (PCDEs), the 'Coaching Pipeline', Succession/Workforce Planning, and Supporting the Individual Development of Performance Coaches.</p> <p>e) To provide 'effective organisations' support (in the areas of Governance and Anti-doping) to up to 28 sports organisations receiving investment;</p> <p>Governance and Anti-doping support is being delivered to 28 sports organisations currently in receipt of investment through the Sporting Clubs and Sporting Winners programmes.</p>	<u>ACHIEVED</u>

Sports Council for Northern Ireland Exchequer Account 2019-20

Business Plan Reference & Outputs	Progress Status at Year-End
<p>f) To develop a method to assist sports with assessment of their culture and implement improvement programmes in 6-8 sports that will address aspects of culture that are sub-optimal.</p> <p>A Sport Census tool is being used by 6 sports to examine current culture and an internal method is to be devised by Sports Council that assists sports to assess their culture - identifying aspects for improvement. This is part of collaborative work with other Home Country Sports Institutes and will be combined with Pathway programme through UK Sport.</p>	
<p>Customers/Stakeholders 2.1 - To contribute to the development of a Mid Term Community Planning Impact Report in each of the 11 District Councils as a statutory partner in community planning.</p> <p>Sports Council contributed to 11 Community Planning Partnerships to publish a Statement of Progress within each district council area which have been submitted through District Council leads to DfC. Sports Council provided case studies ('Report Cards') for each community plan.</p> <p>Additional funding was secured to enable Sports Council to support the Implementation of Community Planning 2019-20 with at least one partnership project in each district council area that supported sporting workforce enabling clubs & communities to enable more people to adopt and sustain grassroots sport participation.</p> <p>Sports Council invested £60,000 into 18 community planning projects across the 11 district councils; this leveraged a further £66,500 partnership funding. Projects included Participatory Budgeting in Killultagh, provision of an inclusive climbing programme for children with disabilities and their families in Gilford and a programme for teenagers from three Women's Aid Groups across Mid & East Antrim to try new sports and activities, contributing to improved mental health and physical wellbeing.</p>	<u>ACHIEVED</u>
<p>Customers/Stakeholders 3.1 - Delivery of tailored service support to up to 30 Performance staff and > 100 athletes in order to meet performance needs identified in SLAs established with sports.</p> <p>Tailored support was provided to 30 Performance staff (including PDs, head coaches and service practitioners operating in National sport programmes), and 180 athletes.</p>	<u>ACHIEVED</u>
<p>Customers/Stakeholders 3.2</p> <p>a) To develop a Transitions programme pilot with sport and business in partnership with third level education and NI commerce sector to identify an effective transitions pathway for relevant athletes.</p> <p>Transitions programme pilot has been developed. The programme is in operation and athletes have been placed. The transitions pathway will continue as an ongoing with OU, UU and QUB</p> <p>b) To provide a key learning event for all Sports Council customers and stakeholders on best practice in sport.</p> <p>Game Changer event was held in September-October 2019.</p>	<u>ACHIEVED</u>
<p>Internal Processes 1.1 - To ensure compliance with statutory governance requirements and demonstrate continuous improvements in governance, reflective of best practice standards:</p> <p>a) To undertake a post project evaluations as required, including the Active, Fit and Sporty; Active Living, No Limits, Our Great Outdoors projects to inform new corporate strategy priorities aligned to sports' needs;</p> <p>The Active, Fit & Sporty insight report was completed during Quarter 3 and published in February 2020. http://www.sportni.net/news/active-fit-sporty-participation-survey-2019-insight-report/. No PPE was carried out by 31 March 2020. This is now scheduled for 2020-21.</p>	<u>NOT ACHIEVED</u>

Sports Council for Northern Ireland Exchequer Account 2019-20

Business Plan Reference & Outputs	Progress Status at Year-End
<p>Active Living, No Limits and Our Great Outdoors are policy frameworks. Sports Council contributed to a Mid Term Review of the Active Living No Limits framework along with other sectoral partners in Quarter 2 2019-20 that noted progress against the 17 targets.</p> <p>Sports Council completed an Interim PPE on Special Olympics Ireland Investment 2016-20 (part of Active Living No Limits) for the Inter Departmental Oversight Group.</p> <p>b) To undertake a specific post project review in relation to TNOC, ensuring that departmental requirements have been met and Project Board objectives are complete to enable transition to business as usual; The Tollymore National Outdoor Centre project investment period concluded on 31 March 2020. Therefore, the PPE was due for completion in 2020-21 and not 2019-20.</p> <p>c) To ensure the Internal Audit plan is effectively implemented and all relevant recommendations are completed or in progress; Sports Council continues to implement recommendations from 2018-19 IA. The 2019-20 IA exercise has been completed – this included audits in the following areas: Safeguarding, HR, Programme Funding & GFD, Finance Areas, and IT, BCP & DR. There were also two advisory pieces completed, including: Programme Funding Data Analytics Review and Gap Analysis on Policies & Procedures. The 2019-20 IA Annual Assurance statement has concluded with Satisfactory Assurance.</p> <p>d) To continue implementation of GDPR regulations aligned to best practice; Achieved.</p> <p>e) Through effective staff absence management, to have a maximum of 8.5 working days lost per employee (average per annum); and Achieved. The actual number of working days lost per employee in 2019-20 was 5.05</p> <p>f) To have completed and submitted all outstanding annual accounts and 2018-19 annual accounts to return Sports Council to a business as usual approach. The Exchequer 2014-15, 2015-16, 2016-17 and 2017-18 accounts were all completed and published; the audit of the 2018-19 completed in June 2020; and the draft 2019-20 accounts will be submitted to NIAO in line with agreed timeframe. The audit of the Lottery 2014-15 and 2015-16 accounts remain in progress; the draft 2019-20 accounts will be submitted to NIAO in line with agreed timeframe.</p>	
<p>Internal Processes 2.1 - To have delivered the following system upgrades to ensure Sports Council is making the most effective and efficient use of resources through the deployment of IT;</p> <ul style="list-style-type: none"> • Procurement of new integrated financial, HR and information management systems; Target not achieved. Business case has been approved by DoF and DfC. System will be implemented in 2022-23. • Introduce an information management system which enables capture of data for effective and evidence based strategic decision making; and Target not achieved. Business case has been approved by DoF and DfC. System will be implemented in 2022-23. • Upgrade Sports Council website to reflect technological developments and to ensure information is more user friendly and accessible. Target not achieved. Procurement process is underway and to be upgraded in 2020-21. 	<p><u>NOT ACHIEVED</u></p>

Sports Council for Northern Ireland Exchequer Account 2019-20

Business Plan Reference & Outputs	Progress Status at Year-End
<p>Internal Processes 3.1 - To implement an effective health and safety policy and associated procedures aligned to statutory requirements and best practice. Sports Council's Health and Safety policy and its implementation is compliant with statutory requirements, Regular compliance testing is carried and reported monthly to the Sports Council HR Committee, all staff are provided with regular training and updates in this area.</p>	<u>ACHIEVED</u>
<p>Internal Processes 3.2 - To develop a staff well-being and duty of care delivery plan to reflect Sports Council culture of placing staff well-being as a key cornerstone of a modern lead sports development agency. During 2019-20, the Sports Council DNA has been developed. The DNA is underpinned by Values, Mindsets and Behaviours with staff wellbeing at the forefront of these. Wellbeing initiatives have been delivered to all staff throughout the year including access for all staff to Inspires Wellbeing Hub as part of an Employee Assistance Programme.</p>	<u>ACHIEVED</u>
<p>Organisational Learning and Growth 1.1 - To appoint a new and substantive Executive Leadership Team to Sports Council, aligned to the "Driving High Performance initiative and organisational development needs. Not achieved. This will be achieved in 2020-21.</p>	<u>NOT ACHIEVED</u>
<p>Organisational Learning and Growth 1.2 - To undertake a range of knowledge capture and insight work to ensure an evidence based approach to new Corporate Plan priorities and new Strategy for Sport and Physical Activity 2020-2030 (linked to CS 1.1 and CS1.2). A range of knowledge capture and insight work was undertaken throughout the year. This included: 1. Club survey; 2. Programme level reports (EBA/SC/SW) 3. Economic impact of outdoor recreation; 4. Consensus statement on physical literacy (ongoing in partnership with Sport Ireland); 5. Corporate Plan 2020-25 stakeholder engagement</p>	<u>ACHIEVED</u>
<p>Organisational Learning and Growth 2.1 - To have restructured Sports Council staffing to ensure we have the necessary skills and functions in place to deliver our strategy and that we are an efficient and effective workforce working towards the same common goal. Not achieved – this will be achieved in 2020-21.</p>	<u>NOT ACHIEVED</u>
<p>Organisational Learning and Growth 2.2 - To develop a staff training and development plan aligned to staff restructuring and our new corporate strategy, organisational objectives and performance needs. As part of the annual Performance Management process, staff members have agreed performance objectives in line with the Sports Council Business Plan along with associated training requirements. HR Committee has considered and approved the Training and Development Plan for delivery within 2019-20. HR and Line Managers are coordinating the delivery of the Training and Development activities, including Corporate Governance, Business Case development and Procurement training.</p>	<u>ACHIEVED</u>

The following narrative provides detail of the significant work of Sports Council during 2019-20:

Participation and Facilities

The role of our Participation and Facilities Unit is to lead and develop quality sporting experiences at grassroots level, increasing access to sport and physical recreation and ensuring a life-long enjoyment in sport for all people, regardless of age, gender, background or disability.

Participation

Every Body Active 2020

Every Body Active 2020 aims to increase quality opportunities for targeted groups to develop and sustain participation in sport across key life-course transitions. The programme encompasses four interventions strands.

Every Body Active 2020: Outreach, Capacity Building & Small Grants (Strand 4) targeted increased participation among under-represented groups (women/girls, people with a disability and those living in areas of greatest social need). The programme is aligned to Departmental priorities and also contributes to Sports Council's role as a Statutory Community Planning partner. Sports Council investment is directed through existing small grants programmes within each of the 11 district councils (10 of which participated in the programme). 2019-20 represents the third year of a four year cycle of small grants investment in district councils, with £555,000 invested this year.

Final end of year data will be available later in 2021 following data cleaning and analysis, and the close of all 2019-20 programmes at council level and submission of end of year reports.

Community Planning

In 2019-20, Sports Council provided exchequer funding for projects with a specific aim to support the delivery of Community Planning across each of the 11 Community Planning Partnership through projects designed to *'increase sustained participation'*. A total of 18 projects have been funded through this programme, with Sports Council providing total contributions of £59,440 and other partner contribution totalling £66,419. These projects included participatory budgeting initiatives through local councils, which invite clubs and community voluntary groups to present their idea to a panel, with a view to obtaining funding towards the implementation of their project. Outcome Based Accountability score cards have been developed for each of the projects.

Final end of year data will be available later in 2021 following data analysis, and the close of all 2019-20 programmes at council level and submission of the OBA scorecards.

Active Outdoors

During 2019-20 Sports Council invested in Outdoor Recreation NI (ORNI) to support the delivery of actions established within the Outdoor Recreation Action Plan – Our Great Outdoors.

In the last year they held 3 successful conferences including the Power of Walking conference, the Visitor Safety Group conference on managing mountain biking and the general ORNI update conference on best practice.

ORNI have worked very closely with the Governing Bodies for outdoor sports through the National Outdoor Recreation Forum and continue to develop trails, infrastructure and resources to increase participation. New trails have been opened in Darkley, Castlewellan, Gosford, and Fermanagh. Significant work is ongoing with a range of partnership agreements with councils.

ORNI also promoted the Get WET campaign and messages to provide clear pathways to club membership for 7 different watersports. In total over 1100 people participated in 44 club events

Significant development work on a Walking for All scheme has been undertaken by Outdoor Recreation NI through funding from Sports Council and Public Health Agency. The aim of the scheme is to create voluntary based led walks in over 200 settlements across NI for those who are least active and need a step up into sustained participation in sport and physical recreation.

A report commissioned and published by Sports Council into the economic impact of outdoor recreation shows that the generated “Gross Value Added” is £131.3m, associated with 4,804 full time equivalent employees in outdoor recreation in Northern Ireland. Over the period 2011-2017 the number of outdoor recreation operators increased by 48%, spending (in 2017 prices) increased by 40%, employment increased by 36% and GVA (using 2017 prices) by 24%.

At a European level Sports Council continues to work with other partners through the European Network of Outdoor Sports. The BOSS (Benefits of Outdoor Sports) project and toolkit is complete and has now been printed and the final report has been returned to the European Commission at the end of February. The partnership held a very successful seminar in the NI Executive offices on the project in November and the head of the EU Sport unit was in attendance and spoke at the event.

Active Living: No Limits 2021

During 2019-20, Sports Council continued to support and contribute to the delivery of the Active Living, No Limits Action Plan (2016-21) (ALNL). ALNL aims to improve the health & wellbeing of people with a disability in Northern Ireland through participation in sport and active recreation. Delivery is driven through a collaborative model involving partners including district councils, governing bodies of sport, government departments (Health, Education & Communities), the disability sector and a range of community/voluntary/charitable sector organisations using sport.

Throughout 2019-20, Sports Council worked with a wide range of organisations on project delivery including district councils, Disability Sport Northern Ireland, Special Olympics Ireland, British Gymnastics Foundation and Mencap NI.

Highlights included:

- The Love to Move Programme, delivered through the British Gymnastics Foundation, was held in a variety of settings such as within the Radius Housing Association, the Upper Springfield Charitable Trust, as part of a dementia friendly museums pilot and within a variety of care home settings such as Newcroft Lodge and Mount Alexander in North Down. Feedback from carers on those who participated has identified small beneficial changes in coordination, balance, memory and an overall enjoyment of the programme. The Upper Springfield Charitable Trust Case Study can be viewed at <https://youtu.be/d0RXYQougrg>
- 'The World Around Us' project with Mencap NI has facilitated seven virtual reality projects to ensure people with learning disabilities are more familiar with a range of sporting facilities and sporting opportunities available. These facilities have included Fermanagh Lakeland Forum, Lisburn Leisureplex and Belfast Lough Sailability
- An 'All out Trekking Project' in Gosford Forest Park, Markethill, has been established through Disability Sport Northern Ireland and Armagh, Banbridge & Craigavon Borough Council. The project is the first of its kind in the United Kingdom and Ireland with a battery-operated Terrain Hopper and Quadrix all-terrain vehicles that are particularly suitable for people with a disability, long term health condition or restricted mobility to access off-road terrains.

Women & Girls in Sport – Active Fit and Sporty

During 2019- 20, Sports Council invested £195,317 into two organisations for the delivery of the Active Fit and Sporty Programme – Northern Ireland Sports Forum (Female Sports Forum) and the Youth Sport Trust.

The programmes and activities delivered by the project will focus on increasing the leadership and participation opportunities provided to women and girls within a club, community & governing body setting. It will include capacity building through:

1. Developing opportunities for young leaders, coaches and officials
2. Developing opportunities for women & girls to prepare for roles on committees and boards
3. Highlighting role models & developing case studies
4. Providing opportunities to improve media and marketing of female sport
5. Project level evaluation and small scale research

The project led by the Female Sports Forum is specifically designed to maximise and secure participation legacies from the achievements made and the key events held within the spring/summer period of 2019. These include the Netball World Cup held in July in Liverpool, the Federation Internationale de Hockey women's series finals in June and the International Cricket Councils women's T20 world cup qualifiers.

Co-designed with the three governing bodies of Sport the project entitled '*Maximising Participation Legacies 19/20: Women and Girls – Active Fit and Sporty*' promotes collaborative working between governing bodies of sport, The Northern Ireland Sports Forum/Female Sports Forum, sports clubs, schools, statutory bodies and community/voluntary organisations.

The purpose of the capacity building pilot project led by the Youth Sport Trust is to provide support to schools implementing the award winning '*Girls Active*' programme to further understand what motivates girls to take part in PE, sport & physical activity. The project will enable teachers to work with girls – through consultation and leadership – to make the necessary changes to their physical education (PE), sport and physical activity provision. Key to the future sustainability of the work is supporting the development of a Head Teacher network established in November 2018. This project will also seek to further engage with the Education sector, District Councils and Community Planning to aim to re-position PE and sport as an important player in the development of young people.

The Active, Fit & Sporty programme has continued to see success in inspiring and motivating women and girls across Northern Ireland to get involved in sport and physical activity.

The Active Fit and Sporty Participation Survey asked respondents how best Sports Council, in conjunction with partners and the wider public, could encourage more women & girls to take part in sport.

The survey was co-designed by Sports Council in conjunction with other Active, Fit and Sporty partners including Ulster University, the Female Sports Forum, Governing Bodies of sport and community/voluntary sector organisations; its intention was to understand the current sporting participation trends of women and girls sport, to identify barriers and factors that would assist in increasing participation.

Headline findings included:

1. **More Mental health wellbeing/Body Image Interventions** - A lack of confidence was the main barrier to participation even though women and girls are aware of the benefits of sport and/or physical activity can bring to their mental and physical wellbeing. More mental health and wellbeing/body image interventions at all ages may reduce this barrier.
2. **Role models** - Women and girls need more visible role models at all levels of participation as this may help address the lack of confidence and lack of peer support to participation.
3. **More participation opportunities** - The development of more opportunities for social and recreational sport and/or physical activity is a factor that would encourage and sustain participation.
4. **Club Membership** - Women and girls are inclined to be more active if they are a club member. Additional support to Governing Bodies on how to recruit and retain members may increase club membership and therefore increase activity levels for women and girls.

The Open 2019 Legacy Project

The 2019 Open Golf tournament, staged at Royal Portrush Golf Club on 18-21 July 2019, was one of the sporting highlights of 2019.

As part of Sports Council's contribution to maximising the legacy arising from staging The British Open Golf Championship, Sports Council worked in partnership with the Golfing Union of Ireland to deliver '*The Open 2019 – Maximising Participation Legacy*' project. The project encouraged and facilitated a collaborative approach to increasing participation in golf among a number of currently under-represented groups including people with disabilities, young people, females and people from disadvantaged backgrounds.

The delivery of this project will be through the implementation of 'Golf Festivals', teacher training, and inclusive training sessions with schools, clubs and the community voluntary sector.

A total of £25,000 has been invested in Capital funding for the purchase of Radar tracking equipment and golf nets with a further £50,000 of revenue funding invested to provide equipment and coaching to the sessions.

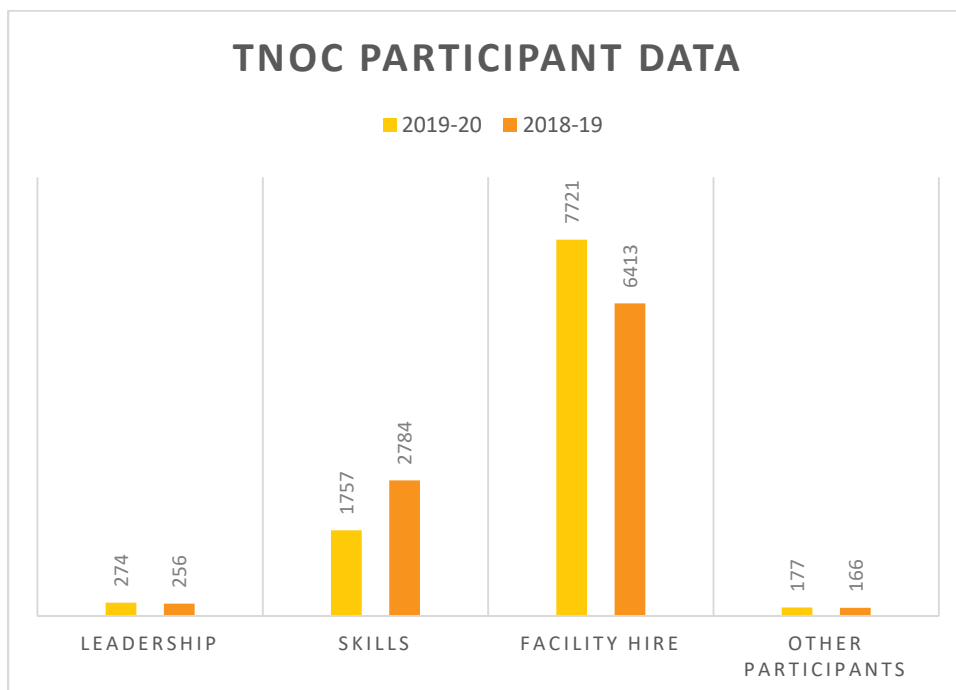
Community of Lifesavers Pilot

Throughout 2019-20, Sports Council continued to work in partnership with Department for Communities, Northern Ireland Ambulance Service, Public Health Agency and District Council Community Planning partnerships to support the implementation of the “Community Resuscitation Strategy for Northern Ireland”. In 2019-20 this included the deployment of CPR training manikins, and equipment to seven councils through the ‘Community of Lifesavers Pilot’, in order to cascade emergency life support (ELS) training to sports and community voluntary groups with a total of £27,500 invested towards this programme.

Tollymore National Outdoor Centre

Tollymore National Outdoor Centre is the only National Outdoor Centre on the Island of Ireland. Overall throughput (excluding Hotrock Climbing Wall) during 2019-20 increased by 2.1% from 2018-19; this performance is based on 11.5 months activity as the Centre was closed from mid-March 2020 due to the Covid-19 pandemic. This is notable as this represents the start of increased activity especially with school & youth groups. TNOC recorded significant increases in facility hire (+30%) and leadership skills (+7%), although that performance was offset in a decline in participants on skills course (-30% from the previous year).

Altnadue Quarry continues to be well used, with users regularly travelling from across Northern Ireland and the island of Ireland, to use the natural outdoor climbing routes. At the end of Q3 (most recently available figures at 31 March 2020), 11,271 hits had been recorded on the counter at the Quarry; this compares favourably with the same period in 2018-19 when the full year usage was >16,000.



During 2019-20, Tollymore National Outdoor Centre has continued to engage widely with a number of organisations, supporting the development of the outdoor adventure activity sector in Northern Ireland. This includes work with organisations such as Mountaineering Ireland, the Canoe Association NI, Cycling Ireland, the Irish Association of Adventure Tourism (IAAT), The Outdoor Partnership (TOP) and the Field Studies Council. Many of TNOC's past skills and leadership course participants currently work as providers within the growing adventure tourism sector and in March 2020, TNOC hosted a networking & CPD seminar for more than 50 delegates from across the island of Ireland.

In November 2019, TNOC hosted its first 'Blue Lights Day'. The event provided an opportunity for a wide range of our partners including emergency response services (statutory, charitable and voluntary) such as Sports Council, NI Ambulance Service (Hazardous Area Response Teams), NI Fire & Rescue Service, Mourne Mountain Rescue Service, the RNLI, the NI Coast Guard Agency, the NI Search And Rescue Dogs Association, Leave No Trace, Mourne Heritage Trust, Field Studies Council as well as governing bodies of sport such as the Royal Yachting Association, Mountaineering Ireland, Cycling Ireland and the Canoe Association NI to engage with almost 200 school children in Year 7 (P7, primary school) and Year 8 (1st year post-primary) to learn more about sustainable, safe and fun pathways into outdoor adventure sports.

Other new activities in 2019-20 included an introduction to rock-climbing for older people that has resulted in the formation of a new club that meets weekly in the Centre, providing an active, social outlet for participants and has since applied to affiliate to the governing body (Mountaineering Ireland). Also during Q3, the Centre facilitated a Mountain Bike Users Forum, bringing together the local council (Newry, Mourne & Down District Council), trail users & designers and mountain bike clubs to discuss sustainable trail development and management in the local area. The Centre is increasingly recognised by many MTBers as a hub for accessing natural trails in the Mourne area. As a result of user feedback, in Q4, the Centre introduced additional weekend catering services to meet the needs of visitors and maximise income generation opportunities.

Finally, we continued to build on our commitment to female sport by facilitating the NI Sports Forum's 'Womens Expo' event in March 2020. The day provided opportunities for participants to try new adventure sports and learn more about how they could sustain that participation through local clubs and other providers.

Facilities & Capital

Safety Management – Sports Grounds Safety Authority

In 2019-20 Sports Council continued to work closely with the Sports Ground Safety Authority (SGSA) to ensure support for sports governing bodies, venue operators and district councils in the effective discharge of their responsibilities as set out within the 'Safety of Sports Grounds (NI) Order (2006)'. The SGSA visited all designated grounds with a current safety certificate at least once in 2019-20 and attended Safety Advisory Groups (SAGs) and Lead Officer group meetings when invited. SGSA and Sports Council provided ad hoc advice to venue throughout the year. Sports Council has a three year Memorandum of Understanding with the SGSA; the current MOU expires in November 2020. In Q3 2019-20, Sports Council began the process of reviewing and renewing future support mechanisms to assist it in the operation of the 2006 Order post November 2020.

Improving Safety Management at Designated Grounds

As a result of capital funding received from Department for Communities, Sports Council delivered 17 individual safety management & safety improvement projects at sports venues across Northern Ireland. The 17 projects (£220,000) improved CCTV and/or PA provision at designated venues in Northern Ireland. Feedback provided by venue operators, through local Safety Advisory Groups (SAGs), Match Day Visits and from the Lead Officers Group, has been positive and as a result safety management has been improved at these venues.

Urgent Health and Safety Improvements

Sports Council bid for and secured funding from Department for Communities 'Urgent Health and Safety Fund' in 2019-20. This fund enabled Sports Council to engage with district councils and Safety Advisory Groups to address urgent health and safety requirements at sports facilities.

Sports Council invested in the following projects in 2019-20:

- Carrick Rangers FC (site upgrades) - £69,100
- The Vale Centre (accessible doors) - £17,990
- Bangor FC (new crush barriers) - £8,957
- Ballyholme Yacht Club (new roof) - £79,200
- City of Armagh Rugby Football Club (disability access) - £28,780

Your School Your Club

Your School Your Club is a joint policy framework published in 2014 by the Department of Education and the Department of Culture, Arts & Leisure (now Department for Communities). The framework sought to encourage increased access to, and sustainable use of, school sports facilities by local sports clubs and community groups.

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Sports Council was part of the Your School Your Club Working Group which invested into the following projects in 2019-20:

Project Promotor	Project works	YSYC Delivery Partner	YSYC Funding
Rainey Endowed	Cricket facilities and access	EA	£96,326
Kings Park	Upgrade of hall and dance equipment equipment	EA	£15,000
Our Lady's Grammar School	Tennis dome and access	Sport NI	£123,886
Donacloney Primary School	2G pitch	EA/DAERA	£315,000
Aughnacloy College	Changing facilities	EA/DAERA	£30,000
St Patrick's Banbridge	Changing facilities	Sport NI	£100,000
Holy Trinity College Cookstown	Changing facilities	Sport NI	£35,894
Rathmore Grammar School	Fitness equipment	Sport NI	£29,198
St Pius X College	Upgrade of sports hall and basketball equipment	Sport NI	£23,751
St Colmcille's PS	Ball wall and netting	Sport NI	£30,557
Total			£799,612

Pitch Maintenance Programme

Sports Council originally opened the Pitch Maintenance Programme during 2018-19 and we continued to deliver against the programme throughout 2019-20. The programme enables sports clubs and community sport groups to carry out their own routine maintenance operations independently through access to relevant, fit for purpose grounds maintenance equipment and the provision of volunteer training at CAFRE (College for Agriculture, Food and Rural Enterprise) to successful applicants.

The programme delivers a number of benefits to applicants including improved standards of grounds maintenance on sports surfaces resulting in increased usability, increased sustainability of grounds maintenance within clubs reducing reliance on external contractors and increased support for volunteers within sports clubs/organisations delivering grounds maintenance services.

The programme originally received 183 eligible applications, requesting total investment of approx. £3.9m. In 2019-20 a total of 31 projects were funded totalling £698,571, building on the 38 clubs supported in the previous year.

Figures 1 & 2 below highlight the distribution of (total) applications and awards by sport.

Figure 1: Applications (total) by sport

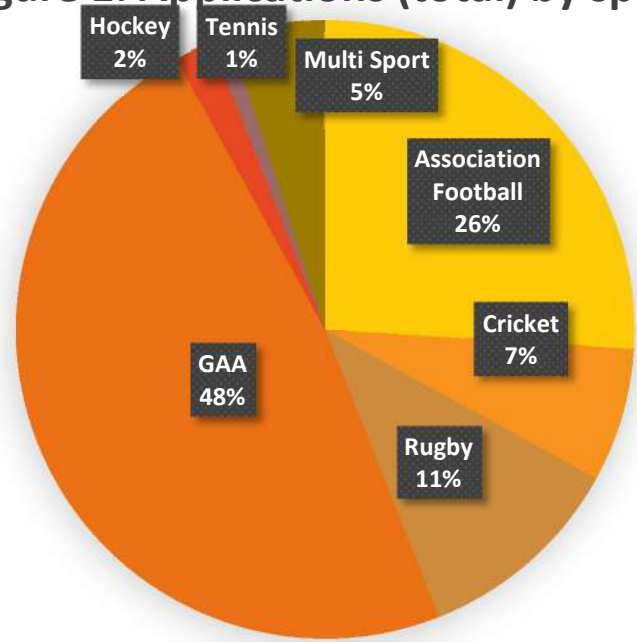
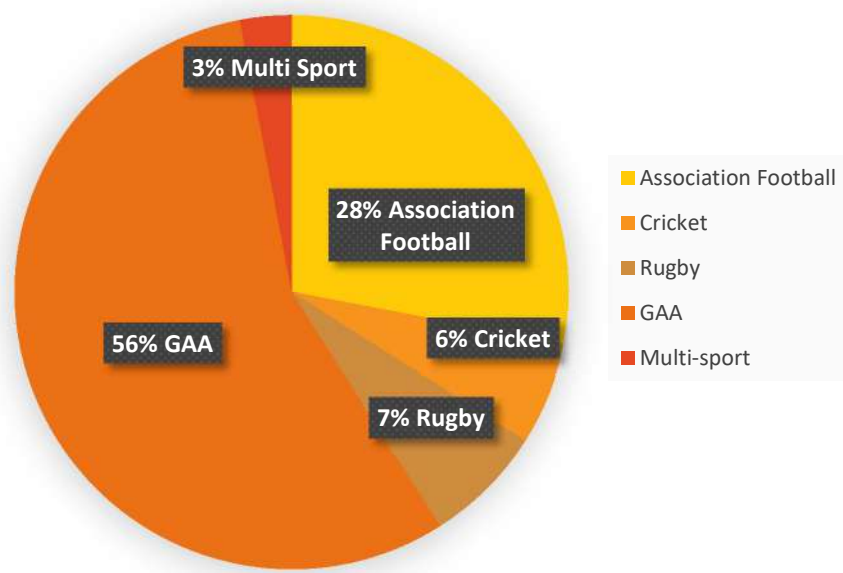


Figure 2: Awards (total) by Sport



Performance

Performance

The role of the Performance Team is to lead, develop and support quality sporting experiences for those operating within Governing Bodies of sport. The range of work includes club environments, sport pathways and high performance. Aims of the work include growing, sustaining and retaining sport club membership with special focus on the recruitment, development, deployment and retention of active and skilled populations of coaches, volunteers and officials. In addition sports are provided with a range of services to help them develop their sporting pathway to create opportunities for individuals to progress. Those individuals with sufficient talent become part of National high performance programmes and compete to win medals at World, Olympic/Paralympic, European or Commonwealth games levels. The athletes and coaches operating in these sport high performance programmes are supported by specialised services delivered from the staff at the Sport Northern Ireland Sports Institute, who are also part of the Performance Team.

Context

In 2019-20 there are two large investment programmes running that influence developments within Governing bodies of sport. These are both lottery funded and are called the Sporting Clubs Programme and the Sporting Winners Programme. These programmes are reported in detail within the Lottery Annual Report & Accounts for the year ended 31st March 2020. The staff within the Performance Team work to supplement these direct investment Programmes, providing expertise that adds value to the quality of Governing Body provision and therefore increases the likelihood of successful outcomes e.g. club members having a positive experience or athletes from Northern Ireland winning medals in international competition.

The following sections provide insight to the type of added value work completed by the Performance Team in 2019-20.

Governance, Leadership and Culture

The Governance Team has continued to provide dedicated support at board and senior management level to those sports receiving investment under the Sporting Clubs and / or Sporting Winners Programmes. Examples of bespoke work adding value include:

- Provision of legal support to Badminton, Hockey and Sailing through the UK Sports Legal Panel;
- The commencement of a strategic review regarding the 'Recognition Status' of governing bodies;
- Financial Systems and Controls Assessments for 30 governing bodies during the year 2019-20.

In conjunction with UK Sport, a new framework is being developed on the theme of 'Sporting and Organisational Health' and further work is planned in this critical space.

The Pure Winner Clean Sport promotional campaign was refreshed with a modernised 'look and feel' and the programme continued to support the anti-doping work within Sporting Club and Sporting Winners sports to meet the set targets. A people focused approach provided training and mentoring of new National Trainers (3) and Sports Educators (5) to engage with confidence, in this specialist area. Sports were supported with an Anti-Doping Education Strategy Workshop and UK Anti-Doping Code and Assurance Framework Briefing to prepare them for the additional requirements outlined within the new 2021 World Anti-Doping Code.

The Major Games Clean Sport programme provided structured education for NI athletes and athlete support personnel preparing for the Tokyo Olympic Games. Over 680 athletes, coaches and athlete support personnel attended Pure Winner workshops and an additional 450 personnel engaged with the outreach opportunities provided at competition and conference venues.

In 2019-20 Sports Council also contributed expertise to the Department for Communities led Motorsport Taskforce which published a report aimed at stimulating new development in this popular group of sports disciplines.

The Club & Workforce Environment

To support those personnel within the sporting system who are operating to impact on the club environment, Sports Council implemented a number of key projects listed below:

Sports Club Survey

During the year Sports Council commenced the Sports Club Survey to conduct a comprehensive management information audit of sports clubs in order to improve planning, decision making and investment decisions at both strategic and operational levels. This was completed for an investment of £28,000 in three stages: stage 1 - desk based research undertaken by Sports Council to identify the number of sports clubs within recognised national governing bodies of sport / umbrella organisations. Stage 2 & 3 were undertaken by Otium Leisure Consultancy to ensure independence in the findings. Stage 2 included a comprehensive online survey and 11 face to face focus groups across the country. Stage 3 was the compilation of an overall report by end of March 2020 and individual reports for sports / local authority areas.

From respondents the survey has identified 2637 clubs in Northern Ireland; and if clubs from NGB's who operate on an Ulster basis are included, this increases to 3,021. With non-respondents and previous research in this area it is estimated that the total number of clubs would be approximately 3,600. A total of 837 clubs in Northern Ireland (32%) completed the survey and the findings of these plus the focus groups will be analysed in early 2020-21 and used to determine the direction of Sports Council's future work in this area.

Sport's Council's SportMaker Awards 2019 (Exchequer)

Coaches, Officials and Volunteers are critical to the development and delivery of sport across all levels in Northern Ireland. Sport Northern Ireland has developed a national awards programme that delivers on the following objectives for an investment of £21,965. This provides recognition for the sporting workforce (coaches, officials and volunteers) at each stage of the sporting pathway and in addition provides a route for recognition from local to UK level.

Categories

During the 2019-20 year a total 118 nominations were received across all of the categories. Nominations received were representative of all 11 local authority areas across 26 sports and all nominees were recognised via Sports Council's social media channels. The award winners were then celebrated at a special SportMaker Celebration Evening in February 2020 at Titanic Belfast which had the Department for Communities, Minister Deirdre Hargey MLA in attendance. Northern Ireland also had its highest ever attendance at the UK Coaching Awards in London with 5 finalists at the evening in London in November 2019.

Category	Winner	Sport
Children's Coach of the Year	Jonathan Reid*	Cycling - BMX
Community Coach of the Year	Joanne McElkerney*	Netball
Disability Coach of the Year	Michael McShane	Football
Young Coach of the Year	Emma McCay*	Athletics
Performance Pathway Coach of the Year	Becky Cullen	Horse sport
Club Performance Coach of the Year	Greg Thompson	Hockey
High Performance Coach of the Year	Nelson Lindsay*	Swimming
Technical Official of the Year	David Marrs	Athletics
Young Technical Official of the Year	Erin Guinn	Hockey
Volunteer of the Year	Adekanmi Abayomi	Multi-sport
Young Volunteer of the Year	Lucy Wallace	Gymnastics
Project of the Year	Red Belt Challenge*	Judo

*Finalist at the UK Coaching Awards 2019

Coaching Chain Award

At the Celebration Evening in 2020 a new 'Coaching Chain' Award was presented to recognise a select group of SportMakers that were with a successful athlete every step of the way on their journey to the top. This chain included coaches that introduced them to the sport, supported their development and, ultimately, led them to success at the very highest level.

The recipients on the night were the coaches of the recently retired multiple Olympic Boxing medal winner Paddy Barnes, they included: Patrick Barnes Snr; Jimmy Linden; Seamus McCann; Gerry Storey; and John Conlon.

Performance People & Pathway Development

Sport Northern Ireland receives investment from UK Sport towards a staff member to lead on work in this area. This is part of Project Connect, which is a UK sport initiative to support collaboration across Home Countries in the development of sporting pathways and the people who operate within them. In the year 2019-2020 Sport Northern Ireland has focused its effort in this area of work on developing insight in relation to the Northern Ireland performance and pathway coaching population, supporting governing bodies to enhance their pathways and develop their people, and developing the organisations own capacity to support performance coaches. This has resulted in the delivery of a range of projects and interventions, including:

Northern Ireland Performance Coach Mapping: This process saw Sport Northern Ireland, in partnership with governing bodies of sport, identify all coaches operating across the performance pathways of those sports currently in receipt of Sporting Winners investment, from Olympic to Regional programmes. The mapping analysis identified the scale, demographics, learning and development support available across the workforce, highlighting areas for development in terms of strengthening capacity, addressing gender imbalance and enhancing the support available to coaches.

Connect People Development Programme: This programme includes Athletics NI, Hockey Ireland, the Irish Athletic Boxing Association, and Swim Ulster/Ireland. The focus within the programme this year was the development of individual projects relating to the specific needs, contexts and state of readiness of each sport. This has seen the creation of coach learning opportunities, a psychological characteristics of developing excellence (PCDE) curriculum, in-context coach support, one-to-one mentoring opportunities, change management support, and coach development programme design support.

Pathway Health Check: Sport Northern Ireland completed the development of a digital Pathway Health Check tool along with associated resources and a facilitation process, based on the Pathway Handbook developed with UK Sport, English Institute of Sport, Sport England, SportScotland and Sport Wales during the previous year. The Pathway Health Check process was then facilitated to support performance pathway review, reflection and action planning with Athletics NI, Cricket Ireland, Hockey Ireland, Irish Football Association, Royal Yachting Association Northern Ireland, Ulster Council Gaelic Athletic Association, and Ulster Rugby.

Performance Pathway Leadership Network: This community of practice was established by Sport Northern Ireland for performance pathway related post-holders within governing bodies of sport, as a vehicle to channel relevant and impactful learning, development, sharing and problem solving opportunities. The themes that this community engaged with during the year included pathway development, performance environments, leading change, psychological characteristics of developing excellence (PCDEs), coach succession/workforce planning, and supporting the individual development of performance coaches. Individuals from 20 sporting organisations engaged in this community of practice during 2019-2020.

Organisational Capability Development: In the ever evolving performance sport system, it is important that Sport Northern Ireland continues to review and evolve its internal capabilities. This year, focus has been given to enhancing capacity and capability in respect of curriculum development and the emerging function of 'in-field coach developer'. Working with the English Institute of Sport and SportScotland, Sport Northern Ireland has developed functionality to support governing bodies of sport to engage in the development of curricula and the enquiry cycle required to robustly consider curriculum perspectives within a sport. The organisation has also created a small, flexible, skilled and agile team of 'in-field coach developer's' to support performance coaches on an individual basis in their own coaching context.

High Performance

The focus of work in the high performance domain is to help athletes to win medals at World, Olympic/Paralympic, European or Commonwealth games levels. This is achieved through financial investment (Sporting Winners Programme) but also provision of expertise from performance staff including those service providers based at the Sport Northern Ireland Sports Institute (SNISI).

Investment in governing bodies of sport either regionally (Northern Ireland/Ulster) or nationally (Great Britain/Ireland) recognises Northern Ireland's position at the intersection of both the British and Irish performance sport pathways. The high performance component of Sports Council's work often focuses on creating a 'springboard' effect to fast-track athletes from Northern Ireland onto national squads and eventually onto success in international competition.

Strategic work with partners Sport Ireland and UK Sport is critical in this regard given Northern Ireland's unique position regarding sporting pathways. In the current year staff have worked effectively to build collaborations with both UK and Irish systems. Examples include:

UK System

Sports Council is an active member of the UK High Performance System Advisory Group (HPSAG). This group's purpose is to coordinate and align high performance resources throughout the UK. In any given year HPSAG will have a number of priority projects and in 2019-20, Sports Council has been able to benefit from further collaborative work on the athlete pathway, culture development, a practitioner portal to share knowledge among Sports Institute staff and a focused project to maximise opportunities to support each home nation Commonwealth Games Association in the build up to England hosting the Commonwealth Games at Birmingham in 2022. As noted earlier UK Sport also invest into Sports Council's People and Pathway Development capability.

Irish System

Sports Council is represented on Sport Ireland's High Performance Committee which is the major group making recommendations to Sport Ireland's Board on high performance. In addition staff have worked with Sport Ireland colleagues and the Irish High Performance Community to develop information to facilitate formation of Sport Ireland's new High Performance strategy. The Director of Performance is an active member of the working group that will develop this new strategy to cover the period 2020-29.

Regular collaboration with Sport Ireland's Performance Unit and the Sport Ireland Institute of Sport throughout the year ensured that delivery of investment and services to sports remained cohesive without duplication.

Relationships have been further embedded with CEO's and senior staff at both the Olympic Federation of Ireland and Paralympics Ireland, with a view to supporting athletes from Northern Ireland preparing for the Tokyo Games. Sports Institute staff have contributed to reconnaissance trips to Japan organised by the Olympic and Paralympic Games Support Teams.

Sport Northern Ireland Sports Institute (SNISI)

Through 2019-20 services were delivered from the SNISI into the following 20 HP Programmes - Athletics, Para-Badminton, Boccia, Bowls, Boxing, Canoeing, Cycling, Men's Hockey, Women's Hockey, Judo, Netball, NICGC, Rowing, Sailing, Shooting, Para-Snowsport, Swimming (IRL), Para-Swimming (GBR & IRL), Triathlon, Wheelchair Basketball.

SNISI has supported 180 athletes during the year, with many of those competing at World Championships, the European Games and sport specific European Championships benefiting from expertise of staff from SNISI taking positions within the Irish European Games team and individual sport delivery teams.

In March 2020 up to 69 athletes (including 12 Para athletes) are still able to make qualification for the Tokyo Olympic & Paralympic Games. However it would seem likely that a significant number from this cohort will either fail to make the final qualification step or be cut by their Governing Body during the final Olympic Team selection. With the timing of the Games under review given the building Covid-19 Pandemic it seems likely that the qualification period will be extended into 2020/21 and the Games staged in 2021.

Based on information available at present, there will likely be NI athlete involvement representing Team IRL or Team GBR in the following sports:

OLYMPIC	PARALYMPIC
Archery (GBR)	Para Swimming (GBR & IRL)
Athletics (IRL)	Para athletics (IRL)
Boxing (IRL)	Wheelchair basketball (GBR)
Golf (IRL)	Canoeing (GBR)
Women's Hockey (IRL)	Boccia (GBR)
Men's Hockey (GBR)	
Rowing (GBR & IRL)	
Shooting (GBR)	
Triathlon (IRL)	
Gymnastics* (IRL)	
Eventing* (IRL)	

**indicates no Sporting Winners investment*

The Sport Ireland Institute (SII) has for the first time been identified through formal agreements as the lead provider of performance service support to both the Olympic Federation of Ireland (OFI) and Paralympics Ireland (PI). This inevitably places the SII staff in prime position to lead preparations and Games delivery. The OFI did however run a recruitment process among SII and Sport Northern Ireland Sports Institute (SNISI) staff for the lead positions in each service discipline. Declan Gamble (Head of Performance Science at SNISI) was successful in being appointed to lead the OFI Core Team Preparations in Performance Physiology. PI did not run a recruitment process, preferring to ask specifically for pre-identified SII staff. Staff from SNISI are however currently working with a number of sports engaged in either qualification campaigns or Games preparation. Some of these staff may still travel to support athletes at the Games if a sport decides to use its allocated accreditations in a specific manner to prioritise the service that they provide.

Staff opportunities to support Team GBR are more limited as many of the athletes and sports selected have already been in receipt of services from the English Institute of Sport during their qualification campaign. However there were some opportunities to apply for roles within the GBR central support team in either the Olympic Village or the nearby Performance Lodge. David Lasini (Head of S&C at SNISI) has been successful in being selected to the team that will manage provision at the Performance Lodge site in Tokyo. A key part of David's role will be to manage the Performance Gym within the Performance Lodge for use by all Team GB athletes and staff, including installation, maintenance and removal of equipment, scheduling of access by sports and provision of a high quality training environment.

There is still the potential to have up to nine SNISI staff involved in Tokyo whether pre-games at holding camps or during the Games either as part of the core Olympic teams or as sport specific support based outside the village. The latter would stay in OFI / sport sourced accommodation, entering the village at times on day accreditation passes to provide additional support to athletes. The period around the Games is characterised by pressured but rewarding work that requires stamina and commitment. It is obviously also a rich learning experience for staff involved.

Sports Council makes a significant contribution to the OFI and BOA by releasing SNISI staff (at no cost) into their managed environments. In addition during the lead-in year there is considerable additional time demand on individuals like Declan Gamble and David Lasini, who are required to contribute to wider Olympic Team preparation. Travel and subsistence costs during the final holding camp and Games experience are covered by the respective Olympic Federation / Association.

Last year Performance Skills staff from the SNISI piloted a **‘Sport into Business’** programme. It is important to ensure that there is an appropriate balance between the pursuit of performance and the care for the person behind that performance. Ensuring that athletes are ready for the future ahead is a critical part of this. The world of elite sport can be unpredictable – not every athlete will achieve their ultimate ambitions but every athlete will inevitably have to transition from their sporting careers at some point and this can be a particularly difficult time for retiring athletes. The ‘Sport into Business’ programme can help athletes to source appropriate work placements and work experience opportunities to help create valuable ‘touch-points’ with employers which in turn enables the athletes to demonstrate that their skills can actually be transferred in to the real working world.

Ideally athletes should be preparing for their future beyond sport well in advance, to give themselves the best chance possible of transitioning out of the high performance system smoothly – and we absolutely encourage this. Due to the intensity of training and competition it is becoming increasingly rare for athletes to be involved in traditional higher education or full time employment so it is increasingly important that they develop their future options from early on.

Within this programme through 2019-20 there were 3 main events held that linked athletes and representatives from the business world and 12 athletes benefitted from engagement with individual business mentors and experiences. These athletes were from Hockey, Athletics, Cricket, and Wheelchair Basketball. These interventions were a mixture of work placements, sponsorship, speaking engagements media training, building an individual brand and setting up own business areas.

Sports Council Performance Management

During 2017-18 Sports Council introduced a Performance Management Policy. This provides a framework for managing staff performance, including the application of the Sport Council's Competency Framework and implementation of the annual Performance Cycle.

The policy continues to add value through a consistent approach to Performance Management in the organisation, letting staff at all levels understand their roles and responsibilities in managing their own and others performance.

Communications

Sports Council Communications Strategy focused successfully on social media as a primary engagement tool and utilised our Sporting Ambassadors to attract significant media opportunities, who conveyed key strategic messages aligned to the organisational objectives and route map for change. Reach was optimised for the launch and messaging of the Wellbeing in Sport project, and Tollymore National Outdoor Centre consistently outperformed other comparable outdoor centres on social media. Sectoral engagement around key learning topics, culminated in the very successful Game Changer Conference 30 September and 1 October 2019.

Culture

Sports Council has developed significantly in recent years due to a range of change and organisational development initiatives. We have learned of the critical role of a strong organisational culture that sets clear standards and expectations of us all; Board, leadership, management and staff and communicates that, in all that we do. We have invested energy and commitment into defining a culture that reflects that of a high performing sports team and enables us to demand of ourselves what is demanded from Northern Ireland's best athletes.

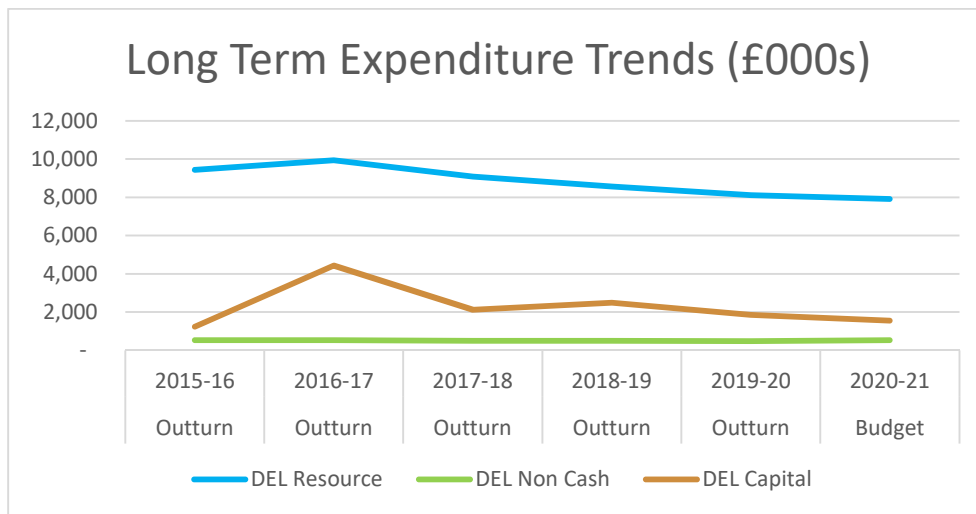
A strong and positive sporting culture is increasingly recognised as setting the tone of well-being in sport and respect for the voices of all involved. It is the expression of the beliefs, values and behaviours in sport. Regardless of the sport's focus; fun, skill or winning or whether it promotes individual accomplishment or team success, we want to ensure that it is the foundation of our sporting system going forward.

Sports Council's DNA has enabled the organisation to develop a value driven draft strategy and we are committed to embedding a strong sporting culture in sports so that sporting organisations can thrive.

Financial Results

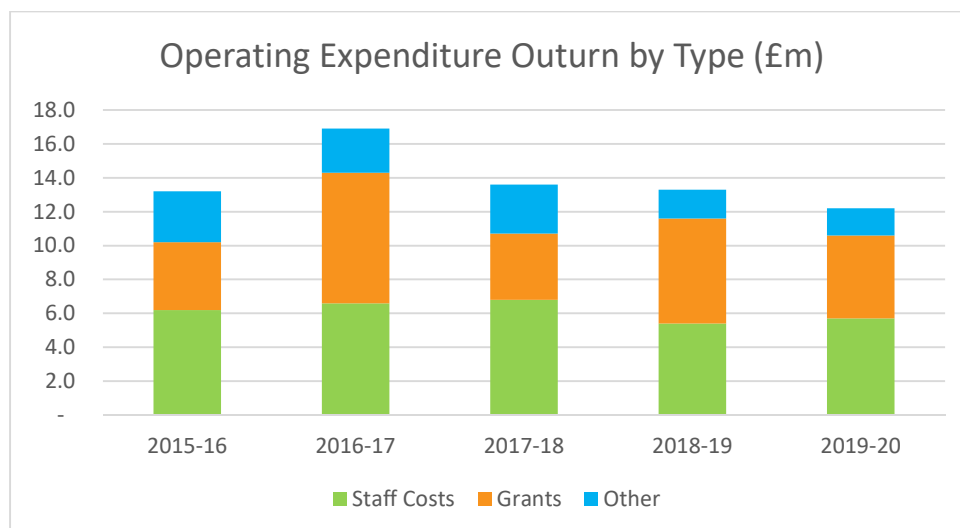
During the course of the financial year, Sports Council continued to demonstrate sound financial management. Sport Council’s key financial target is to operate within the allocated budget for the year. At the end of the year Sports Council realised total net expenditure of £10,376,785 (2018-19: £11,382,780). The taxpayers’ equity at the year-end is a deficit of £5,601,000 (2018-19: £2,574,913) which includes a pension reserve liability of £10,403,000 (2018-19: £6,017,000).

Long Term Expenditure Trends



The reducing trend of DEL Resource expenditure continued in 2019-20, with a £0.4m (5%) decrease from the previous year. The budget in 2020-21 was increased by £0.5m as a contribution towards the Sports Hardship Fund, which met the immediate hardship needs of a wide range of sports clubs over all District Council areas as a result of COVID-19. Capital spend is expected to remain at a similar level to the previous two years.

Sports Council for Northern Ireland Exchequer Account 2019-20



Staff costs increased by £0.2m mainly due to an increase in agency costs. Other costs such as administration and programme costs continued to fall, from £3.0m in 2015-16 to £1.6m in 2019-20. Grant payments decreased by £1.4m from 2018-19, mainly caused by a fall in capital grant payments.

Political and Charitable Donations

Sports Council made no political or charitable donations during the year (2018-19: Nil).

Non-Current Assets

The movement on non-current assets is reported upon in Notes 5 and 6 of the accounts. During the year assets reduced in value by £63,522 mainly due to depreciation. (2018-19: £70,158 of a decrease).

Research and Development

Sports Council conducted extensive sectoral engagement and a desk based research literature review during 2019-20, in preparation for the new Corporate Plan period. Specific research and evaluation was undertaken for: Economic Impact of Outdoor Sport; Active, Fit and Sporty (female sport); Clubs Survey.

Interest Rate And Currency Risk

Sports Council has no borrowing, relying primarily on Departmental grants for its cash requirements and is therefore not exposed to liquidity risks. It has also no material deposits. Therefore, Sports Council is not exposed to material interest rate risk and as all significant assets and liabilities are determined in sterling it is not exposed to material currency risk.

Payment of Suppliers

Sports Council is committed to the prompt payment of bills for goods and services in accordance with the Confederation of British Industry's Prompt Payment Code. The target for payment of bills is 10 days from receipt of goods or services, or presentation of a valid invoice or similar demand, whichever is later. During 2019-20 Sports Council paid 70% (31 March 2019: 90%) of invoices within 10 working days and 93% (31 March 2019: 100%) of invoices within 30 days. Overall, for the year, the average number of days taken to pay invoices was 26 days (2018-19: 9 days). The delays were as a result of staff turnover within the finance team.

Pension Fund (Audited Information)

All assets, liabilities and operating costs of Sports Council's pension scheme are recorded in the accounts of Sports Council Exchequer entity. The salary charges to Lottery in-year include a recharge of employer pension costs of £133,876 (2018-19: £140,616).

The market value of Sports Council's share of the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) pension scheme's assets (excluding Additional Voluntary Contributions) at 31 March 2020 was £25.14m (31 March 2019: £31.09m) and the present value of Sports Council's share of the scheme liabilities was £35.543m (31 March 2019: £37.107m). Sports Council's share of the Scheme recorded net pension liabilities at 31 March 2020 was £10.403m (31 March 2019: £6.017m).

The accounting policy for pensions is disclosed in Note 1.16 in the notes to the accounts.

Accounts and Appointment of Auditors

The Accounts of Sports Council are prepared in a form directed by Department for Communities with the consent of Department of Finance in accordance with Articles 7 and 8 of the Recreation and Youth Service (Northern Ireland) Order 1986.

Sports Council for Northern Ireland Exchequer Account 2019-20

The financial statements are audited by the Comptroller and Auditor General (C&AG) in accordance with Article 7 of the Recreation and Youth Service (Northern Ireland) Order 1986. The C&AG is head of the Northern Ireland Audit Office. He and his staff are wholly independent of Sports Council. He reports his findings to the Northern Ireland Assembly.

The fee for the audit of these financial statements is £27,000 (2018-19: £35,000). This cost is included in Operating Expenditure Note 3C in the financial statements.

Complaints Handling

Sports Council operates a complaints procedure to handle general complaints about its service. Complaints can be made informally by telephone or formally in writing.

Further information on the complaints procedure can be found on the Sports Council website at: http://www.sportni.net/sportni/wp-content/uploads/2013/03/SPORTS_COUNCIL-Complaints-Procedure-Aug-16.doc

There was one complaint received in the 2019-20 financial year (2018-19: two). The complaint was about an administrative handling.

Impact Of Business On The Environment

Sports Council is committed to practices and procedures that minimise impacts on the environment and has continued to make good progress in becoming a more sustainable organisation while still focusing on “making sport happen.” For example, Sports Council Procurement Policy seeks to implement Procurement Guidance Note 01/13 in integrating social considerations into contracts where appropriate.

Sports Council strategy encourages its staff to ensure that:

- Energy usage is more efficient;
- Business travel where possible continues to be reduced through greater use of video/teleconferencing;
- Waste management is controlled through the practice of reduce, reuse, repair and recycle;
- Biodiversity remains an element in planning for sports facilities and developments; and
- Opportunities to cycle and walk to work are maximised.

Respect for Human Rights

Sports Council is deeply committed to equality, diversity, inclusion and respect for human rights. We will prioritise the dignity and welfare of our staff and stakeholders. During the course of their employment, no employee receives less favourable treatment or is discriminated against on the grounds of their sex including gender reassignment, pregnancy or maternity leave, marital or civil partnership status, sexual orientation, race or ethnic origin, religious belief, political opinion, national identity, age, or disability.

Rural Needs Act (NI) 2016

The Rural Needs Act introduced a new duty on public authorities in Northern Ireland to have due regard to rural needs when developing, adopting, implementing or revising policies, strategies and plans. Sports Council remains committed to ensuring that the specific needs of its stakeholders, rural or urban, are taken into account in its programme development.

During 2019-20 Sports Council, working with the Department of Agriculture, Environment & Rural Affairs (DAERA), provided training to all staff on the Rural Needs Act and Rural Needs Impact Assessments. All staff were briefed on the contents of the Act and when Impact Assessments were required.

This process has now been mainstreamed into Sports Council decision-making processes and is being carried out as part of our 'business as usual' activity.

Anti-corruption, Anti-fraud and Anti-bribery Matters

Sports Council has a number of policies in place which are designed to minimise the risk of fraud. These are: Anti-Fraud and Corruption Policy & Procedures, Conflicts of Interest Policy & Procedures, Whistleblowing Policy & Procedures and Gifts and Hospitality Policy & Procedures.

During 2019-20 there was one reported incident of fraud relating to Sports Council. An independent investigation carried out by Department of Finance did not identify any fraud. (2018-19: nil).



Antoinette McKeown
Accounting Officer

Date: 22 MARCH 2021

Accountability Report

The Accountability Report has three sections: a Corporate Governance Report; a Remuneration and Staff report; and an Assembly Accountability and Audit Report.

Corporate Governance Report

The purpose of the Corporate Governance Report is to explain the composition and organisation of Sports Council's governance structures and how they support the achievement of its objectives. The Corporate Governance Report includes the Directors' Report; the Statement of Accounting Officer's responsibilities; and the Governance Statement.

Directors' Report

Board Members of Sports Council and members of its Audit and Risk Assurance Committee

Sports Council performed its functions during the year ending on 31 March 2020 by:

- advising DfC and other government Departments, education and library boards, district councils and other bodies interested in sport and physical recreation;
- encouraging the provision of facilities for, and participation in, sport and physical recreation;
- assisting the provision of administrative services, equipment, coaching and instruction;
- assisting the organising or supporting of, or participating in international or other events, by bodies providing facilities for sport or physical recreation or organising such activities; and
- assisting bodies providing supportive services in connection with sport and physical recreation.

Sports Council is also one of the distributing bodies of National Lottery funding.

Appointments to the Board are made by the Minister for Communities. The Chair and members of the Board have individual and collective responsibility to the Minister as Head of Department.

The Chief Executive of Sports Council for Northern Ireland is Antoinette McKeown.

Sports Council is vested in and administered by a body corporate known as the Board of Sports Council, consisting of a Chair, Vice-Chair and seven members (as at 31 March 2020) appointed by the Department for Communities Minister, as set out in the Recreation and Youth Service (Northern Ireland) Order 1986. The Board of Sports Council for the year ended 31 March 2020 is shown below:

Board: 1 April 2019 to 31 March 2020

George Lucas (Chair)
Jay Colville (Vice-Chair)
Jackie Bryson
Richard Bullick
Wilma Erskine
Kyle Ferguson
Kieran Harding
Catherine O'Mullan
Darryl Petticrew
Siobhan Weir (Resigned 13 May 2019)

The members of the Audit and Risk Committee for the year ended 31 March 2020 were:

Jay Colville (Chair)
Kyle Ferguson
Kieran Harding
Michael Matthews (co-opted member)
Catherine O'Mullan
Darryl Petticrew

Several members of the Board of Sports Council and members of key management staff are also involved with other sports organisations in Northern Ireland either directly or indirectly as a result of a family relationship, a close friendship or business relationship. All individuals make an annual declaration of their interests and do not take part in discussions and decisions to make grant awards to those organisations with which they have a declared interest. A list of awards made to the organisations concerned and details of who made the declaration of interest is detailed in Note 16. The Register of Interests is also online on Sports Council website. All of the transactions relating to the organisations were conducted at arm's length by Sports Council.

Statement of the Accounting Officer's Responsibilities

Under Article 7 of the Recreation and Youth Service (Northern Ireland) Order 1986, Department for Communities has directed Sports Council to prepare a statement of accounts in the form and on the basis set out in the Accounts Direction for each financial year. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of Sports Council and of its net resource outturn, application of resources, changes in taxpayers' equity and cash flows for the financial year.

In preparing the annual accounts the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual and in particular to:

- Observe the Accounts Direction issued by Department for Communities including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- Make judgements and estimates on a reasonable basis;
- State whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departures in the financial statements;
- Prepare the financial statements on a going concern basis; and
- Confirm that the Annual Report and Accounts as a whole is fair, balanced and understandable and take personal responsibility for the Annual Report and Accounts and the judgments required for determining that it is fair, balanced and understandable.

The Accounting Officer of Department for Communities has designated the Chief Executive as Accounting Officer of Sports Council. The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding Sports Council's assets are set out in Managing Public Money Northern Ireland (MPMNI).

As the Accounting Officer, I have taken all steps that I ought to have taken to make myself aware of any relevant audit information and to establish that Sports Council's auditors are aware of that information. So far as I am aware, there is no relevant audit information of which the auditors are unaware.

Governance Statement

Scope of Responsibility

As Accounting Officer, I have responsibility for ensuring Sports Council's business is conducted in accordance with the law and proper standards, and that public money is properly accounted for, and used economically, efficiently and effectively. In discharging this overall responsibility, I am responsible for ensuring the existence of a robust framework of governance and accountability designed to instil a sound system of internal control, manage risk and support the achievements of Sports Council's objectives whilst safeguarding public funds and departmental assets in accordance with the responsibilities assigned to me in MPMNI. I am also personally responsible for ensuring compliance with the requirement of Sports Council's Management Statement, Financial Memorandum and Statement of Financial Requirements.

This responsibility is supported by: the Board; Remuneration Committee; Audit and Risk Assurance Committee; internal and external audit; Sports Council's Corporate Risk Register; and accountability meetings with Department for Communities.

I also combine my Accounting Officer role with my responsibilities to the Department including any Ministerial directions. There were no Ministerial directions in the 2019-20 financial year.

Corporate Governance Code

Sports Council complies with the principles of good practice detailed in corporate governance in central government departments: Code of Good Practice NI 2013 issued by Department of Finance and Personnel (now Department of Finance (DoF)) under cover of their letter DAO (DFP) 06/13.

Two principles were less relevant to Sports Council:

- (a) Board composition, because Department for Communities Minister makes appointments to the Board. However, the Board has the authority to co-opt to its committees where it deems a skill or experience is required; and
- (b) Arm's Length Bodies (ALBs). This principle has negligible relevance as it was directed towards Departments and their governance arrangements with ALB Boards.

There were no departures in the 2019-20 financial year from the application of relevant principles.

Conflicts of Interest

Corporate Governance in Central Government Departments: Code of Good Practice (NI) 2013 also requires the Board to publish how it identified any conflicts of interest and potential conflicts and how these have been managed.

Several members of the Board of Sports Council and members of key management staff are also involved with other sporting organisations in Northern Ireland either directly or indirectly as a result of a family relationship, a close friendship or business relationship. All individuals make an annual declaration of their interests and do not take part in discussions and decisions to make grant awards to those organisations with which they have a declared interest. A list of awards made to the organisations concerned and details of who made the declaration of interest is detailed in Note 16. All of the transactions relating to the organisations were conducted at arm's length by Sports Council.

The Purpose of the Governance Framework

The term 'Corporate Governance' describes the way in which organisations are directed, controlled and led. The purpose of a Corporate Governance Framework is to facilitate accountability responsibility for the effective and efficient delivery of an organisation's statutory responsibilities or aims and objectives. Sports Council is established to deliver on its statutory obligations under the Recreation and Youth Service Order (Northern Ireland) 1986 and is funded by public monies to do so. The Corporate Governance arrangements provide the framework to ensure that Sports Council delivers on its statutory obligations and that it does so in accordance with the requirements placed on all publicly funded bodies regarding the stewardship of resources.

Sports Council has an established system of internal control which is based on an ongoing process designed to identify and prioritise risks to the effective and efficient achievement of the organisation's key business objectives and priorities. The system of control also provides an assessment of the likelihood of risks being realised and the consequent impact for effective and efficient management of risks. This system of internal controls has been designed to manage risk to an acceptable level rather than to eliminate risk entirely and as such does not provide absolute assurance of effectiveness.

Governance Framework

There are six key organisational roles and structures defined within the corporate governance arrangements. These are the: Executive Team (ET); ET's Finance and Governance Sub-Committee; ET's Human Resources Sub-Committee; Board; Audit and Risk Assurance Committee; and the Remuneration Committee.

Executive Team

The Executive Team (ET) comprises three directors and I. It supports the Board and me, as Chief Executive, by providing collective leadership and corporate collective responsibility for effective management of the organisation and taking ownership of Sports Council performance. Meeting weekly, it oversees how Sports Council plans, sets, communicates and monitors its corporate objectives.

Sports Council has developed systems of internal controls and risk management in line with best practice guidelines. Directors have the appropriate and relevant professional skills and competences to provide the assurance that these controls are operating efficiently and effectively.

Finance and Governance Sub-Committee

This committee comprises three directors and I. Its purpose is to support me, as Chief Executive, through active dialogue and reporting on matters pertaining to financial management, internal control, risk and governance, and takes a collective corporate responsibility for effective finance and governance decision-making. Specific aspects of the Committee's work include reviewing the deployment of financial resources, ensuring sound systems of control and risk, overseeing compliance and managing the dissemination of key information.

Human Resources Sub-Committee

This committee comprises me and three directors. Its purpose is to support me, as Chief Executive, through active dialogue and reporting on matters pertaining to the needs of staff, ensuring corporate, collective responsibility for HR decisions which meet employment law requirements, are consistently applied and reflect exemplar HR practice. From financial to legal matters, the Committee helps in maximising the efficiency of Sports Council.

Board

I am supported by the Board of Sports Council. The Chair and members of the Board have individual and collective responsibility to the Minister as Head of Department to:

- Provide effective leadership for Sports Council, in particular in defining and developing its strategic direction and in setting challenging objectives;
- Act in a way that promotes high standards of public finance, including the promotion of regularity, propriety and value for money;
- Ensure that Sports Council's activities are conducted in an efficient and effective manner;
- Ensure that strategies are developed for meeting Sports Council's overall objectives in accordance with the policies and priorities established by the Minister;

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- Monitor Sports Council's performance to ensure that it fully meets its aims, objectives and performance targets;
- Ensure that Sports Council's control, regulation and monitoring of its activities as well as those of any other bodies which it may sponsor or support, ensures value for money within a framework of best practice, regularity and propriety;
- Participate in the corporate planning process; and
- Appoint a Chief Executive.

The Board held ten meetings during the year to determine policy for Sports Council and make decisions in line with that policy. Six meetings were Board meetings, and there were four Workshops to discuss Corporate and Business Planning. I attended nine Board meetings. The Directors and I produced papers and information to assist Board decision making.

The Board arranged for Department of Finance to carry out an independent Board Effectiveness Review to commence in March 2020 based on Cabinet Office good practice guidance and advice contained within the Northern Ireland Audit Office Board Effectiveness Good Practice Guide (2016). The review encompassed the following themes: objectives, strategy and remit, relationships, project management and oversight, culture and skills, risk management, governance and accountability and performance management and functioning. The Review was completed in June 2020. It reflected the findings from the Board self-assessment and contained recommendations which helped inform the Board Training and Development Plan 2020-21.

The Board has a rolling work-plan and achieved its objectives, which were set out during the year. The overall average attendance rate of members was 83.5%.

2019-20 Board/Committee Attendance

	Board Meetings			ARAC Meetings			Total Meetings		
	Attended	Held	%	Attended	Held	%	Attended	Held	%
George Lucas (Chair)	10	10	100	--	--	--	10	10	100
Jay Colville (Vice Chair)	10	10	100	4	4	100	14	14	100
Jackie Bryson	9	10	90	--	--	--	9	10	90
Richard Bullick	10	10	100	--	--	--	10	10	100
Wilma Erskine	8	10	80	--	--	--	8	10	80
Kyle Ferguson	7	10	70	1	4	25	8	14	57
Kieran Harding	7	10	70	1	4	25	8	14	57
Catherine O'Mullan	9	10	90	4	4	100	13	14	93
Darryl Petticrew	6	10	60	3	4	75	9	14	64
Michael Matthews (Co-pted)	--	--	--	3	4	75	3	4	75
Siobhan Weir (resigned May 2019)	0	1	0	--	--	--	0	1	0

Members of the Board have delegated some of their tasks to two sub-committees which oversee the activities of management and provide support:

- Audit and Risk Assurance; and
- Remuneration.

Audit and Risk Assurance Committee

The Audit and Risk Assurance Committee comprises five members and one co-opted member, and is chaired by the Vice-Chair of the Board. It met four times during the year. I attended two of the meetings and the Interim Director of Finance and Governance attended four meetings. The Audit and Risk Assurance Committee has a rolling work-plan and measures its performance by the achievement of its objectives.

Its terms of reference include supporting the Board and Accounting Officer by reviewing the comprehensiveness of assurances in meeting the Board and Accounting Officer's assurance needs, and by reviewing the reliability and integrity of these assurances; the activities of the internal and external auditors and overseeing the risk culture of Sports Council; and also reviewing its own effectiveness, constitution and terms of reference and reporting the results of that review to the Board.

The Audit and Risk Assurance Committee Handbook (NI) 2018, issued under cover of DAO (DFP) 03/18, sets out five principles to be followed. These principles are:

- Principle 1: Membership, independence, objectivity and understanding;
- Principle 2: Skills;
- Principle 3: The role of the Audit and Risk Assurance Committee;
- Principle 4: Scope of work; and
- Principle 5: Communication and reporting.

The Board has formally considered these and confirmed it complied with the principles.

The Committee makes regular reports to the Board. Board Members are satisfied that the Committee is providing them with assurance.

Remuneration Committee

The Remuneration Committee comprises four members and was chaired by the Chair of the Board. Members were appointed by the Chair of the Board. Its remit covers only remuneration and not functional staffing matters. The Committee has specific responsibility for:

- The appointment of the CEO;
- Terms and conditions of the CEO;
- Approving the appraisal of the CEO as recommended by the Chair; and
- Approval of performance appraisal of directors as recommended by the CEO.

The Remuneration Committee met twice in 2019-20: 19 June and 16 October 2019.

Business Planning

Each year of the five year strategic plan, amplified as necessary, forms the basis of the business plan for the forthcoming year. The business plan includes business actions, key performance indicators, milestones and targets linked to the Programme for Government and Public Service Agreements for the forthcoming year. It also links to budgeting information so that resources allocated to achieve specific objectives can readily be identified by the Department. The five-year strategy and annual business plan takes into account the Department's priorities and is framed in that context.

The draft business plan is submitted to the Department as early as possible, but should be by 31 March. Sports Council's plans are submitted to the Department for approval and include measures of performance and annual targets in respect of each of those measures and the proposed annual efficiency. The business planning system incorporates the key Sports Council objectives and the associated targets to meet those objectives. The ET reports on these targets formally on a quarterly basis to me, and I in turn report to the Board and to the Department's Sponsor Team at the governance and accountability meetings.

A five year Draft Corporate Plan was developed by the Board and the Executive Team for 2020-25 in line with the CEO's responsibility as accounting officer for Sports Council. Public Consultation ended on 26 February 2021. Engagement with key stakeholders focussed on the need for a strong sporting system in Northern Ireland. It is envisaged that the Plan will be approved by the Minister later in 2021 as the culmination of extensive engagement with all those with a vested interest in the sporting sector.

Risk Management

Sports Council assesses how the achievement of its policies, aims and objectives might be affected by the risks it faces, and a system of internal control is designed which mitigates those risks. The system is not designed to eliminate all risk but to strike a balance between control, cost of control and appropriate risk taking. A system of internal control was in place for the whole of 2019-20.

Sports Council's approach to risk management is guided by HM Treasury and other professional best practice, and takes full cognisance of the context and environment in which it operates. Sports Council has in place a risk management strategy which sets out roles and responsibilities and determines procedures for risk identification, monitoring, reporting and escalation of issues. It addresses risk appetite and tolerance across the breadth of business activities.

The Corporate Risk Register is compiled and managed by the Executive Team and facilitates the identification, assessment and ongoing monitoring of risks significant to Sports Council. During 2019-20, the Corporate Risk Register was a standing item at each meeting of the Executive Finance and Governance Sub-Committee, the Audit and Risk Assurance Committee and the Board.

Areas of particular focus during 2019-20 were as follows:

1. Transformation Programme

Sports Council is currently working through a Route Map for organisational development, as recommended by an independent review, focussing on areas such as culture and communication which are vital to achieving necessary, successful and sustained change.

A business case was approved by the Department in relation to organisational restructure. Work on the restructure has been progressed in 2020-21, with four new Executive Team positions appointed by 31 March.

2. Northern Ireland Audit Office (NIAO) Report into Governance Issues

The Sports Council is committed to ensuring that the recommendations in this report are fully implemented and indeed the majority of recommendations attributable to Sports Council have already been implemented. It has invested considerable time and resources into a transformation programme, improving good governance; culture and strategy, which has already brought significant improvements over the past three years. The Sports Council is committed to working in partnership with the Department for Communities to ensure standards of good governance are maintained and a highly performing culture and strategy are realised to deliver the necessary sporting outcomes and benefits of sport for the people of Northern Ireland.

3. McBride Judgment

In May 2019 a decision reached in the High Court held that a specific Non Departmental Public Body, as a body corporate, under its governing legislation could not lawfully delegate its decision making functions to its staff alone. Sports Council has also been identified as a body corporate without having the ability to delegate decision making functions to staff. Following consideration of the judgment and having carried out an assessment of the potential impact on the ability of the organisation to carry out its functions, the Board:

- Can confirm it was involved in all major funding decisions including grants paid through Sporting Cubs and Sporting Winners;
- Is content that sufficient oversight has been and continues to be in place to allow Sports Council, with the assistance of its staff, to deliver its programme of work; and
- Is content with the regularity of expenditure incurred by Sports Council.

Sports Council is currently in discussions with DfC as to the options open to it to resolve this situation and to ensure that it is fully compliant with its governing legislation.

Legal Action

Two employees lodged Industrial Tribunal claims against Sports Council in 2019-20. Both claims are being vigorously defended by the organisation. The Industrial Tribunal has postponed hearings as a result of the arrangements to prevent the spread of Covid-19. A date for one claim has been set for February 2022, while no date has been set for the second.

Information Assurance

Sports Council's Information Governance and Security Unit safeguards business and personal data. Sports Council is compliant with the measures of the General Data Protection Regulations (GDPR). All staff received GDPR online training. Sports Council maintains an Information Asset register which is updated annually. All staff received 'A guide to Physical, Document and IT Security' and the organisation operates a clear desk policy.

There were no reportable incidents of a loss of data or information during the year.

Governance & Accountability within Sports Council

The annual internal audit plan is created on a risk basis. Our internal auditors, RSM, evaluated our risk management processes and considered that they could place reliance on our risk register to inform the audit plan. They used various sources of information and discussed priorities for internal audit coverage with the following people:

- Interim Director of Finance and Governance; and
- Audit and Risk Assurance Committee (ARAC).

The sources of information included:

- Previous internal audit plan and Annual Assurance report;
- Requests from the senior management team;
- Corporate Plan 2015-20;
- ARAC requests;
- Board and ARAC minutes;
- Corporate Risk Register;
- Annual report and financial statements; and
- Specific areas requested by the Department for Communities for inclusion.

The Audit and Risk Assurance Committee reviewed and approved the Internal Audit Plan 2019-20 and the Internal Audit Strategy 2018-21 at its meeting in December 2019. I ensured that there was sufficient flexibility in the plan to allow for changes to be made during the year to reflect any significant changes in the risk environment and the emergence of new risks. Following the December meeting a change to the plan was requested by the CEO; Internal Audit was asked to do a piece of work on Programme Funding – Data Analytics to identify any potential conflicts with key members of staff linked to sports over the last 5 years. Other pieces of work were substituted for this review.

All reports of the internal auditors were discussed by ARAC and with senior members of staff in attendance, including those whose departments were reported upon by the auditors. This gave me and members of the Committee the opportunity to discuss, in detail, the findings, recommendations and proposed management actions. Directors that had failings in their respective programme areas identified by the internal auditors were required to devise corrective action and set a completion date for that action in consultation with the internal auditors. I receive regular reports from the auditors notifying me of the progress my Directors have achieved in clearing up points raised by both internal and external auditors in previous years.

Sources of Independent Assurance

RSM is the Internal Auditor for Sports Council and issued an internal audit assurance statement to the Audit and Risk Assurance Committee of Sports Council in respect of the year ended 31 March 2020. The report provided an annual internal audit opinion, based upon and limited to the work performed, on the overall adequacy and effectiveness of the organisation's risk management, control and governance processes. The head of internal audit opinion for Sports Council NI was as follows: "Overall there is a satisfactory system of governance, risk management and control. While there may be some residual risk identified, this should not significantly impact on the achievement of system objectives."

The Comptroller and Auditor General to the Northern Ireland Assembly certifies the accounts and provides an opinion whether, in all material respects, the expenditure and income have been applied to the purposes intended by the Assembly and the financial transactions conform to the authorities which govern Sports Council. The Comptroller and Auditor General also provides an opinion on the truth and fairness of the attached financial statement for the year ended 31 March 2020, and their supporting notes.

Review of Effectiveness of the Governance Framework

As Accounting Officer, I have responsibility for reviewing the effectiveness of the system of internal control. My review is informed by the work of the internal auditors and senior management within Sports Council who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their management letter and other reports. As a result of their work during the year, the internal auditors have produced an annual certificate of assurance with regard to the adequacy of the systems and the operation of internal controls within Sports Council. I have been advised on the implications of the result of my review of the effectiveness of the system of internal control by the Board and the Audit and Risk Assurance Committee, and a plan to address weaknesses and ensure continuous improvement of the internal control system is in place.

The Audit and Risk Assurance Committee reviews its effectiveness and questions the activities of risk owners. Furthermore, our internal audit function reviews the risk-management processes as part of its work and can provide the benefit of its experience of other organisations' risk-management activities.

All policy papers put to the Board for decision contain a discussion of the risks associated with taking the possible courses of actions. The Board also regularly discusses the risks on the Corporate Risk Register with the risk owners. The Board has considered the quality of data used by the Board across all business areas and finds the information provided by management suitable for the purposes of making effective decisions.

Department for the Communities Partnership Arrangements

There were four governance meetings held during the year between the sponsor Division of Department for Communities and Sports Council in line with the provisions of the Management Statement and Financial Memorandum (MSFM) to discuss and monitor performance against the 2019-20 Business Plan throughout the year. In addition, Sports Council responded to a significant number of requests for information and to the requirements to submit returns to the Department on a regular basis on a range of matters to satisfy the governance requirements of the Department.

There were no ministerial directions given during the financial year.

Quality of Information

The Board of Sports Council has reviewed the quality of the information made available by the Executive Team for the purpose of effective decision making. The Board considers that the accuracy, timing and availability of the financial information and the support given to ensure that the Audit and Risk Assurance Committee functions effectively is satisfactory.

Events after the Reporting Period

Covid-19

With the outbreak of Covid-19 and resulting restrictions put in place during March 2020, Sports Council closed all three sites and made provision for staff to work remotely and safely from home. In terms of supporting the sporting sector, which faced (and continues to face) significant challenges, Sports Council put in place, as of April 2020 a range of phased support mechanisms, as follows:-

- Phase 1 **Safeguarding** through issue of prompt payment of end of year funding 2019-20 and 2020-21 funding under existing 'Sporting Clubs' and 'Sporting Winners' programmes, through Sports Council's National Lottery activities.

- Phase 2 **Sustaining** through the launch and delivery of the 'Sports Hardship Fund' in partnership with DfC.

- Phase 3 **Strengthening**; improved resilience and increased capability through a National Lottery Distribution Funds support worth approximately £3m to open at the end of June 2020, augmented by a range of expert services to sport.

In addition, Sports Council supported the sector and the NI Executive by publishing a Framework for the return to Sport, providing high level guidance to the sporting communities as to interpretation and implementation of the NI Executive's 5 step process for lifting of restrictions put in place for Covid-19 purposes.

Sports Council also launched, in April 2020, a Sport Well-being Hub providing a range of mental health and well-being online resources to support the sporting community (players/athletes, coaches; managers, volunteers and club members) to access support during this challenging time. This further augmented a range of materials placed online to help the NI public stay active whilst staying at home.

Olympics

Both the Tokyo Olympic and Paralympic Games had been scheduled for July-September. On 24 March 2020 the Tokyo Olympic and Paralympic Games were postponed until 2021.

Conclusion

As a result of the above, I believe that Sports Council's internal control and governance framework provides me with the level of assurance that I require. There is nothing of which I am aware that leads me to believe that our systems for detecting and responding to inefficiency, for preventing conflicts of interest, for preventing and detecting fraud and for minimising losses of grant-in-aid are not adequate. I believe that Sports Council's governance structure has operated successfully in 2019-20.



Antoinette McKeown
Accounting Officer

Date: 22 MARCH 2021

Remuneration and Staff Report

Introduction

The Remuneration and Staff Report sets out Sports Council's remuneration policy, reports on how it has been implemented and sets out the amounts awarded to the senior officers and members of the Management Committee. In addition, details are provided on remuneration and staff that are key to Sports Council's accountability as a Non-Departmental Public Body.

Remuneration Report

Remuneration Policy

The remuneration of senior civil servants is set by the Minister for Finance and Personnel. The Minister implemented a reform of arrangements for senior civil service pay and set a Pay Strategy for 2012 and 2013. The new remuneration arrangements and Pay Strategy have been developed following an assessment of the recommendations made by the Senior Salaries Review Body, the work emerging from the NICS comprehensive pay and grading review and to reflect the agenda set out in the NICS People Strategy. The new arrangements are based on a system of shorter pay scales containing a number of pay points from minima to maxima.

Within Sports Council, the Chief Executive is employed on terms similar to Senior Civil Service. All directors are employed analogous to Grade 7. A pay remit for Chief Executive's pay for August 2014 to July 2018 was submitted to the Department for Communities in January 2019. August 2018 – July 2019 and August 2019 - July 2020 pay remits for Chief Executive's pay have not yet been completed.

All other senior staff positions above Deputy Principal follow the NICS pay and grading spine policy. The Chief Executive assesses the performance of Directors.

Since the amalgamation of the Sports Institute, Sports Council has been collating an additional pay remit for former Sports Institute staff. In October 2019 a pay remit for August 2018 to July 2019 was submitted to Department for Communities for Sports Council staff, along with a remit for Sports Institute staff for August 2017 – July 2019. Approval for these remits was received in April 2020 and arrears paid in May 2020 salaries. Pay remits will be combined in future years, August 2019 – July 2020 was approved and paid in 2020-21. As part of the annual pay award, all staff with acceptable performance received a base pay uplift.

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The Remuneration Committee is responsible for approving the Chief Executive's salary and assessing performance. Membership includes the Chair of Sports Council Board. However, as a result of advice on good governance arrangements as part of a recent effectiveness review, the Chair has resigned from the Committee. The Remuneration Committee met twice in 2019-20 (2018-19: 4): 19 June and 16 October.

All staff costs are incurred by Sports Council Exchequer Account and an appropriate amount is recharged to Sports Council Lottery Account. The apportionment is made at full economic costs and calculated on the basis of full time equivalent staff.

Service Contracts

Sports Council staff appointments are made in accordance with the Sports Council Recruitment and Selection Policy and Procedures, which requires appointment to be on merit on the basis of fair and open competition.

Unless otherwise stated below, the officials covered by this report hold appointments, which are open-ended. The notice period or compensation for early termination (other than for misconduct) of a contract is three months for the Chief Executive and Directors. Policy relating to notice periods and termination payments is contained in Sports Council Staff Handbook and individual Terms and Conditions of Employment.

Remuneration and Pension Entitlements (Audited Information)

The following section provides details of the remuneration and pension entitlements of the Chief Executive and Directors of Sports Council.

Employee	2019-20				2018-19			
	Salary* £'000	Benefits in kind (to nearest £100)	Pension Benefits** (to nearest £'000)	Total £'000	Salary* £'000	Benefits in kind (to nearest £100)	Pension Benefits** (to nearest £'000)	Total £'000
Antoinette McKeown Chief Executive	80-85	-	28	110-115	80-85	-	25	105-110
Peter McCabe Interim Director of Performance (from 21 May 2018)	55-60	-	31	85-90	45-50 (50-55 full year equivalent)	-	24	70-75 (75-80 full year equivalent)
John News Interim Director of Participation (from 21 May 2018)	65-70	-	17	80-85	55-60 (60-65 full year equivalent)	-	41	95-100 (100-105 full year equivalent)
Adrian Doherty*** Interim Director of Finance & Governance (From 7 May 2019)	45-50 (50-55 full year equivalent)	-	20	65-70 (70-75 full year equivalent)	-	-	-	-
Christine Kerr*** Interim Director of Human Resources (from 16 May 2016 until 4 June 2018)					5-10 (50-55 full year equivalent)	-	38	45-50 (90-95 full year equivalent)
Leigh Brown Acting Director of Finance & Governance (until 31 March 2019)					60-65	-	21	80-85

*Salary costs include salary arrears from previous financial years.

The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation or any increase or decreases due to a transfer of pension rights. *During 2019-20 there was one Senior Staff (2018-19: one Interim Senior Staff) seconded to Sports Council. Salary details disclosed relate to charges invoiced by their employer (excluding VAT).

Salary

'Salary' includes gross salary; overtime; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation and any gratia payments.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue and Customs as a taxable emolument. Benefits in kind of £NIL were paid in 2019-20 (2018-19: £NIL).

Fair Pay Disclosures (Audited Information)

	2019-20	2018-19
Band of Highest Paid Director's Total Remuneration* (£000)	80-85	80-85
Median Total Remuneration* (£)	31,070	29,317
Ratio	2.66	2.81

**Total remuneration includes salary, non-consolidated performance-related pay, and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.*

The banded remuneration of the highest-paid director in Sports Council in the financial year 2019-20 was £80,000-£85,000 (2018-19: £80,000-£85,000). This was 2.66 times (2018-19: 2.81) the median remuneration of the workforce, which was £31,070 (2018-19: £29,317).

In 2019-20, no employees received remuneration in excess of the highest-paid director (2018-19: NIL).

Remuneration ranged from £3,500 to £84,760 (2018-19: £3,500 to £84,760).

Total remuneration includes salary, non-consolidated performance-related pay and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.

Board Members' Honoraria (Audited Information)

The Chair received honorarium during 2019-20 totalling £26,880 (2018-19: £26,880). The Vice-Chair received £3,500 (2018-19: £3,500). The level of remuneration was set by the Department to more fairly reflect the actual workload required in the role. The increased time commitment required from the Chair and Vice Chair will continue until such time the Department is satisfied that this can be reduced back again.

No emoluments were paid to other Sports Council Board members in respect of Exchequer activities. Sports Council does not pay any pension contributions on behalf of the Chair or Vice-Chair.

All Board Members are recompensed for their vouched expenses incurred in carrying out their duties.

Pension Entitlements (Audited Information)

Employee	Accrued pension at pension age as at 31/3/20 and related lump sum	Real increase in pension and related lump sum at pension age	CETV at 31/3/20	CETV at 31/3/19	Real increase in CETV
	£'000s	£'000s	£'000s	£'000s	£'000s
Antoinette McKeown Chief Executive	10-15 plus Nil lump sum	0-2.5 plus Nil lump sum	148	121	17
Peter McCabe Interim Director of Performance (from 21 May 2018)	25-30 plus 50-55 lump sum	0-2.5 plus 0-2.5 lump sum	636	592	29
John News Interim Director of Participation (from 21 May 2018)	20-25 plus 25-30 lump sum	0-2.5 plus Minus 0-2.5 lump sum	350	324	14
Adrian Doherty Interim Director of Finance & Governance (from 7 May 2019)	15-20 plus 30-35 lump sum	0-2.5 plus Minus 0-2.5 lump sum	275	252	11

Northern Ireland Local Government Officers' Superannuation Committee Scheme

Sports Council participates in the Northern Ireland Local Government Officers' Pension Fund (LGPS) and made contributions for 93 employees. The pension scheme is administered by the Local Government Officers' Superannuation Committee (NILGOSC). The pension scheme is a funded multi-employer defined benefit scheme. The Scheme Actuary, AON Hewitt, is responsible for carrying out full valuations every 3 years. The latest full actuarial valuation was 31 March 2019. The outcome of this valuation was used as the basis for the valuation at 31 March 2020 and to set the level of contributions for employers from 1 April 2020 to 31 March 2022.

The benefits paid under the Scheme are based on length of membership and final salary. NILGOSC maintains a fund to provide for the payment of current and prospective benefits to members of the Scheme. In order to ensure that this objective is achieved, the Committee must determine a suitable investment strategy, which provides both a high return on investments and an acceptable level of risk.

For any membership accrued before 1 April 2009, benefits will accrue at a rate of 1/80th of the employee's final year pensionable pay and an automatic tax free lump sum of three times their pension. For all membership accrued from 1 April 2009, benefits accrue at a rate of 1/60th of final pensionable pay for each year of service but with no automatic lump sum (members can choose to give up some of their pension to provide a lump sum). Additional Voluntary Contributions (AVC) can be paid through the NILGOSC in-house AVC provider, Prudential.

All assets, liabilities and operating costs relating to the pension scheme are processed through Sports Council Exchequer Account, and a recharge is made to Sports Council Lottery Account for any pension costs incurred on its behalf. During the year 17 staff were recharged to Lottery (2018-19: 17).

Employee contribution rates for all members for the period 1 April 2019 – 31 March 2020 were as follows:

Band	Range	Contribution Rate
1	£0 - £14,800	5.5%
2	£14,801 - £22,600	5.8%
3	£22,601 - £37,700	6.5%
4	£37,701 - £45,700	6.8%
5	£45,701 - £90,400	8.5%
6	>£90,400	10.5%

The employer contribution rate for 2019-20 is 20% plus individual employer deficit amount.

Further details about the NILGOSC pension scheme can be found in Note 11 and at www.nilgosc.org.uk.

Secondes are members of the PCSPS (NI). Further details on this scheme can be found at www.finance-ni.gov.uk.

Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures, and from 2003-04 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the NILGOSC pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period. However, the real increase calculation uses common actuarial factors at the start and end of the period so that it disregards the effect of any changes in factors and focuses only on the increase that is funded by the employer.

Compensation for Loss of Office (Audited Information)

No directors of Sports Council received any compensation for loss of office during the year 2019-20 (2018-19: 0).

Staff Report

Staff Costs and Numbers (Audited Information)

Staff Costs

The following section is subject to audit.

Staff costs are incurred by Sports Council Exchequer account and amounts recharged to Sports Council Lottery Account for work on Lottery activities.

	2019-20 £	2019-20 £	2019-20 £	2018-19 £
	Permanently Employed Staff	Others	Total	Total
Wages and Salaries	3,063,838	-	3,063,838	3,162,071
Social Security Costs	291,918	-	291,918	309,109
Pension Costs	1,255,503	-	1,255,503	1,192,157
Agency Costs	-	1,069,893	1,069,893	779,509
Sub Total	4,611,259	1,069,893	5,681,152	5,442,846
Less: Staff Costs Recharged to Sport NI Lottery Account	(771,889)	-	(771,889)	(977,426)
Less: Recoveries in Respect of Outward Secondments	(167,512)	-	(167,512)	(103,723)
Total Net Costs	3,671,858	1,069,893	4,741,751	4,361,697

Average Number of Persons Employed (Audited Information)

The average number of whole-time equivalent persons employed during the year was as follows.

Sports Council

	2019-20			2018-19
	Permanently Employed	Others	Total	Total
	No.	No.	No.	No.
Directly employed	83	6	89	86
Seconded In	-	5	5	5
Seconded Out	-	-	-	-
Agency	-	20	20	19
Total	83	31	114	110

All of the staff were employed by Sports Council and the proportion in relation to Sports Council Lottery Account is based on percentage of Officer's time spent on Lottery work activities.

Sports Council Lottery

	2019-20			2018-19
	Permanently Employed	Others	Total	Total
	No.	No.	No.	No.
Directly employed	17	-	17	17
Seconded In	-	-	-	-
Seconded Out	-	-	-	-
Agency	-	-	-	-
Total	17	-	17	17

Number of Directors (Audited Information)

Director's Salary (Actual)	2019-20	2018-19
£5,000-£10,000	-	1
£10,000-£15,000	-	-
£15,000-£20,000	-	-
£20,000-£25,000	-	-
£25,000-£30,000	-	-
£30,000-£35,000	-	-
£35,000-£40,000	-	-
£45,000-£50,000	1	1
£50,000-£55,000	-	-
£55,000-£60,000	1	1
£60,000-£65,000	-	1
£65,000-£70,000	1	-
£70,000-£75,000	-	-
£75,000-£80,000	-	-
£80,000-£85,000	1	1
£85,000-£90,000	-	-
£90,000-£95,000	-	-
£95,000-£100,000	-	-
Total Number of Directors	4	5

The table above includes temporary secondments to Sports Council. Only a proportion of each director's salary is recharged to Lottery.

Chief Executive's Remuneration (Audited Information)

The remuneration received by the Chief Executive during the year was £84,760 (2018-19: £84,760). The Chief Executive is an ordinary member of the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) pension scheme.

Staff Composition

The actual composition of staff employed by Sports Council at 31 March was as follows:

	Male Directors	Male Employees	Female Directors	Female Employees
2019-20				
Directly Employed	2	42	1	44
Board*	-	-	-	-
Agency/Secondments	1	15	-	8
Total	3	57	1	52

	Male Directors	Male Employees	Female Directors	Female Employees
2018-19				
Directly Employed	3	40	1	46
Board*	-	-	-	-
Agency/Secondments	-	12	-	14
Total	3	52	1	60

*Board Members are employed by the Department for Communities. The Chair and Vice Chair are the only Members to receive honorarium from Sports Council.

Sickness Absence Data

The number of sick days reported in 2019-20 was 415 (2018-19: 542). Sports Council had an average of 5.03 days absence per full time equivalent person in 2019-20 (2018-19: 6.15).

Staff Policies Applied During the Financial Year

Employee Consultation

On matters of policy and procedure which affect the employees of Sports Council, the Council normally consults with the recognised trade union of which staff are members. This trade union is also a member of the Whitley Council which negotiates the terms and conditions of members with the Northern Ireland Department of Finance and Personnel.

During 2019-20 Sports Council revised a number of new staff policies in consultation with NIPSA. These policies included:

- Declarations of Interest Policy
- Travel Policy
- Sickness Policy.

Equality of Opportunity

Sports Council is committed to the development of positive policies to promote equal opportunity in employment based on practices which are non-discriminatory as between people of differing abilities, religion, political view, nationality, race, colour or sex. An equal opportunities policy has been in place since March 2004.

Employees with a Disability

Sports Council ensures that people with a disability are given opportunities for suitable employment and that they are not discriminated against on the grounds of disability for recruitment, training or promotion purposes.

Health and Safety

Sports Council is committed to providing staff with an environment that is as far as possible, safe and free from risk to health. In accordance with this commitment, Sports Council has complied with relevant legislation.

Expenditure on Consultancy

The following costs were incurred during the year for consultancy (excluding managed service).

	2019-20	2018-19
	£	£
Actuary Report	2,040	778
Total Expenditure on Consultancy	2,040	778

Off-Payroll Disclosures

Off-payroll engagements are those where individuals, either self-employed or acting through a personal service company, are paid gross by the employer. In line with HM Treasury requirements, Department of Finance requires disclosure of such engagements that cost more than £245 per day and that last for longer than 6 months. Sports Council had no such off-payroll engagements commencing or operating during 2019-20 (2018-19: NIL).

Reporting of Exit Packages (Audited Information)

No redundancy or other departure costs were paid in 2019-20 (2018-19: NIL).



Antoinette McKeown
Accounting Officer

Date: 22 March 2021

Assembly Accountability and Audit Report

The Assembly Parliamentary Accountability and Audit Report brings together the key Assembly accountability documents. It includes:

- Regularity of expenditure;
- Assembly Accountability Disclosure Notes; and
- The Certificate and Report of the Comptroller and Auditor General to the Northern Ireland Assembly.

Assembly Accountability Disclosure Notes

Regularity of Expenditure (Audited Information)

There were no losses or special payments in the year ended 31 March 2020 (2018-19: Nil).

Fees and Charges (Audited information)

Tollymore National Outdoor Centre (TNOC) is the only operation within Sports Council that would have a significant level of income generation (see further details below). For all other areas a detailed analysis of fees and charges information is not provided as the income and full costs of each service are immaterial.

Skills and Leadership course provision at the Centre in TNOC are subsidised by funding received from Department for Communities. TNOC activities where no market failure exists, full cost recovery is applied to prevent direct competition.

TNOC income is mainly generated through booking of courses; climbing wall use; accommodation; venue hire; and catering. During the year, TNOC generated £298,789.86 of income (2018-19: £338,652). Subvention required was £680,651.36 (2018-19: £657,133) against a forecasted subvention of £563,824 (2018-19: £566,143).

Remote Contingent Liabilities (Audited information)

Sports Council is also required to report liabilities for which the likelihood of a transfer of economic benefit in settlement is too remote to meet the definition of contingent liability. There were no remote contingent liabilities for the year ended 31 March 2020 (2018-19: Nil). Contingent liabilities are disclosed in Note 15 of the Financial Statements.



Antoinette McKeown
Accounting Officer

Date: 22 March 2021

THE CERTIFICATE AND REPORT OF THE COMPTROLLER AND AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY

Opinion on financial statements

I certify that I have audited the financial statements of the Sports Council for Northern Ireland Exchequer Account for the year ended 31 March 2020 under the Recreation and Youth Service (Northern Ireland) Order 1986. The financial statements comprise: the Statements of Comprehensive Net Expenditure, Financial Position, Cash Flows, Changes in Taxpayers' Equity; and the related notes, including significant accounting policies. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Accountability Report that is described in that report as having been audited.

In my opinion the financial statements:

- give a true and fair view of the state of Sports Council for Northern Ireland Exchequer Account's affairs as at 31 March 2020 and of the Sports Council for Northern Ireland Exchequer Account's net expenditure for the year then ended; and
- have been properly prepared in accordance with the Recreation and Youth Service (Northern Ireland) Order 1986 and Department for Communities' directions issued thereunder.

Emphasis of Matter

I draw attention to Note 5 of the financial statements, which describes the material valuation uncertainties for Land and Buildings due to the consequences of the COVID-19 pandemic. My opinion is not modified in respect of the matter.

Opinion on regularity

In my opinion, in all material respects the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Basis of opinions

I conducted my audit in accordance with International Standards on Auditing (UK) (ISAs) and Practice Note 10 'Audit of Financial Statements of Public Sector Entities in the United Kingdom'. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of this certificate. My staff and I are independent of the Sports Council for Northern Ireland in accordance with the ethical requirements of the Financial Reporting Council's Revised Ethical Standard 2016, and have fulfilled our other ethical responsibilities in accordance with these requirements. I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my opinions.

Conclusions relating to going concern

I have nothing to report in respect of the following matters in relation to which the ISAs(UK) require me to report to you were:

- the Sports Council for Northern Ireland's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Sports Council for Northern Ireland has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Sports Council for Northern Ireland's ability to continue to adopt the going concern basis.

Other Information

The Board and the Accounting Officer are responsible for the other information included in the annual report. The other information comprises the information included in the annual report other than the financial statements, the parts of the Accountability Report described in the report as having been audited, and my audit certificate and report. My opinion on the financial statements does not cover the other information and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

Opinion on other matters

In my opinion:

- the parts of the Accountability Report to be audited have been properly prepared in accordance with Department for Communities directions made under the Recreation and Youth Service (Northern Ireland) Order 1986; and
- the information given in the Performance Report and Accountability Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Responsibilities of the Board and Accounting Officer for the financial statements

As explained more fully in the Statement of Accounting Officer Responsibilities, the Board and the Accounting Officer are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Auditor's responsibilities for the audit of the financial statements

My responsibility is to examine and certify and report on the financial statements in accordance with the Recreation and Youth Service (Northern Ireland) Order 1986.

My objectives are to obtain evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my certificate.

In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

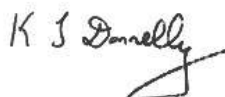
Matters on which I report by exception

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements and the parts of the Accountability Report to be audited are not in agreement with the accounting records; or
- I have not received all of the information and explanations I require for my audit; or
- the Governance Statement does not reflect compliance with the Department of Finance's guidance.

Report

I have no observations to make on these financial statements.



K J Donnelly
Comptroller and Auditor General
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU

26th March 2021

STATEMENT OF COMPREHENSIVE NET EXPENDITURE FOR YEAR ENDING 31 MARCH 2020

	Notes	2019-20 £	2018-19 £
Income from sale of goods and services	4A	1,801,920	1,924,860
Other operating income	4B	25,481	7,396
Total Operating Income		1,827,401	1,932,256
Staff costs	3A	(5,681,152)	(5,442,846)
Expenditure on Sports	3B	(4,941,908)	(6,225,163)
Other operating expenditure	3C	(1,093,721)	(1,149,704)
Depreciation and impairment charges	5/6	(487,405)	(497,323)
Total Operating Expenditure		(12,204,186)	(13,315,036)
Net Expenditure For the Year		(10,376,785)	(11,382,780)
Other Comprehensive Net Expenditure			
Items that will not be reclassified to net operating expenditure:			
Net gain on revaluation of Property, Plant and Equipment	5	358,708	303,438
Net gain on revaluation of Intangible Assets	6	748	138
Actuarial gain/(loss) on pension scheme	11.5	(3,776,000)	1,070,000
Items that may be reclassified to net operating expenditure:		-	-
Comprehensive Net Expenditure for the Year		(13,793,329)	(10,009,204)

The notes on pages 80 to 105 form part of these accounts.

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2020

	Notes	2019-20 £	2018-19 £
Non-current assets:			
Property, plant and equipment	5	6,301,987	6,392,963
Intangible assets	6	42,364	14,910
Total non-current assets		<u>6,344,351</u>	<u>6,407,873</u>
Current assets:			
Trade and other receivables	7	752,684	436,877
Cash and cash equivalents	8	426,719	161,867
Total current assets		<u>1,179,403</u>	<u>598,744</u>
Total assets		7,523,754	7,006,617
Current liabilities			
Trade and other payables	9	(869,976)	(1,015,372)
Grants Payable	9	(1,851,778)	(2,549,158)
Total current liabilities		<u>(2,721,754)</u>	<u>(3,564,530)</u>
Total assets less current liabilities		<u>4,802,000</u>	<u>3,442,087</u>
Non-current liabilities			
Retirement benefit obligations	11	(10,403,000)	(6,017,000)
Total non-current liabilities		<u>(10,403,000)</u>	<u>(6,017,000)</u>
Total assets less total liabilities		<u>(5,601,000)</u>	<u>(2,574,913)</u>
Taxpayers' equity and other reserves:			
General reserve		2,355,719	1,199,735
Revaluation reserve		2,446,281	2,242,352
Pension reserve		(10,403,000)	(6,017,000)
Total equity		<u>(5,601,000)</u>	<u>(2,574,913)</u>

The notes on pages 80 to 105 form part of these accounts.

The financial statements on pages 76 to 79 were approved by the Board on 22 March 2021 and were signed on its behalf by:



Antoinette McKeown (Chief Executive)

STATEMENT OF CASHFLOW

FOR YEAR ENDING 31 MARCH 2020

	Notes	2019-20 £	2018-19 £
Cash flows from operating activities			
Net operating expenditure		(10,376,785)	(11,382,780)
Adjustments for non-cash transactions	3C	516,836	575,085
Decrease/(Increase) in trade and other receivables	7	(315,807)	(110,324)
Decrease in inventories		-	-
Increase/(Decrease) in payables	9	(842,776)	211,294
Increase/(Decrease) in provision		-	(47,120)
Increase/(Decrease) in pension fund payable less actuarial losses		610,000	553,000
Net cash outflow from operating activities		(10,408,532)	(10,200,845)
Cash flows from investing activities			
Purchase of non-financial assets	5/6	(66,858)	(168,056)
Proceeds from disposal of non-financial assets		-	1,705
Net cash outflow from investing activities		(66,858)	(166,351)
Cash flows from financing activities			
Grants from sponsoring department	SCTE	10,740,242	10,231,369
Net financing		10,740,242	10,231,369
Net decrease in cash and cash equivalents in the period		264,852	(135,827)
Cash and cash equivalents at the beginning of the period		161,867	297,694
Cash and cash equivalents at the end of the period		426,719	161,867

The notes on pages 80 to 105 form part of these accounts.

STATEMENT OF CHANGES IN TAXPAYERS' EQUITY AS AT 31 MARCH 2020

	General Fund £	Pension Reserve £	Revaluation Reserve £	Taxpayers' Equity £
Balance at 31 March 2018	1,622,117	(6,534,000)	2,079,805	(2,832,078)
Grants from Sponsoring Department	10,231,369	-	-	10,231,369
Comprehensive Net Expenditure for the Year	(10,829,780)	(553,000)	-	(11,382,780)
Actuarial Gain and Losses	-	1,070,000	-	1,070,000
Net Gain on Revaluation of Non-Current Assets	-	-	303,576	303,576
Auditors Remuneration	35,000	-	-	35,000
Other reserves movements including transfers	141,029	-	(141,029)	-
Balance at 31 March 2019	1,199,735	(6,017,000)	2,242,352	(2,574,913)
Grants from Sponsoring Department	10,740,242	-	-	10,740,242
Comprehensive Net Expenditure for the Year	(9,766,785)	(610,000)	-	(10,376,785)
Actuarial Gain and Losses	-	(3,776,000)	-	(3,776,000)
Net Gain on Revaluation of Non-Current Assets	-	-	359,456	359,456
Auditors Remuneration	27,000	-	-	27,000
Other reserves movements including transfers	155,527	-	(155,527)	-
Balance at 31 March 2020	2,355,719	(10,403,000)	2,446,281	(5,601,000)

The notes on pages 80 to 105 form part of these accounts.

NOTES TO THE ACCOUNTS

1. Statement of Accounting Policies

1.1 Basis of Preparation

The financial statements have been prepared in accordance with the 2019-20 Government Financial Reporting Manual (FReM) issued by Department of Finance. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context.

Where FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of Sports Council, for the purpose of giving a true and fair view has been selected. The particular policies adopted by Sports Council are described below. They have been applied consistently in dealing with items considered material to the accounts.

1.2 Accounting Convention

These financial statements have been prepared in accordance with the historical cost convention modified to account for the revaluation of property, plant and equipment and intangible assets.

The financial statements are stated in Sterling, which is the functional and presentational currency.

1.3 Property, plant and equipment and intangible assets

Sports Council applied a capitalisation limit of £1,000 to individual items. Items below the £1,000 threshold were charged directly to the Statement of Comprehensive Net Expenditure.

1.4 Depreciation

Depreciation/amortisation has been provided using the straight line method so as to write off each asset over its estimated useful life. Depreciation/amortisation is charged from the month acquired/coming into use, and not in the month in which it is disposed.

Assets are depreciated over their useful lives as follows:

Buildings	10-25 Years
Computer Equipment	2-10 Years
Furniture and Fittings	2-10 Years
Specialist Sports Equipment	7-10 Years
Motor Vehicles	4-10 Years
Intangible Assets – Computer Equipment	2-10 Years

An impairment review is carried out annually, any loss in value which exceeds the credit in the revaluation reserve is then charged to the Statement of Comprehensive Net Expenditure.

1.5 Intangible assets

Expenditure on intangible assets is recognised when Sports Council controls the asset; is probable that future economic benefits attributable to the asset will flow to Sports Council; and the cost of the asset can be reliably measured. Purchased software and licenses lasting for more than one year are capitalised as intangible assets where expenditure of £1,000 or more is incurred.

Intangible assets are revalued annually using appropriate indices compiled by the Office for National Statistics. Any surplus/loss on revaluation is treated as follows:

- Unrealised surplus arising from revaluation of intangible assets is credited to the Revaluation Reserve unless it reverses a decrease of the same asset previously recognised in the Statement of Comprehensive Net Expenditure, to that extent.
- Losses arising from the revaluation of intangible assets are debited to the Revaluation Reserve to the extent that gains were recorded previously, and otherwise to the Statement of Comprehensive Net Expenditure.

Amortisation is calculated on a straight line basis over the shorter of the term of the licence and the useful economic life. Intangible assets are reviewed annually for impairment.

1.6 Revaluation of non-current assets

Non-current assets included in the Statement of Financial Position are reviewed annually to ensure that they are stated at fair value. This is carried out through applying indices. Increases in valuations are credited to the Revaluation Reserve. Downward movements are accounted through the revaluation reserve to the extent that there is a credit in that reserve that relates to the revalued asset.

Tollymore National Outdoor Centre is formally valued by Land and Property Services every 5 years, supplemented by annual desktop valuations. The last full valuation was undertaken at 31 March 2020.

1.7 Operating Income

Government Grants

Grant-in-Aid received used to finance activities and expenditure which support the statutory and other objectives of the entity are treated as financing, and credited to the General Reserve, because they are regarded as contributions from a controlling party which gives rise to a financial interest in the residual interest of NDPBs.

Lottery Recharges

Administrative overheads and salaries are apportioned to the Lottery Distribution fund and comprise administrative costs and salaries incurred by Sports Council from which the Lottery benefited indirectly. The apportionment is made at full economic cost and calculated on appropriate bases. Recharges of expenses and salaries are shown in other income.

Other Operating Income

All other operating income received is credited to income in the year in which it is receivable. Fees and charges for services provided by Sports Council are determined in accordance with HM Treasury's "Fees and Charges Guide".

1.8 Leases

Finance Leases:

Leases where substantially all of the risks and rewards are held by the lessee are classified as financing leases. Sports Council does not hold any finance leases.

Operating Leases:

Leases where substantially all of the risks and rewards are held by the lessor are classified as operating leases. Rentals paid under operating leases are charged to the Statement of Comprehensive Net Expenditure on a straight line basis over the period of the lease. Operating lease payments in year, along with all future commitments, are disclosed in Note 12.

1.9 Financial Instruments

Sports Council is not exposed to the same degree of financial risk faced by business entities. This is due to the organisation being essentially a non-trading entity and financed as a Non-Departmental Public Body. It has no powers to borrow or invest in surplus funds and has limited year-end flexibility. It is therefore exposed to little liquidity, currency or market risks. Sports Council does not hold any complex financial instruments and there is no impact on the financial risk of the organisation.

1.9.1 Financial Assets

Trade and other receivables

Trade and other receivables mainly arise from regular users of services at the House of Sport and Tollymore National Outdoor Centre. Bad debt provision is assessed annually. Receivables do not carry any interest and are recognised at their recoverable amount, which equates to their fair value.

Cash and Cash Equivalents

Cash and cash equivalents comprise cash in hand and current balances with banks which are readily convertible to known amounts of cash and which are subject to insignificant risk of changes in value and have an original maturity of three months or less.

1.9.2 Financial Liabilities

Trade and other payables

Trade payables represent liabilities for goods and services provided to Sports Council prior to the end of the reporting period, which are unpaid. Purchase orders are not included as trade payables. Payables are not interest-bearing and are recognised at their nominal value, which equates to their fair value.

Grant Payables

Grant payables relate to any amounts of unpaid grant at 31 March where the underlying activity took place no later than 31 March and have been included in the Statement of Comprehensive Net Expenditure.

1.10 Payment of Grants

Sports Council pays grants in accordance with the terms and conditions inherent in the respective funding agreement. Grants awarded to organisations and individuals are charged to the Statement of Comprehensive Net Expenditure in the year in which the underlying activity giving entitlement to the grant occurs. Any amounts of unpaid grant at 31 March each year are included as liabilities in the Statement of Financial Position.

1.11 Provisions

Sports Council provides for legal or constructive obligations which are of uncertain timing or amount at the reporting period date on the basis of the best estimate of the expenditure required to settle the obligation.

1.12 Contingent liabilities

Contingent Liabilities are disclosed in accordance with IAS 37. In addition to the contingent liabilities disclosed in accordance with IAS 37, Sports Council discloses for Assembly reporting and accountability purposes certain statutory and non-statutory contingent liabilities where the likelihood of a transfer of economic benefits is remote, but which have been reported to the Assembly in accordance with the requirements of Managing Public Money Northern Ireland.

Where the time value of money is material, contingent liabilities which are required to be disclosed under IAS 37 are stated at discounted amounts and the amount reported to the Assembly separately noted. Contingent liabilities that are not required to be disclosed by IAS 37 are stated at the amounts reported to the Assembly.

1.13 Critical accounting estimates and key judgements

The preparation of financial statements in conformity with IFRS requires the use of accounting estimates and assumptions. It also requires management to exercise its judgement in the process of applying Sports Council's accounting policies. Sports Council continually evaluate the estimates, assumptions and judgements based on available information and experience. As the use of estimates is inherent in financial reporting, actual results could differ from these estimates. The estimates and assumptions which have the most significant risk of causing a material adjustment to the carrying amounts of assets and liabilities are discussed below:

- **Depreciation of property, plant and equipment**
Depreciation is provided in the accounts so as to write down the respective assets to their residual values over their expected residual lives and as such the selection of the estimated useful lives and the expected residual values of the assets require the use of estimates and judgements. Details of the estimated useful lives are shown above in Note 1.4.
- **Impairment of property, plant and equipment**
Where there is an indication that the carrying values of items of property, plant and equipment may have been impaired through events or changes in circumstances, a review will be undertaken of the recoverable amount of that asset.

1.14 Value Added Tax

Sports Council is registered for Value Added Tax (VAT) but cannot reclaim VAT on purchases. All purchase transactions are therefore stated inclusive of VAT.

1.15 Employee Benefits

Under IAS 19 an employing entity should recognise the undiscounted amount of short term employee benefits expected to be paid in exchange for the Service. Sports Council has recognised flexi balances and annual leave entitlements that have been earned by year end but not yet taken. These are included in current liabilities.

1.16 Pension Costs

Past and present employees are covered by the provisions of the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) Scheme.

In accordance with IAS 19 the Scheme Managers / trustees are required to undertake a sensitivity analysis for each significant actuarial assumption as at the end of the reporting period, showing how the defined benefit obligation would have been affected by changes in the relevant actuarial assumption that were reasonably possible at that date. This analysis, including details of the methods and assumptions used in preparing the sensitivity analysis, the limitation of these methods, and the reasons for any changes in methods and assumptions used in preparing the sensitivity analysis, are set out in Note 11 to the Accounts.

The pension costs are assessed in accordance with the advice of independent qualified actuaries using the market-led approach. The latest actuarial valuation of the scheme was at 31 March 2016.

Pension scheme assets are measured using market value. Pension scheme liabilities are measured using the projected unit method and discounted at the current rate of return on a high quality corporate bond of equivalent term to the liability.

The increase in the present value of the liabilities of Sports Council's defined benefit pension scheme arising from employee service in the period is charged to the Statement of Comprehensive Net Expenditure so as to recognise the cost of pensions over the employees' working lives.

A revised version of IAS 19 came into effect for accounting periods commencing on or after 1 January 2013. The figures in the accounts have been calculated under the revised IAS 19. Sports Council is no longer required to recognise an expected return on assets item in the Statement of Comprehensive Net Expenditure. This is now replaced with a net financing charge which is based on the discount rate assumption.

Actuarial gains and losses are recognised in Other Comprehensive Net Expenditure.

1.17 Reserves

General Reserve

This is the balance arising from recurrent grants provided by the sponsor department (Department for Communities) through grant-in-aid and the net expenditure as reported in the Statement of Comprehensive Net Expenditure for the year.

Revaluation Reserve

The revaluation reserve reflects the unrealised element of the cumulative balance of indexation and revaluation adjustments to assets.

Pension Reserve

This is the balance required by Sports Council to meet the current deficit in its share of the NILGOSC pension scheme.

1.18 Accounting standards, interpretations and amendments to published standards adopted in the year ended 31 March 2020

Additional or revised accounting standards and new (or amendments to) interpretations contained within FReM 2019-20 have been considered. The adoption of these standards has not had a significant impact on Sports Council's financial position or results.

1.19 Accounting standards, interpretations and amendments to published standards not yet effective

Sports Council has reviewed new accounting standards that have been issued but are not yet effective, nor adopted early for these accounts, including IFRS 16 which does not come into effect until 1 April 2021. Sports Council considers that these are unlikely to have a significant impact on the accounts in the period of initial application.

2. Operating Costs by Operating Segment

In line with IFRS 8, Sport Council does not have any segmental data to disclose. The Board Members review the financial performance on a bi-monthly basis, based on similar information contained with the Statement of Comprehensive Net Expenditure of the financial statements.

3. Operating Expenditure

3A Staff Costs

	Directly Employed £	Other £	2019-20 Total £	2018-19 Total £
Wages and Salaries	3,063,838	-	3,063,838	3,162,071
Social Security Costs	291,918	-	291,918	309,109
Pension Costs	1,255,503	-	1,255,503	1,192,157
Agency Costs	-	1,069,893	1,069,893	779,509
	4,611,259	1,069,893	5,681,152	5,442,846

3B Expenditure on Sports

	Grants £	Other Programme £	2019-20 Total £	2018-19 Total Restated ¹ £
Sporting Clubs	40,000	329,554	369,554	502,529
Sporting Communities	1,913,735	412,285	2,326,020	2,578,431
Sporting Winners	-	445,302	445,302	525,338
Capital Programme	1,781,229	19,803	1,801,032	2,618,865
	3,734,964	1,206,944	4,941,908	6,225,163

¹ 2018-19 figures have been restated to separate the amounts paid on administration of Sport NI and the amounts spent directly on Sports programmes.

3C Other Operating Expenditure

	2019-20 Total	2018-19 Total Restated²
	£	£
Computer Software and Support	320,074	425,824
Rent and Rates	168,988	165,219
Courses, Meetings and Seminars	143,257	22,089
Managed Services	112,418	27,154
Publicity and Publications	49,763	61,822
Heat and Light	38,383	38,317
Travel and Subsistence	37,917	44,438
Caretaking and Cleaning	35,593	49,359
Insurance	18,970	6,573
Telephones and postage	27,909	44,884
Training	19,620	28,127
Legal Fees	19,910	45,218
Internal Audit	18,106	40,821
Repairs & Maintenance	16,312	12,460
Hospitality & Networking	10,279	1,243
Printing & Stationery	10,227	15,904
Memberships and Subscriptions	7,962	8,920
Sundry Expenses	5,564	5,191
Consultancy	2,040	778
Fees and Bank Charges	997	-
Research	-	27,600
Non-Cash Items:		
Auditors remuneration	27,000	35,000
Loss/(Profit) on disposal	2,479	43,499
Permanent Diminution	(47)	(737)
Other Operating Expenditure	1,093,721	1,149,704

² 2018-19 figures have been restated to separate the amounts paid on administration of Sport NI and the amounts spent directly on Sports programmes.

4. Income

	2019-20 Total £	2018-19 Total £
4A Income from goods and services		
Lottery recharges	1,245,001	1,405,443
Tollymore income from services	292,947	338,652
Staff Seconded to other parties	167,512	103,723
Other service charges	96,460	77,042
	<u>1,801,920</u>	<u>1,924,860</u>
4B Other Operating Income		
EU funding	25,481	7,396
	<u>25,481</u>	<u>7,396</u>
Total Income	<u><u>1,827,401</u></u>	<u><u>1,932,256</u></u>

5. Property, Plant and Equipment

2019-20	Buildings & Leasehold	Specialist Sports Equipment	Furniture and Fittings	Motor Vehicles	Information Technology	Total
	£	£	£	£	£	£
Cost or Valuation						
At 1 April 2019	6,037,260	945,485	239,769	115,503	847,083	8,185,100
Additions	-	26,970	6,288	-	-	33,258
Disposals	-	(4,548)	-	-	(312,262)	(316,810)
Revaluation	(34,295)	-	-	-	-	(34,295)
Reclassifications and transfers	-	-	-	-	-	-
Indexation	416	2,935	434	303	-	4,087
At 31 March 2020	6,003,381	970,842	246,491	115,806	534,821	7,871,340
Depreciation						
At 1 April 2019	56,719	716,558	131,607	64,336	822,917	1,792,137
Charged in year	404,449	34,565	25,434	10,700	5,363	480,511
Disposals	-	(2,857)	-	-	(311,475)	(314,332)
Revaluation	(389,964)	-	-	-	-	(389,964)
Reclassifications and transfers	-	-	-	-	-	-
Indexation	56	663	154	129	-	1,001
At 31 March 2020	71,260	748,929	157,195	75,165	516,805	1,569,353
Carrying amount at 31 March 2019	5,980,541	228,927	108,162	51,167	24,166	6,392,963
Carrying amount at 31 March 2020	5,932,121	221,913	89,296	40,641	18,016	6,301,987
Asset Financing:						
Owned	-	221,913	89,296	40,641	18,016	369,866
Short Leasehold	5,932,121	-	-	-	-	5,932,121
Carrying amount at 31 March 2020	5,932,121	221,913	89,296	40,641	18,016	6,301,987

5A Property, Plant and Equipment continued

2018-19	Buildings & Leasehold	Specialist Sports Equipment	Furniture and Fittings	Motor Vehicles	Information Technology	Total
Cost or Valuation	£	£	£	£	£	£
At 1 April 2018	6,095,055	872,879	188,692	137,094	948,389	8,242,109
Additions	14,122	85,014	47,938	-	7,622	154,696
Disposals	-	(17,432)	-	(23,063)	(109,071)	(149,566)
Revaluation	(72,279)	-	-	-	-	(72,279)
Indexation	362	5,024	3,139	1,472	143	10,140
At 31 March 2019	6,037,260	945,485	239,769	115,503	847,083	8,185,100
Depreciation						
At 1 April 2018	43,400	674,816	118,427	71,569	911,048	1,819,260
Charged in year	383,066	53,784	11,593	10,234	17,426	476,103
Disposals	-	(13,267)	-	(18,068)	(105,577)	(136,912)
Revaluation	(369,793)	-	-	-	-	(369,793)
Indexation	46	1,225	1,587	601	20	3,479
At 31 March 2019	56,719	716,558	131,607	64,336	822,917	1,792,137
Carrying amount at 31 March 2018	6,051,655	198,063	70,265	65,525	37,341	6,422,849
Carrying amount at 31 March 2019	5,980,541	228,927	108,162	51,167	24,166	6,392,963
Asset Financing:						
Owned	-	228,927	108,162	51,167	24,166	412,422
Short Leasehold	5,980,541	-	-	-	-	5,980,541
Carrying amount at 31 March 2019	5,980,541	228,927	108,162	51,167	24,166	6,392,963

Tollymore National Outdoor Centre (TNOC) buildings was valued at £5,717,670 (31 March 2019: £5,980,541) by Land and Property Service (LPS), an independent MRICS qualified valuer, at 31 March 2020. Sport NI requested LPS Services to value the building on the assumption that the life of the building and its useful life to Sport NI should be restricted to the term of the operating lease of the land on which the building resides.

The outbreak of the Corona virus (COVID-19), declared by the World Health Organisation as a “Global Pandemic” on 11 March 2020, has impacted global financial markets resulting in unprecedented set of circumstances on which to base a valuation judgement. Therefore, the valuation of TNOC is reported on the basis of ‘material valuation uncertainty’ as per VPS 3 and VPGA 10 of the RICS Global Standards. The building is revalued annually.

All other buildings, property, plant and equipment were valued at 31 March 2020 through application of indices (where possible) as published by the Office for National Statistics.

The leases entered into in respect of the land at Tollymore National Outdoor Centre and Altnadue Quarry have been expensed to the Net Expenditure Account (see Note 12).

6. Intangible Assets

	2019-20	2018-19
	£	£
Cost or Valuation		
At 1 April	115,287	321,451
Additions	33,600	13,360
Disposals	(54,984)	(219,842)
Indexation	761	318
At 31 March	<u>94,664</u>	<u>115,287</u>
Depreciation		
At 1 April	100,377	266,269
Charged in year	6,894	21,220
Disposals	(54,984)	(187,292)
Indexation	13	180
At 31 March	<u>52,300</u>	<u>100,377</u>
Carrying amount at 1 April	<u>14,910</u>	<u>55,182</u>
Carrying amount at 31 March	<u>42,364</u>	<u>14,910</u>
Asset Financing:		
Owned	<u>42,364</u>	<u>14,910</u>
Carrying amount at 31 March	<u>42,364</u>	<u>14,910</u>

Intangible assets comprise of purchased software and licenses.

7. Receivables

	2019-20	2018-19
	£	£
Amounts falling due within one year:		
Trade Receivables	30,877	44,891
Owed by Sport NI Lottery Account	533,071	282,979
Prepayments and Accrued Income	188,736	103,854
Other Debtors	-	5,153
	<u>752,684</u>	<u>436,877</u>

8. Cash & Cash Equivalents

The following balances were held at Commercial Banks and Cash in Hand

	2019-20	2018-19
	£	£
Balance at 1 April	161,867	297,694
Net Change in Cash and Cash Equivalent Balances	264,852	(135,827)
Balance at 31 March	<u>426,719</u>	<u>161,867</u>

In line with the Management Statement and Financial Memorandum (MSFM), cash balances accumulated during the course of the year were kept at the minimum level consistent with the efficient operation of Sports Council.

In line with the MSFM, the Department makes available in the current financial year (subject to approval by the Assembly of the relevant estimates provision) any such grant-in-aid required to meet any liabilities at year end, such as accruals.

Sports Council has no borrowings and no financing activities, relying primarily on Exchequer funding for its cash requirements.

9. Payables

	2019-20	2018-19
	£	£
Amounts falling due within one year:		
Trade Payables	214,412	318,088
VAT Payable	17,048	10,811
Other Tax and Social Security Payable	-	-
Accruals and Deferred Income	638,516	686,473
Total Trade and Other Payables	<u>869,976</u>	<u>1,015,372</u>
Grants Payable	1,851,778	2,549,158
Total Payables	<u>2,721,754</u>	<u>3,564,530</u>

10. Provisions

Sports Council had no provisions as at 31 March 2020 (31 March 2019: Nil).

11. Retirement Benefit Obligation

	2019-20	2018-19
	£	£
Pension Deficit	<u>10,403,000</u>	<u>6,017,000</u>

Introduction

The disclosures [below] relate to the funded liabilities within the Northern Ireland Local Government Officers' Superannuation Pension Fund (the "Fund") which is part of the Local Government Pension Scheme (Northern Ireland) (the "LGPS").

The LGPS is a funded defined benefit plan with benefits earned up to 31 March 2015 being linked to final salary. Benefits after 31 March 2015 are based on a Career Average Revalued Earnings scheme. Details of the benefits earned over the period covered by this disclosure are set out in 'The Local Government Pension Scheme Regulations (Northern Ireland) 2014' (as amended) and 'The Local Government Pension Scheme (Amendment and Transitional Provisions) Regulations (Northern Ireland) 2014' (as amended).

Funding/Governance Arrangements

The funded nature of the LGPS requires Sport NI and its employees to pay contributions into the Fund, calculated at a level intended to balance the pension liabilities with investment assets. For 2019-20 the contribution rates were 20% employers' and ranging between 5.5% and 10.5% employees' (2018-19: 19% employers' and ranging between 5.5% and 10.5% employees'). A further employers' one off deficit recovery contribution was paid directly to NILGOSC at the beginning of 2019-20, this was in line with the Funding Strategy Statement. Information on the framework for calculating contributions to be paid is set out in 'The Local Government Pension Scheme Regulations (Northern Ireland) 2014' and the Fund's Funding Strategy Statement. The last actuarial valuation was at 31 March 2019 and the contributions to be paid until 31 March 2023 resulting from that valuation are set out in the Fund's Rates and Adjustment Certificate.

The Northern Ireland Local Government Officers' Superannuation Committee is responsible for the governance of the Fund.

Assets

The assets allocated to the Employer in the Fund are notional and are assumed to be invested in line with the investments of the Fund for the purposes of calculating the return over the accounting period. The Fund holds a significant proportion of its assets in liquid investments. As a consequence there will be no significant restriction on realising assets if a large payment is required to be paid from the Fund in relation to an employer's liabilities. The assets are invested in a diversified spread of investments

and the approximate split of assets for the Fund as a whole (based on data supplied by the Committee) is shown in the disclosures.

The Committee may invest a small proportion of the Fund's investments in the assets of some of the employers participating in the Fund if it forms part of their balanced investment strategy.

Risks

Asset Volatility – The liabilities used for accounting purposes are calculated using a discount rate set with reference to corporate bond yields at the accounting date. If assets underperform this yield this will create a deficit in the accounts. The Fund holds a significant proportion of growth assets which, while expected to outperform corporate bonds in the long term, creates volatility and risk in the short term in relation to the accounting figures.

Changes in Bond Yield – A decrease in corporate bond yields will increase the value placed on the liabilities for accounting purposes although this will be marginally offset by the increase in the assets as a result (to the extent the Fund invests in corporate bonds).

Inflation Risk – The majority of the pension liabilities are linked to either pay or price inflation. Higher inflation expectations will lead to a higher liability value. The assets are not perfectly correlated with inflation meaning that an increase in inflation will increase the deficit.

Life Expectancy – The majority of the Fund's obligations are to provide benefits for the life of the member following retirement, so increases in life expectancy will result in an increase in the liabilities.

Exiting Employers – Employers which leave the Fund (or their guarantor) may have to make an exit payment to meet any shortfall in assets against their pension liabilities. If the Employer (or guarantor) is not able to meet this exit payment the liability may in certain circumstances fall on other employers in the Fund. Further the assets at exit in respect of 'orphan liabilities' may, in retrospect, not be sufficient to meet the liabilities. This risk may fall on other employers. 'Orphan liabilities' are currently a small proportion of the overall liabilities in the Fund.

For the 2019 valuation the Committee decided to adjust the approach used to notionally allocate assets to individual employers within the Main Employer Group and instead of tracking the position of each employer, it would track the position of the Main Employer Group as a whole, and the assets notionally allocated to each employer would be based on their liabilities and the funding level of the group as a whole. As a result of this change the assets used for accounting purposes for employers within the Main Employer Group have been re-balanced and potentially could be materially different that if they were rolled forward from last year's accounting figures. This difference is included in gains/losses item in the employer's accounting figures as at 31 March 2020.

The principal assumptions used by the actuary in updating the latest valuation of the Fund for IAS19 purposes were:

11.1 Principal Financial Assumptions (% per annum)

	2019-20	2018-19
	Years	Years
Duration of liabilities (years)*	24.3	24.7
	%PA	%PA
Discount rate	2.3	2.5
CPI Price Inflation (Pension Increase)**	1.9	2.1
Pension accounts revaluation rate ***	1.9	2.1
Salary increases ***	3.4	3.6

(1) The duration of the Fund's liabilities is the average period between the calculation date and the date at which benefit payments fall due. Durations will be calculated to the nearest 0.1 years based on the output of the most recent valuation exercise of the Employer's funded liabilities. The assumptions are rounded to the nearest 0.1p.a.

(2) Pension increases on pension in excess of Guaranteed Minimum Pension in payment where appropriate. Revaluation rate of pension accounts is set equal to the assumption for pension increases.

(3) This has been set as 1.5% above the CPI inflation assumption which is consistent with the assumption used at the 2019 Valuation.

11.2 Mortality Assumptions

The mortality assumptions are based on actual mortality experience of members within the Fund based on analysis carried out as part of the 2019 Actuarial Valuation, and allow for expected future mortality improvements. Sample life expectancies at age 65 resulting from these mortality assumptions are shown below.

Post retirement mortality (retirement in normal health)

Males	31-Mar-20	31-Mar-19
Year of Birth base table	Standard SAPS S2P tables	Standard SAPS S2P tables
Rating to above base table (years)*	0	0
Scaling to above base table rates (current pensioners)	105%	95%
Scaling to above base table rates (current non-pensioners)	110%	n/a
Improvements to base table rates	CMI 2018 projections (Sk 7.5, A 0.0) with long term rate of improvement of 1.5% p.a.	CMI 2017 core projections with long term rate of improvement of 1.5% p.a.
Future lifetime from age 65 (aged 65 at accounting date)	21.8	22.6
Future lifetime from age 65 (aged 45 at accounting date)	23.2	24.3

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Females	31-Mar-20	31-Mar-19
Year of Birth base table	Standard SAPS S2P tables	Standard SAPS S2P tables
Rating to above base table (years)*	0	0
Scaling to above base table rates (current pensioners)	90%	90%
Scaling to above base table rates (current non-pensioners)	95%	n/a
Improvements to base table rates	CMI 2018 projections (Sk 7.5, A 0.0) with long term rate of improvement of 1.5% p.a.	CMI 2017 core projections with long term rate of improvement of 1.5% p.a.
Future lifetime from age 65 (aged 65 at accounting date)	25.0	24.9
Future lifetime from age 65 (aged 45 at accounting date)	26.4	26.7

Commutation	Each member was assumed to surrender pension on retirement, such that the total cash received (including any accrued lump sum from pre-2009 service) is 75% of the permitted maximum	Each member was assumed to surrender pension on retirement, such that the total cash received (including any accrued lump sum from pre-2009 service) is 75% of the permitted maximum
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*** A rating of x years means that members of the Fund are assumed to follow the mortality pattern of the base table for an individual x years older than them. The ratings shown apply to normal health retirements. Different rates may apply to retirement in ill health.**

11.3 Asset Allocation

The approximate split of assets for the Fund as a whole is shown in the table below.

	Asset split			Asset split
	at 31 March 2020 (%)			at 31 March 2019 (%)
	Quoted	Unquoted	Total	Total
Equities	42.6	-	42.6	59.5
Property	-	10.0	10.0	11.2
Government	26.1	-	26.1	16.5
Corporate Bonds	12.6	-	12.6	7.0
Cash	4.7	-	4.7	2.7
Other	0.6	3.4	4.0	3.1
Total	86.6	13.4	100	100

11.4 Reconciliation of Funded status to Statement of Financial Position (SoFP)

Reconciliation of Funded status to Statement of Financial Position	31-Mar-20	31-Mar-19
	£000s	£000s
Fair value of assets	25,140	31,090
Present value of funded defined benefit obligation	35,543	37,107
Funded status	(10,403)	(6,017)
Unrecognised asset	-	-
Asset/(Liability) recognised on the SoFP	(10,403)	(6,017)

The split of the liabilities at the last valuation date between the various categories of members was as follows:

Active Members	46%
Deferred Pensioners	29%
Pensioners	25%

11.5 Breakdown of Amounts Recognised in Statement of Comprehensive Net Expenditure (SoCNE) and Other Comprehensive Expenditure (OCE)

Amount Charged to Net Expenditure Account	31-Mar-20	31-Mar-19
	£000s	£000s
Operating Cost		
Current Service Cost *	1,124	1,041
Past Service Cost (including curtailments)	-	96
Settlement Cost	-	-
Financing Cost		
Interest on net defined benefit liability	142	160
Pension Expense Recognised in the SoCNE	1,266	1,297
Re-measurements in Other Comprehensive Expenditure		
Return on plan assets (in excess of)/Below that recognised in net interest	6,933	(1,298)
Actuarial losses due to change in financial assumptions	10	1,790
Actuarial (gains) due to change in demographic assumptions	(1,230)	(1,604)
Actuarial (gains)/losses due to liability experience	(1,937)	42
Total Amount Recognised in Other Comprehensive Expenditure	3,776	(1,070)
Total Amount Recognised	5,042	227

* *The current service cost includes an allowance for the administration expenses of £0.015m (31 March 2019: £0.012m).*

11.6 Movement in Deficit During the Year

Movement in Deficit During the Year	31-Mar-20	31-Mar-19
	£000s	£000s
Deficit in scheme at beginning of year	(6,017)	(6,534)
Movement in the year		
Current service costs	(1,124)	(1,041)
Past service costs (including curtailments)	-	(96)
Contributions	656	744
Net charge on Assets	(142)	(160)
Actuarial (loss)/gain	(3,776)	1,070
Deficit in Scheme at End of Year	(10,403)	(6,017)

11.7 Changes to Present Value of Defined Benefit Obligation During the Accounting Period

	31-Mar-20	31-Mar-19
	£000s	£000s
Opening defined benefit obligation	37,107	35,020
Current service cost	1,124	1,041
Interest expense on defined benefit obligation	922	908
Contributions by participants	201	213
Actuarial losses due to changes in financial assumptions	10	1,790
Actuarial (gains) due to changes in demographic assumptions	(1,230)	(1,604)
Actuarial (gains)/losses due to liability experience	(1,937)	42
Net benefits paid out	(654)	(399)
Past service costs (including curtailments)	-	96
Net increase in liabilities from disposals/acquisitions	-	-
Settlements	-	-
Closing defined benefit obligation	35,543	37,107

11.8 Changes to the Fair Value of Assets During the Accounting Period

	31-Mar-20	31-Mar-19
	£000s	£000s
Opening fair value of assets	31,090	28,486
Interest income on assets	780	748
Re-measurement gains/(losses) on assets	(6,933)	1,298
Contributions by the employer	656	744
Contributions by participants	201	213
Net benefits paid out	(654)	(399)
Net increase in liabilities from disposals/acquisitions	-	-
Settlements	-	-
Closing fair value of assets	25,140	31,090

11.9 Actual Return on Assets

	31-Mar-20	31-Mar-19
	£000s	£000s
Interest income on assets	780	748
Re-measurement gain/(loss) on assets	(6,933)	1,298
Actual return on assets	(6,153)	2,046

11.10 Sensitivity Analysis

The results shown above are sensitive to the assumptions used. The approximate impact of changing the key assumptions on the present value of the funded defined benefit obligation as at 31 March 2019 and the projected services cost for the year ending 31 March 2020 are set out below. In each case, only the assumption mentioned is altered, all other assumptions remain the same and are summarised in the notes above. Sensitivity of unfunded benefits (where applicable) are not included on materiality grounds.

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Discount rate assumption			
Adjustment to discount rate	+0.1 p.a.	Base Figure	-0.1 p.a.
Present value of total obligation (£M)	34.690	35.543	36.417
% change in present value of total obligation	-2.4%		2.5%
Projected service cost (£M)	1.067	1.111	1.156
Approximate % change in projected service cost	-3.9%		4.1%
Rates of general increase in salaries			
Adjustment to salary increase rate	+0.1 p.a.	Base Figure	-0.1 p.a.
Present value of total obligation (£M)	35.718	35.543	35.371
% change in present value of total obligation	0.1%		-0.1%
Projected service cost (£M)	1.111	1.111	1.111
Approximate % change in projected service cost	0.0%		0.0%
Rate of increase to pensions in payment and deferred pensions assumption, and rate of revaluation of pension accounts assumption			
Adjustment to pension increase rate	+0.1 p.a.	Base Figure	-0.1 p.a.
Present value of total obligation (£M)	36.344	35.543	24.763
% change in present value of total obligation	2.3%		2.2%
Projected service cost (£M)	1.156	1.111	1.067
Approximate % change in projected service cost	4.1%		-3.9%
Post retirement mortality assumption			
Adjustment to mortality assumption *	-1 Year	Base Figure	+1 Year
Present value of total obligation (£M)	36.675	35.543	34.420
% change in present value of total obligation	3.2%		-3.2%
Projected service cost (£M)	1.153	1.111	1.069
Approximate % change in projected service cost	3.8%		-3.8%

* A rating of +1 year means that members are assumed to follow the mortality pattern of the base table for an individual that is 1 year older than them.

11.11 Estimated Profit and Loss/Surplus or Deficit in Future Periods

The figures below are provided based on the assumption as at 31 March 2020 outlined above.

Funded LGPS Benefits - Expected Amounts Charged to SoCNI	31-Mar-21
	£000s
Current service cost *	1,111
Interest on the net defined benefit liability/(asset)	233
Total	1,344

* The projected service cost includes an allowance for administration expenses of £0.015m and estimated payroll costs of £3.016m in the period ending 31 March 2020.

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The pension cost shown in next year's accounts might be different to that shown above for the following reasons:

- (A) Actual increase in payroll being different to that used in the calculations. The difference in payroll will particularly affect the current service cost;
- (B) Past service costs may not be zero (this cost is that resulting from benefit augmentations or unreduced early retirement of individual members before age 60 or on the grounds of efficiency);
- (C) Curtailment/settlement events may occur; and
- (D) Actual cash-flows over the next year may differ from those assumed.

11.12 Funded Benefits

The following data has been used in evaluating the figures noted above:

Active Members as at 31 March 2019	Number	Total Pay (£M)
Total	99	2.937

Pensioner & deferred pensioner members as at 31 March 2019	Number	Total Pension (£M)
Deferred members	130	0.436
Pensioner and dependants	58	0.47

Funded cash-flow data provided	Months Provided	Amount Provided (£M)	Amount Used (£M)
Employer - Normal contributions	11	0.535	-
Employer - Additional capital contributions	12	0.073	-
Employer - Early retirement strain on fund payments	11	-	-
Total contributions by the Employer			0.656
Employee - Normal contributions	11	0.185	
Employee - Added years contributions	11	-	
Total contributions by Participants			0.201
Transfers in		-	-
Other income		-	-
Transfers out		-	-
Retirement lump sums		-	-
Other outgo		-	-
Death in service lump sums *		-	-
Benefits paid (i.e. pension paid)		-	-
Net benefits paid out **		-	0.654

* Calculated over the year to be £0.003m.

** Figure includes an allowance for expenses of £0.015m.

Sports Council for Northern Ireland Exchequer Account 2019-20

Annualised pensionable payroll over the accounting period	(£M)*
Period ending 31 March 2020	2.916
Period ending 31 March 2019	3.036

* These figures have derived from the contributions paid over the relevant accounting period.

11.13 Fund Return

The investment return used to roll forward the notional share of assets from the last formal valuation of the fund to the accounting date has been calculated using returns provided by the Fund Administering Authority, where known. Where necessary, index returns appropriate to the mix of assets have been used for any remaining period to obtain an estimate of the total return over the period to the accounting date.

The overall annualised Fund return over the accounting period has been calculated as -2.5% and this has been used to roll forward the assets notional allocated to the Employer at the 2019 valuation.

12. Leases

Total future minimum lease payments under operating leases are given in the table below, for each of the following periods:

	2019-20 £	2018-19 £
Land and Buildings		
Not later than one year	100,648	100,648
Later than one year and not later than five years	221,347	222,592
Over Five Years	59,706	114,114
Total	<u>381,701</u>	<u>437,354</u>

£151,922 (2018-19: £144,398) was included as an expense on operating leases within rent and rates in the Statement of Comprehensive Net Expenditure, of which £15,972 was recharged to the Sports Council Lottery Account (2018-19: £29,830)

The land which Tollymore National Outdoor Centre resides on is leased and is subject to rent reviews every five years. Sport NI also leases land for outdoor activities.

The House of Sport rental agreement with Department for Communities is on a rolling basis, cancellable with 6 months prior notice. There are no specific rent reviews contained within the lease.

Sports Institute facilities are rented from Ulster University. The current 20 year agreement is valid until 31 December 2025.

13. Capital Commitments

Sports Council had £2,000 capital commitments as at 31 March 2020 (31 March 2019: Nil). Capital commitments relate to contractual obligations not delivered pre-31st March due to COVID-19 lockdown.

14. Other Financial Commitments

Sports Council had £69,000 of other financial commitments at 31 March 2020 (31 March 2019: Nil).

15. Contingent Liabilities Disclosed Under IAS 37

Sports Council is aware of four contingent liabilities at 31 March 2020 as follows:

One contingent liability exists as a result of an historic judicial review and two as a result of ongoing industrial tribunals. Outgoing expenditure cannot be reliably estimated and has been deemed unlikely for two of these contingent liabilities. There is potential for approximately £30,000 costs in respect of one of the tribunals, but the likelihood is considered to be low.

A fourth contingent liability is in respect of the Court of Appeal judgment on backdated PSNI Holiday Pay. On 17 June 2019 the Court of Appeal ruled in respect of Northern Ireland Industrial Tribunal's November 2018 decision on cases taken against the PSNI on backdated Holiday Pay. It is recognised that the final detail remains to be determined by the Industrial Tribunal which will be guided by the Supreme Court's Judgement scheduled for June 2021.

This is an extremely rare and complex case with a significant number of issues that still need to be resolved, including further legal advice with regards to the Judgement; the scope; timescales; process of appeals and engagement with Trade Unions. The legal issues arising from this judgment and the implications for the Northern Ireland Civil Service (NICS) and wider public sector will need further consideration. The Department of Finance (DoF) is leading a piece of work across the NICS, reviewing the implications for each of the major staffing groups across the public sector.

Until there is further clarity when this work has concluded, and based on the inherent uncertainties in the final decision that will be made, a reliable estimate cannot be provided at this stage.

16. Related Parties

Individual	Organisation	Relationship	Other Expenditure in Year	Grant Payments in Year	Grants Awarded in Year	Balance at 31 March 2020
Jackie Bryson	Mountain Training Limited	Director	838	-	-	-
Kyle Ferguson	Irish Football Association	Educational Partnership & External Consultant	-	21,745	-	-
	Sport Ireland	External Consultant	-	2,200	2,600	2,600
	University of Ulster	Salaried Employee	200,247	8,375	-	-
Kieran Harding	Irish Football Association	Consultant	-	21,745	-	-
	Glentoran Football Club	Salaried Employee	-	13,437	7,275	7,275
George Lucas	Belfast Boat Club	Person Connected - Subscribing Member	-	8,878	144,292	15,475
Michael Matthews	Rathmore Grammar School	Board Member	-	-	29,198	29,198
Antoinette McKeown	Glentoran Football Club	Person Connected - Salaried Employee	-	13,437	7,275	7,275
John News	Sported	Volunteer Mentor	-	9,526	-	-

Other related parties include:

The Sports Council is a Non-Departmental Public Body sponsored by the Department for Communities. The Department for Communities is regarded as a related party and during the year the Sports Council had various material transactions with it including lease payment as referred to in Note 12 above and Grant in Aid as shown in the Statement of Changes in Taxpayers Equity.

The Sports Council's Lottery Account is also regarded as a related party to the Sports Council Exchequer Account. At 31 March 2020 £533,071 (2018-19: £330,593) was owed by the Sport NI Lottery Distribution Account to this account in respect of salary and other administrative costs incurred.

As a matter of policy and procedure, Sports Council maintains a publicly available register of interests where Council Members and staff declare any direct interest in grant applications made to Sports Council or any commercial relationships of Sports Council. In addition, Exchequer grants were paid during the year to a number of organisations in which Council Members declared an interest. Having declared an interest Council Members are required to leave the meeting while the relevant application is discussed and a decision is made.

Staff across the organisation have interests in a wide range of sporting clubs and other organisations that SNI may do business with. Sport NI have adequate procedures in place to ensure that staff are removed from any decision making process where they may be, or be perceived to be, conflicted.

17. Third Party Assets

There are no third party assets as at 31 March 2020 (31 March 2019: Nil).

18. Events After the Reporting Period

Events after the balance sheet date are those material events, both favourable and adverse, that occur between the end of the reporting period and the date when the accounts are authorised for issue. There have been no events that require adjustment to the accounts. The impact of COVID and EU Exit have been considered in the Performance Report Overview on page 11 and Governance Statement on page 59.

Date of Authorisation for Issue

The Accounting Officer authorised the issue of these financial statements on 26 March 2021.