

---

Non-protected

# Equality impact assessment

## Covid-19 recovery planning

---

Sport for life

**sportscotland**  
the national agency for sport

---

### Name of recovery project: SGB Covid-19 Recovery Fund

#### Section 1 – Description of project

##### Background

The evidence we have gathered from Scottish governing bodies of sport (SGBs) shows there is a significant financial impact caused by the Coronavirus (COVID-19). The SGB COVID-19 Recovery Fund aims to provide a financial safeguard for SGBs who are at risk of insolvency and see significant impact on their function and operations.

To help administer the Recovery Fund we have developed:

- **Recovery Fund guidelines for SGBs** – Includes aim, details, qualifying criteria and process.
- **An expression of interest document for SGBs** – Provides SGBs with the opportunity to identify evidence against the criteria and provide details on how the fund will be used.

- **Recovery Fund guidelines for partnership managers** – same information as SGB guidelines plus an initial discussion checklist to help **sportscotland** partnership managers advise the SGB on eligibility.

### **Target audience**

The target audience for the support fund is SGBs we recognise and invest in.

## **Section 2 – General impacts of the project**

We have identified two areas where this project could have an equality impact:

- Within the guidance there is an opportunity to emphasise the importance of SGBs ensuring equality and inclusion underpins their approach to recovery planning.
- Reflecting on the evidence emerging about the equality impacts of the pandemic, through the expression of interest form we can encourage SGBs to be specific about how they plan to use the recovery funding to support specific groups of people who are at risk of experiencing worsening inequalities due to Covid-19.

## **Section 3 – Evidence**

Covid-19 is affecting everyone. But the impact of the pandemic is not being felt equally. Before the pandemic certain groups were less likely to participate in sport and physical activity. These groups are also the most at risk of worsening inequalities due to Covid-19:

- Older people
- Disabled people
- People from diverse ethnic minorities

- Women
- People from deprived communities

For more information on the evidence we used to inform this EQIA, please visit our website:

<https://sportscotland.org.uk/about-us/inclusion-at-sportscotland/equality-impact-assessments/>

## Section 4 – Differential impacts and opportunities

Consider whether the project might have different impacts on one or more groups. Also consider whether there are opportunities to improve equality.

<b>Age: older people and children and young people</b>	We are not aware of any published evidence which suggests that this fund would impact older people, children or young people differently. There is an opportunity to encourage SGBs to use the recovery funding to support more older people to get involved in their sport.
<b>Disability</b>	We are not aware of any published evidence which suggests that this fund would impact disabled people differently. There is an opportunity to encourage SGBs to use the recovery funding to support more disabled people to get involved in their sport.
<b>Gender Reassignment</b>	We are not aware of any published evidence which suggests that this fund would impact transgender people differently.
<b>Marriage and civil partnerships</b>	We are not aware of any published evidence which suggests that this fund would impact people differently due to their marital status.

<b>Pregnancy and Maternity</b>	We are not aware of any published evidence which suggests that pregnant women or women on maternity leave would be impacted differently by this fund.
<b>Race</b>	We are not aware of any published evidence which suggests that people from diverse minority ethnic backgrounds would be impacted differently by this fund. There is an opportunity to encourage SGBs to use the recovery funding to support more ethnic minorities to get involved in their sport.
<b>Religion and Belief</b>	We are not aware of any published evidence which suggests that people who share different religions or beliefs would be impacted differently by this fund.
<b>Sex: women and Men</b>	We are not aware of any published evidence which suggests that men and women would be impacted differently by this fund. There is an opportunity to encourage SGBs to use the recovery funding to support more women to get involved in their sport.
<b>Sexual Orientation</b>	We are not aware of any published evidence which suggests that this fund would impact people differently due to their sexual orientation.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	We are not aware of any published evidence which suggests that this fund would impact those experiencing poverty differently. There is an opportunity to encourage SGBs to use the recovery funding to support more people experiencing poverty to get involved in their sport.

## Section 5 – Stakeholder engagement

Include a brief summary of the stakeholders you have engaged with to develop this project that have helped you understand the perspective of people in poverty or people who share protected characteristics. Think mainly about the target audience for your project and equality and poverty stakeholders rather than your 'usual' partners. What did you learn?

Include recent engagement but also past or future planned engagement where it is relevant.

We did not engage with any equality stakeholders to develop this fund.

## Section 6 – Actions

How are you seeking to address the negative impacts or promote the positive impacts you have noted in the general and differential impacts in Section 2 and 4 above?

It is OK to say that the measure has a negative impact if it is justified. However, you should always have considered mitigating actions.

Action	Timelines
Within the Recovery Fund guidance emphasise the importance of SGBs ensuring equality and inclusion underpins their approach to recovery planning.	Winter 2020
Within the expression of interest form, encourage SGBs to be specific about: <ul style="list-style-type: none"> <li>• how they plan to embed Sport for Life principles within their recovery planning</li> </ul>	Winter 2020

<ul style="list-style-type: none"> <li>• how they plan to use the recovery funding to support specific groups of people who are at risk of experiencing worsening inequalities due to Covid-19.</li> </ul>	
<p>Provide partnership managers with advice on how they can support SGBs to embed inclusion within their recovery planning. For example by drawing on available evidence and using tools such as equality impact assessments.</p>	<p>Spring 2021</p>

## Section 7 – Sign off

<p><b>Assessment signed off by:</b></p>	<p>Senior management team</p>
<p><b>Sign off date</b></p>	<p>January 2021</p>