

SPORT NI CORPORATE PLAN 2020-2025



NOVEMBER 2020 EQUALITY IMPACT ASSESSMENT

REF	Corporate Plan Equality Impact Assessment
PURPOSE	Final Draft for Section 75 Consultation
DATE:	6 November 2020

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PREFACE

Further to the statutory duties attached to Section 75 of the Northern Ireland Act 1998, Sport Northern Ireland (Sport Northern Ireland) committed to carrying out an Equality Impact Assessment (EQIA) on each policy or programme where screening had indicated that there may be significant implications in relation to one or more of the nine equality grounds. The Sport NI Corporate Plan 2020-2025 was screened and while no significant implications were identified, a full draft Equality Impact Assessment has been completed. Further to the screening, this draft report has been made available as part of the formal consultation stage of the Corporate Plan.

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

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

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YOUR RESPONSE MUST BE RECEIVED BY 4PM ON 19th FEBRUARY 2021

FOREWORD

Sport Northern Ireland is pleased to present for consultation our draft EQIA report on the Corporate Plan 2020-2025.

This Corporate Plan sets out Sport Northern Ireland's mission, strategic outcomes, values, anticipated approaches and priorities over the next five years. Sport Northern Ireland has continued to work in partnership with the Department for Communities (DfC) as they develop a new NI Executive strategy for sport and physical activity in NI.

In taking forward our draft Corporate Plan 2020-25, Sport NI was committed to bringing our Cornerstones of equality and good relations; rights and inclusion; and duty of care to all in the sports system to life, ensuring that we achieve wellness and well-being for all involved. As such we have engaged in extensive stakeholder engagement throughout the corporate plan development phase, giving equality groups and disadvantaged communities a voice, with full buy-in achieved for our strategic priorities.

Sport NI remains clear that public and policy is enriched and at it optimum when the needs of everyone in our society are heard and listened to. We remain committed to ensuring that everyone has access to quality sports and physical recreation opportunities and nobody gets left behind. We are also committed to ensuring that every athletes with talent has the opportunity to fulfil their potential at their highest level and all barriers to that are removed. *That's why your views on our draft Corporate Plan and this associated equality impact assessment are so vital to us.*

Sport Northern Ireland has endeavoured to work within the spirit and letter of Section 75 of the Northern Ireland Act, including the development of systematic procedures to ensure that all our policies, procedures, programmes and strategies are routinely subject to rigorous scrutiny. This overarching EQIA of our next corporate business cycle builds on this foundation to ensure that the principles of equality, good relations, rights and inclusion embodied in Section 75 continue to be enshrined at the highest corporate and strategic levels within the organisation and mainstreamed throughout delivery to the public we serve.

We look forward to engaging with you on the Corporate Plan and equality impact assessment and we encourage your feedback so that together we can make sport better for all.

Antoinette McKeown
CEO

1. INTRODUCTION

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

SECTION 75

- 1.2 Section 75 (1) of the Northern Ireland Act 1998 requires that Sport Northern Ireland shall, 'in carrying out its functions in Northern Ireland, have due regard to the need to promote equality of opportunity' between the following nine Section 75 grounds: Persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation; Men and women generally; Persons with a disability and persons without; and Persons with dependents and persons without.
- 1.3 In addition and without prejudice to these obligations, in carrying out its functions, Sport Northern Ireland is also committed to have due regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.
- 1.4 Our Revised Equality Scheme (December 2020) sets out arrangements as to how we propose to fulfil our statutory duties under Section 75. The Equality Scheme acknowledges the commitment to carry out equality impact assessments (EQIAs) and policy reviews on existing policies and to develop new policies as required.
- 1.5 We have conducted equality screening consultations both internally and externally as a method of screening all policies and programmes to assess any which may potentially impact on equality of opportunity and/or good relations obligations.
- 1.6 Over and above the statutory obligations we routinely screen all policies in line with our Disability Action Plan (2017-2020) to ensure positive attitudes towards people with a disability.

2. ABOUT SPORT NI

BACKGROUND AND CONTEXT

- 2.1** Sport NI is the lead development public body for sport and physical recreation in Northern Ireland. We are established under the Recreation and Youth Service Order 1986 for the furtherance of sport and physical recreation in Northern Ireland. Sport NI is the main statutory body, through which public funding for sports in Northern Ireland is channelled. Sport NI is primarily funded by grant in aid from the Department for Communities and the National Lottery. Sport NI works with a wide range of partners and stakeholders to ensure we meet our obligations in relation to the above.

TOLLYMORE NATIONAL OUTDOOR CENTRE

- 2.2** Tollymore National Outdoor Centre (TNOC) is the only recognised National Outdoor Centre on the island of Ireland. As part of a wider network of UK National Outdoor Centres, TNOC plays a key role in leading and assisting the development of outdoor adventure sports, working with and supporting a range of partners including governing bodies of sport, private sector providers and various sectoral training bodies such as Mountain Training UK and the Mountain Training Board of Ireland. TNOC is unique within Sport NI in that it provides a range of services direct to the public which in turn provides insights into their experience of sport and the shifting patterns and trends in participation in sport and physical recreation. Tollymore's 'reach' extends far beyond those who visit the Centre each year, so those who complete skills and leadership training at the Centre providing cascade benefits to thousands more individuals every year over many years.

THE SPORT NORTHERN IRELAND SPORTS INSTITUTE

- 2.3** The Sports Institute (SNISI), based at Jordanstown, focuses on improving sport performance through the provision of science, medicine and programme support to National Governing Bodies. Institute staff work directly with coaches and athletes to maximise the training gains needed to enhance performance. The Institute's work demonstrates strong collaboration with other institutes within the UK and Ireland; reflecting NI's unique position at the intersection of both UK and Irish pathways.

3. DEFINING THE AIMS OF THE POLICY

Guidance: At the beginning of an EQIA, it is important to spend time determining the aims of the policy. This is the foundation stage in the development of an EQIA and should therefore be afforded due attention. The policy aim is the focal point defining the public authority's intended outcomes, in terms of results and visible effects ultimately on members of the public, and will guide the subsequent development of an EQIA.

STRATEGY FOR SPORT VISION STATEMENT

3.1 The vision of 'Sports Matters: The Northern Ireland Strategy for Sport and Physical Recreation 2009-2019' sets a vision for '...a culture of lifelong enjoyment and success in sport'. Sport NI's partner department, the Department for Communities (DfC), is developing a new strategy for sport and physical activity in NI and Sport NI continues to play our part in supporting this critical development. Sport Matters set a solid strategic framework in the interim period. Sport NI continues to work closely with our DfC colleagues as we operate under the strategic framework of Sports Matters and transition to a new strategy for sport.

SPORT NI MISSION STATEMENT

3.2 We are passionate about maximising the power of sport to change lives. By 2025, we want the power of sport to be recognised and valued by all.

SPORT NI VALUES

3.3 Sport NI's Board, leadership, management and staff have invested energy and commitment into defining a culture that reflects our passion for sport and our wish to be a high performing sports team which demands of ourselves what we expect of our local sports communities, volunteers, coaches and our best athletes.

3.4 Sport NI's DNA has enabled the organisation to develop a value driven draft strategy and we are committed to embedding a strong sporting culture within the sporting system so that sporting organisations can thrive. Our four values are:

- Excellence
Relentless about being better;
- Integrity
Doing the right thing, even if nobody is looking;
- Collaboration
Strong teamwork and partnerships;
and



- Learning Growing ourselves, the organisation and the sector

Each value has a set of behaviours which we expect of ourselves and that which you should expect to see when you engage with us. These values form part of our DNA.

SPORT NI OBJECTIVES

3.5 Sport NI objectives are set by the Recreation and Youth Service Order 1986; for the furtherance of sport and physical recreation in Northern Ireland. Sport NI has a range of functions including the following:

- Advising on matters relating to sport and physical recreation, our 'government department (Department for Communities; DfC) and other government departments, education, 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 in 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'.

SPORT NI STRATEGIC CONTEXT

3.6 This plan seeks to build on the success of previous Sport NI corporate plans, on 'Sport Matters, the Executive Strategy for Sport and Physical Recreation 2009-2019', and is firmly aligned to the Draft Programme for Government 2016- 2021.

3.7 As we go into the next five years, the impact of the COVID19 pandemic, Brexit and a number of strategic and policy matters will impact on our work and the way in which we work.

3.8 The draft Programme for Government Framework 2016 contains 14 strategic outcomes which, when taken together, set a clear direction of travel for the Executive. The outcomes touch on every aspect of government, including the attainment of good health and education, economic success and confident and peaceful communities. Sport NI's Corporate Plan 2020 – 2025 will align with the Programme for Government and we will remain adaptable to best fit future iterations.

3.9 The 'New Decade, New Approach' Deal established the basis for the restoration of the Executive in January 2020. It promises significant changes and investment in almost every sector, including sport and physical recreation.

- 3.10** 'Sport Matters: The Northern Ireland Strategy for Sport and Physical Recreation 2009-2019' and 'Strategy 2020: a new Strategy for Sport and Physical Activity in NI 2020-30': Sport NI's partner department, Department for Communities (DfC), is developing a new strategy for sport and physical activity in NI and Sport NI continues to play our part in supporting this critical development. Sport Matters set a vision for 'a culture of lifelong engagement and success in sport' and provides a solid strategic framework in the interim period. Sport NI continues to work closely with our DfC colleagues as we operate under the strategic framework of Sports Matters and transition to a new strategy for sport.
- 3.11** Community Planning Partnerships Community Planning aims to improve the connection between all the tiers of Government and wider society through partnership working to jointly deliver better outcomes for everyone. Community Planning Partnerships have been established in each of the 11 council areas comprising of the council, statutory bodies, agencies and the wider community - including the community and voluntary sector. Sport NI is a Community Planning Statutory Partner. The partners develop and implement a shared plan for promoting the well-being of an area; improving community cohesion and the quality of life for all citizens. The Community Planning Partnerships continue to be a valuable asset for Sport NI in the delivery of sport and physical recreation. We will continue to seek out agreed action to deliver on our outcomes and deliver maximum benefit within each council area. The Community Planning Partnerships provide a strategic opportunity to enable a more accessible and connected approach to delivery of the sporting system locally; to improved sustained participation in sport and recreation generally, and specifically from under-represented groups.
- 3.12** While we are more successful than ever in terms of sustaining participation in sport and physical recreation, (Continuous Household Survey 2018/19 noted a 2% rise in overall sports participation numbers to 56%, which was sustained in 2019/20), there are barriers that still exist for many in our society. Challenges remain for people with a disability, women and girls, older people, carers, black and minority ethnic communities and our LGBTQ+ communities. Whilst we have seen an increase in the support for, and the profile of, women in sport, there is much still to do which we aim to address within the next period. Consequently, the participation rates for these groups remain significantly below the general rates of participation. We know there are critical points in people's lives when, for a range of reasons, they are at risk of dropping out of participation. We will continue to work to mitigate these drop outs.
- 3.13** Whilst the general up-turn in participation rates must be celebrated, recent research has unearthed worrying trends particularly amongst younger people. The Children's Sport and Physical Activity Study (2018) highlights a worrying decline in children's participation in sport, physical recreation and physical education. When taken in conjunction with rising obesity levels amongst children, this paints a worrying picture for life-long activity rates and health enjoyment.
- 3.14** Additionally, we know that there is a growing trend to participate more in formally and autonomously in sport and physical recreation outside the club structure. We

must retain an inclusive offering so that people can remain physically active in the way that best suits them.

- 3.15** The impacts of COVID 19 pandemic, including: the temporary cessation of all sporting activities and the associated loss of income for the sector; the critical role of governing bodies and sports clubs in the community voluntary response efforts; the transition of the sports sector to digital platforms, to maintain communications and connectivity; the restricted exercise regulations that realised an increase in running and cycling activities, have all been considered in Sport NI's response to the crisis, and in optimising the opportunity to emerge with resilience and strength and build back better

SPORTING CONCEPTS - THE VALUE OF SPORT

- 3.16** Sport and physical recreation makes an invaluable contribution to individual emotional, mental and physical well-being. Sport and physical recreation provides essential capabilities such as a growth mind set, higher levels of physical literacy, improved emotional states, and a sense of belonging and connection. Indeed, by changing many individual lives, the power of sport can be realised societally; in its contribution to health and well-being, educational attainment, community cohesion, as well as the economic impact realised from associated jobs and events. As we emerge from the COVID19 pandemic, the outcomes and benefits of sport have never been more important to realise for our society.

SPORTING CONCEPTS - THE SPORTING SYSTEM AND CULTURE

- 3.17** The sporting system is comprised of many different elements that operate interdependently and require the support of multiple partners in order to thrive. We will work with our partners to develop a sporting system, which is appropriate for this region's development needs and which supports the implementation of an inclusive and supportive sporting culture. We will move from a culture that is focused on compliance and targets, to one that facilitates the cultural practices of 'participant focused' positive experiences. In particular, we are committed to much needed transformative change in how sports, the media, general public and young people view female sport, ensuring cultural and structural barriers are removed as we change mind-sets in this critical area of sports development.
- 3.18** A strong sports system is a widely used and understood concept in sport development across the world and it enables nations and regions to develop an effective set of standards that define what is "good". It also enables bench learning with other sporting bodies. A sports system for Northern Ireland will reflect the fact that we operate across two sporting jurisdictions (UK and Ireland) and as such, we will wish to capitalise on the strengths of both systems and give them due regard. The sporting system is comprised of many different elements that operate interdependently and require the support of multiple partners in order to thrive.

The Sporting System



3.19 We will work with our partners to implement an inclusive and supportive sporting culture that ensures that the sporting system is accessible to all and specifically to people with a disability, women and girls, older people, carers, black and minority ethnic communities and our LGBTQ+ communities. We will move from a culture that is focused on compliance and targets to one that facilitates the cultural practices of participant focused positive experiences. Therefore, to continue to improve sustained participation in sport and physical recreation in the general population and specifically for underrepresented groups, Sport NI must work strategically with partners to improve the accessibility, connectivity and quality of the sporting system.

ENVIRONMENTAL CONTEXT - COVID 19

3.20 The COVID-19 pandemic, also known as the coronavirus pandemic, is an ongoing global pandemic of coronavirus disease 2019 (COVID-19), caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). The outbreak was first identified in December 2019 in Wuhan, China. The World Health Organization declared the outbreak a Public Health Emergency of International Concern on 30 January 2020 and a pandemic on 11 March. As of 28 July 2020, more than 16.4 million cases of COVID-19 have been reported in more than 188 countries and territories, resulting in more than 654,000 deaths; more than 9.59 million people have recovered.

- 3.21 The virus is primarily spread between people during close contact most often via small droplets produced by coughing, sneezing, and talking. It is most contagious during the first three days after the onset of symptoms, although spread is possible before symptoms appear, and from people who do not show symptoms.
- 3.22 Authorities worldwide have responded by implementing travel restrictions, lockdowns, workplace hazard controls, and facility closures. Many places have also worked to increase testing capacity and trace contacts of infected persons.
- 3.23 The pandemic has caused global social and economic disruption, including the largest global recession since the Great Depression and global famines affecting 265 million people.¹ It has led to the postponement or cancellation of sporting, religious, political, and cultural events,¹ widespread supply shortages exacerbated by panic buying, and decreased emissions of pollutants and greenhouse gases. Schools, universities, and colleges have been closed either on a nationwide or local basis in 161 countries, affecting approximately 98.6 percent of the world's student population.
- 3.24 In Northern Ireland COVID 19 has had an impact on deaths, number of infected cases, the economy, employment, crime and specifically domestic abuse cases, benefits, education and schools, and mental health issues as recorded by NISRA at: <https://www.nisra.gov.uk/statistics/ni-summary-statistics/coronavirus-covid-19-statistics#skip-link> and the Department of Health at: <https://www.health-ni.gov.uk/topics/doh-statistics-and-research/covid-19-statistics>

POLICY AIMS

- 3.25 We are passionate about maximising the power of sport to change lives. By 2025, we want the power of sport to be recognised and valued by all.

POLICY OUTCOMES

Sport NI has proposed two high level outcomes to measure our work during the life of the Corporate Plan 2020 - 2025. We will commit to leading and contributing to positive, ‘population based’ change, through lifelong participation in and enjoyment of sport and physical recreation (Outcome One) and by celebrating sporting success at the highest level (Outcome Two).



3.26 Sport NI's core focus continues to be on growing and sustaining participation in sport and physical recreation; we recognise that this has the greatest impact on our people, our communities and our society and particularly as we merge from the COVID 19 pandemic. During this next Corporate Plan period (2020 – 2025) we aim to work with partners to get more people active and to support their transition into sustained participation in sport and physical recreation. In particular, we are acutely aware of the barriers to sport for many people and groups in society, including people with a disability, women and girls, older people, carers, black and minority ethnic communities and our LGBTQ+ communities. Closing the participation gap has, and continues to be, a priority for our partner department, the Department for Communities and Sport NI.

3.27 Sport NI recognises that high performance sport is a focus for a small number of people who excel in their field. These athletes operate in high performance programmes, led by National Performance Directors and Head Coaches. 'NI Athletes among the Best in World' is defined as athletes / teams succeeding at senior international level at World, Olympic, Paralympic, European and Commonwealth competition.

POLICY PRINCIPLES

3.28 The Corporate Plan, through a co-design and sporting systems based approach, has embedded cornerstones and principles.

3.29 This work will be characterised by a series of guiding principles. Sport NI will:

- Be focused on sporting outcomes;
- Be culture and value driven in our work;
- Value add and capacity build across the sports sector;
- Strategically engage with partners to lever the value of sport;
- Lead where appropriate, contribute where more appropriate;
- Be ambitious and smart about the choices we make and impact we have;
- Be confident and creative and;
- Make evidence based decisions.

POLICY CORNERSTONES

3.30 In order to ensure that any strong sporting system remains equitable and inclusive for all, we have established foundational cornerstones for our work. We remain focussed on our need to promote, embed and reinforce inclusivity and well-being. We will:

- Build a positive and inclusive sports culture;
- Promote wellness and well-being;
- Retain a duty of care to all those engaged in the sporting system and;
- Target sport in rural communities, in disadvantaged areas and with under-represented groups.

POLICY OUTCOMES AND OBJECTIVES

Outcome 1 People adopting and sustaining participation in sport and recreation.

3.31 Sport NI's core focus continues to be on growing and sustaining participation in sport and physical recreation; we recognise that this has the greatest impact on our people, our communities and our society and particularly as we merge from the COVID 19 pandemic. During this next Corporate Plan period (2020 – 2025) we aim to work with partners to get more people active and to support their transition into sustained participation in sport and physical recreation. In particular, we are acutely aware of the barriers to sport for many people and groups in society, including people with a disability, women and girls, older people, carers, black and minority ethnic communities and our LGBTQ+ communities. Closing the participation gap has, and continues to be, a priority for our partner department, the Department for Communities and Sport NI. Indicators of success for Outcome One will come from a range of existing and new data sources, at both a population and programme level, including the Continuous Household Survey (CHS), the Young Person's Behaviours & Attitudes Survey (YPBAS), Young Life & Time/Kids Life and Time (YLT/ KLT) and the All-Ireland Children's Sport Participation and Physical Activity (CSPPA).

These indicators will include:

- % of adults & children participating in sport & physical recreation, including those from under-represented groups (women/girls, people with a disability and those living in areas of highest social need);
- % of adults & children who belong to a sports club;
- % of adults who have volunteered in sport in the last 12 months; and
- % of adults who have coached in the last 12 months.

Within each of these indicators, Sport NI will look for the 'story behind the headline', with a particular emphasis on what the data tells us about the experience of those groups of people who have traditionally been excluded from, or under-represented in, sport and physical recreation.

Outcome 2: NI Athletes Among the Best in World

3.32 Sport NI recognises that high performance sport is a focus for a small number of people who excel in their field. These athletes operate in high performance programmes, led by National Performance Directors and Head Coaches. 'NI Athletes among the Best in World' is defined as athletes / teams succeeding at senior international level at World, Olympic, Paralympic, European and Commonwealth competition. Indicators of success include medals won, numbers of athletes winning medals and placings (Top 8, Top 16) in these major championships and where appropriate, world rankings will be used. The ultimate indicator of success for NI athletes/teams is to hold the Number One ranking in the world.

Given that we operate across two sporting jurisdictions, Sport NI will work closely with key strategic partners (Sport Ireland and UK Sport), who also invest in high performance programmes containing athletes from Northern Ireland. Whilst a few sports do compete internationally as 'Northern Ireland', every Commonwealth Games offers athletes who normally represent either Team Ireland or Team GB in Olympic or Paralympic sport the opportunity to compete for Team NI. Sport NI uses the term 'performance pathway' to describe the sport based journey that

allows high-potential athletes to grow and be effectively prepared for high performance sport at senior international level. Sport NI support to performance pathway development will help sports understand how their pathway may need to adapt to international and/or best practice trends, where helps athletes to learn and thrive and also where it does not. Investment of expertise to enhance practice within performance pathways and to develop the coaches and performance people who steer them, will be key to sustaining current levels of success and building for future improvement.

POLICY INVESTMENT BUDGET

3.33 Sport NI manages National Lottery and Department for Communities exchequer investments. The draft budget for this corporate plan is;

	Exchequer*	Lottery	Total
2020/21	7,126	11,666	18,792
2021/22	7,126	4,026	11,152
2022/23	7,126	3,398	10,524
2023/24	7,126	1,198	8,324
2024/25	7,126	1,198	8,324
	35,630	21,486	57,116

*Exchequer budget assumed as revenue baseline for 2020-21 due to no formal confirmation of future budget. No capital budget assumed

OTHER ASSOCIATED POLICIES

3.34 In addition to those policies and strategies discussed under strategy context, the other policies that interact with the Sport NI Draft Corporate Plan 2020-2025 are:

- The DFC led new Strategy for Sport and physical activity under development, and presently 'Sport Matters' - The Northern Ireland Strategy for Sport & Physical Recreation 2009-2019.
- Sport NI Risk Management strategy and Risk Appetite Statement.
- Sport NI Equality Scheme 2020, Disability Action Plan 2017-20, Equal Opportunities Policy 2020, Annual Section 75 Reports.
- Governing Body Recognition Policy.
- Programmes policies and business cases, including: Sporting Clubs Programme, Sporting Winners Programme, Athlete Awards Programme, Pitch Maintenance Fund, Multi-Facilities Fund, Your School Your Club Programme, Everybody Active Programme, Outdoor Recreation Strategy and Action Plan, Active Living No Limits Strategy, Active, Fit and Sporty Programme, Safeguarding Children in Sport and Safeguarding Adults, and specific investments: such as: Northern Ireland Sports Forum, DSNI, Special Olympics.
- Sport NI Response to COVID 19 EQIA, including: Sporting Winners and Sporting Clubs extension; Sports Hardship Fund;

Covid Safe Sports Packs; Stability Fund, Build Back Better Programme, Return to Sport Framework and Guidance, Mental Wellbeing, and learning resources.

3.35 The draft Corporate Plan was prepared for public consultation, prior to COVID 19, however an analysis of the sporting sector's needs, in the content of the COVID19 pandemic indicated a need to adapt the Sport NI strategy to provide a proactive response. Hence The Corporate Plan EQIA should be read in conjunction with the Response to COVID 19 EQIA which takes account of the immediate hardship needs of the sector and the long term needs within the strategic direction of the draft Corporate Plan.

MAIN STAKEHOLDERS AFFECTED BY THE POLICY

3.36 The main stakeholders affected by this policy are:

- Sport and physical recreation participants and potential participants (all demographic categories and particularly S75 groups);
- Governing Bodies of Sport;
- Umbrella sports bodies;
- Clubs and their membership and potential membership;
- Community sporting organisations;
- Officials, administrators, coaches, volunteers (affiliated to a governing body or club or not);
- Schools;
- Councils;
- Health and education sector;
- Department for Communities.

POLICY ALIGNMENT AND S75

3.37 Taking into consideration the strategic framework of objectives, strategic outcomes and values outlined above, it is explicitly evident that the Sport NI Draft Corporate Plan 2020-2025 aligns to this framework, with cornerstones of inclusion and equality evident throughout this work.

3.38 There are longstanding inequalities in society linked to deprivation, education, gender, age, disability and ethnicity amongst other socio-economic factors. Sport is a microcosm of society and these inequalities will impact amongst those who engage in sport; as well as amongst those work or volunteer in sport. There is a growing body of evidence around the transformative power and value of sport. Sport has been shown to contribute to both the physical and mental wellbeing of participants. Furthermore, there is evidence that sport enables individual development, notably through volunteering, as well as community development via increased trust and reciprocity. The Active Lives Survey for Sport England in 2017 found that there was a 'dose response' relationship between physical activity levels and the four subjective wellbeing measure of life satisfaction, happiness, feeling worthwhile and anxiety. Furthermore, for those who volunteered as well as participated in sport, the scores for these measures were even more positive. It follows then that if sport and physical recreation are inherently enjoyable and also deliver wider wellbeing and societal benefits, then all people should have equal

access to it. The reality is that inequalities exist in terms of who takes part in sport and physical activity and therefore who benefits from it.

FACTORS OR FORCES THAT COULD CONTRIBUTE OR DETRACT FROM THE POLICY AIMS

3.39 The proposals within the Draft Corporate Plan reflect a number of forces, challenges, and opportunities and take account of the unprecedented impacts and learning from the COVID19 pandemic. Challenges have been outlined in the Corporate Plan as:

- The COVID19 pandemic resulted in the temporary closure of all organised sports activity, and a subsequent regulated phased return to sport; resulting in a challenge to the financial sustainability of sports organisations, membership retention and sports participation programmes. While Brexit was a key factor prior to this pandemic, and still is, the impact of the pandemic is a primary concern.
- Societal and lifestyle changes have led to a growing trend in individual participation or in other cases, to social isolation and inactivity.
- Isolated and time bound sporting interventions have a limited impact in sustaining participation in sport and physical recreation without effective transition management.
- The decline in children's experience of and participation in sport and physical recreation including physical literacy.
- Risk of drop out at key life points.

CONCLUSIONS OF THE SCREENING PROCESS

3.40 Sport NI screened the draft Corporate Plan in October 2020 and no adverse impact on Section 75 groups was determined.

3.41 However a full EQIA was completed to ensure we have fully considered S75 groups, good relations and the principles of equality.

GROUPS EXPECTED TO BENEFIT

3.42 The groups expected to benefit from this policy are the following:

- Sport and physical recreation participants and potential participants (all categories and particularly S75 groups);
- Governing Bodies of Sport;
- Umbrella sports bodies;
- Clubs and their membership and potential membership;
- Community sporting organisations;
- Officials, administrators, coaches, volunteers (affiliated to a governing body or club or not);
- Schools and young people.

3.43 While this strategy will deliver general population outcome and benefits, the specific Section 75 groups expected to particularly benefit from this policy because of the cornerstones of inclusion and equality are:

- Men and specifically women (gender);
- BAME (race);
- Younger people, older people and ages at risk of drop out (age);
- Single parents, families (marital status);
- LGBTQ plus (sexual orientation);
- People with a disability (Persons with a disability and persons without); and
- Carers; (persons with dependents and persons without).

RESPONSIBILITIES

3.44 It is essential to identify (i) the responsibilities which the public authority holds in relation to this policy; and (ii) the responsibilities held by other bodies (including other public authorities).

3.45 With regards to Section 75 (1) of the Northern Ireland Act 1998, it is the responsibility of Sport NI 'in carrying out its functions in Northern Ireland, have due regard to the need to promote equality of opportunity' between the following nine Section 75 grounds:

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

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

4. Considering Available Data and Research

Guidance: Public authorities should consider how they will collect information which will enable them to make a judgment on the extent of impact on the nine equality categories. (religious belief, political opinion, race, age, gender, disability, marital status, sexual orientation, people with dependants or without). The Commission encourages public authorities to work collectively on this.

For example authorities operating within the education or health and social services sectors may wish to work together both to ensure the most effective and efficient use of public resources and to access the optimum information. Likewise, information available within the public sector should be made available to those likely to be affected by policies to enable them to be fully informed of the basis on which decisions are made. Further guidance is available on page 11 of [Practical Guidance on Equality Impact Assessment](#) (pdf, 396Kb)

NI Executive guide
The NI Executive's, 'Practical Guide to Policy Making In Northern Ireland' provides advice for those working on developing or reviewing policy to ensure that policy is evidence-based, focused on outcomes, forward looking, 'joined up' and meets Northern Ireland requirements.

Section 75 data signposting guide
We have produced a new guide which provides signposts to Section 75 information sources, to assist those working in this area to ensure that their policy making is evidence based and complies with their Section 75 requirements in this regard. The guide was developed in partnership with NISRA and aims to be a starting point for those policymakers who are not sure where to look for Section 75 information relevant to the policy/decision they are equality assessing or monitoring.

Download

- [Section 75: Using Evidence in Policy Making - a signposting guide](#) (pdf)

INTRODUCTION

4.1 Sport NI has engaged extensively (through a conference, thematic engagement workshops, a series of public engagement and sectoral surveys and one to one meetings) and through a co-design approach, we have developed this Draft Corporate Plan. We have listened carefully.

4.2 We have been told through the engagement process that:

- The provision of accessible sport and physical recreation opportunities needs to transition effectively into connected pathways within the sporting system, in order to sustain participation generally and for underrepresented groups;
- A warm, welcoming, inclusive environment and quality coaching is key to sustaining participation, along with a diverse product offering to meet people's changing needs;
- Physical literacy in young people and others needs to be improved;
- People development is central to an effective sporting system;
- Equality and inclusion needs to be mainstreamed throughout the sporting system;
- The administrative burden on volunteers needs to be alleviated, to allow an increased focus on culture and practice; and
- A holistic view is needed to achieve the best outcomes for all who participate in sport and physical recreation, so that we can celebrate all of the sporting achievements.
- There needs to be business planning, modernisation and improved utilisation of digital technologies to adapt to a dynamic and challenging environment.

Specifically in relation to the COVID19 crisis, we have been told what is needed:

- Immediate and short term advice and guidance is required to help the sporting sector with implementing social distancing and understanding the process of easing lockdown.
- Consideration should be given on how to guide 'people development' through initiatives designed to include support for volunteers, coaches, leaders and officials to enable provision of a quality sporting experience for all.
- The impact of Covid-19 on children and young people, their health and wellbeing and participation in sport should be included in the response. Future investment should consider clubs and organisations who have not been able (to date) to access any Covid-19 related funding opportunities.

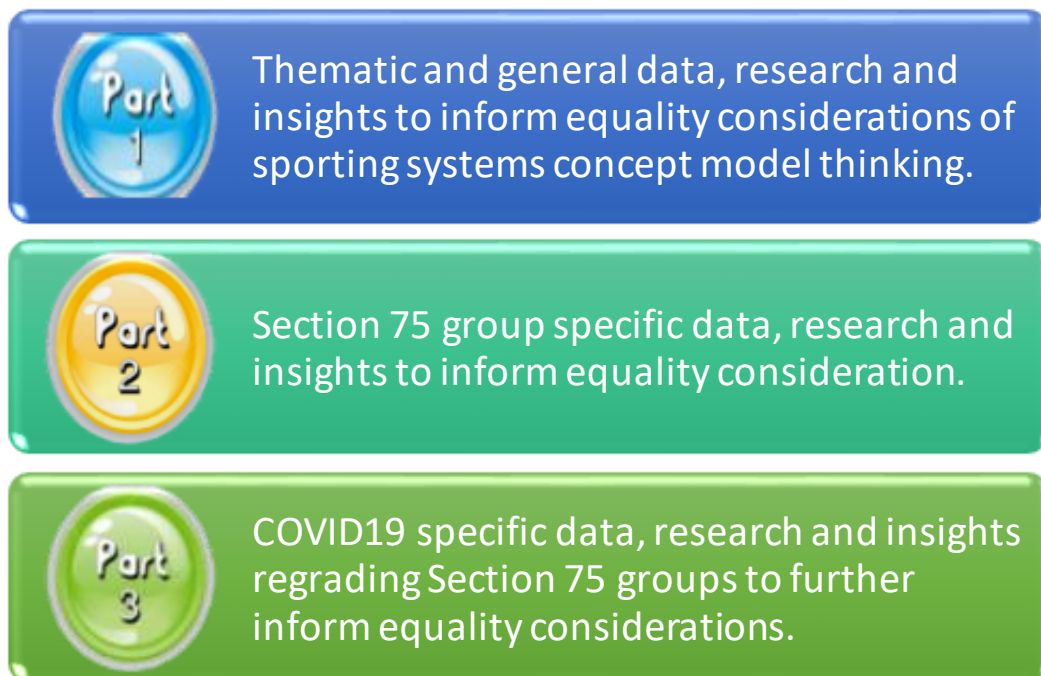
In order to inform our best response to the COVID 19 crisis we were told:

- 92% of respondents wanted a strengthened sport and recreation sector.
- 90% of respondents favoured an innovative sporting sector.
- Creativity was highlighted as a key theme.

- Children and young people, coaching and finance were the top 3 areas of expertise required.
- The most popular investment principle was “Strengthening the sports sector, improving resilience now and for the future and increasing capability within clubs and governing bodies” with 97% approval.
- Connectivity with members and communities, building back better governing bodies and clubs, and improving volunteer capability and resilience were identified as the 3 key objectives going forward.
- 90% of respondents agreed with partnerships for projects within the sporting system.
- 80% of respondents favoured the inclusion of a broad range of organisations as eligible to apply for funding.
- Governing Bodies were seen as best able to deliver the required outcomes on strengthening connectivity and innovation.

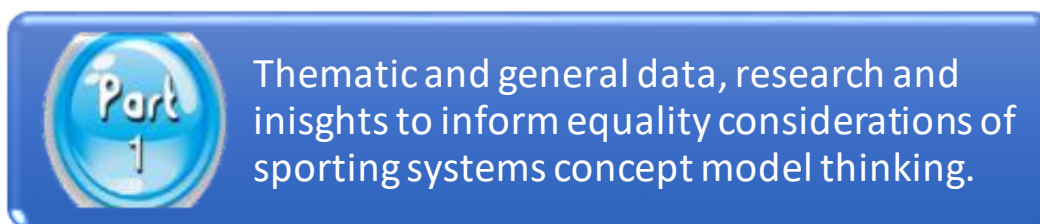
4.3 Having considered fully the feedback from the engagement process, the following section will now examine the available data, research and insights to inform the impact of this draft Corporate Plan on equality and specifically considering religious belief, political opinion, race, age, gender, disability, marital status, sexual orientation, people with dependants or without.

4.4 This will be subdivided into three main sections, namely:



4.5 Sport NI has taken a co-design and concept model (the integrated sporting system) approach to the development of this Corporate Plan. The premise of the concept model approach is to build on the shared sporting system model to drive a collective approach to improvements and mainstream equality and inclusion through established cornerstones.

4.6 Sport NI has therefore considered the data, research and insights in relation to the thematic areas of the sporting system; to consider how to improve inclusivity and equality into and within the sporting system and how to build quality experiences for the S75 and under-represented groups to ensure retention and the realisation of health benefits.



4.7 This subsection is organised into the structure outlined below. Thematic areas, aligned to systems based thinking, have been considered in terms of inclusivity and equality of the system. A large body of evidence exists in relation to the concepts outlined below and their relationship to equality and inclusivity and this will be considered below, before a review of the data, research and insights specific to Section 75 groups in section two. It is hoped this will provide a more in-depth multi-layered analysis and rationale for inclusion and equality within the Sport NI Draft Corporate Plan 2020-25 to achieve real and sustained change in this regard.

Theme 1: Sporting System
Theme 2: Physical Literacy
Theme 3: Club Development
Theme 4: Coaching
Theme 5: The Value of Sport
Theme 6: Education and Sport
Theme 7: Physical Activity and health (General Population)



Sport NI has adopted a co-design and sporting system concept model approach to ultimately realise the societal benefits of sport for all people. This has been analysed through a problem solving approach with partners and stakeholders; to improve sustained participation, and, in particular for under-represented and Section 75 groups. This approach of intense engagement and co-design has resulted in a focus on the cornerstones of culture, inclusivity and equality as key enablers to support the improvements in the sporting system and ensure all areas of the system are accessible for all and benefit all. This drive to develop an inclusive sporting system that integrates fully a mainstream approach to equality has been informed by engagement and the following data, research and insights.

(2015) Barry Houlihan and Dominic Malcolm, Sport and Society: An Introduction.

4.8 Houlihan and Malcolm make the case that sports' pivotal positioning across all sections of society means that: a sporting system must be constructed in a way that is both multifunctional and all inclusive. That is to say, any sporting system

must be cognisant of component parts that stretch well beyond the world of performance sport only. This has been a good basis for Sport Northern Ireland to taking a systems approach to the delivery of sport.

(2015) Joseph Fahlen, Resisting self-regulation: an analysis of sport policy programme making and implementation in Sweden.

4.9 The analysis notes political programming of sport has become the new orthodoxy in many countries, where a healthy and civically engaged population is intertwined with an ambition to encourage and make responsible individuals and organizations for meeting societal goals. Although much effort has been put into studying this phenomenon, there is still a shortage of understanding of how, why and with what results sport policy programmes are made and implemented. In order to address this shortage, this article reports on a study of the largest government intervention in sport in Sweden with the purpose of exploring processes of ‘responsibilisation’ and self-regulation at play in the relationship between the government and sport as well as between sport organizations on different levels. Results show how sport has received a more salient position on the government agenda, where more instrumental goals have been accompanied by increased resources to aid in their attainment. This process has assisted in the ambitions to modernize sports organisations by encouraging development through self-regulation. The sports organizations involved have embraced the new goals and resources. However, instead of self-regulating in the desired direction, each organisational level in the sports system has forwarded the responsibility for development to the next level below. This process has left the sports clubs with the full responsibility of meeting the government goals, a responsibility they have not accepted. Understandings of these phenomena and processes are discussed by pointing to the specific institutional landscape and tradition of Swedish sport. This analysis is supportive of a more coherent and joined up approach to outcomes delivery through an inclusive sporting system concept model with culture and equality as a cornerstone to ensure the benefits of sport are realised by all.

(2016) De Bosscher & Shibli, Successful elite sport policies: an international comparison of the sports policy factors leading to international sporting success (SPLISS 2.0) in 15 nations.

4.10 This book deals with the strategic policy planning process that underpins the development of successful national elite sport development systems. Drawing on various international competitiveness studies, it examines how nations develop and implement policies that are based on the critical success factors that may lead to competitive advantage in world sport. An international group of researchers joined forces to develop theories, methods and a model on the Sports Policy Factors Leading to International Sporting Success (SPLISS). The book presents the results of the large-scale international SPLISS-project. In this project the research team identified, compared and contrasted elite sport policies and strategies in place for the Olympic Games and other events in 15 distinct nations. With input from 58 researchers and 33 policy makers worldwide and the views of over 3000 elite athletes, 1300 high performance coaches and 240 performance directors, this work is the largest benchmarking study of national elite sport policies ever conducted. The nations taking part in SPLISS are: Americas: Brazil and Canada; Asia: Japan and South Korea; Europe: Belgium (Flanders & Wallonia), Denmark, Estonia, Finland, France, The Netherlands, Northern Ireland, Portugal, Spain, Switzerland; Oceania: Australia. The main conclusions of the study are listed within the analysis of NI SPLISS 2018 and resultant considerations. In rudimentary terms, they are as follows: National ability to deliver sport policies

depends on the organisational, financial and structural abilities of each. The 'Bench-learn' approach works much better than benchmarking. Bosscher and Shibli point to the differing sports systems in Europe and how fundamentally different they are – and rightly so. Hence Sport NI has developed the sporting system concept model to comparatively measure and bench learn but informed by unique characteristics of Northern Ireland.

(2018) Sport Policy Factors Leading to International Sporting Success (SPLISS) An Audit of the Elite Sport Development System in Northern Ireland, 2017-18 Sheffield Hallam University

4.11

This piece of research is an audit of the elite sporting system in Northern Ireland in 2018, as a comparison to 2011 data. Key points included below: In 2011 it was noted that the elite sport development system in Northern Ireland was in its infancy compared with other nations, and despite some significant changes in the period to the 2017-18 research, this remains the case. Financial support for elite sport in NI has evolved considerably since the 2010-11 research. There is less money in the elite system as a result of macro factors beyond SNI's control and as a result a more focused and results oriented approach has been taken. In terms of Commonwealth Games medal performance from 2002-2018, it is likely that the £14.28m investment in the 2018 cycle was lower than the investments made in 2010 and 2014. Therefore, Northern Ireland's elite sport system can be said to have become more efficient, because it has achieved more for less investment. There is a clearer alignment of funding (Pillar 1) with strategy (Pillar 2) in Northern Ireland. Governing Bodies of sport in NI have been given greater autonomy to build their high performance systems and have been provided with a lot of guidance from SNI. The Governing Bodies are now being held to account to deliver specific outputs from their systems that represent good value for money. The systems that have been built in some Olympic and Commonwealth sports have been shown to work. Previously a high proportion of sports were identifying athletes who were never going to achieve success at the highest levels of international competition and sports are challenged on this more in the current structure

(2017) Jonathan Grix, Spencer Harris, Governance and Policy in Sport.

4.12

A number of issues have ensured the rise in prominence of the term "governance" in relation to sport in recent years. First, a series of scandals have taken place associated with the governance of sporting structures commonly referred to as management corruption (e.g. FIFA). Second, a series of problems associated with competition in sport, commonly referred to as competition corruption (e.g. doping in sport), has occurred. Third, governments globally appear to be increasingly intervening in sport policy for non-sporting and mostly political ends. "Governance", as a concept, has started to be used in sports studies to understand sport more often since the early 2000s. This is despite the fact that sports studies is relatively slow at taking on concepts from "main" academic disciplines, as the trajectory of the core terms from sociology, "social capital", and from international relations, "soft power", show. The rise to prominence of "governance" followed the development in most advanced capitalist states, and many "emerging" states, of a mixture of New Public Management that is, a "devolved" central power and a desire to deliver public policy more eminently. New Public Management appears to be an almost universally accepted governance type that is ideologically driven and purports to allow policy practitioners autonomy from a centralised state, while "steering" from behind the scenes. This piece of research explores the ways to devolve sporting policy influence to institutions that are non-governmental. This

piece supports the need to build resource across the sporting system by utilising experts in varying areas to work independently of central agencies. Importantly however, this work must be underpinned by a strong cultural consistency and by an accepted strategy. This has informed Sport NI's approach in devolvement of sports policy across the sporting system and an approach of autonomy.

(2018) Daniel Eisenkraft Klein, V. Halldorsson, Sport in Iceland: How Small Nations Achieve International Success, International Journal of Sport Policy and Politics.

4.13

Despite significant research focus on high performance in sport, surprisingly few scholars have focused on the sociocultural components of national sporting achievement. Vidar Halldorsson adds to this body of knowledge with a concise analysis of Iceland's international athletic achievements across soccer, basketball and handball, which are remarkable accomplishments for a country with a population of 335,000. With the increasing professionalisation of sport, the rise of 'super-teams' and a declining acknowledgement of sport for its intrinsic values, Halldorsson's analysis represents a timely investigation of an alternative state model of sport. Halldorsson outlines how Iceland's traditional focus on amateurism and the intrinsic values of sport – a sport for sport's sake ethic – has recently combined with a growing professionalism and the recruitment of global expertise in coaching. This has resulted in increased organisation among the elite teams and has helped to develop a culture that lends itself to sporting achievement. This culture coalesces with players' national pride, a national ethos of resilience, and athletes' focus on 'playing with their hearts', to foster Iceland's recent achievements. The teams' successes derived less from an Icelandic model than from an Icelandic-global hybrid. Indeed, Halldorsson acknowledges that merely playing sport for its own sake, previously espoused in Icelandic culture, does not actually lead to elite international performance. It does, however, lead to the country's incredible rates of sport participation, including 80% of sixth graders playing in organised leagues. The Icelandic model is as noteworthy for these local participation levels as it is for its recent professional achievements. Though Halldorsson briefly touches on the broader culture, a more substantive description of the political and social context of Iceland – including their significant social safety net and particularly strong democratic institutions – would serve to further bolster his arguments. A similarly volunteer-led, government-subsidised sport system is difficult to imagine in a more neoliberal political economy. Though it was not within the scope of Halldorsson's inquiry, an equally compelling case study would be a sociocultural examination of Iceland's high rates of sport participation. For the many countries where government and other agencies bombard the public with messages about personal responsibility to engage in physical activity, a deeper understanding of the Icelandic (or broader Nordic) community model would serve policymakers well. Sport NI has increased focus on empowering clubs at the heart of the sports system at the hub of the community mindful of this study and the correlation of high participation rates.

(2018) Jacobs, Shaundre Dwaylynn, De Bosscher, Veerle, Scheerders, Jeroen and Venter, Ranel, The Effect of Contextual Factors on an Elite Sporting System.

4.14

Elite sport policies in most countries with success in Olympic sports have shifted towards becoming more systematic and scientific in their approach (Bergsgard et al., 2007; De Bosscher et al., 2015). This shift has encouraged an institutionalist design regarding the organisation of elite sport in its entirety. In recent years, there has been a growing interest from both researchers and policy makers alike, in

determining international sporting success due to this evident change in elite sport organisation worldwide (Andersen et al., 2015; Bergsgard et al., 2007; De Bosscher et al., 2015). However, researchers have specified that elite sport operates in an open system, herewith asserting that an elite sport structure is significantly influenced by social, cultural and economic conditions of a country (Chelladurai, 2009). Furthermore, these aforementioned aspects may be perceived as confounding factors, disjointedly influencing each nation's chances at achieving international sporting accomplishments (Digel et al., 2006). In the literature, an elite sport system is often a description of established practices with little regard for its operations, relationships and context within its specific environment. A wide variety of studies on developed countries has been investigated, wherein numerous aspects regarding what is required to be successful on international platforms has been identified (De Bosscher et al., 2015). Acknowledged as one of the gaps in current literature in elite sport policies, is that the specific context of a country needs to be examined, and in particularly comparisons with developing countries. The above highlighted point suggests that a sporting system needs to be aware of the limitations, unique advantages and overall ecosystem it operates in. This renders it right and proper for a sports development agency to make decisions on which areas to focus on in the delivery of sport, based on unique contextual information.

(2015) A. Maitland, L.A. Hills, D.J. Rhind, Brunel University, Organisational culture in sport – A systematic review.

- 4.15** As well as primarily looking to research methods and how they relate to culture in sport, this paper strongly reinforces the links between good organisational culture and strong organisational performance in the realms of sport development. The purpose of this paper was to systematically review the study of organisational culture in sport. The choice of research paradigms, methods, interests, perspectives, and definitions and operationalisation of organisational culture used in 33 studies was examined. This highlighted the variety of ways that culture has been studied in sport and the range of interests explored in the research, including informing athlete development, the link between the strength of culture and organisational performance and understanding the forces driving organisational diversity. A number of opportunities were revealed for research to broaden and clarify how organisational culture is studied, including widening the stance from which research is conducted, broadening the methods used to conduct studies, including both coaches and athletes in the population under study, and using the differentiation or fragmentation perspective, where ambiguity and conflict are considered. This may inform understanding of inequality, power and the contested meanings in how organisational culture is viewed. Further the analysis revealed a number of openings to research and utilise organisational culture including understanding how organisational culture informs relationships and how methods such as ethnography might allow admittance to otherwise inaccessible organisations. Hence an inclusive culture and equality has been identified as key cornerstones for the sporting system development and this corporate plan.

(2017) Dr Alexander Field, University of Queensland, Exploring the culture of a sporting organisation.

- 4.16** Of all the things an organisation can control, the way in which it operates is the most influential factor contributing to its success (Smith, Stewart & Haines, 2012).

The way an organisation operates is considered its culture, yet there is contention about how it is best. This study builds on Schein's model for assessing sporting organisational culture. Identifying the culture of a volunteer run sporting organisation furthers the understanding about the unique aspects of volunteer run and sporting organisations. Therefore a sports club run by volunteers was chosen to have its culture assessed. To identify an organisation's culture, Schein (2010) proposes an organisation's culture possesses three levels: a superficial layer of artefacts of how the organisation is observed to operate; a layer of values the organisation's members espouse as what they think is important; and the deeper layer of things members assume are correct because they have shared experiences of their success with other members. Focus groups and interviews with club members were performed to uncover how they operate most effectively to solve the problems that limit access to their goals. From an analysis of these discussions, assumptions were identified that define the culture of the whole club. Assumptions of interest include the method and extent that the club and its coaches influence each other's operation; the influence of the club's history on its culture; and the rationale behind member's contributions to the club. This further reinforces Sports NI's focus on an inclusive culture and equality as a cornerstone of the sporting system.

(2019) Anna Whicher and Tom Crick, Swansea University, Co-design, evaluation and the Northern Ireland Innovation Lab.

4.17

This research is a substantial evaluation piece of the main enabler for the Programme for Government in Northern Ireland, Co – design. Based on the evaluation, this paper focuses on the determinants of effective co-design, as well as its unintended consequences, in order to advance knowledge and share lessons with other nations attempting a co-design approach. Results include: In particular, this could be an attractive and tractable model between the devolved nations in the UK, providing a structure and framework for collaboration between Scotland, Wales and Northern Ireland on key public service innovation priorities. The use of relevant design processes, especially in articulating how they can be used by sponsors and key stakeholders as adaptable problem-solving and risk reduction strategies in a range of real-world contexts, has been valuable to explore and test the usability, desirability and viability of concepts, looking at both quantitative and qualitative impact. This process is similar to the co-design process to create a sporting system currently being considered by Sport NI. The process of co-design to engage with users for value co-creation, aims to improve public governance by creating a safe space to generate ideas, test prototypes and refine concepts with beneficiaries. This is a genuinely positive concept but requires significant partnership working and engagement to bring to fruition. This corporate plan therefore seeks to work in partnership, to solve barriers to increased and sustained participation outcomes and in particular for under-represented groups and to achieve ultimate societal benefits from sport and physical recreation for all people, through a co-design approach.

Theme 2: Physical Literacy

Sport NI has adopted physical literacy as a construct and considered the worrying under-performance of young people in Ireland with regards to fundamental movement skills (and related motivation, confidence and knowledge included within the definition of physical literacy) and access to quantity of PE per week.

Bearing in mind the body of evidence that centres around the rationale of physical literacy as one of the significant determinants to participation, this issue has been the focus of Sport NI to work with education partners and stakeholders in a co-design problem solving and partnership approach to improve access to and within the sporting system.

(2019) Lowri C. Edwards, Anna S. Bryant, Richard J. Keegan, Kevin Morgan, Stephen-Mark Cooper, Anwen M. Jones, (University of Cardiff & University of Canberra Australia) 'Measuring' Physical Literacy and Related Constructs: A Systematic Review of Empirical Findings.

4.18 A practical guide on how physical literacy can be measured and utilised in public practice. This paper is the first to provide a systematic review of empirical research efforts to measure or assess physical literacy, and is the first to systematically reveal that the concept cannot be measured/assessed in a traditional and conventional sense using simplistic and linear methods. This systematic review has identified the strengths and limitations of both qualitative and quantitative approaches to measuring/assessing physical literacy in relation to age group, environment, and philosophy adopted. Quantitative measures/assessments more readily facilitate judgments of reliability, validity, and replicability; however, they are less aligned with physical literacy's holistic philosophy as defined by Whitehead. Consequently, researchers should declare their definition and philosophy to create an alignment with the measure/assessment selected. Qualitative research aligned more with the holistic philosophical underpinnings of phenomenology, existentialism, and monism than did quantitative research. Qualitative measures/assessments allowed researchers to measure/assess the complex and integrated phenomena, such as interactions with the physical environment, which may lead to more legitimate attempts to quantify physical literacy holistically. Overall, qualitative methods of inquiry have more potential to measure/assess the affective and cognitive domains than the physical domain of physical literacy. As identified by the present analysis, no currently available qualitative technique can adequately measure/assess all physical literacy domains, particularly in a way that reflects the integrated non-linear nature of the concept. Therefore, a combination of methods is required to better characterize overall physical literacy progress. Some qualitative measures/assessments captured interactions with the environment and interactions with other individuals, which cannot be captured in quantitative research. This further informs the need to capture and measure the development of physical literacy in young people as a determinant to lifelong sustained participation in sport and physical recreation. Further environmental considerations in relations to opportunities to develop physical literacy would better inform Sport NI's driver for inclusion and equality and in particular with regards to 'age'..

(2019) Dr Sarah Jane Belton, Johann Issartel, Bronagh McGrane, Danielle Powell & Wesley O'Brien, Dublin City University and Leeds Beckett University, A consideration for physical literacy in Irish youth, and implications for physical education in a changing landscape .

4.19 A very useful piece of primary research for Sport NI through an analysis taken from the Republic of Ireland. This study looks at the relatively new concept of physical literacy and expands the confines on which it is measured. That is to say, further than physical activity alone. The concept of physical literacy (PL) has been suggested as one that can offer a catalyst for a new emphasis in physical education (PE). In the broadest sense, a physically literate child is confident, active, and can maintain health enhancing physical activity (PA) for life. PL

includes engagement in PA, physical competence, and PA motivation, confidence, knowledge and understanding. The purpose of this study was to investigate the levels of PL in Irish adolescents. As part of a larger study data were collected from 535 (12.78 ± .42 years) adolescents across 20 schools, to measure physical activity, physical competence, and psychological correlates of physical activity. Less than half of participants are accumulating the minimum of 60 minutes of PA daily required for health (49% males, 26% females). Data highlight that Irish youth are performing 'below par' across the domains of PL, with cardiovascular fitness (45% of males and 67% of females reaching 'optimal' target) and self-efficacy (53% of males and 46% of females reaching 'optimal' target) of greatest concern. Findings are discussed in the context of the need for a targeted direction in post-primary PE in Irish schools to increase levels of PL in Irish adolescents. This data highlights the worrying under performance from Irish girls and boys in relation to access to PE that has informed Sport NI's determination in this corporate plan to work with education authorities and schools to affect change in this area, which ultimately effects societal longer term life health benefits. Physical literacy may therefore be considered as a key determinant of sustained participation and related health and wellbeing outcomes and so a logical association may be drawn between physical literacy and health outcomes, or factors effecting the lack of physical literacy and health inequalities.

(2019) Behan, Stephen, Belton, Sarah Jane, and Dublin City University, Ireland's Children Moving: Examining fundamental movement skills in Irish school children as a key component for physical literacy.

4.20

This piece of research builds on the Moving Well-being study in Ireland and points to a growing consensus that physical literacy is a cornerstone of Physical Activity involvement. Furthermore, it points to socio-economic status and physical education opportunity as key indicators for physical literacy development. Recent reports from the World Health Organisation predict Ireland to be 'the most obese nation in Europe by 2030'. In addition to this stark warning, recent research findings suggest that the country's adolescents are falling short of physical literacy. With physical literacy being recognised as a key driver in lifelong physical activity participation, phase one of the Moving Well-Being Well study has assessed primary school children (5-13 years) in all aspects of the currently accepted physical literacy model. Areas of assessment included; fundamental movement skills (FMS) proficiency, perceived motor skill competence, motivation and confidence measures, health related fitness measures, body image, wellbeing and physical activity participation. FMS proficiency has been associated with beneficial health outcomes, and is most successfully developed during early school years, and as such is a central component of this study. Data was collected nationwide (n=2098, male 53%), and findings show that 77.5% of children scored between 'very poor' and 'below average' in FMS proficiency. There was no difference between children attending urban and rural schools, but notably, when socioeconomic status is taken into account, the schools in middle and upper-class neighbourhoods scored significantly higher ($p < 0.001$) than those in the so called disadvantaged areas. The results also show significantly higher ($p < 0.001$) FMS proficiency for children who achieve high levels of moderate to vigorous activity (MVPA), over those who are less active. Findings suggest that Irish primary school children fail to exhibit age-appropriate FMS proficiency. This low level of motor skills proficiency can have direct negative implications for future participation in physical activity. These findings are being used to create the structure of the Moving Well-Being Well intervention aiming at addressing these deficiencies. This raises important consideration socio-economic status factors for young people and physical literacy under development as a worrying starting point to sustain

participation in sport and physical recreation. This has been a key area of focus for Sport NI for problem-solving approaches with partners and stakeholders in developing this corporate plan to address opportunities to develop physical literacy, and participation and health.

E Paul Roetert, Todd S Ellenbecker, Dean Kriellaars, University of Florida, University of Manitoba, Canada, Physical Literacy, Why should we embrace this construct?

4.21 This article expresses why physical literacy exists as a construct; how it came around and importantly, what it can be defined as. Physical literacy is a construct with great potential to contribute to the education, safety and overall development of a healthy life for the full lifespan. Although there has been a significant focus on teaching the competence component of being physically active, there has been a lack of focus on teaching people the confidence, desire, motivation, enjoyment and social benefits of physical activity. Therefore, we challenge the sports medicine and health-related professions to embrace and implement physical literacy's holistic approach (both mind and body) to physical activity. The term physical literacy has been used in the academic literature since the 1930s; however, it was not until the 1990s that the construct was re-introduced, embraced by several countries and gained significant attention. Following a number of iterations, the International Physical Literacy Association settled on the following definition: Physical Literacy is the motivation, confidence, physical competence, knowledge, and understanding to value and take responsibility for engagement in physical activities for life. This well-articulated construct has been adopted within this draft corporate plan as has the logical link to health.

(2017) Claire E. Francis, Patricia E. Longmuir, Charles Boyer, Lars Bo Andersen, Joel D. Barnes, Elena Boiarskaia, John Cairney, Avery D. Faigenbaum, Guy Faulkner, Beth P. Hands, John A. Hay, Ian Janssen, Peter T. Katzmarzyk, Han C. G. Kemper, Duane Knudson, Meghann Lloyd, Thomas L. McKenzie, Tim S. Olds, Jennifer M. Sacheck, Roy J. Shephard, Weimo Zhu and Mark S. Tremblay University of Ontario and associated delivery partners, The Canadian Assessment of Physical Literacy: Development of a Model of Children's Capacity for a Healthy, Active Lifestyle Through a Delphi Process.

4.22 Often considered the gold standard for physical literacy development, the Canadian model is examined in this piece by asking prominent practitioners to consider key questions for developing physical literacy amongst young people. The Canadian Assessment of Physical Literacy (CAPL) was conceptualized as a tool to monitor children's physical literacy. The original model (fitness, activity behaviour, knowledge, motor skill) required revision and relative weights for calculating/interpreting scores were required. Nineteen childhood physical activity/fitness experts completed a 3-round Delphi process. Round 1 was open-ended questions. Subsequent rounds rated statements using a 5-point Likert scale. Recommendations were sought regarding protocol inclusion, relative importance within composite scores and score interpretation. Delphi participant consensus was achieved for 64% (47/73) of statement topics, including a revised conceptual model, specific assessment protocols, the importance of longitudinal tracking, and the relative importance of individual protocols and composite scores. Divergent opinions remained regarding the inclusion of sleep time, assessment/scoring of the obstacle course assessment of motor skill, and the need for an overall physical literacy classification. The revised CAPL model (overlapping domains of physical competence, motivation, and knowledge,

encompassed by daily behaviour) is appropriate for monitoring the physical literacy of children aged 8 to 12 years. Objectively measured domains (daily behaviour, physical competence) have higher relative importance. The interpretation of CAPL results should be re-evaluated as more data become available. This model informs our engagement around physical literacy in, but not limited to, young people.

Theme 3: Club Development

Sport NI has considered the following research, data and insights to improve accessibility, inclusion and equality in clubs (a key component of the sporting system); including culture, coaching and quality of provision, which are key determinants of this. It is critical to consider how to develop clubs to ensure they are accessible and inclusive for under-represented and Section 75 groups.

(2017) Phillip Swierzy, Pamela Wicker, Christoph Breuer, Sport University Cologne, The impact of organizational capacity on voluntary engagement in sports clubs: A multi-level analysis.

4.23

This piece constitutes an in-depth analysis into volunteering on a club-level in Germany. Highlights from the research include:

- Volunteering in non-profit sports clubs is influenced by organizational capacity;
- Scarcity of human and financial club resources lead to increased volunteering;
- Offering multiple sports reduces the likeliness of volunteering by adult members;
- Focusing on sports for all and youth development stimulate volunteering; and
- Strategic planning increases informal voluntary engagement.

The purpose of this study was to examine the influence of organisational factors on the individual decision to volunteer and the extent of individual voluntary engagement in sports clubs. The applied multi-level analyses reveal that each organisational capacity dimension significantly impacts the decision to volunteer and the extent of volunteering in German football and track and field clubs. The influential organisational factors identified, such as club size, share of volunteers, financial performance and problems, number of co-operations, availability of infrastructure, existence of strategic planning, organizational form, and culture, can be considered relevant for the capacity building process. Clubs should consider signalling scarcity of volunteers and financial resources. Specifically, club management should communicate a low ratio of volunteers to their current volunteers in order to increase the monthly duration of their engagement. In this case, management should promote volunteering especially amongst parents of underage members as these are more likely to start engaging as a volunteer. Moreover, reporting an unbalanced club budget (e.g., during members' annual meetings) as well as informally communicating perceived financial problems to parents of underage members would lead to an increased likelihood of volunteering amongst both subgroups. This is important in the consideration of culture within clubs and volunteer management, in terms of improving accessibility, inclusion and equality and these drivers has been fully integrated within the Draft Corporate Plan.

(2017) Nichols, G.S. and James, University of Sheffield, Social Inclusion and Volunteering in Sports Clubs in Europe; findings for policy makers and practitioners in England and Wales. Report.

4.24

The main aim of this project was to promote social inclusion and volunteering in sports clubs in Europe. This is achieved by comparing the role of government, and of sports clubs led by volunteers, across ten European countries. Overall, clubs will apply for funds or seek support to promote volunteering or social inclusion if they want to, or have the capacity to deliver programmes. They are independent organisations and the willingness to apply/seek support will depend on the enthusiasm of key volunteers and synergy with the club objectives. It may also only be the larger clubs which have the capacity to pursue such activities, although our research has not tested this. From the English case studies enthusiasm are critical for a successful club, in terms of increasing volunteering and promoting social inclusion. Theory has tended to stress the need for formal systems such as job descriptions and volunteer succession plans, but needs to acknowledge how managing volunteers is different, especially managing social relationships. Support, such as websites promoting good practice in volunteer management, can be useful, but need to be used by these key volunteers. Government policies, and the ability of sports clubs to take advantage of them, have to be understood within their own political context Denmark to England, for example. Secondly, the ability to influence policy depends on ones position in the policy hierarchy. For example, a more equal society may be associated with higher levels of volunteering, sports participation, trust, and welfare policies. How to get there is a role for national politicians. However, Sport England, Sport Wales and local government have to work within the policy framework they are set. Clubs have to work within narrower parameters. Policies of national government may have a greater, and counter, effect on sports participation and volunteering than policies of organisations whose role it is to promote sport. For example, it is likely that an increasing levels of inequality in UK society will reduce sports participation and volunteering. Taking this into account, Sport England may have succeeded if it can hold sports participation static. Sport NI, within this corporate plan, recognises that culture, and the proactive management of volunteers are key enablers to realise social inclusion and increase participation, particularly for under-represented and Section 75 groups.

(2017) Paul Watts, Elizabeth Webb & Gopalakrishnan Netuveli, The role of sports clubs in helping older people to stay active and prevent frailty: a longitudinal mediation analysis

4.25

This piece of research is instructive as to how a sports club can solve multiple societal problems through both being inclusive and organised to cater for differing needs and age demographics. The study used data from waves 1 to 7 of the English Longitudinal Study of Ageing (ELSA). Survey items on physical activity were combined to produce a measure of moderate or vigorous physical activity for each wave. Frailty was measured using an index of accumulated deficits. A total of sixty deficits, including symptoms, disabilities and diseases were recorded through self-report and tests. Direct and indirect relationships between sports club membership, levels of physical activity and frailty were examined using a cross-lagged panel model. The study found evidence for an indirect relationship between sports club membership and frailty, mediated by physical activity. This finding was observed when examining time-specific indirect pathways and the total of all indirect pathways across seven waves of survey data. These analyses provide evidence to suggest that sports clubs may be useful in preventing and managing frailty in older adults, both directly and indirectly through increased physical activity

levels. Sports clubs accessible to older people may improve health in this demographic by increasing activity levels and reducing frailty and associated comorbidities. There is a need for investment in these organisations to provide opportunities for older people to achieve the levels of physical activity necessary to prevent health problems associated with inactivity. This informs the rationale that investment in clubs to improve inclusion (particularly older people) through quality sporting provision can increase activity levels and reduced health related issues. This is a rationale strongly adhered to by Sport NI in its internal restructuring approach and development interventions with governing bodies and clubs.

(2017) Laura Basterfield, Lauren Gardner, Jessica K Reilly, Mark S Pearce, Kathryn N Parkinson, Ashley J Adamson, John J Reilly, Stewart A Vella, Newcastle University and University of Wollongong, Australia. Can't play, won't play: longitudinal changes in perceived barriers to participation in sports clubs across the child–adolescent transition

- 4.26** A very significant longitudinal study pertaining to club membership. Perceived barriers to sports participation were collected from a birth cohort, the Gateshead Millennium Study (n>500) at ages 9 and 12 years. The open-ended question 'Do you find it hard to take part in sports clubs for any reason?' was completed with free text and analysed using content analysis, and the social–ecological model of physical activity. The barriers that were found are interesting as they chart an evolution through age that a sports development agency ought to know about. Barriers from across the social-ecological model were reported. Barriers at 9 years were predominantly of a physical environmental nature, and required high parental involvement (for transport, money, permission), or were associated with a lack of suitable clubs. At 12 years, perceived barriers were predominantly classed as intrapersonal ('they're boring') or social environmental ('my friends don't go'). Perceived barriers were not associated with weight status. Perceived barriers to sports participation change rapidly in childhood and adolescence. Future interventions aiming to increase sports participation in children and adolescents should target specific age groups, should consider the rapid changes which occur in adolescence, and aim to address prominent barriers from across the socioecological model. Perceived barriers may be unrelated to current weight status, allowing for more inclusive solutions. It is therefore critical to consider perceived barriers to address equality for Section 75 groups. Hence why Sport NI has taken a system based approach that looks at risk of drop out transition points and perceived and actual barriers, which uses evidence based decision making and insights and values lived experience evaluations and challenge.

(2017) Bjarne Ibsen, University of Southern Denmark, Denmark Geoff Nichols, University of Sheffield, England Karsten Elmose-Østerlund, University of Southern Denmark, Denmark, Sports club policies in Europe A comparison of the public policy context and historical origins of sports clubs across ten European countries

- 4.27** A large undertaking, this piece of work critically analyses the sports club policies of 10 European countries (England is the closest example to the NI system). The analyses show both significant similarities and significant differences, which is summarized in eight conclusions. Across most of the ten countries 'sports for all' or 'recreational sports' is the main priority in sports policy, but there are great differences in how strong the practical support for recreational sport is. Sports opportunities provided by volunteers almost has a monopoly position within the 'sports for all' policies (especially in terms of public support) in both the universalist welfare states (Norway and Denmark) and the conservative/corporatist welfare

states (Germany, Switzerland, the Netherlands and Belgium/Flanders). In all countries, sports clubs receive support from the public sector – indirectly and directly, but there are significant differences as to how much and how it is provided. In all the countries, sports clubs have the opportunity to get financial support from the public sector, but there are big differences as to how clubs can obtain such financial support. The most common type of economic support is ‘targeted subsidy’. In all ten countries, the local level of political administration policies (local authorities, local government, municipalities and the like) is the most important administrative level for sports clubs. In all the countries, local sports clubs are typically members of a national sports federation/organisation and/or a regional organisation, which is a member of the national confederation of sports. In most of the ten countries, it is a political priority to increase participation in sports for inactive groups and to promote social inclusion and integration of socially disadvantaged groups. But, usually, this is expressed in very broad terms – as a general goal to increase participation of under-represented groups. It seems to be a general trend, a discourse, in Europe that governments aim to strengthen volunteering and civil society in general, along with cooperation between the public and the voluntary sector. However, practical support for this varies. Sport NI sees this Corporate Plan as a critical opportunity to advocate to optimise investment to achieve a coherent sports policy in this regard.

Sport NI Club Survey 2019

4.28

Prior to COVID 19, Sport NI completed a large piece of research with clubs (June 2019). The main aim of the research was to deliver a comprehensive picture of the landscape and environment in which sports clubs operate, in order to improve planning, decision making and investment decisions at both strategic and operational levels. The main output from this phase was a database of all sports clubs affiliated to recognised governing bodies, evidencing 2,656 sports in Northern Ireland from the 71 governing bodies who responded. It also produced a detailed survey of all sports clubs, incorporating an online questionnaire. The final return was 837 and 114 clubs representing 41 sports attending the focus groups. Finally it involved analysis of the survey and focus group findings, presented in a series of reports for Sport NI, Governing Bodies and local Councils. The final aspect of the work was completed during COVID 19. The headline findings draw on the statistics gathered through the questionnaire and the views gathered both through the questionnaire and the focus groups.

Membership: The survey returns represent a total of nearly 130,000 sports club members, an average of 154 members per club, split 65% male, 35% female. Female representation is particularly low in the 19 to 49 age bracket where the split is 71% male, 29% female. Most clubs report that membership has gone up over the last three years in the younger age brackets and there’s a confidence that this trend will continue and indeed grow over the next three years. The reasons behind this trend include: clubs being better organised; activity programming reaching out to the wider community – eg, Couch to 5k, new and improved facilities, clubs fully embracing the youth market. The top response to ‘reasons for joining sports clubs’ – we are a welcoming, well run and recognised club (80%) – underscores the importance of sports clubs being organised and friendly when looking to attract new members. It’s clear that sports clubs can promote the benefits of club membership beyond simply playing sport. The responses make clear that for clubs to market effectively they need to know what attracts people. They also need to know why people leave, yet nearly a third of clubs don’t ask leaving members the reason. Of course it can be personal circumstances that result in someone leaving a sports club and this is borne out in the top five responses wherein moving away from the area and family/work commitments top

the list. Taking reasons for joining and reasons for leaving together, the message is that sports clubs have to be clear about their offering and ensure that they think about their members as customers and listen to their feedback. Clubs aspire to increase membership, especially amongst young people, but also to create membership that is more inclusive and reflective of modern society. Also mentioned was the aspiration to have more female members. To help encourage increased membership clubs look to have more recreational involvement or at least a better balance between recreational and competitive activities. In many ways healthy membership is an outcome of getting everything else right. People are more likely to join a club where they will be supported and encouraged by enthusiastic volunteers and coaches, where facilities and equipment suit their needs, where membership fees are affordable and finances are well managed, where members speak of the club in glowing terms, where they will be safe and where they will be made to feel welcome and have fun.

Coaches: The survey returns show there are 10,559 coaches, an average of 13 coaches per club, split 69% male 31% female. Nearly a third (32%) of all coaches are men in the 31-49 age bracket whilst women in this age bracket account for only 11% of all coaches. A similar picture is found in the over 50s age bracket. Overall, the gender ratio for coaches is 2.2 males for every 1 female. This is not dissimilar to the ratio of males to females in membership (2.4 to 1) and in volunteers (1.6 to 1). Many sports are proactive in facilitating women into coaching, however, the result here suggests more needs to be done across sport generally. Referring to someone as a 'coach' generally infers experience, knowledge and qualification, however, the results suggest around a quarter of coaches in sports clubs either have no coaching qualification or are coaching at a level beyond their qualification. Clubs have concerns around coaches taking on too much which may point to the need for more skilled coaches. It also points to the need for a policy on the management of coaches in the same way as there is a need for a volunteers' management policy. Looking at coach education, clubs support coaches in upskilling, relying mostly on governing bodies to access continuous professional development programmes and courses.

Volunteering: The survey results show a total of 23,899 volunteers across the 710 clubs that supplied information on volunteering, of which 62% are male, 38% female. Most volunteers are involved for up to 5 hours each week, however, a significant number are involved for the equivalent of at least 1 to 2 working days each week and sometimes a good deal more. People choosing to step up as a volunteer in a sports club usually already have a connection with the sport and/or the club either as a player, a parent of a player or a retired player. They do it because they love the sport (68%), want to give something back (67%), have a child involved in the club (62%). In the opinion of the club officials completing the questionnaire, people stop volunteering mostly because of a change in personal circumstances or because the family member is no longer participating. However, a range of negative reasons, including felt they had too much to do (40%) came to the fore. It's perhaps surprising that given the valuable and important contribution of sports club volunteers, 43% of respondents stated the club doesn't ask why volunteers stop or they are unsure if their club asks why volunteers stop. There is clearly a concern that getting and keeping volunteers is becoming more difficult and that this is likely to continue to be the case. In recognising the importance of volunteers the focus groups highlighted the need for help in all aspects of volunteering including recruitment/appointing, training/mentoring, recognising achievement and retirement/succession planning. Clubs feel there is a disconnect between sports bodies and 'on the ground' club volunteers that could be addressed through more site/club visits by sports bodies to help them better understand volunteering and therefore better able to support volunteers. Volunteering needs to be more professional and business-orientated; one club

recently split the post of Youth Officer, formerly one person, into four sub posts to make the work easier to handle and the club found they readily filled the four sub posts, whereas previously they couldn't fill the single post. This suggests that sports clubs need to be supported in the management of volunteers, perhaps starting with an audit of volunteering leading to an action plan; it is felt that mentoring through the audit and action plan process would help clubs to better manage volunteering.

Development and Support: early half of the 700 clubs which responded to questions about development don't have or don't know if they have a sports development plan (SDP). The views on sports development planning expressed by those clubs that have one in place evidence a high degree of positivity both towards the process of creating a plan and the benefits of using it as a management tool. A similar percentage of clubs as have a SDP also have achieved Clubmark NI accreditation. There is clearly a good deal of misinformation and misunderstanding about preparing for Clubmark whilst there are also barriers to getting started that involve volunteer resources. Clubs need support at least in the early stages of preparing for SDPs and Clubmark, simultaneously building capacity in volunteers to complete the process and to take ownership of the end result. With around 600 clubs responding with a lot, some, not much to questions around level of support the results paint a stark picture of sports clubs being only minimally supported across 9 types of organisations. With the results for governing bodies and local Councils recording only 23% and 12% respectively against a lot and 51% and 43% respectively against some the inference is that these organisations should review how they support sports clubs to determine whether their support matches sports clubs' needs. It might be expected that the result for Sport NI would be higher than the 5% recorded against a lot and the 36% recorded against some. The responses to level of support give some cause for concern, that many sports clubs feel they are not supported as much as they expect to be supported. A key observation regarding financial support is that sports clubs look first to the local business community. Given that one third of clubs operate on around £5k annually, the relatively small amounts that can be secured from local businesses can mean a great deal to many clubs. Results for nature of support place governing bodies in top position for 'soft' support, that is, support involving information and education, and in third place for 'hard' support, that is, support involving funding and facilities. Local Councils top the list for 'hard' support in the provision of facilities and second for financial and safeguarding support. Sport NI is placed third for a mix of hard support – financial – and soft support – training, advice, safeguarding.

Governance and Administration: Sports clubs that are well run are likely to have a comprehensive set of policy and governance documents in place. The survey results show that the policies that clubs are mostly likely to have are the ones generally required by law, the club's governing body or by funding agencies; that is, they are must have policies, including a constitution, insurances and, in more recent times, a safeguarding policy. It might be expected that all sports club operations will have insurance in place yet 6% of the responding clubs don't have insurance; the same percentage does not have a constitution. Looking after members' interests is also addressed in safeguarding policies and codes of conduct yet 11% and 13% of clubs respectively do not have these in place. Audited accounts and health & safety policies are found in most clubs, however, 24% and 28% of clubs do not have them. Sports clubs often view governance and administration as a bureaucratic imposition that gets in the way of the sporting activity. Some clubs speak of 'too much legislation', 'too much bureaucracy' which points to the need for better management to help remove the stress of governance and administration. The focus groups made a number of points linked to governance and administration: - Clubs feel they need greater support to compete

in the modern world by promoting their activities with professional advertising online. There is a need to support leadership training especially with regard to effective governance and management of tasks to help avoid volunteer burnout. Some attendees' spoke of their frustration that in a committee of (say) 14, only three or four people are willing to roll up their sleeves. This points to the need for more effective leadership. Sports clubs need to be supported in developing their governance and administration in accordance with sound business principles – the attendees feel this is often not the case. Time management and division of labour/tasks are critical aspects of good leadership. Help is needed with legislative requirements such as GDPR. Clubs feel they are overburdened with the volume of paperwork required to address legislation. One club noted that issues such as GDPR are 'doable' for them as they have experience through their work environment but recognise that for other clubs this may be an 'absolute minefield' and prohibitive in terms of a club's survival. Bespoke governance training is needed, that is, training that recognises an individual club's (or cluster of similar clubs) needs and capabilities. It is felt that generic governance training has limited value. The attendees are looking for support around governance and administration that understands the particular needs of a sport and a club so that support can be tailored.

Finance: Clubs rely heavily on membership fees and fundraising events for income; these were the top rated sources of income at 91% and 67% respectively. Finance is a constant challenge for many clubs especially for those clubs which do not operate their own facilities, instead relying on hiring facilities such as local Council leisure centres. In an increasingly litigious society, public liability and participants' insurances are essential and alongside facility hire they represent the biggest outlay for clubs. Whilst 60% of clubs operate with an annual outlay of up to £20k, it is often these clubs that struggle most in making ends meet as their capacity to generate income is constrained by the number, age profile and ability of members to raise funds. The confidence for future financial health expressed by 61% of the clubs –we can meet financial demands in the next 3-5 years – is encouraging, however, there is concern for the remaining clubs that are uncertain about their financial position in the next few years, with 2% (20 clubs) categorically stating they will not be able to meet financial demands. The focus groups feel there is a rationale for more money to be invested in sports clubs in recognition of their social and economic value; specifically, the focus groups put forward the following points/suggestions:-

- Minority sports feel they are in the shadow of larger sports and unable to compete in the funding environment for a number of reasons, eg, lack of time and experience to complete applications, insufficient numbers to produce a full range of KPIs for funders, lack of own facilities, etc.
- It is suggested that funding assessment processes should move towards 50% site visit and 50% application so that clubs can show funders how they work and how the funding would make a difference.
- Consultation on the types of funding needed by clubs should be carried out. Needs vary from sport to sport and the needs of 'bigger' sports are different to those of minority sports. • Greater awareness of funding opportunities and advice/assistance on preparing applications is needed. This is especially pertaining to local authorities although it's recognised that some local authorities already deliver funding workshops and provide mentoring support for groups applying for funding.
- The focus groups feel that greater assistance is required in financial support for coaching and governance qualifications.

One club suggests funding should help to support professional coaches in developing a career around sports coaching. For some sports the cost of training and qualifying coaches is viewed as prohibitive.

- Funding should be available for revenue costs.
- Grant programmes that require clubs to pay suppliers in advance of claims often cannot be accessed by smaller clubs as they don't have cash reserves.

Facilities: Facilities challenge all sports clubs, whether they have their own facilities or hire/rent facilities from local authorities or the private sector. Clubs operating their own facilities are often constrained by the scale/scope of their resources whilst clubs hiring or renting facilities can be compromised by lack of security of tenure, rent increases and poor availability at peak times. Generally speaking, clubs feel the facilities they use are suited to their activity, slightly more so for outdoor facilities (93%) than indoor facilities (85%). Approximately two thirds of the clubs reckon their facilities allow them to increase club activity. Very few clubs that have their own facilities are wholly self-sufficient so where there are barriers to accessing facilities, they affect most clubs. Looking at outdoor and indoor facilities together, the cost of facility hire is the biggest barrier. The suitability of facilities, whether lack of floodlighting, training surface or the size of the facility is also a significant barrier for both outdoor and indoor facilities. Getting a booking slot at a time that suits clubs is a problem, suggesting that demand is greater than the supply of facilities at peak times, usually weekday evenings. The barrier posed by location – too distant from club base – points to the geographical spread of facilities; sports facilities are often clustered in urban areas. Sports halls are in demand at peak times for a wide range of activities and clubs often feel squeezed in terms of the time available for their booking. With finances identified as a challenge for many smaller clubs the ability to pay the going rate is a constraint often pushing clubs towards affordable facilities that may be less suited to their needs than more expensive options. Clubs report a very favourable attitude to the use of multi-sport facilities. The response to using each of seven types of multi-sport facilities is overwhelmingly agree when given options in the questionnaire for agree, disagree, neither agree/disagree, consistent across the seven types, ranging from 76% to 80%. Willingness to share facilities as evidenced in the survey encourages providers and funding agencies in the development of facilities that can be used by more than one sport.

Economic Impact: The survey gathered information on income generation, annual outlay and cost centres. In asking how much it takes to run the club each year the questionnaire required respondents to select an annual outlay range, with 10 options covering from 0 to £5k up to £300k plus. For the 821 clubs that completed the question, an estimate of annual outlay ranges from a low of £29.05 million to a high of £46.60 million. With the help of some prudent assumptions it is estimated that the annual outlay for all of Northern Ireland's sports clubs ranges from a low of £81.25 million to a high of £130.39 million. Annual outlay is identified in five blocks:- Annual Outlay % of Clubs Up to £5k 32% £5k - £20k 27% £20k - £50k 15% £50k - £100k 13% £100k plus 13% Analysis of annual outlay per participant reveals a number of key observations:- The clubs with the least annual outlay comprise 32% of all clubs yet they only account for 12% of participants, whose value/contribution per participant is £44.52. Clubs with an annual outlay of up to £20k collectively comprise nearly 60% of all clubs, 30% of participants and a value /contribution per participant of approximately £83. Clubs with an annual outlay of between £20k to £100k comprise 28% of all clubs yet 41% of participants with a value/contribution per participant of approximately £234. Clubs with an annual outlay of over £100k comprise 13% of all clubs, 30% of participants and a value/contribution per participant of approximately £571.

Consultation has been extensive to develop recommendations and respond to clubs needs and drive strategic opportunities. Clubs are at the heart of the sporting system and a key link with local schools for the development of physical literacy, community belonging and purpose, to realise social improvements in wellbeing.

(2019) Sporting Clubs Investment: End of Year 2 (2018-19) Update, Sport NI.

4.29

This paper concerns investment within the Sport NI Corporate Plan strategic objective Sporting Clubs and provides an update on the Sporting Clubs Investment at the end of Year 2 of the 2017-21 cycle. In Year 2 of the programme, 21 sporting organisations received investment. This represented all those identified for awards within the 2017-21 cycle. The Sporting Clubs Programme has enabled the establishment of 70 posts within sporting organisations. These posts are across both strands of the investment: Club & Workforce – 45; and Effective Organisations – 25. These figures are higher than Year 1 due to the transfer of posts from Active Clubs to Sporting Clubs and also the realignment of administration funding that has been used by sporting organisations to fund posts rather than programme spend. The following are key learnings that were identified through Year 2 and will be taken forward to develop this Programme:

Club Membership retention has been identified as a key challenge over the first two years of the Sporting Clubs investment. Data received from sporting organisations has shown that while the majority can attract numbers of new members, the growth of the sport as a whole is significantly less than the new member intake. This therefore identifies retention of existing members as a key challenge for organisations moving forward in order to deliver sustained growth in club membership as an outcome. Sports should seek to have a comprehensive grasp of their membership profile and identify both the key points of potential growth and drop-out in order to present an offering that is attractive to all types of membership.

Clubmark NI accreditation still proved to be a challenge in Year 2 of the programme with less clubs (122) accredited than at the end of Year 1 (151). Clubmark accreditation is valid for a 3 year period and sporting organisations need to be aware of the need to re-accredit at the end of each 3 year cycle. The development of the appropriate club environment is key to the evolving gains associated with: club membership; officials; volunteers and coaches. Sport NI staff are continuing to engage with sporting organisations to address this shortfall and move towards meeting the target by the end of the investment cycle. The area of club accreditation is likely to require further review as SNI moves towards a new strategy and new investment cycle.

The investment through Sporting Clubs is focused on sustained growth in club membership over the 4 year cycle. Benefits accumulated across the first two years of the programme indicate encouraging growth within the club environment

4.30

Further to focus on developing the club as an inclusive community hub, linking critically with schools in the development of physical literacy, evidence also suggests the need to invest in clubs to deliver social policy including social inclusion and equality, the Club survey and programme data provides critical data on the status of clubs.

Theme 4: Coaching

(2017) Don Vinson, Polly Christian, Vanessa Jones, Craig Williams, and Derek M. Peter, University of Worcester. Exploring How Well UK Coach Education Meets the Needs of Women Sports Coaches.

4.31

This study is useful, not just as a determinant of its title ambition, women as sports coaches and UK coach education, but as a look at how well coach education in the UK meets needs holistically. Inclusive and equitable processes are important to the development of sports coaching. The aim of this study was to explore how well UK coach education meets the needs of women sports coaches to make recommendations to further enhance the engagement of, and support for, aspiring and existing women coaches. The national governing bodies (NGBs) of four sports (Cycling, Equestrian, Gymnastics and Rowing) volunteered to participate and semi-structured interviews using the tenants of Appreciative Inquiry (AI) within a Self Determination Theory (SDT) framework were undertaken with 23 coaches, eight coach educators and five NGB officers. The data themed into an analytic structure derived from SDT comprising 'Autonomy: Freedom to coach', 'Coaching competence', and 'Relatedness and belonging'. The coaches perceived potential benefit from enhanced relatedness and belonging within their sport with the findings suggesting that NGBs should embrace coach-led decision making in terms of the developmental topics which are important and should adopt the development of competence, rather than assessing technical understanding, as the foundational principle of more inclusive coach education. Future research should investigate the impact of the inclusive practices which are recommended within this investigation such as the softening of the technocratic focus of formal coach education. Sport NI has considered inclusivity for women in coaching later in this document, however in terms of sporting system inclusivity the component of coaching is a specific strand of work and coach-led decision making has been adopted as a strong rationale.

(2019) Philippe Crisp, University of Chichester, Sports Coaching and Youth Sports. A Case Study on How Good Practice in Sport England Funded Projects can be Monitored

4.32

This piece offers a slightly different angle on Sports Coaching – how to ensure that a development agency is promoting coaches effectively within programs. The present study highlights how a data collection/intervention project was considered to assist safeguarding within Sport England funded projects. Additionally, the evaluation of the project demonstrated how the project operated in flux, with key reinterpretations of specific actions and guidelines. The key participants in the study, the Strategic Relationship Manager and the School and Community Sports Officer, were both well aware of the necessity to implement change within the way that local sport governance operates, and their personal philosophies mandated a course of action that put the principle of safeguarding at the heart of their data collection/intervention project. The findings of the present study then, point to the way that developing new methods of evaluation in response to emerging safeguarding and sports governance requirements requires onsite support and contextualization, and development and understanding through consistent evaluation. The findings also show how formalized quality assurance programmes can demonstrate that robust processes are in place, not just for finance, but for equality, safeguarding, and governance. And finally, the findings strongly suggest that the importance of safeguarding for sports coaches is imperative. The study also examined narratives of three coaches as they described why and how they changed. The practice of critical reflection seemed to meet the needs of the coaches involved in the study. They used it to continually

examine their behaviour and their normalized taken-for-granted beliefs and to transform themselves in the direction of their idea of a 'good coach.'

(2017) Frank Jacobs, The Hague University, The Netherlands, Becoming a good coach.

4.33

This article reflected on what good coaching standards look like and how reflection and re-training interact with a coach's ability to stay relevant with best practice. The purpose of this paper was to gain insight into how coaches engaged to become what they perceived to be better coaches using a course based on critical reflective practice. Constant critical self-reflection would enable coaches to move closer to their individual idea of a 'good coach.' Scholars and coaches collaborated to develop course content. The course was built on principles of rational-emotive education. The study drew on Foucault's conceptualization of self-constitution or modes of subjectivities and confessional practice and Knaus' approach to teaching for our analytical framework. Thirty-five coaches participated in this study. The data consisted of semi-structured interviews, field notes, open-ended questionnaires and focus group. The results are presented per mode of change or transformation. The study explored how coaches wanted to transform their coaching practice (ethical substance), how they defined a good coach (mode of subjection), how they worked on change (ethical work) and how they transformed themselves (telos). The experience and development of the coach is therefore critical as they are a key driver for inclusion, a quality experience for a participant and sustaining participation.

(2017) UK Coaching, Coaching in the UK: Coached-Participation. Statistical Report UK Coaching commissioned You Gov to survey 20,000 adults and 1,000 children in 2017.

4.34

The primary aim of the survey was to explore the participant experience of receiving coaching and the experience of being a coach. The survey also asked members of the public their views of coaches and coaching in general. The survey incorporated a broader definition of coaching, to include anyone involved in or receiving coaching across the whole sport and physical activity sector. This report presents the findings from the participant section of the survey. Key findings: An estimated sixteen and a half million people in the UK have received coaching in sport and physical activity, in the last five years. Over nine-million adults have received coaching in the past twelve months alone (18% of the adult population). Women are more likely to receive coaching than men. The majority of those receiving coaching are from higher social grades, significantly higher than their representation in the UK population. Overall, those who receive coaching report a very positive experience. The vast majority say that they enjoy being coached; they feel their coach motivates them, encourages and supports them; and would recommend their coach to others. Three quarters (74%) of coached participants rated their last coached session as good. Only 1% rated their last session as poor. The vast majority of participants had confidence and trust in their coach. Participants report positive benefits of coaching beyond improvement in skills and performance, including improvement in physical health and mental well-being. Those in receipt of coaching were much more likely to rate their physical or mental health as excellent or good, compared to those not in receipt of coaching. Those in receipt of coaching had "stickier" sport and physical activity habits than those not in receipt of coaching: they were more likely to do more sport and physical activity; have increased their activity levels since the previous year; and would like to do more sport or physical activity in the future. Most participants did not think it was important that their coach was similar to them in terms of gender, age,

background, but rather they valued their experience, people skills and reputation within the community. Over half of those no longer in receipt of coaching said they might be encouraged to return to a coached session in the future (55%). However, a substantial proportion (45%) said they would not be interested in receiving coaching again. Amongst those who have received coaching in the past, but not within twelve months, the cost of coached activity was regarded as the biggest barrier for returning to coaching. Reducing the cost of sessions might encourage them to return. It is clear that while cost is a barrier to accessibility to coaching, this will be responded to within this draft corporate plan. It also further makes the case for investment on coach development as a key to accessibility and inclusion.

(2019) UK Coaching, Parent Survey.

4.35

In 2018, UK Coaching commissioned an independent survey of parents of children who take part in coached sport and physical activity. The primary aim of the survey was to understand parent's views of their child's coach and coaching, with a particular focus on methods of communication and parent-coach relationships. Over 1,000 parents were surveyed from a nationally representative sample. Overall, the survey found that parental perceptions of coaching are overwhelmingly positive. The majority of parents questioned in this independent, nationally representative survey, reported a positive relationship with their child's coach and very high levels of trust. Whilst the findings from this survey are generally very positive, two in 10 parents said they did not know the coach's name and three in 10 parents said they barely knew the coach at all. Furthermore, two in 10 parents said they never watch their child's coached session, primarily because they are not allowed to watch, or there is no space/room to watch. Among those who have never received coaching and are not interested in doing so, their top reason is that they prefer to exercise on their own, followed by a feeling that coaching is not for people like them. Given the significant role that parents play in supporting and encouraging their child's involvement in sport and physical activity, it is important that parents are welcomed into the club/ facility and are encouraged to stay, watch and get involved. Involving parents and welcoming them into the coaching family may help to develop more positive relationships and could provide extra help with administration or fundraising activities, for example. Sport NI wishes to invest time and resources in building in a warm, welcoming inclusive family culture within the club as the heart of the community for all.

UK Coaching YouGov Coach Survey, 2017. Coaching in Northern Ireland, 2015. NI Coaching Workforce Survey, 2010. Women in Sport – Beyond 30%, 2018. UK Coaching Framework: Workforce Management. A Framework for Planning Your Practice, Muir et al, 2011. iCoachKids Coaching Children Literature Review, 2017. Sport NI: Performance Workforce Audit. SRA Sports Club Survey, 2017/18. European Sport Coaching Framework, 2017. Sporting Clubs Governing Body Data, 2019. Social Learning – Julian Stodd, 2018. 70-20-10 Learning, McCall, M. The Science Behind eLearning, 2018. The Surprising Impact of Learning & Development on Digital Transformation, 2019.

4.36

The central outcome for coaching that has been suggested by Sport NI staff is: An active, skilled & supported workforce with the capacity & capability to meet the demands of the sport sector in Northern Ireland. This will only be achieved through the following actions:

- Recruit & develop a sporting workforce with the capacity & capability to meet demand with supply;

- Retain a happy & healthy sporting workforce through support, recognition & reward;
- Create a sporting workforce population which is more reflective of the general population;
- Meet participant/athlete needs & motivations through workforce attributes & approach;
- Foster a continuous improvement culture within the sporting workforce that embraces modern learning principles;
- Support engagement, communication & collaboration with & between the sporting workforce;
- Embrace technology to enable & enhance workforce recruitment, development, deployment & support; and
- Develop insight to inform decision making, & measure the impact of the workforce & its development.

Theme 5: The Value of Sport

There is an important causal link between physical literacy as an individual enabler, the club environment (including volunteering) as an environmental enabler, and sustained participation in sport and physical recreation as a resulting outcome leading to individual benefits such as physical, mental and emotional wellbeing, which collectively leads to societal benefits realised through the concept of the 'value of sport'. For the value of sport to be realised equitably, Sport NI must consider the perceived and actual barriers to these benefits.

(2017) David Meir, Thomas Fletcher, Leeds Beckett University, The transformative potential of using participatory community sport initiatives to promote social cohesion in divided community contexts.

4.37

A wealth of literature comments on and recognises the presumption that sport and social cohesion are mutually complimentary. This study is a useful indicator that, when too rigidly directed, sometimes these initiatives can fail. The North West England example is instructive for future policy development for Sport Northern Ireland. Sports are popularly believed to have positive integrative functions and are thought, therefore, to be able to galvanise different, and sometimes divided communities through a shared sporting interest. UK government and policy rhetoric over the last two decades has consistently emphasised the positive role sport can play in building more cohesive, empowered and active communities. These positive impacts are particularly important for communities with high numbers of young people from disadvantaged backgrounds. The purpose of this article was to reflect on the challenges associated with co-producing a participatory community sport initiative with 28 young people, the aim of which was to work towards greater social cohesion in an ethnically segregated borough in north-west England. Although a great deal was learned from working towards this, the initiative was ultimately unsuccessful because, for a variety of reasons, the young people removed themselves from the process. A major contribution of this article is its consideration of how we reflect on the realities of project failure and how future community sport initiatives might have greater success. In particular, for sport to make a difference, participants must be enabled to develop a sense of civic engagement and critical awareness which go beyond either sport or community development, emphasising wider socio-political development instead.

Sport NI has learned from our own programme and project evaluations with stakeholders and has built in civic engagement within our corporate plan approach. This further reinforces that sport, done well, can drive social inclusion and equality. Sport NI has focused in the system to drive continuous improvement and ensure sport is delivered well, that means accessibly and in terms of quality.

(2018) Sport New Zealand, The Value of Sport.

4.38 This report presented the findings of research commissioned by Sport NZ and undertaken by Angus and Associates over three stages to understand the value of sport and active recreation in New Zealand. These stages included: A literature review. 2. In-depth qualitative research with 42 New Zealanders and more than 60 other sport and recreation sector stakeholders. Quantitative research involving a representative sample of the general public (1516 New Zealanders), 346 people working in the sport and recreation sector, representatives of 121 organisations operating in the sector and 178 other organisations (some of our largest corporates and many small and medium enterprises). The key findings are as follows:

- 92 per cent of the people we talked to believe being active keeps them physically fit and healthy, and helps relieve stress;
- 88 per cent believe that sport and other physical activities provide them with opportunities to achieve and help build confidence;
- 84 per cent believe sport and physical activity bring people together and create a sense of belonging;
- 74 per cent say sport and physical activity help build vibrant and stimulating communities;
- 86 per cent agree that high performance sport both helps instil a sense of pride in our country, and contributes to our national identity as New Zealanders;
- Sport and active recreation contributes \$4.9 billion or 2.3% to our annual GDP, and the sector employs more than 53,000 New Zealanders.

The realisation of the value of sport for under-represented groups and society is a key premise of the Sport NI Corporate Plan.

(2017) Sport Wales, Social Return on Investment of Sport in Wales – The Value of Sport.

4.39 A broad look at social return on investment in Wales with a number of key findings including:

- The report shows that without people taking part in regular physical activity, there would be an additional £295million per annum cost to health budgets.
- It is also estimated that taking part in regular physical activity reduces the risk of major illness by up to 30%.
- Findings link the savings in this area to reduced treatment of major illness, general time spent in GP appointments and reduced pressures on front line NHS staff and services.
- Overall, the social value of health outcomes through participation in sport is £295.1M

- The largest value was created by the reduced prevalence of dementia (£102.13m) closely followed by the reduced prevalence of CHD and stroke (£97.62m). Taken together, these two outcomes accounted for more than two-thirds of the value generated from the health-related outcomes.
- An annual figure of £2.17m in savings as a result of crime prevention through sport in Wales. This is a very conservative figure based on an estimated 1% reduction in criminal incidents for males aged 10-24 years. The broader impact across different genders and age groups is likely to be much higher.
- Considerable additional savings were identified through the value of sport including £651.5M in terms of Social Capital (higher trust networks and reciprocity) and £91.15M of improved educational attainment savings.

(2016) Emma Sherry, Nico Schülenkorf, Laurence Chalip, La Trobe University, Australia, Managing Sport for Social Change: The State of Play

4.40 Sport-for-development (SFD) provides a platform for sport to be used as a tool or “hook” to contribute to positive outcomes in areas including economic development, social inclusion, cultural cohesion, healthy lifestyles, education, gender equity, as well as reconciliation and peacebuilding. The area of sport for social change (SFSC) represents a sub-field of sport-for-development that uses sport as a catalyst to build social capacity and develop socially and physically healthy communities. The opportunity for, and promotion of, social interaction is particularly relevant to community sport initiatives that provide an engaging social context for physical activity compared to more individualistic health and fitness activities. Bringing people together through sport and physical activity programmes, including members from socially, culturally and geographically diverse communities, provides an opportunity for the development of social capital (Kobayashi et al., 2013, Skinner et al., 2008). It is important to explicitly address that sport intrinsically developed well realises social benefit. The key to this is to focus on the quality and accessibility of sport at the hub of the community, the club. Add on programmes, while achieving throughput or output of initial numbers, may not necessarily have transitioned participants into sustained participation throughout the sporting system. Sport NI has therefore taken a systems based or mainstream approach to equality and inclusion to realise long term sustained change in participation for under-represented and Section 75 groups.

(2019) House of Commons Digital, Culture, Media and Sport Committee, Changing Lives: the social impact of participation in culture and sport.

4.41 A large piece of research and legislative scrutiny on the social impact of sport – cannot be ignored as an evidence base for Sport Northern Ireland in developing the next corporate plan (2020 – 2025). A solid indicator on future policy on the value of sport. Recommendations include: Breaking the cycle of crime: The Committee’s visit to the Brandon Estate showed that communities often have a good understanding of the challenges they face, and the positive role that sport and culture can play in changing the life chances of young people. The delay in publishing the independent review of sport in youth and adult prisons demonstrates the precarious political capital invested in sport and criminal justice. Violent incidents in prisons appear to be at an all-time high and the report’s recommendations reflect the need to consider alternative violence reduction strategies. Given the positive impact of boxing and martial arts programmes in our

communities, as reflected in the evidence we have received, prison governors should be given the option of using similar approaches in their establishments, if they so wish. The DCMS has recognised the role of the arts in reducing reoffending, but the Department's activity in this area is far less developed than the work championing the role of sport in tackling criminality. Creating opportunities through education: Whilst high rates of childhood obesity, coupled with low levels of physical activity, are rightly the policy driver for sport in education, it is important for the DCMS to champion the wider benefits including tackling social exclusion, supporting employability and increasing educational attainment. The Government should commit to extend funding for the Primary PE and Sport Premium beyond 2020. The DCMS and DfE should work with Ofsted to ensure that their new inspection framework assesses how this money is used to further the widest social impact that sport can have on children, as well as contributing to tackling childhood obesity. Improving Health and Well-Being: They reiterate their earlier recommendation about the importance of Government support for social prescribing. We also recommend that DCMS approach sporting organisations to encourage their participation in social prescribing schemes, which can go beyond physical health benefits to include social impacts such as tackling loneliness. The refreshed Sporting Future strategy is an ideal opportunity for the Sports Minister to truly galvanise cross-government involvement in maximising the social impact of sport. While we accept that machinery of Government changes may not be the right mechanism, we support the calls made during our inquiry for sport to have a higher profile across Whitehall.

While Sport NI does not dispute the transformative power of sport in prisons, in education setting, in health settings, pragmatically the Sport NI budget is limited and this will require partnership and investment from other partners to deliver through the wider strategy for sport.

(2019) Sport Scotland and Sheffield Hallam University, Sport Participation in Scotland, Quantifying the Benefits.

4.42

In 2014 Scottish consumers spent around £2.5 billion on sport. This represents 2.8% of total expenditure in Scotland, up from 2.6% in 2012, which equates to a real increase of 13% over this period. Approximately 58% of all sport-related consumer spending was on sport participation, and clothing and footwear was the single largest participation-related category, accounting for 37% of all participation-related expenditure. Sport-related GVA was £2.5 billion in 2014, or 2.1% of overall GVA in Scotland. This indicator has grown continuously since 1998 (1.5%). Similarly, sport-related employment, which was 57,500 in 2014, has grown from 1.6% of all employment in Scotland in 1998 to 2.6%. It can be seen from the indicators presented that the economic importance of sport in Scotland has grown at a faster rate than the overall economy over the last 20 years. A review published by the Department for Digital, Culture, Media and Sport (Taylor et al, 2015) found evidence of sport impacting on five main areas: health, subjective wellbeing, education, crime and anti-social behaviour, and social capital. The most developed and robust evidence is unsurprisingly in relation to physical and mental health although much of this evidence does not distinguish between sport and other physical activity. There are cost savings to the NHS from health improvement by people who are more active (Research Scotland, 2017). They note that a 1% increase in sport and other physical activity would yield a £3.5m saving each year from coronary heart disease, stroke and colon cancer alone. This can be related to an NHS budget in Scotland of some £13bn in 2018/19.

The rationale for investment in sport to deliver social benefits is strong and evidenced based, as is the argument that investment must come from partners to

realise aligned benefits. Sport NI will advocate the value of sport through this corporate plan but cannot practically fund all of this wide scope of work.

(2017) Stephen Brosnan, University College Cork, The Impact of Sports Participation on Crime in England 2012 – 2015.

- 4.43** The results of this paper indicate that sport participation reduces crime rates for both property and person crimes in 323 English local authorities between 2012 and 2016. The findings suggest that sports participation has a stronger effect on person crimes as opposed to property crimes. The results indicate that a 10% increase in sports participation leads to a fall in person crimes of 1.30 and 1.56% while a 10% increase in sports participation rates leads to a fall in property crimes of between 0.64 and 0.73%. This paper finds evidence to support previous studies which identify socioeconomic variables tending to have a statistically significant impact on property crime rates as opposed to person crime rates. For property crime rates, 10% increase in income per capita is associated with a decline in crime rates by 1.9% - 2.5%. The impact of sports participation on crime in England is found to be of a much smaller magnitude to that found by Caruso (2011) when examining the impact of sports participation on crime for 20 Italian regions. However, there is little doubt in this context that a correlation does exist. Sport NI may contribute to a reduction in crime in the community by empowering inclusive, quality clubs, however for sport to be used as a tool to reduce reoffending requires further bespoke investment on a wider scope.

Theme 6: Education and Sport

(2017) Kirsty Howells, Catherine Meehan, University of Canterbury, Walking the talk? Teachers' and early years' practitioners' perceptions and confidence in delivering the UK Physical Activity Guidelines within the curriculum for young children.

- 4.44** This is a significant piece of research for highlighting the lack of confidence in delivering physical education amongst teaching staff and highlights a key issue for lack of representation for some S75 groups. This study explored early years' practitioners' and teachers' attitudes and confidence in delivering the UK Physical Activity guidelines within the curriculum for young children. Using an online questionnaire, data were analysed using thematic framework and statistically. Fifty-nine respondents came from early years' settings, including nurseries, pre-schools and primary schools. The findings suggest that there is a lack of confidence in knowing what to do to support and sustain physical activity. Further research is needed to identify if this is a national trend; this is the next steps of our research, as is the development of resources to help support confidence and the delivery of physical activity for young children. Sport NI has identified the need to work with education in this regard, also to work with schools and formalise club links to give children the best start and ease transitions into sustained participation in sport.

(2019) House of Commons Briefing Paper, David Foster; Nery's Roberts, Physical education, physical activity and sport in schools.

- 4.45** Sport NI has considered equitable and recommended access to PE, sport and physical recreation and physical literacy within a Northern Ireland context and has

considered actions from this briefing to inform problem solving with education partners. This briefing provides information on policies and practice relating to physical education, physical activity and sport in schools in England. Notable inclusions: In July 2019, the Government published a School Sport and Activity Action Plan. The Plan sets out an ambition that all children should have access to 60 minutes of physical activity every day, with at least 30 minutes taking place in schools and the remaining 30 minutes taking place outside school. The Plan outlines a number of actions and commitments relevant to schools, including (but not limited to):

- In September 2020, the Government will launch a series of regional pilots to trial innovative approaches to increasing activity levels within and outside school.
- The Department for Education (DfE) will provide £500,000 to “test new approaches to improve the strategic direction and delivery of PE and school sport through the use of teaching schools.”
- Sport England will provide £1 million of National Lottery funding to develop a new digital resource for use in schools, to be launched in 2020, with the aim of empowering girls and building their confidence.
- The DfE will look at how to provide schools with a toolkit to support effective use of the PE and Sport Premium.
- The DfE will look at how Initial Teacher Training equips PE teachers to deliver high quality lessons.
- In February 2018 the Youth Sport Trust published a report on PE provision in secondary schools. The report was based on results from an online survey of teachers in 487 secondary schools in the UK. The report’s findings included that:
 - Pupils in Key Stage 3 receive an average of 124 minutes of curriculum PE each week. Pupils in Key Stage 4 receive an average of 98 minutes.
 - The average number of curriculum PE minutes had declined over time, with Key Stage 3 minutes declining by 20% over the last five years, and Key Stage 4 minutes declining by 38%.
- Ofsted’s July 2018 report on physical activity in schools (see section 6.3) noted that schools often used their PE and Sport Premium funding to bring in specialists to support the school in a number of ways, including: ongoing continuing professional development (CPD) for teachers; Particular PE teaching in areas the school has identified as weaker; All or some of the after-school clubs.
- Ofsted Report on Physical Activity 2018:
 - 69% of the 60 schools visited as part of the research had two or more hours of PE in the timetable each week.
 - Many schools also organised additional activities at the whole-school level; 13 schools, for example, organised a ‘daily mile’.
 - Parents surveyed as part of the research wanted to see more time for PE in the curriculum.

(2018) The Education and Training Inspectorate Northern Ireland, Report 2016 – 2018.

4.46

This is a significant research piece in a local Northern Ireland context. The Chief Inspector has noted significant failings in the range and quality of physical education currently being delivered in Northern Ireland. Excerpts below: High quality provision in physical education (PE), together with the promotion of healthy lifestyles and better dietary education, are key to reducing childhood obesity. Effective pre-school physical development, together with the recommended two hours of PE each week, may help to offset the unavoidable ineffectiveness of short term initiatives, as there is no quick-fix. However, the reported provision is very variable (from as short as 60 minutes) with durations of less than 120 minutes reported frequently. Inspiring children to take up sport and leisure activities will benefit them both in body and mind.

If we consider that participation in sport and physical recreation is at its highest when we are children. This research highlights a persistent and worrying decline in children's experience of, and participation in, sport, physical recreation and physical education. The impact of inequalities impacting young people and access to physical literacy development and PE are therefore compounded in later life and therefore linked to health and obesity provided a strong rationale for interventions at this early age.

(2016) Harrington D, Research Work Group for Ireland's Report Card on Physical Activity in Children and Youth (European research working group) Are Our Kids Moving With the Times?

4.47

This pivotal research collaboration has instigated European, recognisable scorecard to grade each nation's success across a range of physical activity mechanisms. One key determinant of that grade is Physical Education. Physical activity (PA) guidelines in Ireland, both North and South, recommend that children should accumulate at least 60 minutes of moderate-to-vigorous PA (MVPA) daily for health benefits. Despite these recommendations not all children on the island of Ireland are meeting this target. In the 2014 Report Card on Physical Activity for Children and Youth Overall Physical Activity Levels was graded a D. The 2016 Report Card on Physical Activity is a document that contains all data on indicators related to children's physical activity levels from Ireland North and South between 2011 and 2015. Notably, the score given for physical education on the Island of Ireland is a D-. The present guidelines for weekly PE participation differ between jurisdictions in this Report Card i.e. one hour per week in the Republic of Ireland at primary level compared to the two hour per week recommendation in Northern Ireland for primary level children. The current allocation of 60 minutes of PE/week in Republic primary schools is below European averages. The European Physical Education Association recommends, for example, that pupils engage in 1 hour of PE daily. Age-related differences in PE participation were apparent, with 79% of those aged 12 and under reporting 2+ hours/week when compared to 57% of those aged 16 and over. There is a noticeable decline in meeting the Irish PE guidelines, as children make the transition from primary to post-primary education. Data from HBSC reported that 42% of transition year students receive 81+ minutes of PE per week, when compared to 5% of those in their leaving certificate year. This is critical data when considering the impact of access to PE and physical literacy for young people.

(2018) Dr Jo Harris, Loughborough University, The Case for Physical Education becoming a Core Subject in the National Curriculum

4.48 In making the case for Physical Education to be at the core of the national curriculum, Dr Jo Harris pointedly lists the associated problems of physical education in a UK context. Excerpt: Physical education should be a core subject within the National Curriculum because it is the only subject whose primary focus is on the body and, in this respect, it uniquely addresses the physical development aim of the curriculum and it also makes a significant contribution to the spiritual, moral, social and cultural development of children. In addition, it develops an interest in and patterns of physical activity which are essential for healthy development and lay the foundations for active lifestyles. This is increasingly important given growing concerns about children's health (e.g. over 75% of children do not meet physical activity for health guidelines; 20% of children experience mental health problems; and 1 in 5 secondary age children are obese). Furthermore, there are current concerns about physical education in schools with inadequate attention paid to the subject in primary initial teacher training meaning that qualified teachers often lack the confidence and competence to teach physical education well.

4.49 This downward trajectory in children's participation is especially worrying as it provides a lower starting point from which adult participation rates continue to decline. As we live longer, this results in increased levels of inactivity in later life with the associated public health implications. Participation in sport and physical recreation is acknowledged to reduce those negative physical and mental health impacts. A starting point for Sport NI must be to reverse the reduction in childhood participation in sport and physical recreation, reduce drop-out rates among school aged children and address the inequalities associated with that drop-off between boys/girls and those with/without a disability.

Theme 7: Health inequalities

There are longstanding inequalities in society linked to deprivation, education, gender, age, disability and ethnicity amongst other socio-economic factors. Sport is a microcosm of society and these inequalities are manifest amongst those who engage in sport in the widest sense; as well as amongst those work or volunteer in sport. There is a growing body of evidence around the instrumental value of sport. Sport has been shown to contribute to both the physical and mental wellbeing of participants. Furthermore, there is evidence that sport enables individual development, notably through volunteering, as well as community development via increased trust and reciprocity. The Active Lives Survey for Sport England in 2017 found that there was a 'dose response' relationship between physical activity levels and the four subjective wellbeing measure of life satisfaction, happiness, feeling worthwhile and anxiety. Furthermore, for those who volunteered as well as participated in sport, the scores for these measures were even more positive. It follows then that if sport and physical recreation are inherently enjoyable and also deliver wider wellbeing and societal benefits, then all people should have equal access to it. The reality is that inequalities exist in terms of who takes part in sport and physical activity and therefore who benefits from it.

Physical activity research, including health inequalities has been reviewed below, noting importantly that sport is a subset of physical activity, but when considering the value and benefits of sport and physical recreation on health, the link established in this body of work between physical activity and health merits

inclusion. Within this general link between general physical activity and health it is important to establish sport's position.

(2018) Bob Laventure, UK physical activity guidelines: Developing options for future.

- 4.50** The communication of physical activity guidelines has been described as one of the “corner stones” of successful national policy. Milton K, Bauman A. A critical analysis of the cycles of physical activity policy in England, *International Journal of Behavioural Physical Activity*. Messaging: Is there a need for a coherent comprehensive communication strategy? This is a must – It has been missing in previous campaigns. – All 4 home countries to contribute. – Campaigns must be sustained and not short lived. Excellent social marketing advice needed for strapline/headline ‘catch phrasing’ and messaging used by all 4 home countries. – This requires a serious budget and political support – Layers of messages and interpretation. Participation (Canada) is held up as an exemplar long term campaign. Sport NI has considered culture and advocacy for sustained participation in sports and physical recreation in this draft corporate plan which will position itself in alignment to the new strategy for sport and physical recreation, being developed by the Department for Communities. Sport NI would therefore advocate for the contextualisation of Sport NI's Corporate Plan or strategy with scope for sport and physical recreation under an overarching strategy for sport and physical recreation and a multi-department/agency physical activity strategy would create alignment and optimise Sport NI's focus and impact for long term meaningful change in terms of equality.

(2016) Keyvan Molanorouzi, Selina Khoo & Tony Morris, Motives for adult participation in physical activity: type of activity, age, and gender.

- 4.51** In recent years, there has been a decline in physical activity among adults. Motivation has been shown to be a crucial factor in maintaining physical activity. The purpose of this study was to examine whether motives for participation could accurately discriminate gender, age, and type of physical activity. The group discriminant function analyses revealed significant functions correctly classifying the cases into gender (82%), age group (83%), team sport players 76%, and individual racing sport plus bowls players 91%, racquet sport players 90%, exercisers 84%, and martial art players 91%. The competition/ego, appearance, physical condition, and mastery sub-scales contributed most to gender differences. Five sub-scales (mastery, psychological condition, others' expectations, affiliation, and enjoyment) contributed most to the discriminant function for age. For type of activity, different sub-scales were the strongest contributors to the discriminant function for each type of PA. The findings in this study suggest that strong and important motives for participation in physical activity are different across type of activity, age, and gender in adults. Understanding the motives that influence physical activity participation is critical for developing interventions to promote higher levels of involvement. Sport NI is committed to mainstreaming equality throughout the sporting system within this corporate plan and stakeholder and key interest groups (under-represented and S75) lived experiences and views and evidence are central to inform strategic direction.

(2017) Information Analysis Directorate, Health Survey Northern Ireland.

- 4.52** There has been a downward trend in self-reported general health since 2010/11, when 73% of respondents reported good or very good health. Whilst there was no

difference in the ratings for males (72%) and females (69%), a decline in general health rating was observed with increasing age. This is in keeping with previous health survey findings. Respondents in the most deprived areas were less likely to describe their health as good or very good (59%) than those in the least deprived areas (78%). Over the last decade the proportion of adults classed as overweight or obese has remained at a similar level at around three-fifths of respondents. Males (28%) were more likely than females (25%) to be obese. Similarly, males were more likely to be overweight (37%) than females (32%) however this gap has narrowed over the last decade. The factors of age and gender has been considered within this corporate plan in design and interventions.

(2019) Chief Medical Officer's Report, Physical Activity guidelines in the UK.

4.53

Regular physical activity is associated with decreased mortality and lower morbidity from several non-communicable diseases. Adults who are physically active report more positive mental and physical health. Since publication of the previous physical activity guidelines in 2011, the scientific evidence on the relationships between physical activity and health has continued to accumulate, including new evidence on the volume, duration, and frequency of physical activity for substantial health benefits for disabled adults. The previous guidelines recommended that adults should undertake 150 minutes per week of moderate intensity physical activity (MPA) or 75 minutes of vigorous intensity physical activity (VPA) or a combination of the two, and resistance training two or more times per week, to gain a range of physical and mental health benefits, and to reduce the risk of many non-communicable diseases. They recommended that physical activity should be spread throughout the week by being active on most days and accumulated in bouts of 10 minutes or more. However, more recent evidence suggests that these 150 minutes can in fact be accumulated in bouts of any length (35), and/or achieved in one or two sessions per week while still leading to health benefits. In addition, it suggests that health benefits may also be derived from lower volumes, intensities and frequencies of activity, particularly for individuals with low levels of physical fitness and for disabled adults. Further new evidence suggests that short duration, very vigorous exercise (at or close to all-out or maximal effort) at lower volumes than 75 minutes per week may bring equivalent health benefits to those derived from adherence to the previous guidelines, in a more time-efficient manner. Improving fitness also further reduces the risk of cardiovascular disease beyond the reduction associated with regular physical activity. The evidence continues to suggest that at least twice a week, all adults should undertake activities which increase or maintain muscle strength (resistance training). The activities chosen should use major muscle groups in the upper and lower body. This can include activities such as using bodyweight, free weights, resistance machines or elastic bands, as well as activities of daily living such as stair climbing, wheeling your wheelchair, carrying shopping bags, lifting and carrying children, and gardening. The causal link between sport and physical recreation and health is evident.

(2015) World Health Organisation, Global Recommendations on Physical Activity for Health.

4.54

Physical activity should not be mistaken for sport. Physical activity is any bodily movement produced by the skeletal muscles that uses energy. This includes sports, exercise and other activities such as playing, walking, doing household chores or gardening. What is Moderate-intensity and Vigorous intensity Physical Activity? Intensity refers to the rate at which the activity is being performed. It can be thought of as "how hard a person works to do the activity". The intensity of

different forms of physical activity varies between people. Depending on an individual's relative level of fitness, examples of moderate physical activity could include: brisk walking, dancing or household chores. Examples of vigorous physical activity could be: running, fast cycling, fast swimming or moving heavy loads. What does accumulating physical activity throughout the week mean? The concept of accumulation refers to meeting the goal of 60 minutes per day or 150 minutes per week by performing activities in multiple shorter bouts spread throughout the day. For example, to meet the goal of 60 minutes of physically activity daily, children can do two bouts of 30 minutes in different times of the day. Likewise, adults can meet the 150 minutes weekly goal by doing 30 minutes of physical activity five times per week. Doing some physical activity is better than doing none. Inactive people should start with small amounts of physical activity and gradually increase duration, frequency and intensity over time. Inactive adults, older adults and those with disease limitations will have added health benefits when they become more active. Sport NI recognises that sport requires adaptations in its product offering for people with disabilities and entry level participation for the health benefits to be realised. This plan is therefore inclusive in terms of approach to adaptations to achieve the outcomes of sustained participation, particularly for under-represented groups.

(2018) Jane V Ahn, Francesco Sera, Steven Cummins, Eirini Flouri, University College London, Associations between objectively measured physical activity and later mental health outcomes in children: findings from the UK Millennium Cohort Study

- 4.55** The beneficial effect of physical activity (PA) on mental health in adults is well established, but less is known about this relationship in children. This study examined associations between objectively measured sedentary time, PA and mental health in 11-year-olds from the UK Millennium Cohort Study (MCS). Longitudinal data from MCS sweeps 4 (age 7) and 5 (age 11) were used. Accelerometer data were collected at MCS4, and mental health was measured at MCS4 and MCS5 using subscales (peer, emotional, conduct, hyperactivity) of the Strengths and Difficulties Questionnaire (SDQ). Associations between mean daily PA minutes at different intensities (sedentary, light, moderate-to-vigorous) at MCS4 and SDQ outcomes at MCS5 (score range 0–10) were estimated using multiple linear regression models, adjusting for SDQ at MCS4 and individual and family characteristics, and stratified by gender. Results In fully adjusted models, increased PA at MCS4 was associated with fewer peer problems in boys and girls at MCS5. For each additional 15 min in moderate-to-vigorous physical activity (MVPA), peer problems decreased -0.077 points (95% CI -0.133 to -0.022) in boys. For girls, light PA was associated with decreased peer problems (-0.071 points/30 min, 95% CI -0.130 to -0.013). Greater sedentary time was associated with more peer problems and fewer hyperactivity symptoms in boys and girls. Increased MVPA was associated with more conduct and hyperactivity problems in boys and more hyperactivity in girls. Increased sedentary time is associated with more peer problems in children, and PA, generally, is beneficial for peer relations in children aged 11. Sport NI would therefore argue that the same findings and benefits realised apply to sport,

(2019) Gavin Breslin, Gerard Leavey, Mental Health and Well-being Interventions in Sport Research, Theory and Practice.

- 4.56** This book, particularly chapter 10, is instructive as to the well documented benefits of mental health promotion and detection in the world of sport. Public health has much to gain from well-designed and solidly implemented sports-based

interventions to improve mental health and wellbeing. In achieving their goal, practitioners hope to further stimulate critical enquiry of the evidence based reflection on practice and force recision in future development of programmes to improve mental health and wellbeing of those involved sport. The Optimum Performance Programme in Sports (TOPPS) was used as a strong example of how to embed good mental health and wellbeing practice into elite sport programs. TOPPS has also been implemented in a randomised controlled trial showing improvements in mental health outcomes with American college athletes. Hence wellbeing (mental health) is a core element of the new Corporate Plan.

Faculty of Sport and Exercise Medicine Joint position statement on Sport and Mental Health, Including: Vancampfort D, Stubbs B, Firth J, Hallgren M, Schuch F, Lahti J, et al. Physical activity correlates among 24,230 people with depression across 46 low- and middle-income countries. Harvey SB, Øverland S, Hatch SL, Wessely S, Mykletun A, Hotopf M. Exercise and the Prevention of Depression: Results of the HUNT Cohort Study.

4.57 Key findings include: Physical activity can increase self-esteem and reduce depression and anxiety in children. We also know that physical activity performed in an outdoor space can improve cognitive performance, self-esteem and reduce anxiety and symptoms related to attention deficit disorder. There needs to be clear pathways safeguarding vulnerable adults and children suffering from mental health issues when participating in physical activity and safeguarding generally for all those participating in organised sport. The UK government has defined wellbeing as ‘a positive physical and social and mental state’ (Department of Health, 2010). Mental wellbeing includes factors such as individuals’ ability to develop their potential, work productively and creatively, build strong and positive relationships with others and contribute to their community’. It also involves areas of life such as feelings of satisfaction, optimism and self-esteem. One way to enhance our mental wellbeing and protect our mental health is through participating in physical activity. There is clear evidence that physical activity reduces the risk of cognitive decline in adults and older adults with a 20–30% risk reduction in developing dementia for adults participating in daily physical activity. There is compelling evidence for the therapeutic use of physical activity and Exercise Medicine in the prevention and treatment of disease and many common conditions including mental health. Safeguarding and wellbeing are dedicated strands of Sport NI’s existing and future work, with a greater emphasis on mental health interventions.

(2017) Sport England, Review of Evidence on the Outcomes of Sport and Physical Activity: A Rapid Evidence Review.

4.58 There is a strong association between taking part in sport and physical activity and positive mental wellbeing outcomes, but the causal mechanisms are less well understood. There are challenges around the varied definitions used in the field, and the subjective nature of measures. There is much evidence that sport and physical activity contributes to enjoyment, happiness, and life satisfaction. Social interaction is central to this. Self-esteem and confidence can increase through the opportunity to develop new skills and relationships. There is potential to reduce anxiety and depression symptoms. Other outcomes include improved cognitive functioning, benefits for people with dementia, and impacts around emotion regulation. It is apparent that the intrinsic benefits of sport and the supporting Sport Wellbeing Project interventions should be realised for under-represented groups and those at risk. The environmental factors of COVID19 have magnified this issue and health inequalities.

(2017) Gavin Breslin, Stephen Shannon, Tandy Haughey, Gerard Leavey, Ulster University, A Review of Mental Health and Wellbeing Awareness Programmes in Sport.

4.59

Participation in sport can have positive physical, emotional and psychosocial health benefits. The sport setting lends itself to the communication of positive mental health and wellbeing messages, yet the best way of achieving the delivery of these messages remains uncertain. Responding to this uncertainty, on how best to engage the sporting community, a review of mental health and wellbeing awareness programmes in sport was undertaken to provide direction to the Strategic Steering Group for Mental Health and Wellbeing in and through Sport. The review identified two objectives: The need for a systematic analysis of peer reviewed programmes across the world which promote mental health and wellbeing awareness in sport, and to review regional mental health and wellbeing policies, strategies and interventions. The first objective was met through a desk based review using Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines. The second objective was also achieved and consisted of twenty-six interviews/focus group discussions with mental health and wellbeing stakeholders in Northern Ireland, analysed using general inductive analysis. The findings from the systematic review highlighted a lack of methodological rigour in the evaluation of programmes applied in sport settings to either increase mental health literacy, help seeking, mental health and wellbeing, or to reduce stigma. The results from the interview/focus group discussions revealed 16 programmes were available in Northern Ireland in sport settings with this figure anticipated to be higher. The level of the evaluation and impact of the programmes was not apparent. Those interviewed highlighted the further need to raise awareness of mental health and wellbeing through sport, to develop appropriate training routes for coaches and athletes, to tailor programmes to clubs when appropriate, and use existing well established sports clubs and governing body networks for delivery of mental health and wellbeing programmes. To aid the delivery of programmes, a strategy on the development of mental health and wellbeing in and through sport was welcomed, as was a framework for evaluation. Despite the positive views of those interviewed, knowledge and awareness of mental health and wellbeing was low for a minority of those interviewed. There was uncertainty over who should deliver training in clubs, the resources available and who should attend training. Questions were also raised with reference to what would be the specific role of the club/wellbeing officer if put in place, whether this was to sign post to already existing services or provide support. Sport NI is committed and well on the road in the implementation of the Wellbeing Project and sustained streams of work.

Youth Wellbeing Prevalence Survey October 2020

4.60

This study provides data on more than 3,000 children and young people in Northern Ireland, and on more than 2,800 parents and caregivers.

Emotional & Behavioural Problems

- One in eight children and young people in Northern Ireland experienced emotional difficulties, one in ten had conduct problems and one in seven problems with hyperactivity.
- Boys aged 5-10 years had higher levels of emotional problems than girls in the same age group (19.3% vs 15.3%) and females aged 16-19 years had higher levels than males (19.7% vs 6.7%).

- When the 20% most deprived areas were compared to the 20% least deprived areas, there were higher overall rates of emotional and behavioural problems (16.5% vs 7.8%), emotional symptoms (18.1% vs 10.6%), conduct problems (13.3% vs 6.0%), hyperactivity (19.6% vs 9.9%) and peer problems (5.1% vs 3.7%).

Oppositional Defiant & Conduct Disorders

- It is estimated that one in ten young people have an oppositional defiant disorder (9.9%) and one in 20 have a conduct disorder (5.5%).
- Rates were higher for males than females across both disorders (oppositional defiant disorder, 12% vs 7.3%; conduct disorder, 6.9% vs 4.1%).
- Rates of oppositional defiant disorder decrease with age: 11.7% of 5-10 year olds had oppositional defiant disorder compared to 7.3% of 16-19 year olds.
- There were no statistically significant differences by deprivation quintile for lifetime prevalence of either oppositional defiant disorder or conduct disorder, although there was a downward trend as deprivation decreased, particularly in relation to oppositional defiant disorder.



Section 75 group specific data, research and insights to inform equality consideration.

NISRA and Continuous Household Survey
Age
Gender
Disability
Race
Sexual Orientation
Religious belief
Political Opinion
Marital Status

4.61 Sport NI's core focus continues to be on growing and sustaining participation in sport and physical recreation; we recognise that this has the greatest impact on our people, our communities and our society and particularly as we merge from the COVID 19 pandemic. During this next Corporate Plan period (2020 – 2025) we aim to work with partners to get more people active and to support their transition into sustained participation in sport and physical recreation. In particular, we are acutely aware of the barriers to sport for many people and groups in society, including people with a disability, women and girls, older people, carers, black and minority ethnic communities and our LGTBQ+ communities. Closing the participation gap has, and continues to be, a priority for our partner department, the Department for Communities and Sport NI.

4.62 The following data, research and insights has been considered in relation to religious belief, political opinion, race, age, gender, disability, marital status, sexual orientation, people with dependants or without. It also provides an evidence base for the prioritisation of inclusion for under-represented groups in this corporate plan, including people with a disability, women and girls, older people, carers, black and minority ethnic communities and our LGTBQ+ communities. This has been considered in a long term approach, in terms of lifelong sustained participation in sport and in terms of access to all parts of the sporting system, from participation, to talent development, to high performance, to officiating, to coaching to sports administration and leadership.

(2018/19) Sport and Leisure Results, NISRA

4.63

Sport and Leisure Results Tables are listed below:

- [Sport or any physical activity, including walking, during the last 4 weeks by sex and age, 1999-00](#)
- [11.2 Sport or any physical activity, including walking, during the last 4 weeks by sex and socio-economic group 1999-00](#)
[11.3 Sport or any physical activity, excluding walking, during the last 4 weeks by sex and age, 1999-00](#)
[11.4 Sport or any physical activity, excluding walking, during the last 4 weeks by sex and socio-economic group, 1999-00](#)

4.64

The Department for Communities hold research data: <https://www.communities-ni.gov.uk/topics/other-dfc-research>. The Department for Communities provides a series of publications provides information on adults and young peoples' experience of sport and physical activity:

- [Experience of sport in Northern Ireland 2018/19](#)
- [Experience of sport in Northern Ireland 2017/18](#)
- [Experience of sport by adults in Northern Ireland 2016/17](#)
- [Experience of sport by young people in Northern Ireland 2016](#)
- [Experience of sport and physical activity in Northern Ireland 2015/16](#)
- [Experience of sport and physical activity by adults in Northern Ireland 2014/15](#)

f) They also provide ad hoc sport research:

- [The impact of sporting activity on emotional wellbeing 2015](#)
- [Sports volunteering by adults in Northern Ireland 2012/13](#)
- [Impact of poverty on engagement in sport in Northern Ireland](#)
- [Attendance at live sports events by adults in Northern Ireland 2011/12](#)

(2019/20) Continuous Household Survey Data, NISRA

4.65

The Continuous Household Survey, completed by NISRA and analysed by the Department for Communities asks questions on a variety of topics, such as internet access, the environment, tourism, libraries, health, sport and education. The Survey is designed to provide a regular source of information on a wide range of issues relevant to Northern Ireland. It has been running since 1983, with recent results covering housing characteristics, changing population, tourism, participation in sports, arts and culture and attitudes towards the environment. NISRA carry out this survey for a number of Government Departments and Agencies. ([Continuous Household Survey page](#)). Participation in sport by adults findings from the 2019/20 Continuous Household Survey published on the 28th May 2020 by the Department for Communities & Northern Ireland Statistics & Research Agency shows that 'more than half of adults (56%) participated in sport within the previous year', no change on the 2018/19 figure.

- 4.66** In 2018/19, 56% of all adults had participated in sport within the last 12 months, an increase compared to 2017/18 (54%). The proportion of children who had participated in sport outside of school was similar to the previous year (87% in 2018/19 compared to 84% in 2017/18). Seven out of every ten adults who had participated in sport cited “Keep fit” and “Improved physical health” as a benefit of participating (71% and 69% respectively), while six out of every ten (58%) cited “Improved mental health”. Other benefits of participating that were stated by respondents included “Have fun” (55%), “Made me feel better about myself” (43%) and “Lose weight” (38%).
- 4.67** Females aged 16 and over were less likely to have taken part in sport at least once within the last year (49%) than males (62%). Similarly when looking at participation rates over the previous four weeks, over a third of females (36%) stated that they had taken part in sport compared to nearly half of all males (48%). Males were also more likely to be a member of a sports club (31%) than females (17%). Since 2007/08 the gap between adult male and female participation rates has remained broadly consistent. Since 2011/12 (45%), the proportion of females participating has remained fairly consistent at just under a half of all female adults, although showing a slight increase over the period to a peak of 49% in both 2017/18 and 2018/19.
- 4.68** Sport participation declines with age among adults. Those aged 45 and over were less likely to have participated in any sport within the last year (41%) or within the last 4 weeks (30%) compared to younger adults aged 16-44 years (71% and 53% respectively). More detailed analysis of sport participation in the last year by age group shows that there is no difference in the sport participation rate for 16-24 year olds and those aged 25-34 years. Similarly, there is no difference between 25-34 year olds and 35-44 year olds. The participation rate then decreases with each subsequent age group to 29% of those aged 65 and over. Similarly, when looking at participation rates over the last 4 weeks, three out of every five adults aged 16-24 (59%) had taken part in sport compared to just one quarter of adults aged 65 and over (24%). From 2011/12, participation rates for adults aged 65 and over have steadily increased from 22% reaching a peak of 29% in 2018/19.
- 4.69** Comparison of participation in particular sports by those aged under 45 and those aged 45 and over shows that adults in the latter age category were less likely to have participated in the majority of sports in the last year. The only sport where those aged 45 and over were more likely to participate was bowls. When looking at participation in sport over the last 4 weeks, the results were similar. However there was a higher proportion of adults aged 45 and over who had participated in ‘bowls’ in the last 4 weeks (2%) and in ‘martial arts’ (1%) compared to those aged under 45 (both 0%), although participation rates for both sports are low.
- 4.70** Those aged 16 and over who have a disability were less likely to have taken part in sport at least once within the last year (35%) compared with those who do not have a disability (64%). A similar disparity was found when participation rates over the last four weeks were considered, where almost a quarter of those with a disability (24%) were found to have taken part in sport compared to almost half of adults who do not have a disability (49%). Fourteen per cent of adults with a disability were members of a sports club, a lower proportion than the 27% of those who do not have a disability. Rates of participation in sport for adults who have a disability have remained fairly consistent at around a third of adults since 2011/12 (32%), aside from a slight decrease to 26% in 2012/13. Disability and age are closely related. On balance, the older we become the more likely we are to have a disability. Results have also shown that age and sport participation are

negatively correlated, as we get older, the less likely we are to participate in sport. Considering age and disability, analysis was conducted on broad age groups under 50 years and 50 years and over. The results show that both younger and older adults who have a disability were less likely to participate in sport with in the previous year than those who do not have a disability. This suggests that irrespective of age, disability negatively affects the likelihood of adults participating in sport, although there is a bigger differential among older adults. When participation rates over the last four weeks were considered, the results were similar.

4.71 Adults living in the most deprived areas in Northern Ireland were less likely to have participated in sport within the previous year (46%) or within the last 4 weeks (35%) than those adults living in the least deprived areas (65% and 53%, respectively). Similarly, those living in the most deprived areas were less likely to be a member of a sports club (19%) than those living in the least deprived areas (27%). Participation rates for adults who live in the most deprived areas have remained fairly consistent at around four of every ten adults over the period 2011/12 (44%) to 2018/19 (46%).

4.72 Seven out of every ten (71%) adults in Northern Ireland who had participated in sport over the last year cited “Keep fit” as a benefit. Almost seven out of every ten adults (69%) who had participated in sport cited “Improved physical health” as a benefit of participating. Other benefits of participating that were stated by respondents include “Improved mental health” (58%) “Have fun” (55%), “Made me feel better about myself” (43%) and “Lose weight” (38%). Only two per cent of all adults who had participated stated that they had experienced no benefits as a result of participating in sport over the past year.

This data has directly informed Sports NI’s focus on evidenced based under-represented groups, including further sources to include BAME groups. Another layer of qualitative data from lived experience is also considered by Sport NI to ensure quality of experience is improved.

(2020) Everybody Active Programme, Sport NI

4.73 Sport NI invested £6.2m over four years (2016-2020) into the 11 District Councils to increase sustained participation amongst women and girls, people with disability and people in areas of greatest need.

4.74 In 2019/20 total investment was £1,580,293 for 2019/20, total participants were 95,712, female participants were 55,658, 15,027 with a disability, 27,337 living in areas of greatest need and 28,156 engaged in sustained activities. An analysis of the sports/activities on offer through EBA 2020 in 2019/20 across the five KPIs shows that multi-skills (multi-sport), athletics, football, running/jogging and basketball were the top 5 of the 41 sporting activities provided through EBA2020 by total participant numbers. However, there were noted differences in their top 5 sports/activities when analysed by the proportion of participants according to each KPI group. 2018/19 survey results 3,931 participant surveys completed across NI in 2019/20. 1,899 were completed by participants aged 4-11, 914 by young participants aged 12-17, and adults completed 1,118. This information has been used for quantitative and qualitative analysis to inform further programme development.

AGE (including gender)

(2018) The Children's Sport Participation and Physical Activity Study 2017-2018 Ulster University, University College Dublin, University College Cork, University of Limerick.

4.73

Originally the Children's Sport Participation and Physical Activity (CSPPA) 2009-10 survey was conducted only in the Republic of Ireland and provided baseline data on children and young peoples' participation in sport and physical activity. The CSPPA 2017-18 survey was expanded to include a representative sample of Northern Ireland pupils allowing comparison between the two jurisdictions. CSPPA provides a detailed picture of children and young peoples' (10-18 years) participation in sport and physical activity in across seven domains including extra-curricular sport, sport outside of school and sedentary behaviour. The determinants of participation in these activities were also explored. This report found that thirteen percent of Northern Irish children and youth met the recommended physical activity guidelines (20% primary school pupils, 11% post primary school pupils) of 60 minutes of moderate-to-vigorous physical activity (MVPA) per day. Fewer girls met the physical activity guidelines, compared to boys (10% vs. 16%). This gender difference was evident in both primary school (19% vs. 21%) and post primary school (7% vs. 14%) levels. Post-primary school girls had the lowest prevalence of meeting the physical activity guidelines, with only 7% obtaining ≥ 60 minutes of MVPA. An age related decline in physical activity was observed in post primary pupils. Socio-economic status had a significant influence on those achieving the recommended physical activity guidelines in both primary and post primary pupils. Less affluent pupils were less likely to achieve the recommended level of physical activity levels than pupils from more affluent backgrounds. At primary school level, individual pursuits are popular for both boys and girls. At post primary level, traditional team sports dominate male participation whilst females engage in individual pursuits. 65% of primary school pupils reported participating in community sport at least once a week, with 49% of post-primary school pupils reporting participation at least once a week. Fourteen percent of primary and 47% post-primary school pupils reported never participating in school sport. At post-primary school level, the numbers of those who reported never participating in community sport appeared to be a significant issue. More primary school age girls than boys reported participating in extracurricular sport at least once per week (70% vs 61%). In post primary schools a higher proportion of males than females reported participating in extracurricular sport at least once per week (65% males vs 50% females). 80% of primary school principals and 67% of post primary school principals reported that they received support from local clubs in the delivery of extracurricular sport. Overall, participation rates in sport outside of school at least once per week are the same for primary and post primary school pupils (52%) however gender differences exist in participation levels in sport outside of school at primary and post primary school with boys more likely to participate than girls. Among post primary pupils, males were more likely to participate in sport outside of school than females at least once per week (52%

males vs 47% females). An age related decline in sport outside of school participation for post primary school pupils was observed for both males and females. Participation in sport outside of school declines from 74% in year 8 to 30% in year 14. 11% of males and 14% of females reported that they were involved at a recreational level. 35% of males and 29% of females were involved at a competitive level (club competitions) and 13% of males and 9% of females reported competing in performance sport (regional and national recognised standards). Membership of a sports club outside of school is associated with less reported time in sedentary behaviour (7.5 vs 8.5 hours per day, $p < 0.001$) and more time engaged in moderate to vigorous physical activity (4.8 vs 3.3, $p < 0.001$). The survey also found that due to low numbers of teachers involved in extracurricular sport provision, primary and post primary schools may be more reliant on local clubs to provide opportunities for pupils. The role of local clubs in extracurricular sport provision, particularly at post primary level may allow schools to provide a broader range of sports. Already doing enough sport, not having enough spare time and feelings of incompetence were the three main reasons for non-participation in sport outside of school. The report also suggests that the lack of engagement of youth in leadership roles has implications for the sustainability of both youth participation and clubs themselves. The involvement of young people at an organizational or 9 coaching level of a sports club may contribute to a sense of belonging and value in the club and may go some way to tackling the age related decline in participation. The focus of sports clubs on competition at a young age and being overly serious may discourage those who do not feel good enough from participating. Sports clubs need to ensure that children of all abilities are welcome and that they provide positive and engaging recreational experiences with suitable support and coaching to enable young people to learn new skills and achieve their potential. 65% of primary and 58% of post primary school pupils participate in a combination of sport outside of school and extracurricular sport at least once per week, confirming the contribution these activities make to helping young people reach the recommended 60 minutes MVPA per day. Sport NI continues to consider and respond to the gender inequalities and perceived and actual barriers for young people in its advocacy work and partnership work to ensure they have the best start.

(2015) Kids Life and Times and Young Life and Times Survey

- 4.74** CSPPA notes similar findings from the Kids Life and Times (KLT) & Young Life & Times Surveys (2015) which reported that 32% of P7 pupils were meeting physical activity guidelines compared to only 9% of 16 year olds. These findings suggest that there has been a decline in physical activity in P7 children in Northern Ireland with the KLT (2015) reporting that 32% of P7 children were achieving the recommended physical activity guidelines compared with only 23% in the current study's data.
- 4.75** Exploring attitudes to and experiences of sport and physical activity among children and young people in Northern Ireland, Sport NI. Funded by Sport Northern Ireland (Sport NI), in 2015 ARK's Young Life and Times (YLT) and Kids Life and Times (KLT) surveys included a comprehensive module of questions that asked children and young people about their experiences of and participation in sport and physical activities. The results of this study were published in a report by Sport NI (2016). As in 2015, the 2016 YLT and KLT surveys showed that there is a noticeable gender difference in the physical activity levels; how males and females experience

sport and physical activity; and the factors they experience as inhibiting. The 2016 YLT and KLT surveys confirmed again the relationship between family affluence and participation in sport and physical activity. Whilst 16-year olds from less affluent backgrounds were least likely to say that a lack of time prevented them from being more active, they were disproportionately more likely to reference all other reasons, including: the cost involved; access to transport; the lack of knowledge about activities; and the lack of someone to go with to the activities. Sixteen-year olds – in particular 16-year old females – reported that a lack of time prevented them from taking part in more sport and physical activity, as also reported in 2015.

(2016) Young People and Sport In NI: A response to the 2015 Young Life and Times and Kids Life and Times surveys, Sport NI.

4.76

The available evidence consistently shows that participation in sport reduces with age. This phenomenon is particularly prevalent amongst young people. At all of the major transition points from primary school to secondary school, from GCSEs to A Levels, and from secondary to tertiary education young people tend to drop out of sport. If this pattern of behaviour is to be reversed, it follows that we need to know more about young people, their motivations, their aspirations and how they feel about sport. Whilst there is plenty of evidence on adult participation in national surveys such as the Continuous Household Survey (CHS) and the Northern Ireland Sport and Physical Activity Survey (SAPAS), unfortunately there is relatively little evidence available on the participation patterns of children and young people. This is particularly unfortunate as there is some evidence that sport is a habit and that if this habit is instilled at an early age it is more likely to be maintained.

Gender and sport: The main variable that impacted on the experiences of and attitudes to sport and physical activity was respondents' gender, and this was the case in both KLT and the YLT survey. Sixteen-year old males were more likely to be active to the level that is recommended and were more likely to be involved in sports including tuition and coaching outside the school context. Females were much more likely than their male counterparts to think that they were not good at sport.

Family affluence and access to sport: We found a relationship between family affluence and participation in sport. This was not a surprise. Membership in sports clubs, travel to and from training and competitions, respective sports clothing and equipment, membership in fitness clubs etc. all incur costs that families on low income or with more than one or two children may find hard to meet

Religious belonging and sport: Northern Ireland is a society emerging from decades of violent conflict. Sport is undoubtedly one of the most appropriate means to bring people together. Almost one third of YLT respondents had experienced sports based community relations programmes, and over half said that they would like to take part in programmes like this in future.

The rural and urban divide: We found an interesting relationship between rurality and the level of sport and physical activity undertaken by children and young people. It was not surprising to see that children and young people from rural areas were least likely to say that they walked or cycled to school. The lower population density in rural areas means that the distance between family homes and schools is larger, and for some young people it may therefore be unfeasible to walk or cycle to school, especially at post-primary level where some young people have to travel significant distances to get to their school.

Sport and heteronormativity: We found significantly lower levels of participation in sport and enjoyment in sport among same-sex attracted 16-year olds. The recent public coming out of some of Britain's top athletes (e.g. Tom Daley, Keegan Hirst, Casey Stoney, Gareth Thomas), along with general policy changes (e.g. equal marriage law), have created a greater openness towards LGB athletes in sports.

Making time for sport and physical activity: Sixteen-year olds - in particular 16-year old females - reported that a lack of time prevented them from taking part in more sport and physical activity. Young people often juggle school demands, volunteering, part-time jobs and family responsibilities, and they find it difficult to make time for physical activity.

The evaluation of the lived experience of young people, a codesign approach through a Young Persons Panel and with education will enable Sport NI to realise change for young people.

(2016) Young Person's Behaviour and Attitudes Survey.

4.77 Current UK guidelines state that, "All children and young people (5-18 years) should engage in moderate to vigorous intensity physical activity for at least 60 minutes and up to several hours every day." The number of young people who report attaining this has remained relatively stable since 2007, with boys (17%) twice as likely to attain this as girls (8%). As many young people (13%) reported doing at least 60 minutes of moderate physical activity during every day of the last week compared with those who reported not doing 60 minutes on any day of the week (8%). Although the number achieving 7 days of physical exercise is similar between the most deprived and least deprived quintiles, there are a quarter fewer from the most deprived achieving 4 days or more (43%) compared with the least deprived (57%). The Young Persons' Behaviour & Attitudes Survey (YPBAS) (2016) reported that boys were twice as likely to achieve the minimum recommended 60 minutes MVPA per day as girls (17% vs 8%). Comparatively, the CSPPA survey found that 10% of girls and 16% of boys are meeting these guidelines. The current findings suggest that the gender gap is closing when compared to figures from the YPBAS. An age related decline in sport participation was also observed in the KLT and YLT surveys (2015) with 74% of P7 pupils participating compared to only 52% of 16 year olds. The age decline in sport is critical information for programme design and advocacy within this Corporate Plan, the problem solving approach with partners is critical to implementation.

(2019) Education Authority Data

4.78 Sport NI has sought to understand the lived experience for young people and is further informed by Education Authority data. The Education Authority states that 622,985 children and young people live in Northern Ireland. Of these 60% are school-aged children and 66% of these are aged between 9 and 18. Some of the key statistics highlighted include:

- 25% of children and young people live in an area of deprivation;
- 35% of children and young people live in a rural community;
- One in five children and young people have a mental health need;
- There are more than 8,000 young carers in Northern Ireland (average age 12);

- There are 20,000 young people aged 16-24 Not in Education, Employment or Training (NEET);
- There are at least 3,100 Children and young people looked after;
- 29% of all pupils in Northern Ireland are eligible for free school meals;
- 23% of all pupils have a special educational need or a disability;
- 21% of Primary 1 pupils identified as obese or overweight. In the most deprived areas, it is 23%;
- 29% of Year 8 pupils identified as obese or overweight. In the most deprived areas, it is 36%.

The needs of young carers, the mental health needs of young people, the deprivation and health inequalities faced, and those young people with disabilities are considered within the programme design and interventions of this corporate plan. The accessibility of PE and physical literacy, the links from school to a diverse, welcoming and accessibility club or community sports offering are critical to support young people.

(2020-2023) Youth Service Regional Assessment of Need

4.79

The Education Authority Youth Service Planning and Monitoring Team, December 2019 carried out a regional assessment of need. Youth Services in Northern Ireland are delivered by a range of diverse groups and organisations, including statutory, voluntary, uniformed and church based, many of which are supported with grants from the Education Authority (EA). These range from rural groups with small memberships to large urban organisations. Youth provision is delivered directly to children and young people in a variety of settings including; fulltime and part-time youth centres; outdoor learning centres; schools; outreach and detached. Youth Services also deliver specialist programmes of support, particularly focussed on improving the outcomes for marginalised or vulnerable children and young people, enhancing their inclusion and participation. The purpose of the Regional Assessment of Need is to identify the big picture in terms of the needs and inequalities facing children and young people and vulnerable groups whose needs are not currently being met and who experience poor educational, health or social outcomes. This needs assessment will identify unmet need and inform service planning and resource allocation ensuring improved outcomes for children and young people and a reduction in the inequalities they face. A survey focussing on the following six key areas of enquiry was designed for children and young people:

- Health and Wellbeing;
- Learn and Achieve;
- Good Relations;
- Participation;
- Inclusion, Diversity and Equality of Opportunity; and
- Living in Safety and Stability.

A total of 16,132 children and young people responded to the survey. Children and young people from a range of statutory, local and voluntary youth groups involved in 16 DE funded youth work participated. Children and young people not currently involved in Youth Services were also canvassed. Sport and fitness programmes and outdoor learning activities registered highly with all respondents to the survey, particularly those aged 9-13, illustrating that children and young people understand the importance of an active lifestyle to their overall general health and wellbeing.

Young people recognised that body image was associated with physical and mental health issues and could impact on their confidence and self-worth. Many children and young people also highlighted the role that social media played in portraying the 'perfect body' which impacted negatively on children and young people, especially girls. The accessibility into and linkages within the sporting system, supported by effective partnerships are therefore critical to meet the needs of young people as they recognise the role of sport in wellbeing.

(2020) Young People MQ5 Mental Health Data

4.80

Mental Health and Wellbeing of Children and Young People Childhood and teenage years pose all sorts of challenges and pressures that can be difficult to cope with, and young people can experience a range of mental health conditions, sometimes even before starting school. This can be worrying for parents, and very distressing for the children affected. They may be left confused about what they are experiencing, or who they can turn to for help. Many children whose symptoms are spotted early may get the help they need, learning new skills to manage and cope, and go on to live their life to its full potential. However those who don't get the right diagnosis or support are at a much higher risk of developing more severe problems later in life. According to leading UK mental health research charity MQ5:

- 75% of those with a mental health condition start developing it before the age of 18;
- seven in 10 young people with a mental health problem haven't had sufficient help at an early age;
- three children in every class have a diagnosable mental health condition.

We know the role of sport in general wellbeing, we understand the enabler of physical literacy and the environmental enablers of volunteering and the club environment to realise this creating a strong case for strategic engagement around the delivery of sport to young people. Furthermore Sport NI will focus more on the Wellbeing strand and advocacy for young people.

(2017) Northern Ireland Commissioner for Children And Young People

This is further reinforced by findings from research published in 2017 by the Northern Ireland Commissioner for Children and Young People which highlights;

- More than 20% of young people are suffering significant mental health problems by the time they reach 18 (DHSSPS, 2010; Khan, 2016);
- A range of sources highlight the increasing prevalence of mental ill health of children and young people in Northern Ireland in terms of the scale and complexity of problems. • Rates of mental ill health are estimated to be 25% higher in NI than in other parts of the UK (Bamford, 2006);
- Indicators for poor mental health include disproportionately higher rates of suicide in NI within under 18s compared to other parts the UK, increasing anti-depressant prescription rates for 0-19 yr olds, increasing self-harm rates for 0-18 year olds and self-reported poor emotional wellbeing of children and young people.

(2018) M. F. van Sluijs & Susi Kriemler, Reflections on physical activity intervention research in young people – dos, don'ts, and critical thoughts.

4.81

This paper critically evaluates, amongst others, current research practice regarding intervention development, targeting, active involvement of the target population, challenge of recruitment and retention, measurement and evaluation protocols, long-term follow-up, economic evaluation, process evaluation, and publication. It argues that funders and researchers should collaborate to ensure high quality long-term evaluations are prioritised and that a trial's success should be defined by its quality, not its achieved effect. As public health gains are thought to be greatest when achieving population-level shifts in exposures with minimal harm, targeting whole populations may be our best bet. In contrast, certain population subgroups may benefit most from increased physical activity, such as girls and overweight youth, and targeting them may help reduce health inequalities. Review evidence suggests that girls particularly benefit from single-sex interventions, although recent primary research indicates that both sexes benefit from population approaches, with girls benefitting more than boys. Although targeted interventions may be 'easier' to implement than population-based approaches, they also tend to be more intensive for the participants to engage with (e.g. face-to-face session vs. environmental change). The lack of like-for-like comparisons makes it difficult to draw firm conclusions regarding the need for, and value of, targeting. In addition, research into other behaviours suggests that a whole population approach overcomes isolation, stigmatization and detrimental mental health consequences, an issue particularly relevant in adolescent and overweight populations but largely ignored in the physical activity literature. Due consideration should therefore be given to the need for a universal or targeted approach, the acceptability and effectiveness of different approaches available to targeting, and the potential positive and negative consequences of either. If asked, the magic intervention ingredient identified by young people is FUN, whether it is with their family or with friends. The big step-up for intervention research is to find a focus resulting in sustained engagement rather than just momentary fun. Various psychological models link sustained enjoyment to autonomous forms of motivation (e.g. Self Determination Theory), also in young people.

This aligns strongly to research findings around Active Fit and Sporty, it creates a case for measurement of longer term sustained participation change and the rationale for a systems model that looks at more than entry point participation outputs but transitions and links that realise options to sustain participation,

(2010-2016) Schubotz and McMullan 2010, Khan 2016, Lundy 2012. Devany 2012,

4.82

Research indicates that many young people are not accessing mental health services even when they self-report as experiencing serious mental health problems (Schubotz & McMullan, 2010). There is an average 10 year delay between young people presenting first symptoms and getting support (Khan, 2016). There are specific groups of children who are more likely to face discrimination in the realisation of their rights to the highest attainable standard of healthcare; this includes care experienced children, those living in poverty and in economically deprived areas, children in contact with the criminal justice system, those with long-term disability or illness and children belonging to ethnic minorities (Lundy et al. 2012; Devaney et al. 2012; Khan, 2016). The Sport NI Wellbeing

Project addresses this issue with critical signposting and wellbeing hub resources, accessible by clubs and members.

(2015) Marie H. Murphy, Niamh M. Murphy, Catherine Woods, Alan M. Neville, Aoife Lane, Prevalence and Correlates of Physical Inactivity in Community-Dwelling Older Adults in Ireland.

4.83

The public health challenges associated with rapid population ageing are likely to be exacerbated by poor physical activity levels. The purpose of this study was to identify correlates of physical inactivity in a population-representative sample of older adults in Ireland. The study reports a secondary analysis of data from 4892 adults aged 60+ from the Irish Longitudinal Study on Ageing (TILDA). TILDA includes an assessment of the mental and physical health, and social and financial circumstances of participants assessed in a home interview and self-completion questionnaire. Females were over twice as likely to be inactive as their male counterparts (Odds Ratio 2.2). Increasing old age was associated with inactivity among males and females. Those who reported above secondary level education, no reported falls in the last year and no fear of falling were less likely to be physically inactive. While older adults who noted poor/fair self-reported health, that they did not look after grandchildren, did not own a car or did not attend a course were also more likely to be inactive than those who reported positively for these items. Gender displayed a strong but often contrasting influence on factors that affect physical activity among older adults. Among females, living alone or in a rural area, retirement, fair/poor emotional health and activity being limited by illness were all significantly associated with inactivity. While cohabiting, being employed and residing in an urban area were related to low levels of activity in males. Findings identify specific groups of the older Irish population who may be at particular risk of physical inactivity and thereby the associated physiological and psychological hazards. These results can support the development of tailored interventions to promote healthy ageing. Sport NI's Draft Corporate Plan will facilitate healthy aging by supporting clubs to develop a more diverse product offering to realise inclusion and relevance to their communities.

(2016) Kirsten Corder, Andrew J. Atkin, Diane J. Bamber, Soren Brage, Valerie J. Dunn, Ulf Ekelund, Matthew Owens, Esther M. F. van Sluijs & Ian M. Goodyer, Revising on the run or studying on the sofa: prospective associations between physical activity, sedentary behaviour, and exam results in British adolescents.

4.84

Background: Prospective associations between physical activity & sedentary behaviour (PA/SED) were examined against General Certificate of Secondary Education (GCSE) results in British adolescents. Methods: Exposures were objective PA/SED and self-reported sedentary behaviours (screen (TV, Internet, Computer Games)/non-screen (homework, reading)) measured in 845 adolescents (14.5y ± 0.5y; 43.6 % male). GCSE results at 16y were obtained from national records. Associations between exposures and academic performance (total exam points) were assessed using multilevel mixed-effects linear regression adjusted for mood, BMI z-score, deprivation, sex, season and school; potential interactions were investigated.

Results: PA was not associated with academic performance. One-hour more accelerometer-assessed SED was associated with (95 % CI) 6.9(1.5, 12.4) more

GCSE points. An extra hour of screen time was associated with 9.3(-14.3, -4.3) fewer points whereas an extra hour of non-screen time (reading/homework) was associated with 23.1(14.6, 31.6) more points. Screen time was still associated with poorer scores after adjusting for objective PA/SED and reading/homework. Conclusions: An extra hour/day of screen time at 14.5y is approximately equivalent to two fewer GCSE grades (e.g., from B to D) at 16y. Strategies to achieve the right balance between screen and non-screen time may be important for improving academic performance. Concerns that encouraging more physical activity may result in decreased academic performance seem unfounded.

(2017) Marcia R Franco, Allison Tong, Kirsten Howard, Catherine Sherrington, Paulo H Ferreira, Rafael Z Pinto, Manuela L Ferreira, Older people's perspectives on participation in physical activity: a systematic review and thematic synthesis of qualitative literature.

4.85 In this fairly large study, 6 major themes were identified from 132 studies involving 5987 participants: social influences (valuing interaction with peers, social awkwardness, encouragement from others, dependence on professional instruction); physical limitations (pain or discomfort, concerns about falling, comorbidities); competing priorities; access difficulties (environmental barriers, affordability); personal benefits of physical activity (strength, balance and flexibility, self-confidence, independence, improved health and mental well-being); and motivation and beliefs (apathy, irrelevance and inefficacy, maintaining habits). Some older people still believe that physical activity is unnecessary or even potentially harmful. Others recognise the benefits of physical activity, but report a range of barriers to physical activity participation. Strategies to enhance physical activity participation among older people should include (1) raising awareness of the benefits and minimise the perceived risks of physical activity and (2) improving the environmental and financial access to physical activity opportunities. These considerations will be advocated for delivery partners within this corporate plan.

Gender

In considering gender, and further to the Continuous Household Survey, Sport NI has considered female representation throughout the sporting system, to determine the best responses to ensure equality for women. The following is an analysis of the data, research, evaluation and insights throughout the system.

4.86 (2019) Sport NI Club Survey and Sporting Clubs Investment, was also considered and has been detailed at page 34.

Membership: The survey returns represent a total of nearly 130,000 sports club members, an average of 154 members per club, split 65% male, 35% female. Female representation is particularly low in the 19 to 49 age bracket where the split is 71% male, 29% female. Coaches: The survey returns show there are 10,559 coaches, an average of 13 coaches per club, split 69% male 31% female. Nearly a third (32%) of all coaches are men in the 31-49 age bracket whilst women in this age bracket account for only 11% of all coaches. A similar picture is found in the over 50s age bracket. Overall, the gender ratio for coaches is 2.2 males for

every 1 female. This is not dissimilar to the ratio of males to females in membership (2.4 to 1) and in volunteers (1.6 to 1). Many sports are proactive in facilitating women into coaching, however, the result here suggests more needs to be done across sport generally. Volunteering: The survey results show a total of 23,899 volunteers across the 710 clubs that supplied information on volunteering, of which 62% are male, 38% female.

(2017/18) Sport NI, Women and Girls in Sport 2017/18, Active Fit and Sporty, Sport NI.

4.87 Sport NI's Women in Sport intervention works towards the Sport Matters (DfC) target PA8: 'to deliver a 6% point increase in female participation'. The review of PA8 recommended that 'Women in Sport is recognised as a Sport Matters key priority throughout the next 5 years to secure an increase in funding to increase solely women and young girls participation for the future and secure a greater proportion for female participation of funding aimed at sports for both men and women'

Output for 2017/18 includes:

- 283 people registered for leadership training;
- 5020 total participants (93% female);
- 10% women over 50;
- 22% women and girls from areas of high social need;
- 27% women and girls with a disability; and
- 45% of women and girls engaged in active volunteering.

(2018/19) Sport NI, Women and Girls in Sport 2018/19, Active Fit and Sporty, Sport NI.

4.88 The Women & Girls in Sport - Active, Fit and Sporty project saw an investment of £497,025 into 6 projects for the development of female sport during 2018/19. The six organisations involved were Female Sports Forum, Disability Sport NI, Ulster University, Women in Sport and Physical Activity (WISPA), Sported and Youth Sport Trust. The overall aim of the programme was to deliver strengthened sporting structures for females, to ensure that all new and returning participants are inspired, welcomed, enthused and remain motivated to stay active.

Outputs for 2018/19 includes:

- 156 Role Models Identified;
- 336 Total No of people registered for leadership training ;
- 99% Completed Leadership Training;
- 9174 Total Participants;
- 98% Female Participants;
- 704 Fifty + Women; and
- 3 6% Girls Aged 14-25.

(2019) Sport NI, Active Fit and Sporty Insight Report

4.89 Sport NI completed the Women and Girls: Active, Fit and Sporty Participation Survey 2019 Insight Report. This data and associated findings inform the Build Back Better Programme. The Women & Girls in Sport: Active, Fit and Sporty strategic document identifies four key pillars for action: Leadership; Role Models; Media; and Research & Evaluation. Sport NI investments through Active, Fit & Sporty were

intended to support progress against the four pillars ‘to deliver strengthened sporting structures for females, to ensure that all new and returning female participants are inspired, welcomed, enthused remain motivated to stay active’. Sport NI developed three outcomes for the Active, Fit & Sporty project:

- Women and girls are supported to adopt and sustain a sporting lifestyle;
- Women and girls are participating in grassroots sport; and
- A supported sporting workforce enabling sports clubs to deliver quality experiences.

The Active Fit & Sporty project was evaluated using an ‘Outcome Based Accountability’ methodology; this approach focused on the impact on participants with benefits measured through improvements against the project outcomes. Using an OBA framework, the ‘population’ level impact of ‘Active, Fit & Sporty’ was demonstrated through research (with validated measures) that assessed the positive influence of the project strands (that SNI invested into) on women and girls. Alongside the validated project level research, Sport NI conducted an insights project through an open survey and a series of focus groups in partnership with Ulster University. The insights project was undertaken as part of Sport NI pre-planning and insight gathering to inform the development of our new draft Corporate Plan and to help inform work and develop future interventions aligned to it. This bespoke research was conducted with the six organisations in receipt of SNI investment through Active, Fit and Sporty. The six projects are: Youth Sport Trust – Girls Active, Disability Sport NI, Sported NI, Ulster University, WISPA (Women in Sport & Physical Activity); and Female Sports Forum

(2019) Sport NI, Active Fit and Sporty Participation Survey.

4.90 The research investigated the theory that a positive and healthy coach-athlete or leader-participant relationship is essential for the holistic development of all involved. Relationships between coaches/leaders and participants were analysed to allow for a better understanding of how interventions like the Active, Fit & Sporty projects (of varying length and content) can assist in enhancing the wellbeing of the female population. A series of pre and post questionnaires and focus groups examined psychological variables and elements of the Theory of Planned Behaviour (TPB). The psychological variables are:

- perceived autonomy support (i.e. the level of support from the respondent’s coach/ instructor or as a leader ability to be supportive);
- motivation to involve females in sport;
- mental well-being; and
- basic psychological needs satisfaction in terms of autonomy, competence and relatedness.;
- based on the Self-determination theory, competence, autonomy and relatedness needs must be satisfied for an individual to function at an optimal level.

4.91 In Q1 2019-20, Sport NI developed and undertook an open ‘Participation Survey’; hosted on ‘Citizen Space’ and invited anyone involved in female sport or physical activity (both male and female), aged 16+ years, to respond to the survey. Over 1,100 responses were completed for this survey, and 300 individuals indicated their interest in contributing to further research and focus groups. This survey asked respondents how best Sport NI, in conjunction with partners and the wider public, could encourage more women & girls to take part in sport. The Insight Report provides insights into engagement of respondents by age, geographic location (at

district council level) & disability. The report also provides insights into club membership and the type of sports respondents participate in.

4.92 Focus Groups: Subsequent to the survey, in Sport NI facilitated a series of focus group sessions across Northern Ireland. Designed to help Sport NI plan for the future of female sport and understand how in conjunction with partners and the wider public, Sport NI can encourage more females to participate and flourish in all aspects of sport, as a participant, volunteer, coach or leader, high performing athlete or an employee working in the field of sport or physical activity. The aims and objectives of these focus groups were to consider:

- What are the perceived barriers to female participation in sport and physical activity?
- What are considered the values of staying active?
- How can we increase female participation in sport and physical activity?
- Is there a relationship between being physically active and mental health and wellbeing?

4.93 Validated project level research: Headline findings from the project level research demonstrate that:

- The pre activity survey shows that motivation for sport was high and wellbeing average and indicated a shortfall in self-reported confidence.
- The post activity survey results show motivation for participating in sport was high – and higher among those participants who had attended sports lessons (coaching). More autonomy support from coaches and leaders resulted in higher motivation.
- The project level focus groups showed that participants felt more confident after taking part in the activity, were more resilient, and felt supported and stronger both physically and mentally.
- The creation of the right environment was key to sustained involvement in sport – including having the right skilled coach/instructor leading the activity.

4.94 Headline findings from the online survey include:

- 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.
- 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.
- 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.
- 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. These findings broadly align with recent insights based on Continuous Household Survey datasets.

4.95

Focus Groups: Headline findings from the focus groups are grouped in themes of values, mental health & wellbeing, role models and barriers to participation:

Values

- Women and girls value the social aspect of participating, the friendships they develop and feeling a sense of inclusion and belonging.
- A high value is placed on developing life skills such as resilience, calculating risk and loyalty.
- Participants expressed health benefits such as improved fitness, increased strength and improved mobility as important values of their participation in sport and physical activity.
- A significant number detailed how they valued self-accomplishment, breaking personal records and intrinsic motivation.

Mental Health & Wellbeing

- Participants shared how participating gave them a feeling of mental release in that it positively affected their mood by temporarily clearing their head of thoughts and stresses.
- Many described extremely positive feelings post physical activity - the “feel-good” factor.
- With age, participants have become more aware of the physical and mental benefits of participating in sport and physical activity and many claimed this had now become the main reason for their participation.

Role Models

- Young people face conflicting role models from other avenues outside of sport, such as fashion and music, which can detract from their participation in sport and physical activity.
- A role model does not necessarily have to be an elite sportsperson and that often there are role models closer to home such as parents and siblings.
- First impressions count - creating a welcoming culture at sports clubs where anyone of any ability feels welcomed.

Barriers to Participation

- Those from rural areas described the challenges they faced such as lack of choice of sports, transport issues and social isolation.
- A lack of confidence and negative body image are significant barriers, particularly for adolescent girls going through puberty, mothers and older women.
- The societal role of women emerged as a barrier - women tend to put themselves last and place priority in traditional roles such as caring for children, caring for others and running a household.
- A lack of time was described as perceived barrier – and potentially the wrong priorities
- The cost of participating in sport - particularly among ethnic minorities and multiple children families.
- Expectation and fear of failure - concerns of looking out of place or following a programme for an extended period of time only to achieve no significant change.

Solutions

- A number of possible solutions were discussed during the focused groups which can be summarised as follows:

- Increasing opportunities for social and recreational physical activity. This includes more options of non-competitive activity where individuals can try it with no obligation to join a club or organisation.
- Focus of these opportunities should be enjoyment and friendship.
- Creating sport and physical activity programmes around the individual involved and their needs can increase participation - An athlete or person-centred approach should involve allowing participants to take ownership of the programmes, design them to suit their direct needs and ensure they feel important and valued throughout.
- Upskilling teachers – the experience of physical education depends on the teacher and so it is vital that teachers are upskilled in different sports and educated on the importance and impact of physical education for young people.
- A required culture shift from male dominated sport to a more gender equal sporting environment including improved facilities for women.
- Increased promotion of the sport and physical activity options available in local communities, particularly in rural areas - many participants explained they believed there are opportunities out there but they were unsure where to look.

4.96

Conclusion: These findings validate much of the content in SNI'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 – echoing a sentiment expressed by Board members at the SNI December 2019 Board meeting. Through the delivery of Active, Fit & Sporty there has been significant success in additional and unintended outcomes. 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 a multiple and accessible opportunities for women and girls to develop and sustain their sporting lifestyle across NI. Sport and physical activity is just as much about personal development as it is about winning medals. We also now understand that as individuals progress through life they become more concerned with their health and the role that sport plays in maintaining good physical and mental health and wellbeing. Sports clubs and organisations need to be upskilled in how to create a welcoming culture - where first impressions are vital in attracting and retaining new members. The development of new and upgrades to sporting facilities should consider this. A lack of confidence and body image are significant barriers to sustained participation among women and girls. An athlete/participant-centred approach should be considered when creating new programmes. There is also a growing demand for more social sporting opportunities particularly for specific groups of females such as mums and toddlers, church groups and pre-natal mothers. There also needs to be additional consideration for an enhancing opportunities for those living in rural areas. The role of teachers and physical education is key to lifelong physical literacy and participation in sport.

(2018) Sport Northern Ireland, Sporting Clubs Programme - Year One Progress Update and (2019) Sport Northern Ireland, Performance Pathway Coach Mapping.

4.97 Within the sporting workforce, including coaches, officials and volunteers, in Northern Ireland there is an under-representation of females. Women represent just 19.5% of the overall sports coaching workforce, with this number further reduced within performance sport environments to 16.8% of coaches operating within senior international programmes and 10% of coaches from Northern Ireland who coach World, Olympic or Paralympic medallists.

(2018) Norman, L., Rankin-Wright, A.J., and Allison, W. (2018). *It's a concrete ceiling – it's not even glass: understanding tenets of organisational culture that supports the progression of women is coaches and coach developers*, Journal of Sport and Social Issues. 42 (5), 393-414.

4.98 Research consistent identifies that the percentage representation of women within the coaching workforce reduces as the level of the pathway increases, and this is mirrored by higher levels of female drop-off within coach education as the levels of qualification progress.

(2019) Sport Northern Ireland Northern Ireland Sports Club Survey.

4.99 A recent survey of sports clubs across Northern Ireland found that female participation within sports clubs across the region current sits at 35%, with a high of 50.1% amongst pre-school children and a low of 27.1% among the over 50's. The steepest drops in club participation were observed in the transitions from post-primary aged young people to the 19-49 age bracket (10.5%) and Pre-School to Primary School aged children (8.6%). Average female club participation declines as age increases. The club volunteer population is 37.7% female, with females making up 30.8% of the club coaching workforce. A consistent trend is observed within these populations when dissected by gender and age illustrated by *Fig.1* and *Fig. 2*. Within both club coaching and club volunteering, as with club membership, females become increasingly under-represented as age increases.

Fig 1 Club Coach Gender Trends

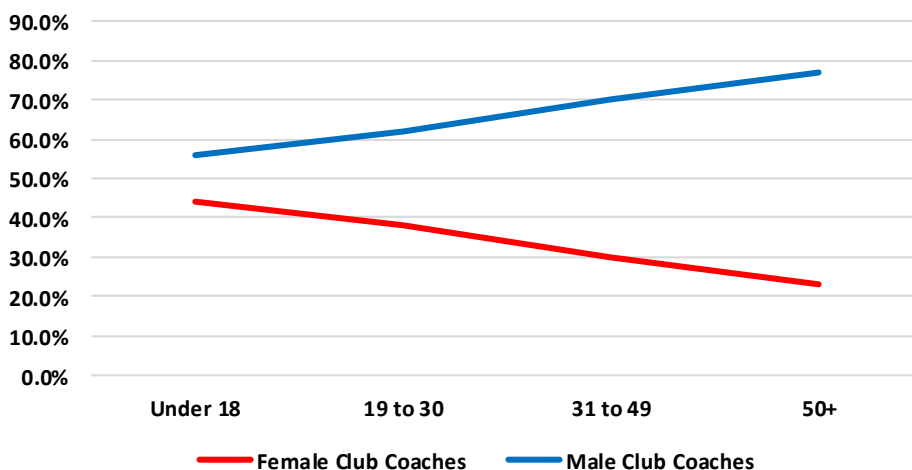
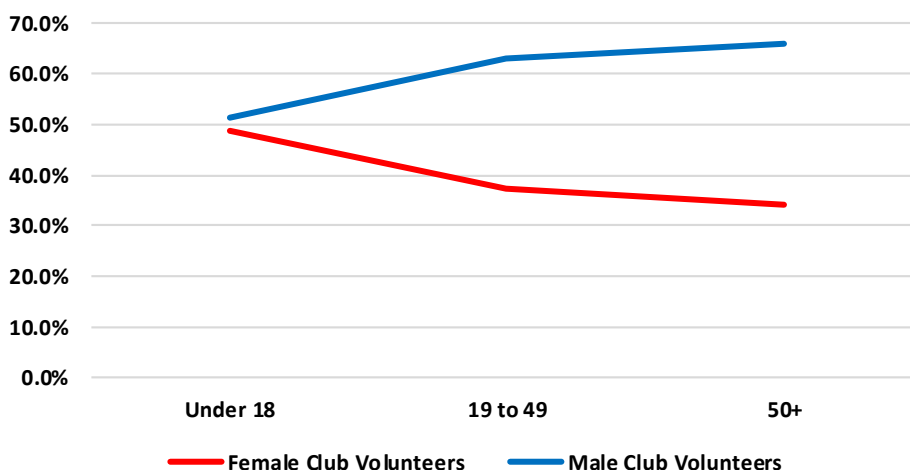


Fig 2 Club Volunteer Gender Trends

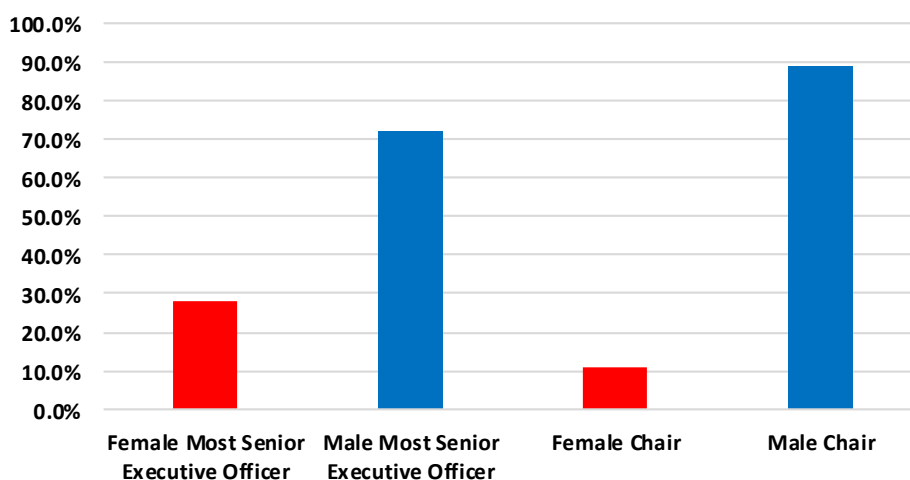


(2016) Women in Sport (2016). Beyond 30%: Female Leadership in Sport.

4.100

In 2016, Women in Sport carried out an audit in relation the prevalence of women in Senior Leadership roles within sport such as Non-Executive Directors/Board Members, Chairs and Chief Executive Officers in England and Wales. On average across English, Welsh and UK organisations 23% of Chief Executive Officer’s, 31% of Non-Executive Directors, 22% of Chairs were female. Performance Director roles had a female average of 16%, with Development Directors averaging 44%. The performance v development statistics highlight parallels with the coaching equivalents between performance and participation/development, as is also the case in the Northern Ireland equivalents. The most senior performance sport role within 17.6% of the sporting organisations currently invested by Sport Northern Ireland’s Sporting Winners Programme is female. Within Sport Northern Ireland’s Sporting Clubs investment, the most senior participation/development role is female in 38.9% of the sporting organisations. Across both investments 28% of sporting organisations has a female as the most senior executive officer, and 11.1% of board Chairs are female. As a result of the scale of the Northern Ireland sporting system, there is a cross-over within some of these roles between post-holders, as outlined in Fig.3.

Sporting Organisation Senior Leadership



Literature Review – Deployment and Development of Women

4.101 A review of literature of relating to the deployment and development of women within the sporting workforce, in particularly relating to coaching and coach development, has identified a number of barriers and challenges to the aspiration articulated above. In the main, these relate to the environment and deep rooted culture within sporting organisations and broader society.

(2018) Norman, L., and Rankin-Wright, A. Surviving rather than thriving: understanding the experiences of women coaches using a theory of gendered social well-being, International Review for the Sociology of Sport. 53 (4), 424-450. Norman, L. (2008). The UK Coaching System in Failing Women Coaches, International Journal of Sports Science & Coaching. 3 (4), 447-464. Rankin-Wright, A., Hylton, L. and Norman, L. (2019). Negotiating the coaching landscape: experiences of black men and women coaches in the United Kingdom, International Review for the Sociology of Sport. 54 (5), 603-621. Reade, I., Rodgers, W., and Norman, L. (2009). The Under-Representation of Women in Coaching: A Comparison of Male and Female Canadian Coaches at Low and High Levels of Coaching. International Journal of Sports Science & Coaching. 4 (4), 505-520. Norman, L. (2014). A Crises' of Confidence: Women Coaches' Responses to their Engagement in Resistance. Sport, Education and Society. 19 (5), 532-551.

4.102 Evidence suggests that deep cultural change is required to address challenges that negatively impact upon the representation and progression of women sports coaches. Cultural challenges identified within the literature include discrimination, unconscious bias, institutional biases and protectionism, women coaches being under valued and undermined, unequal assumptions relating to competence linked to a frequently misguided perspective that equates the best athlete to become the best coach, and under appreciation of female performance. Female coaches have also encountered disparaging homophobic comments and are hampered by a cultural association with domesticity and child care, which may in turn contribute to expectations that coaching roles will be fulfilled by a male. While there are often no structural or systematic barriers for females coaches to access qualifications at the early stages of a coach education pathway, or indeed children's and participation coaching contexts, there are significant levels of female drop-off as qualification levels progress. Two main factors identified in explanation of this trend are the coaches' perceived return on investment and the coaches' actual, or anticipated, experience of coach education opportunities.

Norman, L. (2019). I don't really know what the magic wand is to get yourself in there: Women's sense of organisational fit as coach developers. Women in Sport and Physical Activity Journal, 10, 1-12.

4.103 Advanced level coach education qualifications in a number of sports can involve significant cost to the coach. While these costs also impact upon the ability of male coaches to engage in advanced levels of coach education, there are less paid coaching roles within female sport than in male sport which reduces the opportunity of a female coach to recoup their initial investment as instances of females coaching male athletes/teams in reasonably low. There is a reduced purpose for education without opportunity for appropriate deployment. This lower level of uptake on advanced level coach education has a knock-on effect in respect of the Coach Educator workforce who deliver coaching qualifications as these qualifications are generally required in order to become a Coach Educator. This is a significant factor in limiting the proportion of this workforce who are female, described as a critical point of progression. Through the levels of coach education

courses delivered by females, there is an even steeper drop off than in Coach Educators than in coaching. The lack of gender balance within the coach education workforce and progressively fewer females as the levels progress, may reinforce the notion of coaching as a male domain. With such a prominence of male coach educators by deployed, their approach, behaviours and attitudes are important factors in the experiences of the women participating in the courses they lead. The traditional structure of formal coach education, tends to create separate chunks of learning and assessment that some female coaches perceive as 'cliff edges'. Evidence suggests that female coaches may feel more supported through a connected 'learning journey' with 'cross-road' type decisions about where they go next discussed with a supportive representative of their governing body, and more on-going learning opportunities. There is also a view that the homogenous nature of the coach education workforce may increase expectations that coaches' coach in a fixed style in order to pass the course, without the opportunity to explore alternative coaching philosophies. While these flaws in coach education compromise professional development support for female coaches, they can also negatively impact upon the development of male coaches. It is important to note that a number of governing bodies in Northern Ireland are already exploring or implementing modern approaches to coach learning that embrace informal and continuous opportunities.

Many coaches within the Northern Ireland sporting system are stretched and often fulfil more than one individual coaching role. This appears to reduce the representation of women in the coaching workforce as it is common for a male to fulfil multiple coaching roles, but it is currently uncommon for a female to do so. While inappropriately high levels of workload are not good for the retention and wellbeing of any coach regardless of gender, this appears to disproportionately impact upon women in coaching. The common over-commitment required and lack of boundaries which result on everything else in a coaches' life being 'put on hold' are particularly prevalent in the high performance environment. The limited scale of the performance system in Northern Ireland contributes to higher levels of 'multiple-jobbing'. Designing roles in a way that amplifies this or circumstantial influences causing this have a greater level of negative impact upon female coaches.

Norman, L. (2010). *Feeling Second Best: Elite Women Coaches' Experiences*. *Society of Sport Journal*. 27 (1), 89-104. Norman, L. (2014). *A Crises' of Confidence: Women Coaches' Responses to their Engagement in Resistance*. *Sport, Education and Society*. 19 (5), 532-551.

4.104

Recruitment & Deployment: Coaching appointments are frequently recruited through informal processes, with research suggesting that these benefit male candidates. A contributory factor in this is an over-representation of male recruiters/managers combined with a sub-conscious bias to 'recruit someone like me'. Male control within sport, the influence of social networks and lack of transparent recruitment processes are all identified as negatively impacting upon the recruitment of female coaches. If female coaches are recruited, evidence suggests that challenges such as being given fewer opportunities to lead programmes than male counterparts, being excluded from planning, and 'bottlenecks' of opportunities as they progress through the coaching pathway. As a result of challenging environments, female coaches can feel the need to work harder than their male equivalents to prove competence and can have challenging relationships with male colleagues. Lower levels of integration can heighten can coach 'burn out', especially in females.

Isolation, Self-Efficacy & Self-Confidence: Research suggests that, on average, higher levels of self-efficacy, intention and interest in becoming a Head Coach

exist among male coaches. Conversely, lower levels of self-confidence, self-efficacy and self-belief as a coach are reported by females. This can lead to female coaches' self-selecting out of roles due to feelings of inferiority, while the masculine dominated coaching culture can erode motivation and self-assurance among female coaches. Coaching can be an isolated domain for many, this appears to be particularly apparent among female coaches who report lower feelings of belonging and higher feelings of isolation. Many of these challenges may be linked to the cultural challenges outlined earlier in this document. Personal Circumstances: Personal and family circumstances are frequently cited as a barrier to females engaging in coaching roles, reinforcing the cultural association with domesticity and childcare. It is important to recognise that females, as with males, each have individual circumstances and that it is over-simplistic to draw conclusions on the basis of females coaches as one homogenous group. That said, evidence suggests that in potential 'over-commitment' coaching roles, such as the high performance environment, female coaches are likely to be younger, less likely to be married, less likely to have children and less likely to have a full-time position. They are also less likely to coach male athletes/teams, more likely to have a related degree and are more likely to have national or international experience as an athlete. There is a clear link to coaching role design here, in designing opportunities that accommodate the life circumstances of coaches where possible. This also highlights that female coaches currently seem to require higher levels of qualification to secure high performance roles and that the personal circumstances of some female coaches do not stop them from operating in potential 'over-commitment' roles.

Non-Performance Coaching Environments: While many of these challenges and barriers relate to the performance coaching environment as a result of an increased research focus on this environment and a greater levels of under-representation within performance contexts, some many translate to varying degrees to the participation and children's domains. As a result is also important to consider these barriers in the broader coaching context, within and beyond performance sport.

(2016) Women in Sport (2016). Beyond 30%: Workplace Culture in Sport.

- 4.105** Leadership Roles in Sporting Organisations: As demonstrated earlier in this document, women are significantly under-represented in senior leadership roles within the sport sector. Some of the barriers underpinning this under-representation include organisational culture, discrimination, established male social networks within the sector, and unconscious bias. Within the sport sector women in leadership positions can feel that they need to demonstrate greater levels of competence to develop credibility, feel excluded or isolated and undervalued, as well as sensing that sports participation ability can influence perceptions of professional performance within their role. The evidence presented suggests that this is not simply a men versus women issue, but one in which each sporting organisation should aspire to create opportunities and a supportive environment for all, regardless of background or demographics. There are noticeable parallels between the challenges and barriers identified to women within senior leadership roles in sport and those identified in respect of coaching.

Disability

Sport NI also takes the approach of considering representation throughout the sporting system for people with disabilities and lived experiences to inform the Draft Corporate Plan and our intention to ensure that equality is a cornerstone of our work.

(2015-2019) Sported: Including Breaking down barriers to participation study, Sport NI.

- 4.106** Sported's Include pilot project, run in partnership with Angel Eyes NI, helped community sport groups become more knowledgeable and accessible for young people who are blind or partially sighted. Working in partnership with Angel Eyes NI, the project provided opportunities for young visually impaired people to become involved in their local community sports groups. Sported and Angel Eyes NI together developed and delivered an 'Understanding Visual Impairment' training programme and resources for community sport groups. Sported staff and volunteers upskilled on how to support young people with visual impairment. Community groups and volunteer benefited from a visual impairment 'Good practice' site visit. Groups received 3 one-to-one support sessions from Sported staff and volunteer to create a club inclusion action plan to incorporate insight and learning from training. Visually impaired young people took part in a confidence building session and shared their experiences with the groups. Results: Sported members have a greater understanding of how to engage with and include young people who are blind or partially sighted into their groups' sports activities. Participating young people who are blind or partially sighted have increased self-confidence having participated in supporting the development of groups' awareness around visual impairment. More young people who are blind or partially sighted have access to sports or physical activity through a Sported member.

(2018) Janet Robertson, Eric Emerson, Self-Reported Participation in Sport/Exercise Among Adolescents and Young Adults With and Without Mild to Moderate Intellectual Disability

- 4.107** Physical inactivity is a leading risk factor for mortality. Adults with intellectual disability are extremely inactive, but less is known about physical activity levels in children and youth with intellectual disability. This paper examines the participation by adolescents and young adults with and without mild to moderate intellectual disability in sport/exercise. Secondary analysis was undertaken of Next Steps, an annual panel study that followed a cohort from early adolescence into adulthood. Participants with mild to moderate intellectual disability were identified through data linkage with educational records. Sport/exercise participation rates were consistently lower for adolescents and young people with mild to moderate intellectual disability than for their peers without intellectual disability. Matching participants on between-group differences in exposure to extraneous risk factors did not impact on these between-group differences in participation in sport/exercise. The results support limited existing evidence regarding the low level of participation of children and young people with intellectual disability in

sport/exercise compared with their peers. Future work on promoting sport/exercise and physical activity in children and young people with intellectual disability may play a role in helping to reduce the health inequalities experienced by people with intellectual disability.

(2017) Christopher Brown, The organisational performance of national disability sport organisations during a time of austerity: a resource dependence theory perspective.

- 4.108** This research piece is particularly instructive in terms of considering sports policy decisions and their impact on those with a disability. The financial cuts experienced post austerity are directly relatable to the pressing financial environment currently being experienced in Northern Ireland. Austerity measures implemented by the UK Coalition government have had a negative impact on disabled people. This article utilises the resource dependence theory to explore the challenges national disability sport organisations (NDSOs) have faced in their attempts to achieve growth, whilst discussing some of the tactics used to overcome these challenges. Secondary quantitative data from the 2011–2015 NDSO accounts were analysed, which suggests that increased income has been accompanied by increased cost, with fluctuations between surpluses and deficits across the financial years. Funding from Sport England, the government body for grassroots sport in England, was either awarded for the first time or increased. Nine in-depth interviews were conducted with senior managers from seven NDSOs, the English Federation of Disability Sport, and Sport England. It was found austerity presented challenges for the NDSOs in accessing charitable grants and funding and that some disabled people were fearful of losing their disability benefits if they were seen to be active. The management of relationships with national governing bodies and county sport partnerships was also a challenge. The formation of alliances, the building up of financial reserves and the generation of knowledge have been some of the tactics used by the NDSOs in the management of their resources. This research highlights how some NDSOs have achieved growth amid an uncertain economic backdrop, and how these organisations have managed their scarce resources.

(2015) Northern Ireland Assembly: Research and Information Service, Dr Dan Hull, Provision of sport for those with a disability

- 4.109** This stands (as of 15/11/2019) as the last centrally produced paper in the Northern Ireland Assembly on the provision of sport for those with a disability. As such, this piece is a useful marker as to the provision of disability sport during the last corporate plan. People with a disability in Northern Ireland exercise significantly less than those without a disability: 19% of people with disabilities participate regularly in physical activity, compared with 37% of non-disabled adults. Disability Sports NI has indicated that around 20% (or 360,000) of the population of Northern Ireland are considered to have a long-term limiting illness (currently used as a working definition of ‘disability’). It has been stated that this figure represents the highest prevalence of disability in the UK. Sport NI has stated a strategic intention to deliver a six percentage points increase in participation rates in sport and physical recreation among people with a disability by 2019. Disability Sports NI has stated that there has not been any comprehensive research carried out to evaluate the suitability of facilities for disability sports in Northern Ireland. While

basic physical access to sports facilities has improved in direct response to the Disability Discrimination Act 1995, less has been done to meet the actual sporting requirements of people with disabilities. Disability Sports NI currently runs an Inclusive Sports Facility Accreditation Scheme to encourage good practice. At the time of this study one council has an accredited facility under this scheme, and a further six are currently under assessment. Nineteen councils do not currently have facilities which have been accredited or assessed under this scheme. In 2010, a Coaching Workforce Survey found that 65% of all coaches stated that they do not currently work with participants who are disabled. Under the United Nations Convention on the Rights of Persons with Disabilities, it is stated that State Parties shall 'encourage and promote the participation, to the fullest extent possible, of persons with disabilities in mainstream sporting activities at all levels'.

(2017) Revealing Reality, Activity Alliance, Sport England and NDSOs, Encouraging more disabled people to volunteer in sport.

4.110 Research objectives: To understand how common volunteering is among disabled people compared to non-disabled people. To explore different ways in which disabled people commonly volunteer and where volunteering in sport or physical activity sits in that list. To determine if there any drivers and barriers to volunteering that are more prevalent for disabled people. To find how best to encourage and support more disabled people to volunteer in sport or physical activity. The findings were:

- Prevalence and experience of volunteering;
- Disabled people are more likely to be currently volunteering or interested in volunteering in the future. Currently volunteering 47% Disabled people 34% ;
- Non -Disabled people Interested in volunteering in the future 54% Disabled people 47% Non -Disabled people;
- However, despite the higher levels of interest and involvement in volunteering, disabled people are more likely to have a negative experience and perceive barriers to volunteering;
- Proportion of people having a negative experience 48% Disabled people 33% Non -Disabled people;
- Perceived barriers to participation;
- Unaware of opportunities near me that I would be interested in. Disabled people 48% Non-Disabled people 38% ;
- I am not willing / able to commit to a volunteering role long term. Disabled people 59% Non-Disabled people 53%;
- I don't have enough time to volunteer at the moment. Disabled people 39% Non-Disabled people 49%;
- I don't feel qualified enough to volunteer. Disabled people 34% Non-Disabled people 24%;
- I am not sure that I would fit in with other people. Disabled people 34% Non-Disabled people 24%;
- I do not think that organisations would be able to support a volunteer with my needs. Disabled people 25% Non-Disabled people 9%;
- I do not think that venues would have appropriate access for me. Disabled people 21% Non-Disabled people 8%;

- I think volunteering / helping out would cost me too much money. Disabled people 21% Non-Disabled people 19%;
- I think I would be treated differently to other people. Disabled people 17% Non-Disabled people 8%; and
- Volunteering is not something I have ever considered. Disabled people 47% Non-Disabled people 41%.

(2017) Sport England, English Federation of Disability Sport, Mapping Disability: Engaging Disabled People: the Research

4.111 This is an extremely informative and compelling collection of research pieces across the UK on engaging disabled people in sport. The conclusions act as a somewhat guide to community sport organisers. In addition to the points raised throughout the report on the importance of inclusion (especially being able to state their needs privately) disabled people appear to be most likely to react positively to a first session if by nature it is not at too fast a pace and / or does not place the individual under unrealistic stress or strain. To work well the person leading the class needs to subtly bear in mind the individual's needs, and importantly to sustain this throughout the time that the activity is running. As they do not wish to be singled out event organisers need to make sure the activity works for all abilities / paces without the individual needing to ask for a change of pace or additional support. For many, a good session includes a mix of people with different abilities, i.e. it is not disability-specific. Sessions specifically only for disabled people can result in individuals feeling segregated. However, being alongside other people who are at a similar pace or who are, as some individuals described, a bit rubbish is preferred, rather than taking part with athletes or big headed, competitive types. As we have seen, the target audience is very diverse, and there is not one approach that works equally well for everyone. That said, it is clear that communications resonate more strongly when they tap into motivations for being active - the positive pay-off from taking part; an individual's passion for a particular activity; or having fun. We can also conclude that, rather than focusing on individual's impairments, communications should aim to make disabled people feel welcome and reassure them that they will be supported. This supportiveness is best achieved by creating opportunities for disabled people to state their needs in private; and by running activities in a flexible way. The way in which this is achieved should never involve the individual feeling labelled or their being singled out in front of others. All of this can feel challenging to achieve simultaneously. It does, however, become a great deal easier if the activity organiser begins by making clear decisions about who each activity is intended for; and what support will be provided to make the activity accessible.

(2019) P.J. Kitchen, Ulster University, Mobilizing capacity to achieve the mainstreaming of disability sport.

4.112 Rationale: Mainstreaming is the policy of integrating the responsibility for disability sport provision into nondisabled sports organizations. While a contemporary organizational practice, we know little about how this process works. This is a particularly useful insight for Sport Northern Ireland in examining how to discharge its duty to promote inclusion and disability sport during the next corporate plan period (2020 – 2025). Purpose: The study explored how sports organizations mobilized organizational capacity to implement mainstreaming. Method: Multiple

case analyses was constructed on the experiences of three non-profit, provincial Northern Irish sporting organizations through documents and interviews. Findings: In order to mainstream disability sport financial, human, and network resources were combined and leveraged. Specifically, funds underpinned a commitment from staff, who drew upon their networks to attract and retain volunteers, educate the workforce, and develop more networks essential for programme creation. In each case however, insufficient planning limited the type and diversity of inclusive provision, and threatened sustainability. Practical Implications: Strategies need to be led by a community of practice drawn from the mixed economy of providers that support the development of disabled people through sport, not just sport organisations themselves. Research Contribution: This study provides new insights into how capacity is mobilized to mainstream disability sport. It highlights that appropriate policy support and planning mechanisms need to be in place before provision is enacted to ensure more inclusive provision from the outset.

(2018) Florian Kiuppis Faculty of Education and Social Studies, Lillehammer University College, Lillehammer, Norway,

- 4.113** The Introduction clarifies that, unlike the context of education, in which the CRPD demands that countries ‘should ensure an inclusive education system at all levels’, through Article 30.5 the CRPD has provided a framework for addressing a rights-based approach to the inclusion and *integration* of people with disability in sport and covers the spectrum of opportunities for people with disabilities: inclusion within mainstream settings as well as *inclusion within disability-specific opportunities*. Thus, a preliminary answer to the question of how the participation of people with disabilities in sport can be guaranteed is simple: in accordance with their individual preferences, wishes and choices. The idea behind the aim to shed light on ‘the issues related to disability in sport and physical activity in different cultural settings intersected by gender, race and ethnicity, class and age’ (Le Clair 2011, 1072) is that inclusion in sport is to be considered more than guaranteeing access. Moreover, the guiding principle of inclusion requires approaches to improve participation, beyond the question of ‘who’, in the process-oriented sense and in accordance with the fundamental right to participate in physical education and sport, as proclaimed in UNESCO’s International Charter of Physical Education and Sport. In other words, the ‘how’ is of central importance here, as Article 30.5 of the CRPD covers the spectrum of opportunities for people with disabilities: inclusion within mainstream settings as well as inclusion within disability-specific opportunities.

Race

- 4.114** While NI remains the least diverse region of the UK, it does have some long established ethnic minority communities, including the Chinese, Traveller and Jewish communities. The enlargements of the European Union in 2004 and 2008 led to an increase in the population of new migrants, driven, in part, by the increased availability of low-wage jobs, particularly in the agricultural and food processing sectors. The census data indicates a rise in the ethnic minority population from 0.8 per cent (14,259) in 2001 to 1.8 per cent (32,414) in 2011.

Figure 120: Population by Ethnicity in NI, 2011

Ethnicity	Population	Percentage
All usual residents	1,810,863	100
White	1,778,449	98.20
Chinese	6,303	0.34
Indian	6,198	0.34
Mixed	6,014	0.33
Other Asian	4,998	0.28
Black African	2,345	0.14
Irish Traveller	1,301	0.07
Pakistani	1,091	0.07
Black Other	899	0.05
Bangladeshi	540	0.03
Black Caribbean	372	0.02
Other	2,353	0.14

Source: Census, *NISRA, 2011*

4.115

As the 2011 census data will not have captured the extent of newcomers over the past seven years, one indicator of the rising levels of migration to NI is in the annual school enrolment figures below. The Department of Education defines a newcomer pupil as ‘one who has enrolled in a school but who does not have the satisfactory language skills to participate fully in the school curriculum, and the wider environment, and does not have a language in common with the teacher, whether that is English or Irish.’ It does not refer to indigenous pupils who choose to attend an Irish medium school. (DE, 2017).

	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Primary Pupils	5,130	5,392	5,632	6,481	7,424	8,678	9,507	10,394	11,423
Total Post-Primary	2,402	2,450	2,482	2,518	2,501	2,451	2,530	2,643	2,839
Special Schools	47	60	62	91	101	113	129	141	169

Source: *Department of Education, 2017*.

The figures indicate that there has been a steady year-on-year increase in post-primary pupils without the satisfactory language skills. The more significant increase is seen in the numbers of primary school pupils, which have doubled from 5,632 in 2011 to 11,423 in 2018. In 2015, the UK Prime Minister David Cameron announced that 20,000 Syrian refugees fleeing from the violent conflict in the region would be resettled in the UK under the Government’s Vulnerable Persons Relocation (VPR) scheme. The NI Executive offered to receive groups on a phased basis from early 2016. As of August 2018, 1,096 refugees have been settled in both cities and towns across NI. From 1 July 2017, those admitted to the UK under the VPR Scheme are granted full Refugee Status with full access to

employment and public funds and rights to family reunion. A spokesperson for the Department of Communities noted in August 2018 that ‘All children of school age are in school, many of the adults have found employment and other are studying. Importantly too, many are also getting involved in local community groups and activities.

The NILT Survey has fielded questions on attitudes to minority ethnic communities since 2005, examining self-reported prejudice, perceptions of prejudice, acceptance of minority ethnic groups in intimate relationships, and levels of interaction. The 2017 survey indicated strong support among the population for providing protection to refugees, with 57 per cent of people agreeing that refugees who are escaping Syria should be allowed to come to NI. Only 17 per cent disagreed. Twenty-five per cent neither agreed nor disagreed, or did not know. (NILT, 2018). In 2016-17 the PSNI recorded 1,054 racist incidents in 2016-17 (down from 1,356 in 2014-15 and 1,221 in 2013-14) (PSNI, 2018). Focusing on levels of racism in the society, the NILT survey respondents were asked to reflect on whether they felt there was more, less, or about the same levels of racial prejudice in NI as opposed to five years ago (Figure 122). Nearly half of respondents felt there was more racism in the society in 2017 than in 2012.

Data, research and insights on race in Northern Ireland is limited, compounded by the census data dating back to 2011 (and outlined in the table below), and next census due in 2021. With an increasing public awareness on race and racial inequality, drawn into focus over the last decade by the Black Lives Matters movement, Sport NI has joined forces with the Home Country Sports Councils and UK Sport to develop quantitative and qualitative data to inform how to address race and racial inequality in sport.

2020 Racism in Sport Study (Home Country Sports Councils)

4.114

The five sports councils responsible for investing in and growing sport across the UK are joining forces to tackle racism and racial inequalities across their nations. The chief executives of UK Sport, Sport England, sportscotland, Sport Wales, and Sport Northern Ireland have worked closely in recent weeks to develop a collective plan to help build a sporting system that’s properly reflective of the societies they represent, and to stamp out racism and racial inequality in sport. Two major initial pieces of work, of which there are further details below, are being commissioned as part of the first phase of plans, while the chief executives will also meet regularly to track progress and publish updates. The first piece of work involves bringing together existing data on race and ethnicity in sport to identify gaps and make recommendations, while the second involves creating an opportunity to hear lived experiences of racial inequalities and racism in sport by offering people a safe space to tell their stories. Both projects are a result of the recognition that while individually each sports council has sought to tackle the issues, it’s not gone far enough nor been done collectively. Whilst the data on sports participation are nuanced when analysed by different ethnic groups, the headline findings are that in general Black and minority ethnic (BAME) communities are consistently and systematically underrepresented in sports participation, volunteering, and the sport industry workforce. Whilst these inequalities have been apparent in the data since the General Household Survey in the late 1970s through to the present, interventions to address them have not reduced the gap in a manner that is measurable in national level surveys. The sense of urgency that has been created by repeated acts of racial injustice and the rise of the Black Lives Matter campaign, provides a catalyst for UK Sport and the Collaborators to work strategically to compile an authoritative view on the existing data. This data analysis exercise will

provide the basis for insight-led interventions to tackle the issues, which in time will contribute to a reduction in the persistent disparities that exist in the representation of BAME communities in sports participation data and the sport workforce. The data analysis exercise will consider both the workforce in sport in its widest sense as well as participation data investigating community sport, talent development, and high-performance sport. This data will include quantitative data on participation and employment; as well as qualitative data on the efficacy of previous interventions.

2020 Sport England Sport For All Study: Why ethnicity and culture matters in sport and physical activity. Active Lives Adult and Children Surveys

4.115 This report looks at the sport and physical activity participation of children and adults from Black, Asian and Minority Ethnic (BAME) backgrounds in England. By combining two years of data from the Active Lives Adult and Children Surveys we have been able to look at the experiences of a significant sample of 49,000 adults and 57,700 children producing the most comprehensive ever picture of how people from BAME communities are taking part in sport and physical activity. The report explores: Overall levels of activity and the significant differences between different ethnic groups. The types of activities undertaken by adults and children from different ethnic backgrounds. The impact of overlaying multiple demographic characteristics upon activity levels As a result, this report shines a spotlight on the deep rooted inequalities which mean that too many people from BAME backgrounds are missing out on the benefits of sport and physical activity. As well as looking at the participation of individuals, the report also considers the impact of the other external factors, from the physical environment, to social factors that impact on attitudes, choices and behaviours when it comes to being active. The analysis shows that to address long term inequalities within sport and physical activity, we need solutions built out of an understanding of: The diversity within and between different Black, Asian and Minority Ethnic adults and children in England and their preferences; The compound effect of multiple demographic characteristics; and the impact of the whole system on behaviour. This report is very much a starting point and the beginning of much-needed collective action to ensure that more people of diverse ethnic backgrounds can take part in sport and physical activity.

Sexual Orientation

SEXUAL ORIENTATION (and race)

4.116 There is limited data, research and insights regarding sexual orientation and sport in Northern Ireland and Sport NI has signed up to Stonewall and Rainbow Project Diversity Champions Programme and future research is under discussion and will be the subject of the Sport NI celebrating Diversity Panel. Therefore we have reviewed the existing research bank from Stonewall and Rainbow Project to inform this corporate plan and as sport is a microcosm of society we have applied the findings. Sport NI welcomes consultation views and plans to undertake research with key partners in this area.

(2016) OUTstanding in your field: Exploring the needs of LGB&T people in rural Northern Ireland, Rainbow Project.

(2015) Through Our Eyes: The housing and homeless experiences of lesbian, gay, bisexual and trans people in Northern Ireland, by The Rainbow Project and Council for the Homeless NI.

(2013) Through Our Minds: Exploring the emotional health and well being of lesbian, gay, bisexual and transgender people in Northern Ireland, by Malachai O'Hara.

(2012) Multiple Identity; Multiple Exclusions and Human Rights: The experiences of people with disabilities who identify as Lesbian, Gay, Bisexual and Transgender people living in Northern Ireland, by Disability Action and The Rainbow Project.

(2012) All Partied Out: Substance use in Northern Ireland's Lesbian, Gay, Bisexual and Transgender Community, by Eoin Rooney.

(2011) Making this Home my Home: Making nursing and residential care more inclusive for older lesbian, gay, bisexual and/or transgender people, by AgeNI and The Rainbow Project.

(2011) Left Out Of The Equation: A report on the experiences of lesbian, gay and bisexual young people at school, by Gavin Boyd.

(2011) Through Our Eyes: Experiences of Lesbian, Gay & Bisexual People in the Workplace, by Matthew McDermott.

(2009) Through Our Eyes: Perceptions and Experiences of Lesbian, Gay and Bisexual People towards Homophobic Hate Crime and Policing in Northern Ireland, by John O'Doherty.

4.117 The invisibility of the LGBTQ+ community in sport is very apparent, linked to the impact of homophobia in society. It is clear that the LGBTQ+ community are at risk of dropping out of sport at key transition points or through negative experiences or do not feel comfortable to come out safely and advocate. This corporate plan is driven to place inclusion at its foundation and both cultural and systematic change with leadership from Sport NI is required to realise equality in sport. Sport NI's partnership with Stonewall and the Rainbow Project and the establishment of the celebrating Diversity Consultative Panel will enable co-design and challenge to drive improvements in equality and lived experience for the LGBTQ+ community in sport.

(2020) LGBT in Britain Home and Communities report, Stonewall

4.118 Stonewall, the UK's leading charity for lesbian, gay, bi and trans equality, has released new research that shows the depth of racism within the LGBT community. The report also reveals a high percentage of LGBT people who are still not able to be open with friends and family. Half of black, Asian and minority ethnic (BAME) LGBT people (51 per cent) said they've faced discrimination or poor treatment from the wider LGBT community. The situation is particularly acute for black LGBT people: three in five (61 per cent) have experienced discrimination from other LGBT people, according to the Stonewall study. The research, based on YouGov polling of over 5,000 LGBT people, exposes the extent to which BAME

LGBT people face discrimination based on both their sexual orientation and/or gender identity, and their race; also known as 'double discrimination'. The abuse BAME LGBT people face from the community includes feeling excluded from LGBT specific spaces and hurtful comments. Racist language and behaviour leaves already marginalised members of the LGBT community feeling shut out and isolated. Acceptance from family and friends was found to still be a problem for many LGBT people. Only half of lesbian, gay and bi people (46 per cent) and trans people (47 per cent) feel able to be open about their sexual orientation and/or gender identity to their whole family. A third of bi people (32 per cent) say they cannot be open about their sexual orientation with anyone in their family. The research also found that trans people, LGBT disabled people, and those of faith were at significant risk of exclusion from other LGBT people. More than a third of trans people (36 per cent), one in four (26 per cent) LGBT disabled people whose activities are limited a lot, and one in five LGBT people of non-Christian faith (21 per cent) say they've experienced discrimination from within the community. The report makes several recommendations, and these were developed with groups and individuals from the communities featured in the research. Ensuring more diversity in decision-making structures, commissioning anti-discrimination training, building links and partnership work with BAME and disability groups, as well as listening to and giving a platform to others, are some of the key steps that organisations should take. This report provides important recommendations that Sport NI will develop within its corporate plan and are in the process of establishing a Diversity Panel, and we are working with Stonewall and Rainbow Project on the Diversity Champions Programme.

(2020) LGBT in Britain Bi-Report

- 4.119** Only one in five bi people (20 per cent) are out to all their family compared to three in five gay men and lesbians (63 per cent). Two in five bi people (42 per cent) hide or disguise their sexual orientation at work for fear of discrimination. This research gives insight into the unique experience of bi people and shows bi people are significantly less likely to be out than gay men and lesbians, whether that's at home, in education, at work, or as part of a faith community. The study also reveals the impact bi-erasure and biphobia has on health and well-being of bi communities. Bi people are three times less likely than gay men and lesbians to be out to all of their family. The report, based on YouGov polling of over 5,000 people, of whom 1,769 identified as bi, reveals that bi people are three times less likely than gay men and lesbians to be out to all of their family (20 per cent compared to 63 per cent). While one third of bi people (33 per cent) aren't open about their sexual orientation with any of their family. The research also found that while two in five gay and lesbian people (44 per cent) are out to everyone at their educational institution, only one in five bi people say the same (23 per cent). Meanwhile, two in five bi people (42 per cent) have hidden or disguised that they were bi at work for fear of discrimination. Bi people are often a forgotten part of the LGBT acronym and can face 'double discrimination': not only do they face abuse from straight people, but also from lesbian and gay people. Stonewall research further shows how experiences of biphobic discrimination and rejection from family and friends significantly increase the risk of poor mental health for bi people. Nearly three in five bi people (59 per cent) reported experienced depression, compared to just under half of gay and lesbian people (46 per cent). Meanwhile, over one in four bi people (26 per

cent) reported self-harming compared to one in ten gay and lesbian people (11 per cent).

(2019) Out of the Margins, Stonewall

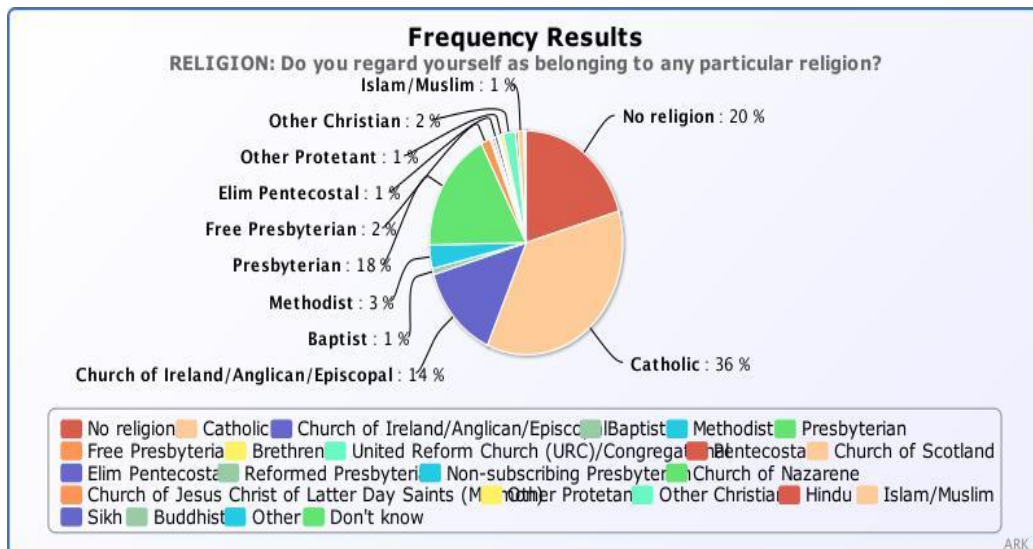
4.120 Between February and September 2019, the network documented the profound exclusion facing lesbians, bi women and trans (LBT+) people, showing the hardship, discrimination and violence experienced by their communities across the globe. The network built through the Out of the Margins project spans 21 countries. Using the United Nations' 17 Sustainable Development Goals (SDGs) as a template, they produced research covering five key areas: economic well-being, health, education, personal security and violence, and civic and political participation. The network demonstrates the many ways in which LBT+ communities are discriminated against and how their needs are refused, ignored and/or unmet. At the heart of this project and network is the desire to bring wide-ranging and meaningful change to LBT+ people, both in their own countries and internationally. A crucial feature of the project was the direct involvement of marginalised LBT+ people in the research, and in the action affecting them and their communities. Intersectional, feminist and queer perspectives were prioritised from the outset, in order to amplify voices that have been unheard or ignored in previous research projects. Some findings will be challenging to read – throughout the report there are descriptions of violence and abuse. However, the discrimination faced by LBT+ people must be acknowledged if meaningful change is to be made. The voices of the research respondents in this report show just how vital it is that Out of the Margins network members are able to continue with their essential work.

Religious belief

4.121 The NISRA census analysis dates back to 2011 with the next census due in 2021 and so the data in 2011 reveals: 40.76% Catholic; 19.08% Presbyterian Church in Ireland; 13.74% Church of Ireland; 3.0% Methodist Church in Ireland; 5.76% Other Christian (including Christian related); 0.83% Other religions; 10.11% No religion; 6.76% Residents who did not state a religion, of a total Northern Ireland residences of 1,810,863.

4.122 Population UK found in 2020 that Christianity is the dominant religion in Northern Ireland. A large percentage of the Christians in the country attend Roman Catholic Churches followed by Presbyterian Church in Ireland, Church of Ireland and Methodist Church in Ireland. Other religions are less than 1 percent of the total population while 10.1 percent of the population has no religion.

4.123 The proportion of people in Northern Ireland identifying as non-religious has increased (2020) in the latest Northern Ireland Life and Times Survey which found that 20% of adults now consider themselves to have 'no religion', a rise of 3% from the previous year. The proportion of non-religious people in Northern Ireland now exceeds that of every other religion or belief group except Catholics (36%), with Presbyterians accounting for 18% of the population and those who identify as Church of Ireland/Anglican/Episcopal 14%.



4.124 There is a wider long-term trend towards being less and less religious, with the number of people saying they belong to no religion growing from two in five (43%) to a more than half (52%) over the last decade (2018 British Social Attitudes Survey).

Sport and Community Relations in Northern Ireland, by John Sugden and Scott Harvie, Published by the University of Ulster, Coleraine 1995

4.125 This paper noted, ‘Relative to their numbers in the total population, compared with Protestants, Catholics are over represented in sports participation in Northern Ireland. However, the overwhelming majority of Catholics who are engaged in sports do so within the exclusive embrace of the GAA. Remove the GAA from the equation and we discover that Catholics are underrepresented within the ranks of the other sports sampled which tend to be Protestant dominated’.

Research Paper 26/01 Wednesday, 10 October 2001 SECTARIANISM AND SPORT IN NORTHERN IRELAND for the NI Assembly reviewed: Bairner, A. (2000) “After the War? Soccer, Masculinity and Violence in Northern Ireland” pp176-194 in J. McKay; Michael. A. Messner & Don Sabo (eds) Masculinities, Gender Relations and Sport. California: Sage. Bairner, A. & Darby, P (2000) “Divided Sport in A Divided Society: Northern Ireland” pp51-72 in J. Sugden & A. Bairner (eds) Sport in Divided Societies. Oxford: Meyer & Meyer Sport Ltd. Cronin, M. (1999) Sport and Nationalism: Gaelic Games, Soccer and Irish Identity since 1884. Dublin: Four Courts Press Ltd. Guelke, A. & Sugden, J. (2000) “Sport and the ‘Normalising of the New South Africa” pp73-96 in J. Sugden & A. Bairner (eds) Sport in Divided Societies. Oxford: Meyer & Meyer Sport Ltd. Hargreaves, J (2000) “Spain Divided: The Barcelona Olympics and Catalan Nationalism” pp13-30 in J. Sugden & A. Bairner (eds) Sport in Divided Societies. Oxford: Meyer & Meyer Sport Ltd. Harvey, J (2000) “Sport and Quebec Nationalism: Ethnic or Civil Identity” pp31-50 in J. Sugden & A. Bairner (eds) Sport in Divided Societies. Oxford: Meyer & Meyer Sport Ltd. McDonald, I. (2000) “Between Salem and Shiva: The Politics of Cricket Nationalism in “Globalising” India” pp213-234 in J. Sugden & A. Bairner (eds) Sport in Divided Societies. Oxford: Meyer & Meyer Sport Ltd. McGinley, M; Kremer, J; Trew, K & Ogle, S (1998) “Socio-cultural identity and attitudes

to sport in Northern Ireland”. *The Irish Journal of Psychology*, 1998, 19, 4, 464-471. Merkel, U. (2000) “Sport in Divided Societies – The Case of the Old, the New and the Re-united Germany” pp139-166 in J. Sugden & A. Bairner (eds) *Sport in Divided Societies*. Oxford: Meyer & Meyer Sport Ltd. Sugden, J. (1993) *Sport, Sectarianism and Society in A Divided Ireland*. New York: St Martin’s Press Inc. Sugden, J. (1995) “Sport, Community Relations and Community Conflict in Northern Ireland, pp199-214 in Seamus Dunn (ed) *Facets of the Conflict in Northern Ireland*. London: McMillan Press Ltd. Sugden, J. & Harvie, S. (1995) *Sport and Community Relations in Northern Ireland*. Belfast: Centre for the Study of Conflict. Vanreusel, B.; Renson, R & Tollenner, J. (2000) “Divided Sports in a Divided Belgium” pp97-112 in J. Sugden & A. Bairner (eds) *Sport in Divided Societies*. Oxford: Meyer & Meyer Sport Ltd.

4.126 This paper published for the NI Assembly looked at the data and insights in the following sports: soccer, Gaelic sports, rugby, hockey, boxing, cycling, cricket and golf and the key findings, although dated now, have been extracted, in terms of religious representation.

4.127 The paper noted the following: Despite football’s British origins, it is a popular game amongst both Catholics and Protestants. However, Catholic support for the Irish League has declined in recent years. The Gaelic Athletics Association (GAA) was founded at a time when there was a revival in Irish political and cultural nationalism in the last quarter of the 19th century. The reason that hockey is predominantly played by Protestants is that it is associated as being a sport with British origins and is mainly played in middle-class Protestant grammar schools. Boxing, despite being a violent sport, has a unifying impact upon Northern Ireland and appears to be the only working class sport which has avoided major sectarian divisions (Sugden, 1995:210). Rugby continues to function in an all-Ireland context in Northern Ireland despite being a Protestant/Unionist dominated sport. Sugden (1995:205) suggests that this is because rugby is mainly a middle-class sport played in middle-class grammar schools and that, in general, the middle-classes in Northern Ireland have a tendency to feel less threatened by maintaining at least some cross-border contacts. Despite the perception that cycling is a neutral sport, cycling in Northern Ireland is divided along sectarian lines for the sport’s participants are divided between two separate governing bodies. Cricket is played in both the Republic of Ireland and in Northern Ireland and appears to have been less effected by sectarianism than sports such as rugby or football. Players for Ireland’s international cricket team are selected from both sides of the border. However, cricket is more popular amongst Protestants, the majority of cricket club members are Protestants and the majority of clubs are located in Unionist areas (Sugden & Bairner, 1993:51). Sugden & Bairner (1993:51) suggest that cricket is not a popular sport amongst the Catholic community for a number of reasons. Firstly, it is perceived to be a culturally British sport, secondly it is rarely played in Catholic schools and lastly because cricket clubs are mainly located in Protestant areas which are frequently inaccessible to Catholics. Golf has so far managed to avoid major sectarian divisions, mainly because it is an individualistic sport and lacks mass spectatorship in Northern Ireland (Sugden & Bairner, 1993:70).

(2016) David Mitchell, Ian Somerville and Owen Hargie, *Sport and Social Exclusion*

4.128

While sport in Northern Ireland has long been more than just a physical activity, but a symbol of religious, cultural and, often, political allegiances in the province's divided society. This research project in 2016, suggested that some of the politicisation of sport in the region may be weakening. From 2012-2015, they carried out a major government-funded, qualitative and quantitative, research project on sport and social exclusion in Northern Ireland. One of our central themes was the impact of the North's socio-political divide and the peace process on the sporting world. The research chimed with current global interest among policy makers, peace activists, and academics in sport as a peacebuilding tool. We know that sport, like wider civil society, is not inherently unifying. It can be an incubator of separation, egotism and prejudice, especially in societies in which the sporting sphere reflects broader political identity divisions. However, at the same time, sport appears to have the capacity to overcome these divisions – in three ways. The first is through in-group socialisation – empowering marginalised groups and fostering cultures of peace and tolerance. The second is through building social cohesion across identity divides, bringing people from different backgrounds together in a shared enterprise. The third is through its symbolic power. Sport can foster inclusive identities and embed a political transition in the popular consciousness through unified teams, colours and emblems. In Northern Ireland, a deeply divided post-conflict society, sport has struggled to be a force for unity. Soccer is popular among both unionists and nationalists but the Northern Ireland international team has, in recent years, been associated with the Protestant unionist community and, at times, displays of sectarian aggression. Catholic nationalists tend to support the Republic of Ireland team. Rugby has traditionally been the preserve of a middle class and broadly pro-British demographic. The governing body of Gaelic sports, the Gaelic Athletic Association (GAA), was founded as an explicitly Irish nationalist organisation. It has been overwhelmingly Catholic in composition and traditionally held in poor regard among Northern unionists. Nevertheless, the peace process – which brought an end to political violence and established a cross-community power-sharing government – catalysed a number of evolutions towards inclusivity in the sporting world. The GAA repealed controversial bans such as that on security force membership and has engaged in outreach among the Protestant community. The Irish Football Association made strenuous efforts to create a more welcoming environment for all traditions through its 'Football for All' campaign. Rugby too cultivated a more diverse following. The survey (n = 1210) found that, broadly, this work of the governing bodies is recognised by the public. Moreover, both Protestants and Catholics would like the support bases of sports to become more mixed. One of the headline findings was the overwhelming public support for the principle of sport as a peacebuilding vehicle. A total of 86 per cent agreed that 'sport is a good way to break down barriers between Protestants and Catholics', surely a remarkable finding in a society in which sport has been so implicated in division.

The Contested Identities of Ulster Catholics pp 127-142, Sport, Politics and Catholics in Northern Ireland, David Hassan, .Conor Murray

- 4.129** Hassan and Murray suggest that many of Northern Ireland's unresolved issues are not solely political in nature but in fact have more to do with cultural identity and expression, when settling upon an agreed narrative concerning the country's divided past and it's telling in a public forum. A range of agencies has attempted to play their role, many again operating outside established political structures, focussing instead on expressions of identity promoted through sports. For the Catholic community, these are viewed as entirely legitimate forms of cultural expression, even if they carry added significance within such a divided society (where they constitute both a form of political allegiance by proxy and an important aspect of community expression for many, including those who feel disenfranchised from wider society).

(2018) Northern Ireland Peace Monitoring Report, Number Five October 2018 Ann Marie Gray, Jennifer Hamilton, Gráinne Kelly, Brendan Lynn, Martin Melaugh and Gillian Robinson

- 4.130** In a divided society such as NI, this report notes that sport can provide an interesting insight into the state of relations between the two main communities. It comments while sport has the capacity to unite people in a common cause it can often act as a useful indicator of the underlying tensions that remain. Back in the summer of 2016, it notes fans of both NI and Republic of Ireland soccer were able to enjoy their teams reaching the European Championship Finals (Euros) in France for the first time. In sport, success can also be measured off the field of play and the positive impact of thousands of Irish fans, both North and South, was recognised when they were awarded the Medal of the City of Paris by the Mayor for their 'enthusiasm, jolliness...fair play... exemplary sportsmanship' (BBC NI News, 30 June 2016). If events of the summer of 2016 marked a positive image for the game of soccer, the challenges it still faced in NI re-emerged just over a year later. In July 2017, the NI League champions, Linfield, whose support is largely from within the Protestant / loyalist community, were drawn against the League champions of Scotland, Glasgow Celtic, a team with a significant fan base among the Catholic / nationalist community. Almost immediately, concerns were raised that the first leg of the match scheduled for Belfast on Wednesday 12 July posed a major security threat. Although it was subsequently re-scheduled for Friday 14 July, the threat of crowd disturbances continued and led to Celtic not taking up the ticket allocation given to their fans for the game in Belfast. While the match passed off relatively peacefully, a number of incidents in which objects were thrown at Celtic players led to Linfield being handed a £8,800 fine and a partial stadium closure for their next European tie. Just over a week later, at the return leg in Glasgow, it was Celtic's turn to face punishment from UEFA, with a fine of £20,615, when a section of their support unfurled paramilitary-style banners (BBC Sport, 28 July 2017).
- 4.131** The mix of sport and politics is often an unhelpful one. An example of this quotes in this report, came with the re-emergence of a dispute between the two football

associations on the island of Ireland, the Irish Football Association (IFA) in the North and the Football Association of Ireland (FAI) in the South. The issue centred on the eligibility of players – in particular the fact that someone born in NI can opt to play for the Republic of Ireland if he holds an Irish passport. Attendance of politicians at sports events is referred to in this report as a symbolic gesture of change or reconciliation within divided societies. The role of the GAA and its place in NI also became a focus of attention in October 2017. In an interview with the Sunday Independent on 29 October Peadar Heffron, a former PSNI officer who had been seriously injured by a dissident republican bomb, recounted how he had been treated by his former GAA Club. He spoke of how he had been effectively ostracised when he had first joined the PSNI and how that had continued in the wake of the attack that had resulted in having a leg amputated. The interview and its aftermath prompted a renewed focus on the GAA and the debate over its past and present role in relation to developments within NI. Such negativity can however sometimes overshadow the outreach work that the GAA has engaged in. In 2014, the Ulster GAA set out on a number of initiatives in Building Better Communities (GAA, 2014). These included the Cúchulainn Cup, which was aimed at engaging schoolchildren from all backgrounds in a programme of coaching and competitions. In addition the Ulster GAA have worked with the Irish Football Association (IFA) and Ulster Rugby in a joint project called a 'Game of Three Halves' which seeks to bring people from diverse backgrounds in order to meet and engage with each other. There are other examples of individual GAA clubs trying to participate in new ways to reach out to non-traditional GAA communities and groups. For instance in June 2018 the Bredagh GAC club in south Belfast participated with the local Ballynafeigh Orange Order in a series of activities that allowed members from both to learn a little more about the culture and activities of each other (BBC NI News, 30 June 2018). In March 2018, the Irish men's senior rugby team captured its third Grand Slamas as it completed its Six Nations campaign undefeated. This triumph was also welcomed on the back of setback for the game at the end of 2017 when the Irish Rugby Football Union (IRFU) failed with a proposal for Ireland to host the 2023 Rugby World Cup. It had been envisaged that this would involve games during the tournament being played on both sides of the border. Within NI, matches were to be played at the Kingspan Stadium in Belfast, home to Ulster Rugby, as well two GAA stadiums – Celtic Park in Derry and at the re-developed Casement Park. Although the bid made much of its all-island approach and had support right across the political spectrum this had little impact for those on the World Rugby Council charged with making the final decision. Instead the Irish submission was ranked lowest of the three proposals behind France and South Africa with concerns raised specifically about the lack of experience of hosting major sporting events, commercial and financial fears as well worries over the suitability over some of the designated stadiums (Irish Examiner, 1 November 2017).

- 4.132** Sport NI is presently reviewing **'PROMOTING FAIR PLAY IN SPORT; A Guide to Sport and the Equality Legislation in Northern Ireland'**. The world of sport is made up of an amazing mix of people, including participants, spectators, coaches, administrators and volunteers. All come from varied backgrounds and often with very different identities. This diversity represents one very positive aspect of sport but should also alert us of the need to ensure that fair play continues to operate at all levels. Sport Northern Ireland is committed to helping promote fairness in sport and in this role would encourage everyone involved in sport not only to respect

difference - but to enjoy it. Equality legislation helps reinforce Sport NI's commitment to fairness in sport, and this short guide was produced to help understand the law and operate best practice within it. While Sport Northern Ireland encourages the promotion of equality of opportunity and good relations through its work, it also acknowledges that, from time to time, relations between individuals and groups may break down. It is in these circumstances that the law becomes of great significance. To deal with problems that may come along, increasingly sports clubs and governing bodies must have an understanding of their responsibilities and obligations under the law. The equality legislation places obligations on sports bodies in two ways, both as employers and as providers of facilities, goods and services. The guide also looks at enforcement of the legislation and the role of the Equality Commission for Northern Ireland.

- 4.133** Sport NI also works to promote good relations in sport through this Draft Corporate Plan in a joint approach to respond to COVID 19, mental health issues, the decline in physical literacy and other collective issues facing sport while providing guidance to sports on issues, such as flags and emblems,

Marital Status and People with and without dependants

The impact of marital status (including the impact of divorce and being widowed), spousal joint activities, childcare responsibilities and time constraints, family structures and family led or established behaviours has been well understood in terms of habits of participation in sport and considered within Sport NI's responses to under-representation in sport through its programmes and interventions. However these Section 75 groups will be considered by Sport NI within economic, social, and ecological factors for fuller understanding and built into programme design.

(2006) Influence of Marital Status on Physical Activity Levels among Older Adults PETTEE, KELLEY; BRACH, JENNIFER; KRISKA, ANDREA; BOUDREAU, ROBERT; RICHARDSON, CAROLINE; COLBERT, LISA; SATTERFIELD, SUZANNE; VISSER, MARJOLEI; HARRIS, TAMARA; AYONAYON, HILSA; NEWMAN, ANNE.

- 4.134** When compared with their single counterparts, married men reported higher median levels of exercise participation ($P = 0.008$) and married women reported higher levels of total ($P < 0.0001$) and non exercise activity ($P < 0.0001$) with a trend toward higher exercise participation ($P = 0.05$). In spousal pairs, compared with men in the low active group, highly active men were almost three times as likely ($OR = 2.97$; $95\% CI = 1.73, 5.10$) to have a similarly active spouse. The model only modestly attenuated when adjusted for age, BMI, and health status of the husband [$OR = 2.49 (1.41, 4.42)$]. Marital status and spousal physical activity (PA) levels are important determinants for PA participation among older adults for Sport NI in this Corporate Plan.

(2011) Family structure, time constraints, and sport participation, Jane E. Ruseski, Brad R. Humphreys, Kirstin Hallmann & Christoph Breuer, European Review of Aging and Physical Activity

4.135 Recent research emphasizes the importance of economic factors on sport participation. This study examines the role played by time constraints and family structure in survey data from Rheinberg, Germany. Based on empirical models that account for the two-part decision—the decision to participate and the decision about how long to participate—involved, we find that time constraints in the form of time spent caring for children and relatives and family structure in the form of the presence of children reduce both the likelihood that individuals participate and the time spent taking part in sports.

4.136 The health benefits of regular physical activity are well documented in the clinical and public health literature; yet, the World Health Organization (WHO) estimates that up to 60% of the world's population is not sufficiently active to obtain health benefits. Many developed nations have sport policies that call for a higher proportion of its citizens to be involved in sports activities. A critical component to achieving these goals is to understand the differential causal effects of economic, social, and ecological factors on individuals' decisions to participate in sport. Therefore, it is important to understand why some people regularly participate in sport while others do not or why people start and stop exercising regularly. A better understanding of how people combine time and purchased inputs to engage in competing activities and the impact of family structure and time allocation is needed. Indeed, time constraints are frequently reported barriers to exercise. Time constraints can take the form of care for children and relatives. Child care represents an important time constraint for relatively young adults, while caring for relatives represents an important time constraint for older adults, and the importance of this constraint will grow as the populations of developed and developing countries age. It was shown for example that time for care of children and relatives impacts regular sport activity negatively. In contrast, working time (respectively school time) has a positive effect on sport participation. Having infants or school-aged children in the household and caring for them reduces the sport participation of the parents. This indicates interdependencies between family structures, time and sport participation. Yet, so far, not recognized in this context is the children's sport participation, which is also part of family structure. The purpose of this paper is to analyse the impact of family structure, including children's sport participation and time constraints on sport participation. Sport NI understands that the club product offering needs to consider these factors and provide a diverse offering and bespoke outreach and engagement accordingly.

(2006) Does marital status and marital status change predict physical health in older adults? K Bennett, University of Liverpool, Liverpool, UK

4.137 Evidence for the effects of marital status and marital status change on physical health is equivocal. Six groups were examined simultaneously in this study: married (M); widowed (W); divorced (D); never married (NM); newly widowed (NW); and newly divorced (ND). There were four annual measures (T1–T4). Both NW and ND were married at T1, but had lost their partners by T2. Four physical health variables were examined: Age and gender were included. Previous health predicted future for all measures and for all groups. However, the specific strengths and time-courses varied between marital status groups and between health measures. The most marked patterns were associated with marital status change. The results demonstrate that marital status and marital status change, in particular, influence health longitudinally. The impact of a change to divorced or to

widowed status is not the same. No two health variables responded in the same way, suggesting that marital status has a differential effect on health. Again these factors have been considered in the Draft Corporate Plan as flags of risk of drop out and under-representation.

Marital status effects on health: are there differences between never married women and divorced and separated women? | Waldron, C C Weiss, M E Hughes

4.138 This study tested whether the effects of marital status on health differ between never married women and divorced and separated women, this study utilizes prospective panel data for a large national sample of non-institutionalized young women in the U.S. (the National Longitudinal Surveys of Young Women). The women were aged 24-34 at the beginning of two successive five-year follow-up intervals (1978-1983 and 1983-1988). The health effects of marital status were evaluated in regressions which assessed the relationships between initial marital status and subsequent health trends in each follow-up interval. In the first follow-up interval, never married women tended to have worse health trends than divorced and separated women for physical impairments and for overall health problems. However, there were no differences between never married women and divorced and separated women in health trends for psychosomatic symptoms in either follow-up interval or for any health measure in the second follow-up interval. Our analyses of cross-sectional data showed few significant differences in health between never married women and divorced and separated women. Taken together, the evidence from our study and previous studies suggests that differences between never married women and divorced and separated women may vary by age and/or cohort. Evidence for the 1970s and 1980s suggests that, among older women, divorced and separated women may have experienced more harmful health effects than never married women; however, among younger women, this difference may have been absent or possibly reversed. This has informed Sport NI's analysis of under-representation and inequality in sport.



COVID19 specific data, research and insights regarding Section 75 groups to further inform equality considerations.

AGE
GENDER
DISABILITY
HEALTH INEQUALITIES
ECONOMIC IMPACT
CLUBS SPORT IMPACT
SPORT NI COVID 19 SURVEY ENGAGEMENT

The insights and data examining the impacts of COVID19 has generally found that health inequalities have been compounded, and further to the medical statistics from direct COVID 19 infection and deaths and indirectly related health impacts, research has noted that that mental health issues have risen. The economic impacts have not yet been fully realised, nor has the full extent on the impact on young people’s development (including physical literacy) and the impact of high levels of shielding required by people with disabilities delaying or inhibiting their return to sport and physical recreation.

COVID 19 REGULATIONS, GUIDANCE AND DATA

4.139 Further to the body of evidence that inform the analysis of the relationship between an inclusive sporting system (including clubs, coaching) and the realising of the value of sport and its benefits by all S75 groups, plus the body of evidence on experiences, and participation rates of S75 groups, it is quite apparent the under-representation issues has further been effected and in some cases compounded by COVID19. Indeed a large body of evidence already exists on health inequalities and other impacts as a result of COVID 19 which should also be considered for a full and multi-layered picture.

AGE

AGE: (2020) Impact of the COVID19 Restrictions on Sport and Recreational Walking Report, May 2020 (Sport Ireland)

4.140 This report, published at the end of May 2020, presents the findings of research conducted by Ipsos MRBI on behalf of Sport Ireland to measure participation in sport and recreational walking between March and May 2020. The survey was undertaken over five waves between 28 February and 12 May. The “Delay” phase of Ireland’s response to Covid-19 commenced on 12 March (school closures, limited outdoor gatherings, work from home if possible, etc.) while the “Stay at Home” enhanced lockdown phase commenced on 27 March. Given that the survey asks people to report on their activity in the previous seven days, this means that the first wave of the survey pre-dated most of the limitations on

movement. The second wave happened mostly under the “Delay” phase and the subsequent waves happened mostly during the “Stay at Home” phase.

4.141 The number of adults participating in sport and recreational walking during Covid-19 restrictions is unprecedented in the history of Sport Ireland research according to the second volume of a report. The report highlights that throughout this period Irish adults have become increasingly active making use of additional free time and good weather conditions. Despite the restrictions in place around sports facilities, team sports and a number of other sporting activities, overall levels of participation are now greater than they were during the same period in 2019. Half of all adults are currently meeting the physical activity guidelines by being sufficiently active for 30 minutes each day on 5 days each week. The numbers playing sport have increased during each wave of this research and are now back to the levels before the restrictions were introduced. The proportion that are running is notably higher than previously, and the numbers walking for recreation are at unprecedented levels. The current participation rate in sporting activity is 51%.

4.142 Three sports (as classified by Sport Ireland) dominate the sporting landscape at present with approximately: 710,000 participants in exercise, 680,000 runners and 510,000 cyclists. This marks an increase of approximately 260,000 people cycling compared to the same time last year. The numbers of adults walking for recreation have increased throughout the crisis, increasing by a cumulative 18% over the five phases of the research. The figure of 83% is the highest level ever recorded and is equivalent to over 3.1 million regular walkers with a strong uptake in recreational walking among those under the age of 35, in particular the 15-24 age group where participation has jumped from 51% to 89% throughout the restrictions.

4.143 The report also notes that the combined effect of the participation in sport and recreational walking means that the proportion of adults described as sedentary in the National Sports Policy has declined to 11% compared to 22% during the same period in 2019. Overall, the number of inactive people has declined by 8% over the period of Covid19 restrictions. The proportion in the higher socio-economic group ABC1 that is inactive has declined from 15% to 7%, while the proportion in the C2DE group has declined from 21% to 15%. This is the lowest level of sedentary behaviour ever recorded by Sport Ireland.

AGE: Exploring Attitudes and Behaviours in in England during COVID 19 Pandemic (Sport England, May 2020)

4.144 To supplement its Active Lives (Adult and Children & Young People) Surveys, Sport England is publishing a series of briefings providing a regular picture of physical activity behaviours and attitudes during the COVID-19 pandemic. These results come from interviews with c. 2,000 adults (16+) in England for each wave of the survey. Data has been weighted to be representative of adults in England by age, gender, region and social grade, including those with children aged under 16 in their household. The reports summarises the results from a weekly survey and explores the amount and type of activity being undertaken, how activity is changing over time, and who people are being active with.

4.145 The report recognises that:

- There has been a massive disruption in the physical activity behaviours of adults and children in England.

- There is a recognition of the importance of physical activity in response to the pandemic.
- The majority of adults are using physical activity to help them manage their health.
- The Government's messages about exercise may be having a positive impact.
- There are differences in levels of activity between different demographic groups with older people, people on low incomes and people in urban areas are finding it harder to be active during the outbreak.
- The headline findings for the 7th report (15th -18th May 2020) showed that in the first week since lockdown restrictions were eased in England, activity levels were at their highest since the survey began (35% of adults say they completed 5+ sessions of at least 30 minutes last week) – but yet the inequalities remained. Almost every group saw an increase (not necessarily statistically significant), but many inequalities continue.
- 11% said they did no activity (any duration) in the last week, the lowest figure yet.
- 7% of children did no activity (lowest yet), and 93% did some (highest yet).

4.146 The results demonstrated continued growth in walking and cycling Walking (65%) and cycling (16%) both hitting peak figures. Around three-quarters of people are doing so for leisure, fitness and recreation, and around a half for travel/utility. Other activity has seen no significant change. The research also shows, that while intentions and attitudes to exercise are positive, inequalities still exist in those who are getting active. People from lower socioeconomic groups, older people, Black, Asian and minority ethnic (BAME) groups and women are all less likely to be active, with these results also seen in activity levels prior to the current crisis. In England, the gender gap remains, with more men doing the recommended 150 minutes of activity a week, than women - 35% compared to 30%. And more women are doing less activity than usual during lockdown - 40% compared to 36%. While 23% of people with long-term health conditions are doing the recommended amount compared to 35% of those without. For people in C2DE groups, who are more likely to be on a lower income, be key workers, be accessing food banks or to have lost their job, only 27% are doing more activity than usual - compared to 39% of those in the ABC1 groups. Attitudes and motivations see big improvement with COM-B ('capability', 'opportunity', 'motivation' and 'behaviour' model) levels are collectively the highest yet. In week 7 of the survey, results demonstrated the highest agreement yet for those saying they exercise to help their physical health (73%); mental health (66%), and those saying they have more time (68%) to exercise. It also highlighted that highest figure for people saying it's more important to be active at the moment (65%), and the lowest figure yet for people agreeing they worry about leaving home to be active (43%).

4.147 When asked about their worries and concerns about returning to activity; people are most concerned about social distancing (24%), catching the virus (11%), concerns about returning to the gym (8%) or returning to swimming (3%), and cleanliness and hygiene (3%).

AGE: Sport England Weekly Briefings

- 4.148** As detailed above Sport England published a series of weekly briefings providing a regular picture of physical activity behaviours, and attitudes during the COVID-19 pandemic this has allowed for a comparison to be made between the impact it has had on urban and rural areas. In the first week of key headline findings dated between the 3rd and 6th April 2020; the initial stage of lockdown, people in urban areas found it harder to be active during the outbreak; 32% of adults in urban areas were doing 30 mins of physical activity a day on 5+ days, this was in comparison to 39% of adults in rural areas. This trend continues into the final weekly briefing; Week 8 (22nd - 25th May 2020), 33% of adults in urban areas were doing 30 mins of physical a day on 5+ days, this was in comparison to 40% of adults in rural areas.

AGE: BBC: GAA Players Association Survey

- 4.146** In May 2020, the BBC reported that a survey conducted on behalf of the Club Players' Association, with more than 3,000 respondents, indicated that only 57% of club GAA players would be prepared to return to training in advance of a Covid-19 vaccine being in place. The findings also indicated 22% did not want to return in 2020 with 21% 'don't knows' and 57% saying they would be prepared to resume action. The survey also found only 34% would be happy to attend inter-county games and 61% of club players would be prepared to attend club games. "The survey results indicate that a significant number of club players believe that until games are safe, they do not want to play," (Micheal Briody, Club Players' Association Chair) The survey found that 27% of club players live with a person over 70 years of age or a vulnerable individual and indicated any relaxation of social distancing was unlikely to make the resumption of Gaelic Games more likely. All survey questions were framed in terms of no Covid-19 vaccine being in place and also highlighted that 64% would train or play if a temperature check was in place.

AGE: BBC, Sport Wales Survey

- 4.147** However, as reported by the BBC there is a suggestion that 'Sports clubs in rural areas may lose a generation of young players due to the lockdown'. A survey by Sport Wales showed lockdown has taken its toll on children's physical activity, with 35% of under 16s doing less exercise than before and Gareth Lanagan a coach from Dolgellau Cricket Club said losing a season could have devastating long-term implications. "For us, if it comes down to choosing between our junior section and our adults, I'd bring the juniors back first. But there are also concerns about equipment. There are some kids that have their own, but other families may not be able to afford it all".

AGE: (2020) UK Youth 19 Report and UK Youth Movement

- 4.160** Children and young people are affected by COVID-19 across multiple areas including health, safety and protection issues, and education. This crisis is exacerbating existing vulnerabilities and inequalities experienced by young people and specifically those who may have limited access to services including young migrants, those who are displaced and refugees, young people living in areas of greatest need, and young people with a disability.

4.161 A recent report by UK Youth19 entitled 'The impact of COVID-19 on young people & the youth sector', highlighted that the impact likely to be intense and long lasting, especially for the most vulnerable.

4.162 Feedback from the UK Youth Movement predicts that the impact on young people will include the following, ranked by order of importance (based on number of responses).

1. Increased mental health or wellbeing concerns
2. Increased loneliness and isolation
3. Lack of safe space – including not being able to access their youth club/ service and lack of safe spaces at home
4. Challenging family relationships
5. Lack of trusted relationships or someone to turn to
6. Increased social media or online pressure
7. Higher risk for engaging in gangs, substance misuse, carrying weapons or other harmful practices
8. Higher risk for sexual exploitation or grooming

UK Youth recommended continuing to put young people's voices at the heart of decision making and enable them to be part of the solution to reuniting communities in the aftermath of the crisis. The most common way that youth workers (37%) envisaged young people leading or having a voice in their community's response to was online, whether through campaigning, sharing information and connecting with others or generating creative online content. One in five youth workers felt that in order for young people to lead or have a voice, they needed to be given meaningful opportunities to express themselves and share their opinions (through dialogue, surveys, youth boards and forums). It is vital that decision makers create meaningful opportunities for young people to have their voices heard.

AGE: (2020) Institute of Fiscal Studies

4.172 An article in the Independent cited researchers at the Institute of Fiscal Studies (IFS) who state that young workers, alongside low-paid earners and women, will feel the worst of the effects of the crisis in the UK, as employees under the age of 25 were more than twice as likely as other age groups to work in a sector that has now been shut down as a result of the coronavirus lockdown.

AGE: (2020) Evening Standard Survey

4.173 Research cited in the Evening Standard conducted by the social media platform 'Snapchat' revealed that young people are anxious about impact of coronavirus on education. The research found that found 65% of 13 to 17-year-old UK Snapchat users were worried about how Covid-19 might affect their studies. The research also highlighted that many found social media to be a vital tool in managing anxiety during the pandemic and social distancing measures. Nearly three-quarters of those asked (72%) said staying in touch with friends was their number one way to calm stress and anxiety during self-isolation.

AGE: (2020) BBC, Ulster Economic Policy Centre

4.174 The BBC suggests in a report that it is estimated that 45% of under-25s have been furloughed or laid off since the start of the crisis, compared to 25%-30% for older age groups. It also advises that the youth unemployment rate could spike in the autumn when students leaving school, colleges and universities will be seeking to

begin their careers as in a typical year, about 25,000 young people enter the Northern Ireland labour market at this time.

- 4.175** Citing a study by Ulster University Economic Policy Centre, the report concludes that a large number of young people entering the job market will put pressure on the youth unemployment rate, coupled with a reduction in the number of vacancies and a high number of jobs being at risk. "It risks long-term scarring effects on the labour market prospects of an entire cohort of education leavers." The study recommended that a set of measures be targeted at young people including uncapping undergraduate numbers to keep more young people in education and offering a job or training guarantee for all young people unemployed for three months. It recognised that while these policies would be expensive "given the extent of the risk to young people being trapped in a period of worklessness and the associated scarring effect over the course of a person's working life, the long-term benefits may well outweigh the costs."

AGE: (2020) Schools

- 4.176** In considering the education of children and young people, all nurseries, schools, colleges and universities were closed in March 2020 in line with Government guidance. Schools will remain closed for the majority of pupils for the rest of this school term. The NI Executive has confirmed that the new school term will begin on 24 August 2020 for Primary 7, Year 12 and Year 14 pupils and for vulnerable children across all year groups. All other pupils will return at normal start dates, which may vary depending on school. No examinations will take place this year with schools and teachers assessing pupil attainment and G.C.S.E and A-level grades assigned.

- 4.177** A small number of schools continue to remain open for the educational supervision of vulnerable children and those of defined as key workers up to Year 10 where alternative arrangements cannot be secured. If a child's normal school is not open, a key worker can request supervised learning for their child in a school that is available. Arrangements have been put in place to make sure families who normally receive free school meals do not suffer financial hardship while schools are closed. Schools have been encouraging parents to support young people with home schooling with a number of resources published to guide learning. While some children and young people have been keeping active at home, through for example more than 22 million people worldwide joining in the live daily sessions with Joe Wicks, the lack of formal structured PE and school sport will have an impact on wellbeing. The uncertainty over schools returning in September either part time or full time for some pupils and the potential requirement for any additional space to be utilised as classrooms may place additional strain on schools being able to quality deliver PE and provide after school sport.

AGE: (2020) Child and Adolescent Mental Health Services and Department of Health Action Plan, May 2020

- 4.178** Before the coronavirus outbreak reached Northern Ireland, many patients, charities and stakeholders had warned of an existing crisis in mental health services. It was reported that one in ten school children in Northern Ireland have a diagnosable mental illness, after 35,000 children were treated by Child and Adolescent Mental Health Services (Camhs) in 2018.

4.179 Published in May 2020 by the Department of Health, The Mental Health Action Plan contains 38 actions, including a commitment to produce a mental health strategy, which will include a comprehensive funding plan for mental health. This Action Plan will deliver key improvements to services in the short term, while preparing the ground for future strategic change. Three actions stand out:

- The commitment to co-produce a Mental Health Strategy.
- The creation of a Mental Health Champion to champion and enhance mental health in all aspects of public life.
- To develop perinatal mental health services, by providing a bespoke, specialist service to those with perinatal mental health needs.

4.180 Minister Swann also states, “During these particularly difficult times, I am committed to ensuring that those who’s psychological wellbeing and mental health sufferers as a result of the COVID-19 pandemic will receive the support they need. I am therefore including a COVID-19 Mental Health Response Plan as an annex to the Mental Health Action Plan”. The response plan outlines key areas of intervention during the pandemic to help and support the population as a whole.

4.181 Relaxing Lockdown Measures, Coronavirus – Our Approach to Decision-Making (NI Executive). On May 12th 2020, The NI Executive published a phased five-stage coronavirus recovery plan. The document sets out the approach the Executive will take when deciding how to ease coronavirus restrictions in the future. There are no fixed dates for when any single restriction will be lifted, because those decisions in the future will depend on three key things:

- the most up-to-date medical and scientific advice
 - the ability of our health service to cope
 - the wider impact on our health, society and the economy
- The five step plan outlines that the focus must remain on protecting health and wellbeing, improving the economy and addressing the challenges experienced by all.

4.182 The Executive also outlines a desire to retain and develop the positive changes that have occurred as a result of the virus, e.g. there has been less car travel and more daily exercise. The Executive stipulates that any relaxation of the current restrictions will be led by science and not by the calendar and based on the following criteria:

- Evidence and analysis, including latest medical/ scientific advice, the level of transmission and the impact of relaxations on the future trajectory of the pandemic,
- Capacity of the health and social care services to deal with COVID-19 cases as well as the need to resume normal services, and
- Assessment of the wider health, societal and economic impacts, including identifying the areas where greatest benefit and lowest risk would result from relaxation.

4.183 The plan includes five steps for sport, cultural a leisure activities and moves from a position of exercise being permitted to Step 1 where outdoor spaces and public sport amenities are open (e.g. walking, running, cycling, some water activities, golf and tennis); through to the fifth and final step to enable the resumption of close physical contact sports, a return to competitive sport and full use of sporting facilities. Spectators are also permitted to attend live events on a restricted basis. There is an ask that those in society with responsibilities to exercise them in line with up-to-date public health guidance. There is therefore an onus on businesses, schools, churches, sporting organisations to show how they can accommodate the current social distancing and other requirements if they are seeking agreement to recommence their activities. This means organisations meeting their legal duty and following best practice by ensuring social distancing is observed wherever possible and by meeting all of the other relevant guidance. This will require many to find new practices.

GENDER

GENDER: (2020) International Working Group on Women and Sport April 2020

4.184 An extraordinary meeting of the International Working Group (IWG) on Women and Sport was held during April 2020, bringing together the IWG Global Executive from all over the world. At the meeting, the IWG Global Executive took the position of declaring the COVID19 pandemic to be a significant threat to the ‘women in sport and physical activity’ movement, globally and that it has the potential to negatively impact work towards gender equality, worldwide. The IWG Global Executive resolved to issue a global ‘Call to Action’, encouraging the nearly 600 Signatories to the ‘Brighton plus Helsinki 2014 Declaration on Women & Sport’ to lead the world by example as they recover and rebuild. The Signatories (including Sport NI), in signing this treaty, committed themselves to 10 principles ensuring development of a culture that enables and values the full involvement of women and girls in every aspect of sport and physical activity. Signatories are urged to leverage their skills, resources, and networks to contribute relevant responses to support the wellbeing of their female membership and diverse communities in the context of COVID-19 recovery and rebuild across sport. In particular, the IWG Global Executive is asking Signatories to become active champions for gender equity amongst global peers and to take the opportunity to redevelop organisations to be more inclusive of women and girls and diverse communities as a whole. The IWG Global Executive identified five potential areas of concern for women and girls due to COVID-19 and has outlined opportunities for Signatories to drive positive change in the future: Area Concern Opportunity Wellbeing. The impact on the physical and mental wellbeing of women who are currently in “lockdown” (experiencing reduced movement). The IWG encourages a return to ‘out-of-home’ physical activity as soon as safe but in the meantime, applauds the work of Signatories that are encouraging ‘in-home’ movement.

4.185 The International Working Group (IWG) on Women & Sport is the worlds’ largest network dedicated to ‘Empowering women and girls – Advancing Sport’. It is fully aligned to the 17 United Nations Sustainable Development Goals, in particular SDG 5: “Achieve gender equality and empower all women and girls”. <https://iwgwomenandsport.org/>

- 4.186** Safety: The emergence of wider social issues, such as widely documented increases in domestic violence globally and economic impacts moving women and girls into poverty, may lead to lower participation in sport and physical activity. The IWG asks that Signatories redevelop their business models during recovery with a clear focus on providing safe activity and facilities for female participants and diverse communities.
- 4.187** Resource: The possibility that money and resource may be taken out of women's sport and physical activity to support men's sport and physical activity or women's development may be put aside, as "not a priority" due to budget. The IWG strongly encourages Signatories to plan a recovery phase for both men's and women's sport and physical activity in an equitable fashion, reducing spend and resourcing fairly across both areas, and also carefully planning a timeline for the revival of both.
- 4.188** Leadership: The drive toward stronger diversity at the boardroom table in sport and physical activity may stall, with organisations reverting to the old ways, "out of comfort". The pandemic has highlighted examples of the value of female leadership in these difficult times and it is a model to follow in sport leadership in the future. The IWG asks Signatories to carefully consider and promote the positive impact that diversity of thought and experience has in helping them successfully face this challenge, and in re-designing the future of their organisation, by including the contribution of women but also diverse communities.
- 4.189** Structure: The risk that the sector may seek to "re-build" what was previously there, rather than "re-imagine" the structure to become more inclusive of diverse communities. The IWG encourages Signatories to plan new ways of working that include women and girls and diverse communities safely and equitably. In particular, the IWG believes there is an opportunity for Signatories to assist in "re-imagining" delivery of quality physical education for girls in ALL schools, ALL around the world.

DISABILITY

DISABILITY: C19 People with Disability, Leeds Beckett University Study

- 4.190** The majority of existing and potential participants with a disability are currently self-isolating or 'shielding' at home as a result of the Covid 19 pandemic. A recent project by researchers at Leeds Beckett University suggests that there will be challenges for disability sport post lockdown linked to the phased approach to easing out of lockdown. People with disabilities (specifically those with life limiting conditions will be the last to emerge from self-isolation and shielding). The easing lockdown will bring concerns for some about social-reintegration and fears about the continued risks COVID-19 may still pose. The consequences of the furloughing of staff and the reduced sports sector workforce may impact the speed, quantity and variety of programmes and activities.
- 4.191** Difficult decisions will have to be made in terms of how resources are distributed. The researchers highlight a concern that '...When efficiencies are made this may be at the cost of provision for disabled people. In the future, that is post-COVID-19, what sport becomes and what governing bodies and sports clubs decide to

prioritise, will be a measure of how disabled people and inclusion have really been embraced both within sport and by wider society'. There is a recognition that the pandemic has brought about rapid change and uncertainty which has rocked the very essence of how people engage with sport and physical activity. They concede that the media and society more broadly will continue to perceive disability sport through a lens of inferiority which results in the continued marginalisation of disabled people and also raise concerns that community sport may focus less energy on (disability) sport and the inclusion of disabled people as it directs resources and efforts to other areas.

4.192

Optimistically though, the researchers are heartened to find a more open and adaptable outlook towards sport and physical activity in homes and gardens across the country resulting in reimagining what it means to be physically active. Many disability sport organisations have developed 'at home' campaigns through social media and telephony designed to encourage and support participants and athletes and disabled people more generally to be as active as possible while at home and maintain positive mental health. These have included:

- Recorded Video Messages from athletes and staff: The recording and posting of video messages by athletes and staff on social media encouraging people to follow public health advice but also to be as active as possible while at home.
- Online Activity & Exercise Sessions: The posting of activity and exercise sessions on Facebook, Twitter and YouTube to encourage people to remain active by carrying out the activity sessions at home.
- Online Podcasts and Blogs: The development of podcasts and blogs designed to engage with participants and athletes and reduce their sense of isolation.
- Telephone Outreach Service: One to one telephone to participants and athletes designed to reduce social isolation, make them aware of the support services available and to encourage and support them to be as active as possible while at home.

There is also a recognition that there is a need to continue to mobilise the collective efforts of Physical Education and sport practitioners who are already successfully rethinking the delivery of physical activity during these challenging times. Finally, there is also a belief that this has the potential to enable previously inactive disabled people to envisage how physical activity can become a part of their daily routines, and in ways that are enjoyable, rewarding and meaningful.

HEALTH INEQUALITIES (INCL MENTAL WELLBEING)

(2020) World Health Foundation – mental wellbeing.

4.193

The World Health Organisation notes that as the coronavirus pandemic rapidly sweeps across the world, it is inducing a considerable degree of fear, worry and concern in the population at large and among certain groups in particular, such as older adults, care providers and people with underlying health conditions. The COVID-19 coronavirus pandemic is the biggest health crisis for generations and the pandemic has increased the mental health risks for our society.

4.194 Experts say newly conducted polls and emerging studies into COVID-19 suggest that the pandemic is going to have profound and potentially long-term impacts on mental health. In public mental health terms, the main psychological impact to date is elevated rates of stress or anxiety. But as new measures and impacts are introduced – especially quarantine and its effects on many people’s usual activities, routines or livelihoods – levels of loneliness, depression, harmful alcohol and drug use, and self-harm or suicidal behaviour are also expected to rise. Issues of service access and continuity for people with developing or existing mental health conditions are also now a major concern, along with the mental health and well-being of frontline workers.

4.195 There is a recognition that managing mental health and psychosocial well-being during this time is as important as managing physical health. WHO recommends that front line workers use helpful coping strategies such as ensuring sufficient rest and respite during work or between shifts, eating sufficient and healthy food, engaging in physical activity, and staying in contact with family and friends; and avoiding using unhelpful coping strategies such as use of tobacco, alcohol or other drugs, which can in the long term, worsen mental and physical well-being.

HEALTH: (2020) Health Foundation Data - deprivation, BAME, gender, age.

4.196 The Health Foundation recognises that public health workforce and local government have reshaped their work in an effort to contain the infection and protect the most vulnerable. The NHS has been radically mobilised to respond to the acute needs of people infected with the virus, at the same time as delivering scaled-back non-COVID-19 health care. It understands that there are at least five dimensions of impact, with as yet unknown depth and distribution. Early evidence suggested that the virus was more likely to impact those who were older, who had underlying conditions (especially hypertension, diabetes and ischaemic heart disease), and were male. Underlying conditions are not evenly distributed across the population and are more common in deprived communities. The early evidence from intensive care suggests a pattern of disproportionate impact on black and minority ethnic communities in the UK.

4.197 Impact on acute care (not related to COVID-19) – Services were rapidly redesigned their services on a large scale to release capacity for treating patients with COVID-19, including discharging thousands to free up beds, postponing planned treatment, moving appointments online where possible and redeploying staff. Visits to A&E and referrals for cancer and heart attacks declined dramatically as patients stayed away because of worries of contracting the virus or adding to pressures on the NHS.

4.198 Non-acute care (including general practice) – GP care for people with chronic conditions, or people needing less urgent care which may have been interrupted. All practices moved to remote triage, where patients are assessed by phone or online before they can access a GP or other health professional. GP practices were also given the option to defer some routine activities, including health checks for the people aged 75 and older and routine medication reviews. People have been urged not to avoid seeking help, but there are real worries for early detection e.g. of cancers.

4.199 Lockdown and social distancing - The medium and long-term impact on health of the restriction of movement. There are also the social consequences including

increases in anxiety a rise in people seeking help for domestic. School closures may also have negative and unequal consequences for pupils' development.

4.200 Longer term impact on service capacity and resilience - Much of the policy response to the pandemic has hinged on slowing infections to allow time to increase critical care capacity in hospitals. A second component of system resilience will be the impact on the workforce, which have significant staffing shortages and face other issues including high levels of stress, sickness and staff turnover.

DISABILITY AND HEALTH: (2020) World Health Organisation Data

4.201 The World Health Organisation (WHO) has identified that certain populations, such as those with disability, may be impacted more significantly by COVID-19. WHO highlights that people with disability may be at greater risk of contracting COVID-19 because of:

- Barriers to implementing basic hygiene measures, such as handwashing;
- Difficulty in enacting social distancing because of additional support needs or because they are in residential care;
- The need to touch things to obtain information from the environment or for physical support;
- Barriers to accessing public health information;
- Depending on underlying health conditions, people with disability may be at greater risk of developing more severe cases of COVID-19 if they become infected;
- Covid-19 can exacerbate existing health conditions, particularly those related to respiratory function, immune system function, heart disease or diabetes; and
- Barriers to accessing health care.

4.202 People with disability may also be disproportionately impacted by the outbreak because of serious disruptions to the services they rely on. The barriers experienced by people with disability can be reduced if key stakeholders take appropriate action. The Health Foundation highlights that people facing the greatest deprivation are experiencing a higher risk of exposure to Covid-19 and existing poor health puts them at risk of more severe outcomes if they contract the virus. This is exposing the structural disadvantage and discrimination faced by parts of the black, Asian and minority ethnic communities.

4.203 It states that Governmental and wider societal measures to control the spread of the virus and save lives now (including the lockdown, social distancing and cancellations to routine care) are exacting a heavier social and economic price on those already experiencing inequality. The consequences of this action, and the economic recession that is likely to follow, risk exacerbating health inequalities now and in years to come.

4.204 Restoring the nation to good health will require a new social compact, backed by a national cross-departmental health inequalities strategy. Action needed will include protecting incomes, improving the quality of jobs and homes, and supporting critical voluntary and community services.

ECONOMIC IMPACT

ECONOMIC IMPACT: Ulster Economic Policy Centre Data

4.205 The Covid-19 pandemic has had far-reaching consequences beyond the spread of the disease itself and efforts to quarantine it, including political, cultural, economic and social implications. The economic impact of the pandemic has been largely disruptive which has included:

- A sharp rise in unemployment;
- Stress on supply chains;
- Collapse of the tourism industry;
- Collapse of the hospitality industry; and
- Reduced consumer activity

4.206 A recent report Ulster's Economic Policy Centre predicts economic output could fall by as much as 9.6% in 2020 and estimates that approximately 235k workers are either temporarily laid-off or have their salaries funded through the Government's Job Retention Scheme (i.e. furloughed). It also suggests that the consensus in terms of the immediate impact seems to be emerging around an annual contraction in economic activity of 5% to 8% in 2020 (based on the lockdown being restricted to Q2 only). The report highlights that consumption represents the single largest component (estimated at 65%) of the Northern Ireland economy. Given an almost complete lockdown in 'non-essential' areas of the economy, it is assumed that spending would be limited to essential items only. This would equate to a 50% reduction in consumption spending. The impact on the labour market is likely to be very significant, firstly in terms of those working in sectors which have been placed in lock-down by the Government, but then secondly in terms of those who may lose their jobs in the immediate post lockdown period as a result of a potential significant demand shock to the economy.

4.207 The report cites that the BBC reported 10,000 new claims on week commencing 16th March and a further 9,000 part-way through the following week (this is against a baseline of 1,600 per week). It concludes that the final figures for week commencing 23rd March were in excess of the previous week. This would have resulted in over 20,000 successful claimant applications in Northern in the last two weeks of March.

ECONOMIC IMPACT: (2020) NI Chamber of Commerce Survey, April 2020)

4.208 The report also cites the NI Chamber of Commerce members' survey, published in April 2020 which highlighted the significance of the impact on local (mainly smaller) firms: → 36% have closed their operations temporarily; → 30% intend to furlough all their employees (80% intend to furlough at least some in the next week); and 15% have seen a significant decrease in their workforce. https://www.ulster.ac.uk/_data/assets/pdf_file/0005/550166/UUEPC-Economic-Consequences-of-COVID19-090420.pdf 38% have seen a significant decrease in their workforce.

4.209 The report concludes that a creation of more of a balance between public health and economic priorities is required in order to minimise overall human cost which may include opportunities within the 'recovery' phase:

- Increased fast-tracking of investment plans e.g. addressing the highlighted infrastructure weaknesses such as lack of digital connectivity in rural areas.
- Adapting to changing tourism patterns - opportunities may also emerge such as a preference towards 'staycations'.
- Embracing new working behaviours and associated innovations – this could create opportunities for businesses to be more efficient, but could also open up new and innovative business operating models.
- Re-skilling during "furlough".

RURAL/URBAN: IPSOS MRBI – Impact of COVID 19 Restrictions on Sport and Reactional Walking – April 2020

4.210 A similar trend was identified by Ipsos MRBI, who published the 'Impact of Covid-19 Restrictions on Sport and Recreational Walking' on behalf of Sport Ireland on 30th April. A comparison was made between individuals who participated in sport within the densely populated city of Dublin and those within the remainder of the province of Leinster. It showed that 'Prior to Restrictions' 56% of Dublin's population had participated in sport this fell by 5% in the 'Stay at Home Stage' to 51%. In the more rural towns and villages in the Province of Leinster the population that had participated in sport 'Prior to Restrictions' was 51% and fell by 3% in the 'Stay at Home Stage' to 48%. The percentages in both Urban and Rural areas of those who participated in sport fell as lockdown was imposed due to Covid-19; although it appears rural areas did not see as much of an impact as Urban areas. Sports clubs across Wales are looking at ways to restart safely as schools prepare to open their doors again from 29 June.

Engaging With The Outdoors During COVID 19 Lockdown in NI Survey, May 2020 (Outdoor Recreation Northern Ireland)

4.211 This survey used an online approach to interview residents of Northern Ireland from the 4th to 11th May 2020. The survey of over 1,400 respondents measured how the population was engaging with the outdoors during the COVID-19 lockdown period, the benefits obtained, issues encountered and expectations for the future.

4.212 The survey demonstrated that there had been an increase in outdoor visits with nearly half (47%) of respondents stating that they spent more free time outdoors during lockdown than they did at the same time of year in 2019. 63% reported going outdoors for exercise every day during lockdown, a much higher proportion than the 28% reported in the annual household survey (CHS 2017/18).

4.213 During lockdown, participation in walks which start and finish at home, walking on roads/roadside pavements and watching and listening to wildlife increased the most. Conversely, the lockdown restrictions reduced participation in certain activities including visiting parks, countryside and coast.

- 52% of respondents went for a walk or run that was all on-road during the lockdown period.
- 44% reported having to walk on roads and roadside pavements due to a lack of off-road trails.
- 36% do not believe that there are off-road trails within easy walking distance from their house (these people visited the

outdoors less frequently than those who believe there are off-road trails within easy walking distance from their house)

4.214 The benefits of spending time outdoors during lockdown are significant. 84% reported feeling physical health benefits and 90% reported benefits related to mental health and wellbeing. These benefits were strongest amongst people who visited the outdoors most often during lockdown and people with quality trails and greenspaces close to home. About half (51%) of respondents expect to spend more of their free time outdoors than they did pre-lockdown, once social distancing measures are softened. After lockdown people would most like to be able to visit local parks, the countryside and coast, to walk on off-road trails and to spend time with family and friends. There is significant support amongst respondents for the development and improvements of walking and cycling trails.

CLUBS: (2020) Sported Community Pulse Survey, April 2020

4.215 Sported Community Pulse Survey Sported is a UK charity that specialises in supporting the survival and growth of local community organisations with a membership of approximately 3,000 sport clubs, youth groups and small charities. All use the power of sport and physical activity to prevent and counter the most pressing societal issues impacting young people today. As part of its work to understand the issues facing Sported members during Covid19, Sported created the 'Community Pulse' survey. The survey captures information on the stresses and strains on members including operational challenges, risk of closures, wellbeing of group leaders and the impact on people within the community. Recent survey results (29th April 2020) highlighted that the average reported anxiety score for group leaders is 5.2 which is twice as high as the Northern Ireland Office of National Statistics (ONS) average recorded in 2019 (2.8). Group leaders also reported that they are most anxious about their participants. Respondents in Northern Ireland are more concerned about participants compared to the UK. 77% report 'maintaining well-being of participants' as a concern (compared to 56% across the UK.) 71% report 'retaining participants' as a concern (compared to 44% across the UK) 1 in 9 groups reported that they weren't sure that they will still exist in 6 months' time. Those who aren't confident have significant concerns citing that for example: "Club has been closed for a month, outlook looks bleak, no subs, no funding" and "all delivery stopped 2 weeks ago. Nothing happening, and group may cease to exist (had previous problems)." When asked about their future support needs groups responded with three main themes:

1. Attracting and retaining participants again.
2. Raising funds again (events and grants) and;
3. Future planning & risk management.

However, there has also been some opportunities for adaption created by Covid-19 with some groups reporting an increase in volunteers supporting the response to the virus, a move to on-line delivery of sessions and connections to mental health charities. This is exemplified through the following quotes from the insight report: "We are worried about state of mental health of club members. Worried about getting started up again" "The one thing we have learnt is communication is key" "Diversity of engagement is important".

(2020) COVID 19 Sport NI Insights

- 4.216** Sport NI has engaged with the sporting sector, to develop a range of insights, during the COVID 19 pandemic, namely:
- Engagement with funded governing bodies of sport, local councils and other funded groups (under the Everybody Active, Sporting Clubs, Sporting Winners, Effective Organisations Programmes) to understand, respond and manage the impact of COVID 19 on existing programmes of investment through existing programme and project management arrangements;
 - Formal engagement with national governing bodies of sport, to request responses; to determine the financial impact of COVID 19;
 - Engagement with governing bodies and clubs and other organisations via online meetings, a number of help lines, to understand impact on clubs and provide support;
 - Formal engagement through a survey with the sporting sector, to understand their needs as a result of COVID 19; and
 - Formal engagement through a survey with the sporting sector to co-design the response by Sport NI to COVID 19.
- 4.217** The Covid-19 pandemic has caused the most significant disruption to sport and the worldwide sporting calendar since World War II. Sports events, including the 2020 Summer Olympics Games in Tokyo have been rescheduled and are currently planned for Summer 2021.
- 4.218** It is recognised that sport is a major contributor to economic and social development, the following section highlights the impact of the virus on participation and the wider sports sector. All sporting organisations at every level, from grassroots to professional operations, are facing serious financial challenges as a result of the Covid-19 Pandemic. Sport NI has engaged with Governing Bodies of Sport and other partner organisations as part of Covid-19 surveillance and in formulating a response.
- 4.219** Funding streams have ceased from competitions and major events being postponed or cancelled; alongside a further loss of income from the cancellation of games, coach education, youth camps and other fund raising activities. In addition, the impact on professional clubs and the Governing Bodies who depend heavily on fixtures, sponsorship, TV money and other cashflow to meet costs, including wages, is causing immediate concern and threatening the existence of some and their ability to support their grassroots clubs. In particular the sustainability of Governing Bodies and of sport at grassroots levels is a serious concern with regard to their ability to sustain their clubs during the lockdown period so that they are ready to assist with the recovery period post Covid19.
- 4.220** Despite the range of restrictions announced by the Westminster & NI Executive governments, exercise and physical activity are recognised as necessary and important elements in society's resilience during the lockdown phase of the Covid-19 pandemic. Sports people have been acknowledged as important ambassadors

in helping public health messaging reach target audiences including younger people. Sport and physical activity will be equally important contributors when we eventually emerge from the lockdown phase and move into a recovery phase, promoting caring, connected and cohesiveness communities.

4.221 Sports clubs and other organisations are not able to open up their facilities for use by the community during the period of lockdown. This will impact on generating usual income from, for example, membership, events, sponsors and activity programmes. This has the potential to negatively impact on what sports and organisations can do to maintain and sustain their existing facilities and grounds during this period of inactivity. There are risks, for example, that club buildings will not be heated, that playing surfaces including courts, pitches, courses and facilities are not maintained, which will ultimately affect the ability of a sports club to quickly get back up and running when their local communities will need it most. Failure to adequately maintain these facilities could lead to future public health issues.

4.222 The wider public sector response to the Covid-19 crisis has also enabled the sporting sector to access a range of financial support, including: - The Department for the Economy (DfE) business hardship funds (non repayable grants of £10,000 and £25,000 subject to NAV); - The HM Treasury furloughed employee scheme; and - The DfE rates' relief schemes.

(2020) Sport NI Financial Impact Survey

4.223 As part of its initial response to Covid-19, Sport NI held a number of engagements with Governing Bodies and established a specific email for stakeholders to address any queries or questions. This early engagement yielded a wide variety of views across the sector, and no common themes emerged. However, there were some good ideas and initiatives for what could and needed to be delivered. While some reasonable questions were being raised, including examples of needing advice on how to run AGMs remotely and any legal implications and the ability to 'pay forward'; many were simply requests for money without the underlying context which is required for any fair assessment of need. 19 Regarding finances much of the initial emphasis was on income and lost income - rarely was there mention of expenditure and how organisations could reduce their expenditure to help survive hardship which may have been created as a result of Covid-19. There were also positives raised, such as the potential for new work behaviours and the opportunity of re-skilling during 'lockdown'.

4.224 Key financial concerns raised by the sporting sector included:

- the loss of income through, for example, cessation of sports events, loss of membership fees and closure of club social activities (in many cases, the income derived from these activities funds essential core costs within the organisation such as those detailed below); and
- essential resource costs associated with maintaining the facilities, for example, rent, heating, lighting, pitch/ ground maintenance.

(2020) COVID 19 Survey, Sport NI

4.225 Sporting organisations have responded tremendously during the Covid-19 global pandemic, with many still playing a pivotal but quite different role within their communities. However we know that some organisations are still facing difficult challenges and that these organisations need our support.

4.226 On 29th May 2020, Sport NI launched the 'COVID-19 Survey: Understanding the current sporting landscape in Northern Ireland' survey to better understand the range of current and future challenges. The survey is designed to be completed by any organisation providing sport services operating in Northern Ireland, including National and Regional Governing Bodies of Sport, sports clubs, charitable sporting organisations, voluntary and community organisations and social enterprises. The survey closed at midnight on Sunday 7th June 2020.

4.227 A total of 456 surveys were completed and submitted through the Citizen Space online portal, of which the following classed themselves as:

- 76% (347) sports clubs;
- 6% (28) national governing body of sport;
- 5% (25) community/voluntary sector organisation;
- 5% (23) charitable organisation;
- 4% (20) regional governing body of sport;
- 2% (7) local authority; and
- Other respondents (less than 1%) were classed as social enterprise, commercial facility or commercial provider/organisation.

4.228 87% of respondents (398) indicated that the organisation has a registered NI postcode, delivering activities across all 11 District Council areas. While 8% of respondents (36) stated that they pay rates over a rateable value of £51k per annum, the majority (77%) were not in this rates band, 9% (41) were unsure and 7% (30) did not answer this question. 16% of respondents recorded that their organisation is based in an area of greatest need¹², and 47% of respondents are classed as in an urban area and 38% in a rural area.

4.229 Headline Findings:

- 95% indicate that the pandemic has had a damaging effect on their organisation;
- Organisations responding to the survey had accessed 23314 Covid-19 related funding opportunities;
- 65 organisations were successful with applications to the Coronavirus Job Retention scheme;
- 62% have looked at methods of reducing expenditure with 60% seeking to retain membership;
- 12 Areas of greatest need are identified by postcodes within the top 25% of the NISRA NI Multiple Deprivation Measure 2017;
- 13 Rural and urban areas are identified by settlement 15 bands (A-H) from the Central Postcode Directory (Jan 2019);
- 14 Respondents could tick more than one option for this question;
- The biggest challenges for organisations (as prioritised by respondents) is finance and income, managing social distancing and the easing of lockdown restrictions, athletes/players and competitive uncertainty;
- 47% reported a negative impact on club membership or service use, 21% no change and 5% a positive impact;
- Easing lockdown and implementing social distancing are the highest short terms priorities for knowledge and learning;

- A number of respondents identified a requirement for 'non-capital' and 'capital' works to enable their facilities to re-open safely;
- Advice, support and guidance is needed in managing social distancing, the easing of lockdown restrictions and finance;
- Positive effects of Covid-19 included clubs and organisations being able to connect more with the community and engage in the emergency response e.g. food parcel deliveries, learning how to use new technology and some increases in golf club memberships;
- The survey concluded that many of the respondents thanked Sport NI for providing emergency hardship funding to clubs, but some clubs who have been unable to meet the criteria for funding felt penalised for being well run and progressive;
- Sports clubs indicated that they have grave concerns about the future with the lack of certainty around dates for the return to sport and what might the 'new normal' look like;
- A number of the sports clubs responding to the survey do not own or lease their own facility and are therefore dependent on District Council facility provision;
- There is a recognition among clubs that many will need to upgrade facilities in line with public health guidance to enable them to be operational – many are uncertain as to what would need to be changed and highlight that they do not have the necessary finances to upgrade their facilities;
- The majority of the respondents report that finance is a huge issue from them and while some have stated that they are grateful for any public funding they were able to access it was really only a 'drop in the ocean' in relation to what they actually require in order to stay afloat;
- Clubs are also concerned about retaining existing members and recruiting new members;
- Specifically around children and young people, clubs are concerned around safeguarding and welfare alongside how coaching sessions will be organised for children returning to sport;
- Respondents highlighted that keeping in contact with children during this period so they don't feel left out was very important. Issues such as the health and wellbeing of youngsters, lack of social engagement, loss of junior and teenage membership, lack of organised activity and stresses on club retention were of concern.

4.230

The following four recommendations were presented:

- Immediate and short term advice and guidance is required to help the sporting sector with implementing social distancing and understanding the process of easing lockdown.
- Consideration should be given on how to guide 'people development' through initiatives designed to include support for volunteers, coaches, leaders and official to enable to provision of a quality sporting experience for all.
- The impact of Covid-19 on Children and Young People, their health and wellbeing and participation in sport should be included in the response.

- Future investment should consider clubs and organisations who have not been able (to date) to access any Covid-19 related funding opportunities.

4.231 Specifically in relation to the COVID19 crisis, engagement told us:

- Immediate and short term advice and guidance is required to help the sporting sector with implementing social distancing and understanding the process of easing lockdown;
- Consideration should be given on how to guide ‘people development’ through initiatives designed to include support for volunteers, coaches, leaders and official to enable to provision of a quality sporting experience for all;
- The impact of Covid-19 on children and young people, their health and wellbeing and participation in sport should be included in the response. Future investment should consider clubs and organisations who have not been able (to date) to access any Covid-19 related funding opportunities.

Sport NI Supporting Sport to Build Back Better Survey

4.232 Sport NI has taken the view that there is a clear need for a long term strategic response to the impact of Covid 19 on sport across Northern Ireland. Initial support and funding programmes will mitigate some of the potentially worst outcomes, but a longer term intervention is required over a number of years to improve the resilience and capability of the sporting system in Northern Ireland. In May 2020, Sport NI launched a survey to better understand the range of current and anticipated future challenges presented by the Covid 19 pandemic. There was a strong response from a wide range of stakeholder groups representing the entire sporting sector and highlighting a variety of themes and issues. Sport NI considered the outputs carefully, identifying a number of critical areas for further exploration. In order to ensure that Sport NI’s strategic response had an appropriate focus, both in the short and longer term, a further consultation on Sport NI’s proposals for ‘Supporting Sport to Build Back Better’ was undertaken in July 2020. This report identifies the headlines from feedback gathered in this consultation exercise, and presents further analysis of the responses provided. Having listened to our stakeholder community, this report also outlines the key strategic interventions supported by National Lottery funding that Sport NI will now seek to take forward in ‘Supporting Sport to Build Back Better’.

- 92% of respondents wanted a strengthened sport and recreation sector.
- 90% of respondents favoured an innovative sporting sector.
- Creativity was highlighted as a key theme.
- Children and young people, coaching and finance were the top 3 areas of expertise required.
- The most popular investment principle was “Strengthening the sports sector, improving resilience now and for the future and increasing capability within clubs and governing bodies” with 97% approval.
- Connectivity with members and communities, building back better governing bodies and clubs, and improving volunteer

capability and resilience were identified as the 3 key objectives going forward.

- 90% of respondents agreed with partnerships for projects within the sporting system.
- 80% of respondents favoured the inclusion of a broad range of organisations as eligible to apply for funding.
- Governing Bodies were seen as best able to deliver the required outcomes on strengthening connectivity and innovation.

Summary of how the data informs judgements on the extent of impact on religious belief, political opinion, race, age, gender, disability, marital status, sexual orientation, people with dependants or without.

- 4.233** In summary, the data, research and insights can be clearly tracked to evidence on how it has informed the development of this Corporate Plan which has a foundational driver to realise equality of access to experience the health and other societal benefits of sustained participation in sport. This means ensuring equality of access to individual enablers, such as the development of physical literacy and growth mind set from the coached experience; environmental enablers such as a warm, supportive, inclusive quality club environment (that provides an accessible and diverse product offering meeting and greeting, quality coaching support and proactive management of volunteers); to ensure the realisation of the outcomes of sustained participation in sport and physical recreation and the resulting health benefits for all. It is clear that the data on health inequalities and under representation in sport strongly correlates and informs the strategy outlined in this Draft Corporate Plan.
- 4.234** Further to this, a co-design approach to a shared sporting systems based model that places culture, equality and inclusivity as cornerstones, encourages a partnership approach to systematic problem solving and sustained long term improvements to inequalities in relation to access to, progression in and experience of the benefits of sport. It also ensures the best use of investment through a partnership model.
- 4.235** The mainstreaming of equality and inclusion through this systems model ensures that increasing equal representation for under-represented groups or Section 75 groups is not limited to entry level output measured initiatives but drives toward longitudinal system change and lifelong participation rate change and accessibility to all roles in the sporting system for S75/under-represented groups.
- 4.236** The extensive body of evidence presented in this report and the co-design approach and the ongoing stakeholder/interested group data and lived experiences provides informed evidence to challenge and create meaningful system change and inclusion through this Draft Corporate Plan 2020-2025.



- 4.237** The data, research and insights informs there are longstanding inequalities in society linked to deprivation, education, gender, age, disability and ethnicity amongst other socio-economic factors. Sport is a reflection of society and these

inequalities and associated barriers are experiences amongst those who engage in sport (or who do not engage) in the widest sense; as well as amongst those who work or volunteer in sport. There is a growing body of evidence around the transformative value of sport. Sport has been shown to contribute to both the physical and mental wellbeing of participants. Furthermore, there is evidence that sport enables individual development, notably through volunteering, as well as community development via increased trust and reciprocity. There is a 'dose response' relationship between physical activity levels (including sport) and the four subjective wellbeing measures of life satisfaction, happiness, feeling worthwhile and anxiety. Furthermore, for those who volunteered as well as participated in sport, the scores for these measures were even more positive. It follows then that if sport and physical recreation are inherently enjoyable and also deliver wider wellbeing and societal benefits, then all people should have equal access to it. The reality is that inequalities exist in terms of who takes part in sport and physical activity and therefore who benefits from it. Hence within outcome one, Sport NI is particularly concerned with increasing participation from under-represented groups, including: women, people with disability, black and minority ethnic groups, LGBTQ+ community.

4.238 Understanding and addressing the challenges and barriers facing under-represented groups, within the sporting system will enhance experiences for everyone, including those not from under-represented groups not just at an entry level but to experience the health benefits of sustained participation. The body of evidence in this report of rationale for the causes of under-representation and the categories under-represented logically informs Sport NI diverse strategies to address said under-representation from sport and related health benefits. The COVID19 data evidences that these inequalities have been further compounded which increases the need to ensure that those groups experiencing health and participation inequalities are targeted by a strong, accessible and inclusive sporting system.

5. Making An Assessment Of The Impacts

Guidance: The authority must use the information gathered to decide whether there is, or is likely to be, a differential impact, whether direct or indirect, upon the relevant group (or groups).

If an adverse effect on any of those groups can be identified, policy makers will need to assess whether the policy is unlawfully discriminatory taking into account that some policies are intended to increase equality of opportunity by requiring or permitting affirmative or positive action, or action to redress disadvantages. They will then have to decide how to ensure that the public authority acts lawfully. Even if the policy is not unlawful, policy makers need to consider what to do in light of the adverse impact identified.

Group	Sport NI Draft Corporate Plan 2020-2025	Differential Impact (direct or indirect)
Age	<p>Outcome 1: will realise a general increase in participation and specifically:</p> <ul style="list-style-type: none"> • Improve physical literacy in young people as an enabler for sustained participation. • Inclusion of older people in sporting programmes and projects. • Proactively managing lifecycle transitions where there is a risk of drop out. 	Positive impact on all ages and directly on young people, older people and life stages, at risk of drop out.
Gender	<p>Outcome 1 will realise a general increase in participation and system representation and experience, and specifically:</p> <ul style="list-style-type: none"> • Inclusion of women. <p>Outcome 2 will realise an increase in representation.</p>	Positive impact on both genders and directly women.
Disability	<p>Outcome 1: will realise system increase in participation and sporting system equality mainstreaming.</p> <p>Outcome 2: High performance Paralympic investment and services.</p>	Direct positive impact on people with a disability.
Race	<p>Outcome 1 will realise a general increase in participation and specifically for BAME in terms of sporting system representation and quality of experience.</p> <p>Outcome 2 increase in representation.</p>	Direct positive impact on race.
Sexuality	<p>Outcome 1 will realise a general increase in participation and specifically for LGBTQ+ in terms of sporting system representation and quality of experience.</p>	Direct positive impact on LGBTQ+.

	Outcome 2 increase in representation.	
People with or without dependants	Outcome 1 will realise a general increase in participation and accessibility to sporting system improved for carers, single parents and family participation.	Direct positive impact on single parents and carers.
Marital Status	Outcome 1 general increase in participation targeting marital status indicators for drop out. No specific measures.	General population improvement and high risk of drop put risk marital status indicators.
Religious belief	Outcome 1 general increase in participation. Promoting good relations.	General population improvement.
Political Opinion	Outcome 1 general increase in participation. Promoting good relations.	General population improvement.

6. Other Factors To Consider and Preliminary Recommendations / Measures to Mitigate

Guidance: Consideration of measures which might mitigate any adverse impact; and - alternative policies which might better achieve the promotion of equality of opportunity.

The consideration of mitigating measures and alternative policies is at the heart of the EQIA process. Different options must be developed which reflect different ways of delivering the policy aims. The consideration of these measures is intertwined with the consideration of alternative policies. Mitigation can take the form of lessening the severity of the adverse impact.

Ways of delivering policy aims which have a less adverse effect on the relevant equality category, or which better promote equality of opportunity for the relevant equality category, must in particular be considered. Consideration must be given to whether separate implementation strategies are necessary for the policy to be effective for the relevant group. Further guidance is available on page 30 of [Practical Guidance on Equality Impact Assessment](#) (pdf, 396Kb)

- 6.1** The draft Corporate Plan 2020-2025 is predicated on the delivery of outcome one and two, to maximise the power of sport to change lives. As part of the outcome of people adopting and sustaining participation in sport and physical recreation, Sport NI's core focus continues to be on growing and sustaining participation in sport and physical recreation; we recognise that this has the greatest impact on our people, our communities and our society and particularly as we merge from the COVID 19 pandemic. During this next Corporate Plan period (2020 – 2025) we aim to work with partners to get more people active and to support their transition into sustained participation in sport and physical recreation. In particular, we are acutely aware of the barriers to sport for many people and groups in society, including people with a disability, women and girls, older people, carers, black and minority ethnic communities and our LGBTQ+ communities. Closing the participation gap has, and continues to be, a priority for our partner department, the Department for Communities and Sport NI.
- 6.2** Therefore the draft corporate plan (including associated policies and measures), with culture, inclusion and equality as cornerstones, is predicated on achieving equality in participation for under-represented groups (including Section 75 groups), which will impact positively on health and other inequalities. Implementation strategies or programmes of work will align and have equality as a cornerstone and be measured against these two outcomes.
- 6.3** Programmes of work, investments, interventions and services, research, evaluations and insights, which sit under this corporate plan are designed to achieve outcome one and two while embedding equality and inclusion. Added to the performance management framework, the establishment of a Young Person's Panel and Celebrating Diversity Panel will challenge and improve policies and practice on a continual basis.

7. Consultation on the impact of Sport NI's Corporate Plan

Guidance: An equality impact assessment requires consultation which must be carried out with relevant interest groups as well as the Equality Commission. This includes other public bodies, voluntary, community, trade union and other groups with a legitimate interest in the matter. Consultation should also include those directly affected by the policy to be assessed, whether or not they have a personal interest. Consultation should be timely, open and inclusive.

CORPORATE PLAN ENAGEMENT

7.1 Sport NI had been carrying out a period of intensive engagement on the draft Corporate Plan prior to the COVID 19 pandemic, with a plan to enter public consultation phase outlined below. The insights from this engagement have been important to inform this policy, as has the desk based review of data, research and insights and COVID19 insights.

7.2 The draft Corporate Plan has been informed by extensive engagement with current and potential future partners and stakeholders from the sporting family and from health, education and wider communities and S75 groups. It is also informed by a wide ranging review of current research and Sport NI's unique insights from our programmes and partnerships. The plan will align with the Department for the Communities led 'Strategy for Sport and Physical Activity 2020-30'.

Sport NI Game Changer Conference

7.3 The Game Changer Conference was held on Monday 30 September & Tuesday 01 October 2019 at: Titanic Belfast. The conference aimed to inform the engagement around and development of the draft Corporate Plan 2020-2025 by stretching imaginations, and creating fresh thinking and challenging norms in sports; providing opportunities to hear from the best in the sporting world. It considered how to "Maximise the Power of Sport to Change Lives". It also introduced a number of topics including the cornerstones of Culture / Mental Wellbeing Health / Females in Sport. Key Note Speakers were:

- Professor Damian Hughes, author of 'The Barcelona Way', 'Steps to a Winning Mindset' & How to Change Absolutely Anything';
- Sir Ranulph Fiennes, recognised at the world's greatest living explorer and the oldest Briton ever to summit Mount Everest
- Liz Nicholl CBE, pioneer and leader in high performance sport system development
- Tony Adams MBE, Former Arsenal and England Football Captain, and Founder of the Sporting Chance Clinic;
- Joy Neville, History making referee, World Rugby Referee of the Year 2017 & Former Grand Slam winning International Rugby Player
- Michael O'Neill, Current Northern Ireland Football Manager, who led the team to their first Major Tournament Finals for 30 Years in 2016, and highest ever FIFA World Ranking (20th) in 2017.

Sport NI hosted 18 workshop sessions over two days:

- Performance Sports Science & Sports Medicine Services;
- Infrastructure Development & Events;
- Physical Activity & Participation;
- Great Sports Club Experiences & a Well-Supported Workforce;
- Effective Performance Sport Systems; and
- Wellbeing in Sport. *Oísín McConville (SportNI ambassador Wellbeing in sport) and Alex Mills deliver the Sporting Chance and Wellbeing in Sport. This is an educational seminar introducing the tools needed to avoid the pitfalls and destructive behaviour patterns that can develop in sport.

Engagement workshops and meetings

7.4 Sport NI then facilitated a number of workshops and meetings as part of the initial engagement process with

- Department for Communities;
- UK Sport;
- SOLACE, CLOA, Community Planning Partnerships;
- Councils;
- Home Country Sports Councils; Sport Ireland;
- National Lottery Families Forum and National Lottery Promotions Unit, (Arts Council and Community Fund)
- Community Planning Partnerships;
- Local Council staff;
- Disability Sport NI;
- Volunteer Now;
- Rural Community Transport Partnerships;
- Northern Ireland Chamber of Commerce;
- National Trust;
- CO3. Ulster University;
- Governing bodies of sport;
- Safeguarding Forum and NSPCC – Children in Sp Unit, delivery partner for Safeguarding contract;
- ORNI;
- Disability Sport NI;
- Public Health Authority;
- Inspire;
- NI Sports Forum;
- Action Mental Health;
- Aware;
- Sporting Chance;
- Tourism NI;
- Community sports organisations (rural and urban);
- Disability Sport NI;
- Special Olympics;
- NSPCC;
- Northern Ireland Sports Forum;
- Wellbeing: The Sport NI Wellbeing Steering Group and Forum (Members: MT);
- Safeguarding: The Safeguarding Forum;

- DSNI (Active Living No Limits);
- ORNI (outdoors);
- Governing bodies of sport (funded);
- Athletes;
- Everybody Active: Councils;
- Clubs;
- Stonewall;
- Ciara Friend;
- Rainbow Project.

Health:

- Chief Medical Officer;
- PHA;
- HSCNI;

Education:

- Queens University
- Belfast and Jordanstown – University of Ulster;
- Education Authority;
- CCCMS;
- CCEA;
- Education and Training Inspectorate.

Sporting Sector Survey Engagement

- 7.5** Sport NI also conducted a series of three COVID 19 specific surveys, governing body engagements, and a significant Club Survey which informed the engagement process.

Stakeholder Mapping and Analysis

- 7.6** Sport NI, at the inception of this process, carried out a stakeholder mapping (analysis) exercise; identifying organisations, internal and external stakeholders and mapping whose interests should be taken into consideration when developing the Corporate Plan. It is also a way of trying to understand how particular stakeholders may be affected by decisions.

- 7.7** Stakeholder may be summarised in clusters as follows:
- A. Governance formal partnerships;
 - B. Strategy and delivery - existing;
 - C. Existing contractual, funding relationship;
 - D. Strategy and delivery new;
 - E. S75 categories, under-represented groups;
 - F. Suppliers and providers; and
 - G. Board Members, Staff.

Public Consultation

- 7.8** The public consultation process will now involve all of the following groups:

Category A Governance formal partnerships

- 7.9** The stakeholders in this category are clustered around the formal governance arrangements:

- The Department for Communities (and other departments where governance arrangements apply, e.g. DfC);
- The NIAO;
- National Lottery and Department of Culture Media and Sport.

Sport NI has engaged with DfC colleagues throughout the development of the Corporate Plan. We have also engaged with Camelot, the National Lottery Promotions Unit. Sport NI has also taken account of NIAO and DCMS requirements or recommendations.

Category B Strategy and delivery existing

7.10 Category B represents those organisations centred around strategic engagement:

- Sports Branch, Department for Communities;
- UK Sport;
- SOLACE, CLOA, Community Planning Partnerships;
- Home Country Sports Councils, English Institute of Sport;
- Sport Ireland;
- National Lottery Families Forum and National Lottery Promotions Unit;
- **Participation:**
- Local Councils;
- Disability Sport NI;
- Northern Ireland Ambulance Service;
- Regional Colleges;
- NICVA;
- Volunteer Now;
- Playboard;
- Mae Murray Foundation;
- Linking Generations NI;
- Business in the Community;
- Dementia NI;
- Alzheimers Society;
- Children and Young People's Strategic Partnership;
- Barnardos;
- NI Council for Integrated Education;
- Disability Action;
- RNIB;
- Blind Sports Network;
- Northern Ireland Deaf Sports;
- Rural Community Network;
- Rural Community Transport Partnerships;
- Northern Ireland Chamber of Commerce;
- National Trust.
- **Governance and culture:**
- UK Governance Network Group - sportscotland, Sport Wales, Sport England and UK Sport;
- Sport Ireland;

- Legal Panel Framework – Sport England, Sport Wales, Sport & Recreation Alliance. Purpose: to implement the Legal Panel Framework;
- Developing Governance Group – NICVA, Volunteer Now, Youthnet, Arts & Business NI, Rural Community Network, Early Years, Supporting Communities NI, NI Sports Forum, Sport NI, Age NI, Business in the Community and CO3;
- Recognition Panel – sportscotland, Sport Wales, Sport England and UK Sport. Purpose is to implement the UK Recognition Policy.

Clubs, workforce and coaching:

- UK Coaching Strategic Stakeholder Group, partners include: UK Coaching, UK Sport, Sport England, sportscotland, Sport Wales, CIMSPA;
- iCoachKidsEU;
- CIMSPA;
- Other HCSC's;
- Sport Ireland Coaching Committee – partner organisations;
- Ulster University – School of Sport;
- Local Authorities
- Celtic Connections –sportscotland and Sport Wales to share Governing bodies of sport.

Safeguarding:

- NSPCC – Children in Sport Unit, delivery partner for Safeguarding contract;

Infrastructure:

- Sports Grounds Safety Authority;
- DAERA;
- Council Lead Officers ;
- ORNI;
- Local Councils;
- Disability Sport NI;
- Various clubs and governing bodies;
- Education Authority;
- CLOA;
- DE;
- CPD;

Wellbeing:

- Public Health Authority;
- Inspire;
- DfC;
- NI Sports forum and NGBs;
- University of Ulster;
- Action Mental Health;
- Aware;
- Sporting Chance;

- NSPCC;
- **Outdoors:**
- (NI Based)
- NORF;
- Outdoor Recreation NI;
- The Outdoor Partnership (NI);
- Tourism NI (formal partnership agreement for Blueways development);
- Waterways Ireland (formal partnership agreement for Blueways development);
- Loughs Agency;
- DAERA Inland Fisheries Group;
- PHA;
- Mourne Heritage Trust;
- Causeway Coast and Glens Heritage Trust;
- Belfast Hills Partnership;
- Marble Arch Geopark;
- Lough Erne Landscape Partnership;
- Strangford Lough and Lecale Partnership;
- Ring of Gullion AONB;
- Lagan Valley Regional Park;
- Lagan Canal Navigation Trust;
- Lough Neagh Partnership;
- The National Trust;
- The Woodland Trust;
- Sustrans;
- Cycling UK
- Leave No Trace Ireland (All island body);
- Down Coastal Rowing Association;
- (ROI)
- Sport Ireland Outdoors (formal partnership agreement for Blueways development);
- Failte Ireland (formal partnership agreement for Blueways development);
- Ireland's Association for Adventure Tourism;
- (UK And Ireland)
- The Outdoor Recreation Network;
- The Visitor Safety Group;
- (European)
- The European Network of Outdoor Sports;
- The European Outdoor Group;
- GoGREENEx;
- EUROPARC Federation;
- **TNOC:**
- Canoe Association of NI;
- NI Orienteering Association;
- Mountaineering Ireland;

- British Canoeing;
- Mountain Training UK & I;
- Leave No Trace;
- Cycling Ireland;
- Outdoor Recreation NI;
- Strangford Lough & Lecale Partnership;
- Search & Rescue Dogs Association;
- Field Studies Council;
- The Outdoor Partnership;
- Irish Association for Adventure Tourism.

Clean Sport (Anti-doping):

- UK Anti-Doping (UKAD):
- Sport Ireland - Anti-Doping Unit;
- Sport Ireland Anti-Doping Committee
- Home Country Sports Council Anti-Doping Group: sportscotland, Sport Wales, Sport England and UK Sport;
- UK Major Games Policy Group: British Olympic Association, British Paralympic Association, Home Country Commonwealth Games Agencies and Home Country Sports Councils;
- NI Commonwealth Games Association;
- Home Country Sports Councils: sportscotland, Sport Wales, Sport England and UK Sport;
- Home Country Sports Institutes: (England, Scotland and Wales);
- Commonwealth Games Federation, Medical Commission;
- World Anti-Doping Agency (WADA);
- Olympic Federation of Ireland.

SNISI:

- Home Country Sports Institutes (HCSIs), Olympic Federation of Ireland (OFI), Ulster University;
- NGBs;
- (BASES)
- Nutrition: British Dietetic Association (BDA), Sport and Exercise;
- Nutrition Register (SENr);
- BPA (British Psychological Society);
- BOA – British Olympic Association;
- BPA – British Paralympic Association;
- PI – Paralympics Ireland
- UK Sport;
- Sport Ireland;
- Irish Institute of Sport;
- NI CWG;
- St Marys College;
- Lisburn Leisureplex;
- Bangor Aurora;
- Ulster University;

- UKSCA – UK S&C Association;
- Home Country Sports Institutes (WIS, EIS, SSIS);
- Home Country Sports Institute Sports Medicine Groups;
- Athletes.

Category C Exiting Contractual and Funding Arrangements

7.11 Category C represents those organisations centred around strategic engagement: Contractual and funding arrangements exist for the following organisations:

- Disability Sport NI;
- Special Olympics;
- NSPCC;
- Northern Ireland Sports Forum.

Funding contracts and arrangements are in place for the following organisations:

- Sporting Winners: governing bodies of sport;
- Athlete Awards: athletes selected by governing bodies of sport;
- Sporting Clubs: governing bodies of sport;
- Everybody Active: Councils;
- Sports Hardship Fund: clubs and other organisation;
- Capital Projects: clubs, councils, governing bodies of sport.

Category D: Strategy and delivery new

7.12 The new Corporate Plan is reliant on the formation of new partnerships and relationships; to enable increased and sustained participation in sport. The sporting system has been analysed and opportunities for collaboration have been identified and improved partnerships have been considered in the following areas:

Health

- HSCNI;
- Public Health Authority;
- Obesity Prevention Steering Group;
- CMO.

Education:

- Department of Education;
- Education Authority;
- Department for the Economy (higher and further);
- Department for Employment and Learning;
- CCMS;
- NICIE;
- CCEA;
- ETI;
- Stranmillis; QUB;
- UUJ.

Inclusion - LGBTQ+:

- Stonewall;
- Rainbow Project;
- Ciara Friend;

Inclusion - Young People:

- Sport NI Young Persons Panel;

Inclusion - Black and Ethnic Groups, Women, Multi-Identities:

- Sport NI Diversity Panel;
- **Other thematic groups:**
- Environmental sustainability;
- Digital Technologies;
- Commercial sustainability and planning;
- Culture.

Category E: Section 75 Groups (public consultation stage)

7.14 The following are the Section 75 representative groups identified for public consultation:

Women:

- Women's Resource & Development Agency;
- Women's Support Network;
- NI Rural Women's Network;
- Training for Women Network;
- Women's TEC;

Men:

- North Belfast Men's Shed;
- Men's Advisory Project;
- Irish Men's Sheds Association;

Disability:

- Disability Action;
- Action Mental Health;
- Action on Hearing Loss;
- RNIB;
- Brain Injury Matters;
- Aware Defeat Depression;
- Inspire;
- Mencap;
- National Deaf Children Society;
- Autism Initiatives;
- Now Group;
- Action MS;
- Centre for Independent Living NI;
- Special Olympics Ulster;
- Disability Sport NI;
- NI Deaf Sports;

Age – youth:

- Voice of Young People in Care (VOYPIC);
- Youth Action;
- Include Youth;
- Start 360;
- NICCY;

- Youthwork Alliance;
- Department of Education;
- Youth Initiatives NI;
- Youth Link;
- **Age – children:**
- Early Years;
- NICCY;
- Children in NI;
- Barnardos;
- **Age – older:**
- Age NI;
- COPNI;
- Age Sector Platform;
- U3A;
- **Faith – minority faith:**
- NICVA;
- Northern Ireland Interfaith Forum;
- **Sexual Orientation:**
- The Rainbow Project;
- Cara Friend;
- Transgender NI;
- Stonewall;
- **Race – ethnicity:**
- North West Migrants Forum;
- Arts Ekta;
- African & Caribbean Community;
- Romanian Community Associations;
- South Belfast Roundtable;
- Craic NI;
- Polish Educational and Cultural Association;
- Ballynafeigh Community Development Association;
- Inter Ethnic Forum;
- Step NI;
- Horn of Africa People's Aid;
- Chinese Welfare Association;
- Bryson Intercultural ;
- Ethnic Minority Sports Organisation NI (EMSONI);
- **Marital status:**
- Relate NI;
- Persons with dependants;
- Parenting NI;
- Children in NI;
- Barnardos;
- Early Years;
- **Carers:**

- Positive Futures;
- Caring Breaks;
- Carers NI;
- Cause;
- **Urban networks:**
- Causeway Rural& Urban Network;
- Ards;
- Omagh;
- Falls Council;
- EBCDA;
- Ballynaveigh Comm Dev Agency;
- Confed of Community Groups Newry;
- North West Community Network;
- **Rural Networks:**
- Fermanagh Rural Community Network;
- North Antrim Community Network;
- Cookstown Western Shores Area Network;
- COSTA;
- Omagh Forum;
- County Down Rural Community Network;
- RAPID (Derry);
- TADA;
- Impact Network NI (Formerly South Antrim Rural Network);
- Dennett Interchange, Strabane;
- **Homeless:**
- Simon Community;
- Council for the Homeless;
- **Health:**
- Healthy Living Centre Alliance;
- PHA.

Category F: Suppliers and providers

- 7.15** Sport NI (TNOC and SISNI) operates with a range of suppliers and providers who will be consulted.

Category G: Board Members and staff

- 7.16** Sport NI has developed this Corporate Plan with staff and Board members, who will also be consulted.

8. Decision by Sport NI & publication of report on results of EQIA

Guidance: The legislation requires that in making any decision with respect to a policy adopted or proposed to be adopted by it, the public authority shall take into account any EQIA and consultation carried out in relation to the policy. A commitment to this is included within Equality Schemes. It is therefore essential that the public authority fully complies with this commitment.

Clear evidence of the consideration of mitigation of impacts must be apparent, and details of mitigation and plans for its implementation must be included in the final recommendations presented during decision making. Justifications must be given if these alternatives have not been accepted. The law requires public authorities to publish a report on the results of EQIA. The equality scheme must detail both how and where the report on EQIA results will be published.

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

- The report will be made available on request in alternative formats;
- This report will be issued to all consultees and to any members of the public on request;
- The reports will be promoted through social media, via ezines circulated to the sporting sector; and through direct communications; inviting the public to comment on this matter in accordance with normal practice through Citizen Space;
- A copy will be posted on Sport Northern Ireland's website with supporting and explanatory videos of the Corporate Plan;
- Meetings will be held at appropriate times and venues with relevant stakeholders virtually; and
- Individual consultation meetings will be arranged on request with representatives of particular interest groups.

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

9. Monitoring for adverse impact in the future and publication of the results of such monitoring.

- 9.1** A key activity for Sport Northern Ireland is to establish a robust research, monitoring and evaluation framework to provide the evidence base that will inform not only the identification of baselines, but also progress towards the outcomes to be delivered by the Corporate Plan 2020-2025. This is seen as a priority within programme development. Section 75 groups will be captured within the monitoring framework.
- 9.2** Sport Northern Ireland has establishing a system to monitor the impact of all its policies, programmes and strategies on relevant Section 75 grounds. This monitoring strategy will be reviewed on a regular basis. If this monitoring reveals that any policy or programme results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, Sport Northern Ireland will review the policy accordingly.
- 9.3** Indicators of success for Outcome One will come from a range of existing and new data sources, at both a population and programme level, including the Continuous Household Survey (CHS), the Young Person's Behaviours & Attitudes Survey (YPBAS), Young Life & Time/Kids Life and Time (YLT/KLT) and the All-Ireland Children's Sport Participation and Physical Activity (CSPPA).
- 9.4** These indicators will include: • % of adults & children participating in sport & physical recreation, including those from under-represented groups (women/girls, people with a disability and those living in areas of highest social need); • % of adults & children who belong to a sports club; • % of adults who have volunteered in sport in the last 12 months; and • % of adults who have coached in the last 12 months. Within each of these indicators, Sport NI will look for the 'story behind the headline', with a particular emphasis on what the data tells us about the experience of those groups of people who have traditionally been excluded from, or under-represented in, sport and physical recreation.
- 9.5** In term of high performance, indicators of success include medals won, numbers of athletes winning medals and placings (Top 8, Top 16) in these major championships and where appropriate, world rankings will be used. The ultimate indicator of success for NI athletes/teams is to hold the Number One ranking in the world.

The following report has been drafted in line with the attached guidance.

- [Section 75: A Short Guide to Screening and EQIAs \(pdf\)](#)
- [Practical Guidance on Equality Impact Assessment \(pdf, 396Kb\)](#)
- [Section 75 - An outline guide for Public Authorities](#)
- [Guide for Public Authorities \(pdf, 214kb\)](#)
- [Section 75: Using Evidence in Policy Making - a signposting guide \(pdf\) - NEW](#)