Non-protected

Equality impact assessment

Template



# Name of policy: Investment and support direct to sports clubs

## Introduction

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| Lead officer | James Steel |
| Others involved in the assessment | Jacqueline Lynn, Darren McKay, Club Sport Project Group |
| Date(s) of assessment | 31st March 2017 |

## Description of policy

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| Background | Within **sport**scotland’s corporate and business plans we are committed to a number of projects of investment and support direct to sports clubs. These projects are part of the Clubs & Communities Portfolio and include:   * SGB Regional Development posts * Direct Club Investment * Awards for All * Help for Clubs website |
| Purpose and outcomes | SGB Regional Development posts  sportscotland initially invested into SGBs to deploy regional development staff as part of the pilot Regional Sports Partnerships (Sport Central and Sport Tayside & Fife) and through target sports such as Athletics, Gymnastics, Swimming and Rugby. In 2013 we offered the opportunity to all invested SGBs the opportunity to submit business cases for SGB Regional Development posts. A number of new SGBs received investment and the posts were aligned it to our 6 Regional Sporting Partnerships. The purpose of this investment is to enable specific SGBs to deploy club development posts regionally to support identified member clubs. These posts target focus clubs, supporting the clubs specific development needs and working closely with key volunteers. This works builds the capacity and capability of the clubs and supports our system outcomes of participation and progression.  Direct Club Investment  DCI was established in 2013 to meet a need for longer term investment in key clubs that existing one year investment streams weren’t supporting. The purpose of this investment is to help clubs with the ambition to make a step change in their delivery through targeted resources which would not otherwise be available. We will invest for between 2 to 4 years in clubs to sustainably grow the active membership of their club, consequently increasing the opportunities they offer and the number of people taking part in club sport. Our approach to investment is for the club and its partners to consider what they can bring to the project and then **sport**scotland will provide additional support to help add value. When making investment decisions we will consider projects against the following principles:   * Impact – ability to deliver against outcomes * Sustainability – ensuring the work will be sustained by the sport over time * Holistic approach – ensuring the appropriate partners are working together * High standards – improving the quality of club sport * Additionality – adding value not replacing what exists already.   Awards for All  For a number of years sportscotland has been working in partnership with the Big Lottery Fund, who administers the AfA programme on our behalf. Our investment supports sports projects. The purpose of this investment is to fund clubs projects for a wide variety of one off costs. Projects should meet one or more of the outcomes:   * People have better chances in life * Communities are safer, stronger and more able to work together to tackle inequalities * People have better and more sustainable services and environments * People and communities are healthier   Help for Clubs website  The purpose of this project is to provide an on-line resource that offers world class guidance on developing clubs and community organisations. The content within Help for Clubs is based on the 6 priority areas within the Clubs & Communities Framework. It is primarily aimed at providing guidance to the professional staff within the sporting system that have a role to develop clubs. The outcome of Help for Clubs is that sport clubs receive better support from professional officers. |
| How it links to sportscotland corporate and business plans | Investment and support direct to clubs is a key feature of **sport**scotland’s Corporate Plan and Business Plan  These projects are focused on building the capability and capacity of organisations in the clubs and communities environment. Stronger clubs and community organisations are essential to achieve our aspiration of building a world class sporting system that achieves the outcomes of participation and progression.  The projects are part of the Clubs & Communities portfolio and are managed through our internal Club Sport Group that brings all of the project leads together under the umbrella of the Clubs & Communities Framework. |
| How we intend to implement the policy | The projects are all part of the Clubs & Communities portfolio and are managed through our internal Club Sport Group that brings all of the project leads together under the umbrella of the Clubs & Communities Framework.  **sport**scotland’s Regional Lead Managers are key to the implementation of the policy as they have the direct relationship with both SGB Development posts and Direct Club Investment club leaders. We bring SGB Development posts and CSH Officers together on a quarterly basis through our Regional Club Sport meeting structure and will use this forum to inform external partners on this policy. Our project leads on Awards for All and Help for Clubs are also key and are part of the internal Club Sport Group. They will be responsible for ensuring application process and resources reflect the actions in this policy. |

## Who policy is likely to impact on and how

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| Who will the policy benefit (i.e. who is the customer?) If applicable, you should consider how **sport**scotland’s investment is spent in the context of this policy. | Primary customers:   * SGB Regional Development posts   + Scottish governing bodies of sport (SGBs) - Benefitting from development of their member clubs through this policy.   + SGB Development posts are provided with training, development and networking opportunities to support them in their roles. * Direct Club Investment   + Local sport clubs – SGB Development posts support local clubs with planning and channel investment to enable them to achieve their goals.   + Local authorities and leisure trusts - this policy supports the development of local clubs within local authorities across Scotland to offer more opportunities to participate and progress in their communities and help them deliver against their community plans. * Awards for All   + Local sport clubs   + Other local not for profit groups delivering sport * Help for Clubs website   + SGB Development posts are provided with resources to support them in their roles.   The ultimate beneficiary of this policy is people in Scotland who participate or want to participate in sport. |
| Is it designed to impact on one/some/all people who share a protected characteristic? How? | Through the projects in this policy we invest in clubs to identify and support the specific needs of a local community. In most instances clubs will identify a need that relates to a specific protected characteristic within their community i.e. schools aged children, girls, or over 50 males. Equality relates to each area of the Clubs & Communities Framework and encourages the promotion of opportunities to get involved in sport and ensure this reaches everyone in the local community. |
| How will customers be involved in the development and roll out of the policy? If no involvement mechanism, how will customer needs be identified and addressed? | * SGB’s – in particular the SGB Development posts. They receive regular training through quarterly Club Sport meetings and support from **sport**scotland’s Regional Lead Managers. * Local authorities and leisure trusts * Local sport clubs who receive investment through either Direct Club Investment or Awards for All. |
| Which partners will be involved in the development and roll out of the policy and how? | Our Regional Sporting Partnerships across the six regions bring together local and national partners on a club focused remit. We will continue to use these partnerships to work with local authorities and SGBs on this policy. We will also involve the Big Lottery Fund in the roll out of this policy. |

## Think about the impact the policy/practice will have on eliminating discrimination, promoting equality of opportunity and fostering good relations between different groups. Also consider whether there is potential for discrimination.

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| Protected characteristic | What do we know about this group in the context of this policy?[[1]](#footnote-1) | What is the potential impact (positive, neutral and negative) on people who share the characteristic? | What could we do to reduce any negative impacts, maximise positive impacts and ensure quality information?  What further evidence should we collect? |
| Age | My Sport data – 2015/16   * 53% of club members are youths across all clubs in My Sport whereas only 22% of the population are under 19 * 61% of club members in CSHs are youths whereas only 22% of the population are under 19 * Total club membership in CSHs in 2011 was 78% youth declining to 61% youth in 2015 * We hold participant data from 1209 clubs involved in CSHs; 14% of them are adult only, 25% are youth only and 61% are both * When you remove football clubs from the CSH data; 12% of clubs have adult only membership and 22% youth only membership * The top intervention noted in the data was providing school-club links   **sport**scotland 2001 research[[2]](#footnote-2)   * Identified that support may need to be provided to support teenagers through broader youth development, not just sport   Scottish household survey[[3]](#footnote-3)   * When you look at the club members data they note that of those aged 16+, there is a higher % of over 45’s in sport clubs than 16-44   Scottish Health Survey (2014)4   * Overall 76% of children meet the physical activity recommendations when school based activity is included. * There was a six percentage point gap overall between boys (73%) and girls (67%) when school-based activity was excluded, but this rose to 11 percentage points for those aged 2-4 (82% of boys, 71% of girls) and 16 percentage points for those aged 13-15 (59% of boys, 43% of girls).  This pattern of lower activity levels among girls aged 2-4 and 13-15 compared with boys was also observed when school-based activity was included. * Levels of physical activity were more similar for boys and girls in the other age groups. This pattern of lower activity levels among girls aged 2-4 and 13-15 compared with boys was also observed when school-based activity was included. | Negative impacts   * 39% of CSHs clubs only offer opportunities to either youths or adults not both – this decreased from 41% in 2014 - in those communities you may not have anywhere to go - appears to be a variety of sport clubs that only offer adult or youth   Positive impacts   * In the main, clubs are youth focused organisations (53%) – with clubs in CSHs more focused on youths (61%) * There are more adult opportunities being created through clubs in CSHs – offering a pathway for youths to progress to lifelong participation * Over 60% of clubs offer opportunities for both adults and youths to participate in sport | Actions   1. Direct professional staff to support clubs to increase opportunities for younger or older people, depending on the participation profile of the member clubs. 2. Prioritise investment through DCI and A4A into clubs that are expanding from youth to adult or adult to youth. 3. Work with partners that have expertise in youth development, such as Youth Scotland, and connect them to focus clubs – focus this work on how clubs can offer more to 13-15 year old girls 4. Work with SGBs who have programmes targeted at inactive adults and connect them to focus clubs |
| Disability | **sport**scotland 2001 research[[4]](#footnote-4)   * 89% of responding clubs had taken at least one development measure over the previous twelve months – 20% of these included attracting and including members with a disability   Sport England[[5]](#footnote-5)   * 40% of those with a disability take part in sport outside of school as opposed to 79% able bodied participating outside of school   Scottish Disability Sport   * Delivering Disability Inclusion Training through partners to ensure they have the skills to deliver inclusive opportunities   English Federation of Disability Sports[[6]](#footnote-6),[[7]](#footnote-7)   * They suggested minor improvements for a club environment which will be used to inform future direction within clubs | Negative impacts   * 82% clubs have not proactively attracted members with a disability   Positive impacts   * Many SGBs have engaged in Disability Inclusion Training for their clubs * We are aware that some clubs have set up specific sections to cater for people with disabilities which has resulted in clubs being able to offer more opportunities to those with disabilities. | Actions   1. Ensure all professional staff are made aware of the disability inclusion model 2. Put as many focus clubs as possible through disability inclusion training 3. Focus on promotion where disability activities exist in clubs 4. Explore how ASN schools are able to encourage participation outside of school and share this practice with mainstream schools through the Active Schools Network and linking into clubs where possible. 5. Use EFDS suggestions to further develop the current guidance on Help for Clubs 6. Investigate ways to monitor the statistics of those with disabilities within clubs. |
| Gender reassignment | Out for Sport Report[[8]](#footnote-8)   * 46% of transgender respondents felt there was a short term need for specific LGBT clubs * All clubs receiving **sport**scotland investment are required to have an open to all clause in their constitution * Changing arrangements are important to transgender participants in a club environment | Negative impacts   * No knowledge of specific LGBT within the Scottish sporting system   Positive Impacts   * Potential positive impact on transgender people if more LGBT-specific clubs became part of community sport hubs. | Actions   1. Raise awareness to professional staff and ensure they consider the wide range of clubs that might exist in their community and provide opportunities for them to become involved in hubs. (GENERAL – applies to all characteristics) 2. Ensure professional staff have a better understanding of the issues relating to transphobia in Scottish sport and are proactive in what should be done to tackle these issues within clubs. |
| Race | Sporting Equals Insight Paper[[9]](#footnote-9)   * Decline in BME membership of clubs between 2005 and 2011 * Higher sport club membership by white adults than BME adults * BME females are least likely to be members of sport clubs * BME adult sport club membership is 18% in comparison to 24% in white adults * Mainstream clubs are not perceived to be open to BME members * Over half of the respondents felt that mainstream clubs did not meet the needs of the wider community | Positive impacts   * Potential positive impact on people from a BME background if CSHs are perceived as open and welcoming, and tailor activity to meet the needs of BME communities. | Actions   1. Ensure that focus clubs positively promote BME in their marketing 2. Ensure that focus clubs are fully inclusive to protected characteristics. (GENERAL – applies to all characteristics) 3. Work with local authorities with higher proportions of people from BME backgrounds to explore perceptions of clubs within these communities to see if they reflect the general perceptions of clubs found in the Sporting Equals research. 4. Work with professional staff to identify and develop case studies investigating how BME communities are involved with and integrated into local clubs. |
| Religion or belief | Sporting Equals – The role of faith based centres in the provision of sport and physical activity[[10]](#footnote-10)   * Various attitudes and requirements exist within different religions which impact on people’s ability to take part in sport (e.g. appropriateness of clothing, religious dates, fasting, single-sex provision). * Religion can sometimes dictate daily life and be the principal organiser of social life. * Some basic principles: * Sikhs may feel a religious obligation to wear a turban. * Muslims may wish to practice their faith which may mean taking time out from training/matches. * Wiccans may want to play/train on a Christian holiday in exchange for having one of their Sabbats off work. * Many Jews may not wish to play/train on a Friday evening and may want to attend religious services. * A Christian might wish to have every Sunday off training. * Clubs should consider focusing on beliefs and practices which are of real importance in each religious tradition, rather than making all religions conforms to one model. | Positive impacts   * Potential positive impact on people from different religious backgrounds if clubs are perceived as open and welcoming, and tailor activity to meet the needs of different religions. | Actions   1. Work with Local Authorities to identify and create case studies about communities with different religions and beliefs, which are integrated into clubs. |
| Sex | My Sport data – 2015/16   * 13% (225) My Sport clubs\* are male only and 10% are female only membership * Without football, these figures drop to 8% male only and rise slightly to 11% female only * 45% of football clubs\* are male only – down from 52% in 2014 * 49% of the clubs that have no female membership\* are football clubs * More CSH clubs offer activities for both sexes compared to **sport**scotland’s 2001 club research   Scottish household survey – People and Sport in Scotland[[11]](#footnote-11)   * In 2008, 27% of people who had participated in sport in the past year were members of sports clubs * Men were more likely than women to be members of clubs (32% vs 21%) and older age groups were slightly more likely to be members of clubs than younger age groups   **sport**scotland 2001 research[[12]](#footnote-12)   * 28% of clubs were male only 6% were female only membership   Scottish Health Survey (2014)4  Excluding school-based activity:   * Boys were more likely than girls to meet the physical activity recommendations (73% compared with 67%). * The difference between girls' and boys' activity levels was largely explained by lower activity levels among girls aged 2-4 and 13-15 in 2014 compared with boys of the same age. * There was a six percentage point gap overall between boys (73%) and girls (67%) when school-based activity was excluded, but this rose to 11 percentage points for those aged 2-4 (82% of boys, 71% of girls) and 16 percentage points for those aged 13-15 (59% of boys, 43% of girls). * Levels of physical activity were more similar for boys and girls in the other age groups. This pattern of lower activity levels among girls aged 2-4 and 13-15 compared with boys was also observed when school-based activity was included. | Negative impacts   * 13% of clubs don’t offer anything to females but this is down from 28% in 2001   Positive impacts   * Potential positive impact on people if clubs are perceived as open and welcoming, and tailor activity to meet the needs of both sexes. | Actions   1. Raise awareness of the monitoring data on sex to professional staff 2. Look at current trends and share good practice where there is more equal membership within clubs 3. Investigate male and female representation within management structures of club committees. 4. Investigate whether the SG could re-run the Scottish Household survey to gather up to date information on statistics |
| Sexual orientation | Out for Sport Report[[13]](#footnote-13)   * Needs to be a connection to wider support networks to best support LGBT clubs * Coaches are central to creating an inclusive environment * Report made recommendations to follow which will shape our actions.   LGB People in Sport Report[[14]](#footnote-14)   * They made recommendations that could be used to develop future guidance * LGB people expressed interest in volunteering more n sport * The majority of LGB respondents said they more likely to participate if club was marked as inclusive   Sexual Orientation in Scotland (2017)15   * 2% of adults identified as LGB * 3 in 10 LBG adults are 16-24 * Attitudes towards same sex relationships have improved * LGB adults are more likely to live in deprived areas * LGB adults are more likely to live in urban areas (35% heterosexual vs. 50% LBG) | Negative impacts   * Clubs aren’t connected to wider support networks locally * More LGB adults in areas of deprivation that may not have access to club sport   Positive impacts   * Potential positive impact on people if clubs are perceived as open and welcoming, and tailor activity to meet the needs of their members. * LGB people want to volunteer more in sport * LGB people will participate if clubs are inclusive * More LGB adults in urban areas that has a higher volume of clubs | Actions   1. Identify and profile specific LGBT clubs as part of our world class sporting system.   (Using Out for Sport Report recommendations)   1. Raise awareness to Club Sport Professionals and ensure they consider the wide range of LGB clubs that might exist in their community and provide opportunities for them to become involved in hubs. 2. Ensure Club Sport Professionals have a better understanding of the issues relating to homophobia in Scottish sport and what should be done to tackle these issues. 3. Ensure Club Sport Professionals are proactive in their approach in working towards eliminating homophobia within clubs. |

\*where policy is HR related

15 Sexual Orientation in Scotland 2017 - <http://www.gov.scot/Resource/0051/00513240.pdf>

## Who will be consulted internally on this EQIA?

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| The draft EQIA will be sent to the Club Sport meeting for their discussion and will then go to the Clubs & Communities Portfolio Group for approval in May ‘17. |

## Who will be consulted externally on this EQIA?

In planning external consultation please refer to the guidance on page five and speak to the strategic planning team for advice and support. It may be that there are several EQIAs that require external consultation at the same time and it is important this is coordinated.

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## What recommended steps should we take to improve the policy and monitor its equality impact?

In developing an action plan, project leads should balance how to maximise the positive impact of the policy or practice on all people who share the protected characteristics, with the requirement to maximise the core outcomes of the policy/practice (i.e. recommendations should be proportional and relevant.) The assessment should take steps to embed ways of monitoring the ongoing impact of the policy and practice.

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| Protected characteristic | Action | Responsibility | Timeline |
| **Age** | Direct professional staff to support clubs to increase opportunities for younger or older people, depending on the participation profile of the member clubs. | Regional Leads | Ongoing to March ‘18 |
| Prioritise investment through DCI and A4A into clubs that are expanding from youth to adult or adult to youth. | Regional Leads  Andy Kelly | Ongoing to March ‘18 |
| Work with partners that have expertise in youth development, such as Youth Scotland, and connect them to focus clubs – focus this work on how clubs can offer more to 13-15 year old girls | James Steel  Ailsa Wyllie | Ongoing to Sept ‘17 |
| Work with SGBs who have programmes targeted at inactive adults and connect them to focus clubs | SGB Partnership Managers  Regional Leads | Ongoing to March ‘18 |
| **Disability** | Ensure all professional staff are made aware of the disability inclusion model | Regional Leads  SDS Partnership Manager | March ‘18 |
| Put as many focus clubs as possible through disability inclusion training | Regional Leads | March ‘18 |
| Focus on promotion where disability activities exist in clubs | Regional Leads  Andy Kelly  Ursula MacFarlane | March ‘18 |
| Explore how ASN schools are able to encourage participation outside of school and share this practice with mainstream schools through the Active Schools Network and linking into clubs where possible | Dawn McAuley  Tom Sharples | March ‘18 |
| Use EFDS suggestions to further develop the current guidance on Help for Clubs | Jane Scott | Nov ‘17 |
| Investigate ways to monitor the statistics of those with disabilities within clubs. | Tom Sharples | Nov ‘17 |
| **Race** | Ensure that focus clubs positively promote BME in their marketing | Regional Leads  Ursula MacFarlane | March ‘18 |
| Work with local authorities with higher proportions of people from BME backgrounds to explore perceptions of clubs within these communities to see if they reflect the general perceptions of clubs found in the Sporting Equals research. | Tom Sharples | March ‘18 |
| Work with professional staff to identify and develop case studies investigating how BME communities are involved with and integrated into local clubs. | Ursula MacFarlane | March ‘18 |
| **Religion or belief** | Work with Local Authorities to identify and create case studies about communities with different religions and beliefs, which are integrated into clubs. | Ursula MacFarlane  Regional Leads | March ‘18 |
| **Sex** | Raise awareness of the monitoring data on sex to professional staff | Tom Sharples | March ‘18 |
| Look at current trends and share good practice where there is more equal membership within clubs | Tom Sharples | March ‘18 |
| Investigate male and female representation within management structures of club committees | Tom Sharples  Regional Leads | March ‘18 |
| Investigate whether the SG could re-run the Scottish Household survey to gather up to date information on statistics | Patricia Horton | March ‘18 |
| **Gender reassignment and sexual orientation and** | Ensure professional staff have a better understanding of the issues relating to transphobia in Scottish sport and are proactive in what should be done to tackle these issues within clubs | LGBT Lead  Regional Leads | March ‘18 |
| Identify and profile specific LGBT clubs as part of our world class sporting system. | Ursula MacFarlane | Nov ‘18 |
| Raise awareness to Club Sport Professionals and ensure they consider the wide range of LGB clubs that might exist in their community and provide opportunities for them to become involved in hubs. | Regional Leads | March ‘18 |
| Ensure Club Sport Professionals have a better understanding of the issues relating to homophobia in Scottish sport and what should be done to tackle these issues. | Regional Leads  Jane Scott (H4C) | March ‘18 |
| Ensure Club Sport Professionals are proactive in their approach in working towards eliminating homophobia within clubs. | Regional Leads | March ‘18 |
| **All** | Raise awareness to professional staff and ensure they consider the wide range of clubs that might exist in their community and provide opportunities for them to become involved in clubs. (GENERAL – applies to all characteristics) | Regional Leads | March ‘18 |
| Ensure that focus clubs are fully inclusive to all protected characteristics | SGB PMs (SGB)  Andy Kelly (A4A)  Regional Leads (DCI)  James Steel (CSHs) | March ‘18 |

## Sign off

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| Assessment signed off by: | Senior Management Team |
| Sign off date: | 16th May 2017 |

1. Best practice would involve gathering evidence through internal and external consultation. [↑](#footnote-ref-1)
2. Allison, M. (2001), Sports Clubs in Scotland: Research Digest No. 59

   <http://www.sportscotland.org.uk/resources/resources/sports_clubs_in_scotland/> [↑](#footnote-ref-2)
3. Scottish Government, (2009), People and Sport in Scotland; Results from the Scottish Household Survey Culture and Sport Module 2007/2008 <http://www.gov.scot/Resource/Doc/296448/0092117.pdf>

   4Scottish Health Survey (2014) - <http://www.gov.scot/About/Performance/scotPerforms/partnerstories/Outcomes-Framework/More-Active-Scotland/Active-Children> [↑](#footnote-ref-3)
4. See Footnote 2 [↑](#footnote-ref-4)
5. Sport England (2001), Disability Survey 2000; Young people with a disability and sport; Headline Findings. <http://www.efds.co.uk/assets/0000/3403/OOOO8a.pdf> [↑](#footnote-ref-5)
6. English Federation of Disability Sport (2012), Understanding the barriers to participation in sport April 2012 <http://www.efds.co.uk/assets/0000/3833/Understanding_the_barriers_to_participation_20120510.pdf>

   [↑](#footnote-ref-6)
7. English Federation of Disability Sport news release (2012), New sports club online toolkit will benefit many more disabled people <http://www.efds.co.uk/news/1181_new_sports_club_online_toolkit_will_benefit_many_more_disabled_people> [↑](#footnote-ref-7)
8. Equality Network (2012), Out for Sport

   <http://www.equality-network.org/wp-content/uploads/2013/03/Out-for-Sport-Report.pdf> [↑](#footnote-ref-8)
9. Sporting Equals (2012), Club membership insight paper, [thefa.com - Club Membership Insight Paper](http://www.thefa.com/~/media/Files/TheFAPortal/governance-docs/equality/race-equality/sporting-equals---club-membership-report.ashx) [↑](#footnote-ref-9)
10. Sporting Equals (2012), the role of faith centres in the provision of sport and physical activity.

    <http://www.thefa.com/~/media/files/thefaportal/governance-docs/equality/faith-in-football/faith-centres-report---sporting-equals.ashx> [↑](#footnote-ref-10)
11. See Footnote 3 [↑](#footnote-ref-11)
12. See footnote 2. [↑](#footnote-ref-12)
13. See footnote 6 [↑](#footnote-ref-13)
14. Sport Wales (2012), Lesbian, Gay and Bisexual (LGB) People in Sport: Understanding LGB sports participation in Wales. <http://sportwales.org.uk/media/1091778/sugar_styled_doc_eng_-_lgb_final.pdf> [↑](#footnote-ref-14)