REPORT

**Equality, diversity and inclusion at sport**scotland

Equality Outcomes 2021-25 -

Consultation findings report

June 2021

Welcome to **sport**scotland’s **Equality Outcomes Consultation Findings Report**.

In March 2021 we invited people from inside and outside of sport to take part in a public consultation. We wanted a diverse range of views and experiences to help us understand the change we should seek to achieve, through our new Equality Outcomes (2021-25).

The planning and delivery of this consultation took place during a global pandemic. The restrictions put in place to manage the public health crisis had, and continue to have, a significant impact on our activities. We adapted our approach to this consultation based on what was happening around us.

We see this initial consultation as the starting point for involvement and co-production. We are committed putting people at the heart of the decision-making process as we design and deliver new ideas to achieve our new outcomes.

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# **Executive summary**

**New Equality Outcomes 2021-25**

We published our new outcomes on the **sport**scotland website in April 2021[[1]](#footnote-2):

**sport**scotland’s Equality Outcomes 2021-25:

|  |  |
| --- | --- |
| We will help people who: | |
| Live in poverty and low income | Experience mental health problems |
| Are over 50 years old | Are part of our diverse ethnic communities |
| To experience these outcomes | |
| I see and hear people like me taking part. | |
| I have a voice in the decisions that affect me. | |
| I feel like taking part is for me | |
| I can find opportunities that meet my needs | |

**Consultation Findings**

Involvement

A wide range of individuals and organisations helped to shape our new outcomes. **Over 800 people took part in an online survey and 62 people who took part in online small group discussions.**

Relevance

A review of a range of evidence including [Equality and Sport Research 2020](https://sportscotland.org.uk/about-us/our-publications/archive/equality-and-sport-research-2020/) informed our proposal to focus on four key groups**:**

* people who live in poverty and low income
* people who experience mental health problems
* those who are over 50 years old and
* people who are part of our diverse ethnic communities.

We asked about the relevance of this focus and a majority of respondents told us this focus was “highly relevant”.

Diversity and intersectionality

Many different factors or characteristics shape people lives – it is rarely a single protected characteristic. Respondents were able to bring to life the complexity of people’s identities and the factors which impact on their participation in sport.

Many people emphasised the need to recognise the diversity of each of the focus groups.

It is these diverse needs we now need to understand and respond to as we design new activities or services for these groups.

Common themes and under-representation

What emerged from the responses were themes and experiences that were common to all four of the groups.

These experiences are rooted in their under-representation in sport and are illustrated here:

|  |
| --- |
| **Visibility and representation:** I don't see or hear about people like me taking part. I feel excluded because there is a dominant group in sport – it feels like their space, not mine. People make assumptions about me based on stereotypes. |
| **Design and decisions:** I don't have a voice in how sport is run. My needs aren't reflected. I'm not asked about what matters to me. I'm not involved in decisions. I don't have any connection with decision makers. |
| **How I feel:** It's daunting to start or to get back in to sport. I'm anxious. I don't feel safe. I don't feel confident. I don't have the motivation. I've had bad experiences. I'm nervous about new people and experiences. |
| **The offer:** The offer isn't right for me. Cost and transport are barriers. It is not offered in places I would go to or at the times I am free. I'm concerned about amenities like changing rooms and toilets. |

**Next steps**

**Co-producing our action plans:** We are committed putting people at the heart of the decision-making process as we design and deliver new ideas to achieve the new outcomes. The next phase of this work is to build action plans. We will do this together with representative groups, communities and individuals who have lived experience of under-representation.

**Delivering:** We will work with partners and stakeholders to deliver our action plans and test out new ideas.

**Learning:** We will monitor, evaluate and adapt. This might mean changing actions, updating our equality outcomes or bringing the learning in to our mainstream activities. We will be prepared to fail and learn.

# **Introduction**

**Report purpose**

This report shares findings from **sport**scotland’s Equality Outcomes consultation and next steps.

**Background**

**sport**scotland is the national agency for sport. Our vision is an active Scotland where everyone benefits from sport. To achieve this, equality must be central to what we do.

**What is an equality outcome?**  
At **sport**scotland, equality outcomes are only one, specific part of the equality work we do. Equality Outcomes describe the changes priority groups will experience as a result of our actions. In Scotland, all public bodies must set equality Outcomes at least every four years. This is part of the Scottish Public Sector Equality Duties.

Achieving our Equality Outcomes should accelerate progress on some of the most pressing inequalities in our sector. Sportscotland’s approach is to deliver Equality Outcomes through the New Ideas strand of our approach:



More information about this overall approach to Equality, Diversity and Inclusion and the delivery of the new Outcomes is available on the **sport**scotland website[[2]](#footnote-3). A summary is included in Appendix 1.

(We are in the process of developing new information and resources for our website to support this work).

**The Public Sector Equality Duty (PSED)**

We are a public body funded by Scottish Government and the National Lottery. As a public body, we must meet specific Public Sector Equality Duties (PSED) designed to help us meet the general duties set out in the Equality Act 2010.

In Scotland, the purpose of the PSED is to ensure that public authorities consider how they can positively contribute to a more equal society through advancing equality in their day-to-day business and:

* take effective action on equality
* make the right decisions, first time around
* develop better policies and practices, based on evidence
* be more transparent, accessible and accountable
* deliver improved outcomes for all.

The PSED require public authorities like **sport**scotland to publish and report our progress towards achieving a set of equality outcomes, at least every four years.

**New equality outcomes 2021-25**

Our new equality outcomes have been developed with the involvement of people who share protected characteristics as well as representative organisations.

Our new outcomes are person-centred statements which describe changes four focus groups will experience because of our actions.

Our previous Outcomes (2017-21) focused on the needs of young people from our most deprived areas, girls and young women and disabled young people. We have grown new collaborations and activities responding to the needs of these groups. We are committed to continuing that work because more can be achieved. Our new Equality Outcomes 2021-25 are set out here:

|  |  |
| --- | --- |
| We will help people who: | |
| Live in poverty and low income | Experience mental health problems |
| Are over 50 years old | Are part of our diverse ethnic communities |
| To experience these outcomes | |
| I see and hear people like me taking part. | |
| I have a voice in the decisions that affect me. | |
| I feel like taking part is for me | |
| I can find opportunities that meet my needs | |

Each of the four new focus groups are diverse and all share protected characteristics. Going forward we will need to better understand the diverse needs of each group. We need to respond to their diverse needs.

# **Consultation approach**

In this section we summarise the consultation approach.

**Purpose and methods**

The consultation started on 10 March 2021 and ran until 10 April 2021. We wanted to gather a diverse range of views on the relevance and experiences of four proposed focus groups:

|  |  |
| --- | --- |
| People who live in poverty and low income | People who experience mental health problems |
| People who are over 50 years old | People who are part of our diverse ethnic communities |

We asked:

* How relevant is our focus?
* Are there any particular “needs” or communities or groups we should prioritise?
* What barriers do the groups experience in taking part in sport?
* Has lockdown had an impact on the groups and their access to sport?

Two main methods helped us involve people in the consultation:

* **Online questionnaire:** We designed this survey and disseminated it through our social channels and through our stakeholders and their networks.
* **Online group discussions:** These were facilitated by **sport**scotland.

**Evidence based**

A wide range of evidence and analysis informed our decision to propose a focus on four groups. Examples of the evidence reviewed include national household surveys and our [Equality and Sport Research 2020](https://sportscotland.org.uk/about-us/our-publications/archive/equality-and-sport-research-2020/) [[3]](#footnote-4). We also reviewed the profile and representation of the beneficiaries of **sport**scotland’s programmes and support[[4]](#footnote-5).

Structural inequalities in sport and wider society, shape the experiences of these groups. Pre-existing inequalities have left these groups particularly vulnerable to the impacts of the covid pandemic restrictions. They are likely to need a more tailored support to access sport over the next four years. They are all currently under-represented at all levels, in sport.

|  |  |
| --- | --- |
| People who live in poverty and low income | People who experience mental health problems |
| People who are over 50 years old | People who are part of our diverse ethnic communities |

**Consultation Reach**

The consultation respondents included:

* People with lived experience
* National and local government
* Sport organisations
* Equality organisations

800 individuals took part in the **online survey**

62 people took part in the **online group discussions**

156 different **organisations** were represented in the consultation (listed in Appendix 3).

The characteristics of the respondents are included in Appendix 2. The chart below shows the different ways people chose to respond to the online survey:

**Impact of public health restrictions in response to the pandemic**

The planning and delivery of the consultation took place during a global pandemic. Restrictions in place to manage the public health crisis had and continue to have, a significant impact on all our lives, and the sporting system.

We adapted our approach to this consultation based on what was happening around us. We have relied on online consultation methods and know this will have prevented some people from taking part. Going forward, we want to broaden the reach, range of methods and involvement opportunities. We want people who share protected characteristics to be at the heart of decision making. They are all key stakeholders in this work.

# **Our findings**

This section summarises our consultation analysis and key findings.

**Relevance**

**We asked respondents about the relevance of our focus** and most respondents said they felt our focus was “highly relevant”.

**Views on groups we have overlooked**

**We also asked respondents to tell us about any groups or experiences they felt we had overlooked.** In total, 240 people answered this question and the groups mentioned most often were: women and girls, disabled people and the LGBTI+ community. All groups and issues highlighted by respondents are included in the table below:

|  |  |
| --- | --- |
| **Group** | **No.** |
| Women and girls | 123 |
| Disabled people | 52 |
| LGBTI+ | 29 |
| Care experienced young people | 7 |
| Rural disadvantage | 7 |
| Lone parents | 6 |
| Young people | 6 |
| Parents | 5 |
| Faith | 3 |
| Homelessness | 2 |
| Overweight | 2 |
| Prison population | 2 |
| Single people | 2 |
| Esports | 1 |
| Travelling communities | 1 |

Women and girls

The respondents brought to life a range of issues experienced by women and girls, which they felt should not be over-looked:

|  |  |
| --- | --- |
| **Theme** | **No.** |
| Women are part of the four groups and their distinctive needs should be met | 68 |
| Single-sex opportunities and facilities enable and for some are necessary to take part | 37 |
| Women have been over-looked | 29 |
| We need to better understand and address the sometimes different but sometimes over-lapping, needs of women and transgender groups | 21 |
| Teenage girls dropout from sport continues to be a issue that needs to be tackled | 18 |
| Concerns about safety, harassment and violence against women need to be considered in the planning and delivery of sport | 18 |
| Many women have parental and caring responsibilities the impact on their ability to take part | 12 |
| Women from our ethnically diverse communities have a range of needs we need to understand to increase their participation | 9 |
| For some women, their faith and religion will impact on their experiences and their needs | 3 |

***Women’s needs within the four focus groups are distinctive and intersect with other characteristics***

This is wasmost common theme about “women and girls” and 68 respondents felt women’s distinctive needs *within* each of the four focus groups must be understood.

*“I feel quite strongly that treating these groups in a homogenous way will not produce good results. Sex for example is probably the biggest discriminatory factor with women in all groups disproportionately overlooked.”*

*“You have overlooked girls and women who are under-represented in sport across all the four groups you have identified above. In addition, as my research shows, they are significantly under-represented in competitive team sport, significantly under-funded in sport and physical recreation in general…”*

***A singular focus on women***

Some people (n=29) felt women and girls should have a singular focus because long-standing inequalities remain.

*“I think women and girls, as a whole, continue to be disadvantaged and under-represented in many sports and this should not be overlooked or abandoned in favour of other priorities.”*

Related to this were comments that highlighted women’s different experiences and needs across their life-course. For example:

18 people highlighted the issues for teenage girls who are more likely to drop-out from sport than boys at that age.

12 people said that having children and other caring responsibilities still tends to impact disproportionately on women’s participation.

***Single-sex opportunities and facilities enable many women to take part***

The value of single sex opportunities and facilities was a strong theme (n=37). The responses we read illustrated the wide range of needs and diversity of women who value single-sex provision.

*“Women need to feel protected in sport and safe to join in. Single sex sporting facilities are vital to make sure that women of colour, women in poverty, and women with disability feel able to join in. Segregation in sport by sex keeps women safe and able to compete in a fair environment.”*

*“Women's groups, particularly Muslim women have massive barriers. Single sex sessions are vital.”*

Within these responses we also read about the fears and uncertainty of people who felt rules and norms around single-sex provision were being changed or disrupted.

Disabled people

Disabled people were a group 52 people highlighted the needs of this group:

* some took time to highlight the impact of specific types of disability or conditions (n=42).
* others noted that disabled people are part of the four focus groups and their distinctive needs within the groups must be considered (n=5).

The negative impacts of pandemic response on this already vulnerable group were also illustrated (n=10):

*“Learning and physically disabled 17-year-old family member, usually accesses swimming weekly and frame football weekly. Due to Pandemic, neither have been taking place and hardly any time spent in school, so no routine. Frame football unlikely to restart as very few participants…Since she will be finishing up at special school next year, fear that she will have no social contact out with family members, no sense of purpose, no friends and physical and mental health will deteriorate.”*

*“…people with a disability shouldn’t just be acknowledged, positive action must be taken to ensure they are targeted in the recovery of sport. They are often overlooked and overtaken by other more vocal minority groups.”*

LGBTI+

The inequalities that affect the LGBTI+ community emerged as a theme (n=29).

*“Given the impact of COVID-19 on LGBTI inclusive clubs many of which have been forced to cease operations, this vital community service has been prevented. Estimated numbers of the LGBTI community vary from 6% to 10% which equates to as much as 500,000 individuals in Scotland. Surely this should not be overlooked?”*

*“Disappointing that both Sexual Orientation and Gender Identity appear to have been overlooked. Sport and physical activity within LGBTI inclusive clubs is often the only outlet for LGBTI individuals to meet and socialise within their own community.”*

*“Some LGBTQ+ groups may feel they don't fit into any of the above categories but still feel the need of a safe space and want to get involved.”*

Across the survey, respondents raised the need for better clarity and understanding of the needs of this community across sport.

**Diversity and intersectionality**

The complexity of people’s experiences and identities were illustrated by the responses we read and heard.

“…*Intersectionality should not be ignored across the groups as it is well documented that mental health and poverty is well documented with participants with disabilities. We cannot pit one protected characteristic against another as each has an equal entitlement to be a focus*…” Scottish Disability Sport

“*I feel quite strongly that treating these groups in an homogenous way will not produce good results. Sex for example, is probably the biggest discriminatory factor with women in all the groups…”* Individual response.

Across the survey, respondents highlighted the need to recognise and respond to the diversity of each of the focus groups. There was a call to improve the engagement and involvement of people who are under-represented in sport and who have lived experience of the issues we need to understand.

**Common and shared lived experiences**

We heard the lived experiences of people who took part in the consultation and. common themes emerged that were shared by all of the four groups. We understand these experiences to be rooted in each groups’ under-representation in sport. These common themes are described and brought to life here:

|  |
| --- |
| **Visibility and representation:** I don’t see or hear about people like me taking part. I feel excluded because there is a dominant group in sport – it feels like their space, not mine. People make assumptions about me based on stereotypes. |
| **Design and decisions:** I don’t have a voice in how sport is run. My needs aren’t reflected. I’m not asked about what matters to me. I’m not involved in decisions. I don’t have any connection with decision makers. |
| **How I feel:** It’s daunting to start or to get back in to sport. I’m anxious. I don’t feel safe. I don’t feel confident. I don’t have the motivation. I’ve had bad experiences. I’m nervous about new people and experiences. |
| **The offer:** The offer isn't right for me. Cost and transport are barriers. It is not offered in places I would go to or at the times I am free. I'm concerned about amenities like changing rooms and toilets. |

# **Conclusion**

Respondents were able to bring to life the complexity of people’s identities and the factors which impact on their participation in sport. Many different factors or characteristics shape people lives – it is rarely a single protected characteristic.

Our new outcomes address common themes and experiences *shared* by four diverse groups. The shared themes and experiences are rooted in their under-representation in sport. This approach recognises and celebrates the diversity of the focus groups. Focusing on shared outcomes should help us meet their overlapping needs.

|  |  |
| --- | --- |
| We will help people who: | |
| Live in poverty and low income | Experience mental health problems |
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| To experience these outcomes | |
| I see and hear people like me taking part. | |
| I have a voice in the decisions that affect me. | |
| I feel like taking part is for me | |
| I can find opportunities that meet my needs | |

Delivering the outcomes

The outcomes will be delivered through the New Ideas strand of our work.

To meet the needs of under-represented groups in sport we believe they must be recognised as key stakeholders and be at the heart of decision making. We want our decision-making to be more:

* **Open** - so that people can understand, influence and hold decision-makers to account for their actions and inactions;
* **Participatory** - so that people have the freedom, support and opportunity to shape their opportunities to take part and influence the decisions that affect their lives; and,
* **Deliberative** - so that people can exchange and acknowledge different perspectives, understand conflict and find common ground, and build a shared vision.

We are committed to working alongside all key stakeholders to agree the best way to work together and ensure people are at the heart of decision making.

# **Appendix 1:** **Equality, diversity and inclusion at sportscotland**

**Strategic context**

In May 2019, we launched our new corporate strategy: [Sport for Life](https://www.sportforlife.org.uk/). The strategy outlines our vision of an active Scotland where everyone benefits from sport. It sets out our commitment to inclusion underpinning everything we do.

In 2021 we broadened Sport For Life to include three new strands (see Figure 1) aligned to the Public Sector Equality Duty. These strands form the strategic framework for all our Equality, Diversity and Inclusion work. Delivering activity through these strands will help us build a system that is inclusive by design.

Figure 1. Three strands form our strategic approach for Equality, Inclusion and Diversity.



**The three strands are:**

**Our people** – We will champion inclusion and lead by example. We create an environment for change by embedding inclusion in the support and development of “our people”.

**Our system** – We will debias mainstream systems and processes. Our system will be inclusive by design. We will give focus to specific disadvantaged or under-represented groups to help decision making and ensure additional, targeted support helps reduce inequalities.

**New ideas** – Going forward, we will deliver our “**Equality Outcomes”** through the New Ideas strand of our strategy. This means we test new ways to tackle some of the most pressing inequalities and improve outcomes for disadvantaged groups. We take time to understand the needs of these groups. We will be prepared to fail and learn.

# **Appendix 2: Characteristics of survey respondents**

**Please indicate your sex by ticking one of the boxes below:**

|  |  |  |
| --- | --- | --- |
|  | Responses | |
| Male | 32.45% | 171 |
| Female | 64.90% | 342 |
| Prefer not to say | 2.66% | 14 |
|  | **Answered** | **527** |
|  | **Skipped** | **285** |

**What is your ethnic group?**

|  |  |  |
| --- | --- | --- |
| Answer Choices | Responses | |
| White Scottish | 60.15% | 317 |
| White other British | 22.58% | 119 |
| White Irish | 2.66% | 14 |
| White other | 4.74% | 25 |
| Asian, Asian Scottish or Asian British | 2.66% | 14 |
| African | 0.38% | 2 |
| Caribbean or Black | 0.00% | 0 |
| Mixed or multiple | 1.90% | 10 |
| Other | 0.76% | 4 |
| Prefer not to say | 3.98% | 21 |
| Don't know | 0.19% | 1 |
|  | **Answered** | **527** |
|  | **Skipped** | **285** |

**Have you ever identified as transgender?**

|  |  |  |
| --- | --- | --- |
| Answer Choices | Responses | |
| Yes | 1.73% | 9 |
| No | 94.80% | 492 |
| Prefer not to say | 3.47% | 18 |
|  | **Answered** | **519** |
|  | **Skipped** | **293** |

**How would you describe your sexual orientation?**

|  |  |  |
| --- | --- | --- |
| Answer Choices | Responses | |
| Bisexual | 4.21% | 22 |
| Gay man | 3.07% | 16 |
| Gay woman/ Lesbian | 4.79% | 25 |
| Heterosexual/ straight | 77.39% | 404 |
| Not sure | 0.77% | 4 |
| Prefer not to say | 9.77% | 51 |
|  | **Answered** | **522** |
|  | **Skipped** | **290** |

**Do you consider yourself to be disabled or to have an impairment which affects your everyday life?**

|  |  |  |
| --- | --- | --- |
| Answer Choices | Responses | |
| Yes | 16.51% | 87 |
| No | 79.70% | 420 |
| Don't know | 0.38% | 2 |
| Prefer not to say | 3.42% | 18 |
|  | **Answered** | **527** |
|  | **Skipped** | **285** |

**If yes, how would you describe the nature of your disability/impairment:**

|  |  |  |
| --- | --- | --- |
| Answer Choices | Responses | |
| Deafness or partial hearing | 9.26% | 10 |
| Blindness or partial sight | 5.56% | 6 |
| Learning disability | 4.63% | 5 |
| Learning difficulty | 9.26% | 10 |
| Developmental disorder | 1.85% | 2 |
| Physical disability | 18.52% | 20 |
| Mental health condition | 24.07% | 26 |
| Long term illness, disease or condition | 34.26% | 37 |
| Prefer not to say | 12.96% | 14 |
| Other (please specify) | 8.33% | 9 |
|  | **Answered** | **108** |
|  | **Skipped** | **704** |

**What religion, religious denomination or body do you belong to?**

|  |  |  |
| --- | --- | --- |
| Answer Choices | Responses | |
| None | 54.88% | 287 |
| Church of Scotland | 16.83% | 88 |
| Roman Catholic | 8.03% | 42 |
| Other Christian | 7.27% | 38 |
| Muslim | 1.34% | 7 |
| Buddhist | 0.57% | 3 |
| Sikh | 0.38% | 2 |
| Jewish | 0.57% | 3 |
| Hindu | 0.19% | 1 |
| Prefer not to say | 7.46% | 39 |
| Other (please specify) | 2.49% | 13 |
|  | **Answered** | **523** |
|  | **Skipped** | **289** |

**Appendix 3**

**156 organisations were represented in the consultation**

|  |  |
| --- | --- |
| Access Panels | Dundee Madsons Basketball Club |
| Accessible Tennis CIC | Edinburgh Kayak Club |
| Achieve More Scotland | Edinburgh Trans Women |
| Active Schools | EDUK |
| Ad Group | ELCAP |
| Age Scotland | Engender |
| Aith badminton club | Equality Network Forum Glasgow |
| Allsorts | Equality Scotland - Trust |
| Amazing Gracies Women's Football Club | Falkirk Fury Basketball Club |
| Amnesty International LGBT Network | Findhorn Foundation |
| Archway | Forth Valley Group Riding for the Disabled |
| Auchinleck Primary School | Gay Dads Scotland |
| Ayrshire LGBTQ | Gay Guys Inverness |
| Badenoch and Strathspey Community Transport Company | GaydadsScotland |
| Badminton Scotland | Glasgow Group of the Riding for the Disabled Association |
| Badminton Scotland Disability Working Group | Glenearn Badminton Club (Perth) |
| Barnado's | Glenfarg Riding for the Disabled Group |
| BEMIS | Grampian T Folk |
| Beyond Gender | Hawick Boxing Club |
| Bike for Good Glasgow South | High Life Highland |
| BiScotland | Highland Council |
| BOUNCE Basketball Inverclyde | Higland Rainbow Folk |
| Boxing Scotland | Inclusion Scotland |
| Brechin Community Boxing Club | Insch Boxing Club |
| BRITISH CARRIAGEDRIVING | Inside Inclusion |
| Burnbank Equestrian Centre | Inspire Aberdeen |
| Caledonian Thebans Rugby Football Club | Ironside Racket Services |
| Camanachd Association | Irvine Rugby Club |
| Camphill Scotland | Jen Morris Coaching |
| Carers Scotland | Kinfauns Riding For The Disabled |
| Child Poverty Action Group | Kingdom Boxing Club |
| Children in Scotland | LEAP Sports Scotland |
| Clepington Primary School | Learning Disability Alliance Scotland |
| Coalition for Racial Equality and Rights | Leisure and Culture Dundee |
| Community Care Providers Scotland | Leonard Cheshire |
| Contacts A Family | Leonard Cheshire Disability |
| Cricket Scotland | Lesbian Scotland |
| CrossReach | LGBT Health and Wellbeing |
| Crossroads Care | LGBT Youth Scotland |
| Disability West Lothian | Me and T Monthly |
| Dundee Dragons Wheelchair Sports Club | Midlothian Boxing and Fitness Club |
| Netball Scotland | Shelter Scotland |
| Nithsdale and Stewartry RDA | South Lanarkshire Leisure & Culture |
| NL Chiefs Basketball Club | Sports Driving |
| Non-Binary Scotland | St Clements badminton junior club |
| North Ayrshire Council | St. Kenneth's Primary |
| NP Tae Kwon Do Academy | Stirling LGBT Group |
| NSPCC | Stonewall Scotland |
| OLM Badminton club | Stromness Academy |
| One Parent Families Scotland | Support In Mind Scotland |
| OneKirk | T G Times |
| Orkney Amateur Weight Lifting Club | T Time Edinburgh |
| Our Tribe | T Time Glasgow |
| Panthers Basketball Club | Terrence Higgins Trust |
| Parents' Enquiry Scotland | The British Horse Society Scotland |
| Paths for All | The Camanachd Association |
| PEPASS | The Equality Network |
| Perth Railway Boxing Club | The National Autistic Society |
| Perth TG Group | The Pony Club |
| RDA | The Poverty Alliance |
| Riding for the Disabled Carrick Group | The Pyramid at Anderston |
| RNIB Scotland | The Spartans Community Football Academy |
| Roseangle Badminton Club | Trans Men Scotland |
| Sandyford Transwomen Support Group | TransParentSees |
| Scottish Association For Mental Health | Undividing Lines |
| Scottish Canoe Association | Victim Support Scotland |
| Scottish ClubSport | West Lothian Council |
| Scottish Disability Equality Forum | White Ribbon Scotland |
| Scottish Disability Sport | Winton Group SCIO (RDA Member) |
| Scottish Esports Hub | Women's Support Project |
| Scottish Football Association | YWCA Scotland |

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1. https://sportscotland.org.uk/about-us/equality-diversity-and-inclusion/equality-outcomes/ [↑](#footnote-ref-2)
2. https://sportscotland.org.uk/about-us/equality-diversity-and-inclusion/ [↑](#footnote-ref-3)
3. Counsel ltd. (2020) Equality and Sport research 2020, sportscotland. Available at: <https://sportscotland.org.uk/about-us/our-publications/archive/equality-and-sport-research-2020/> [↑](#footnote-ref-4)
4. The came from the series of data collected through two surveys that measure sportscotland’s contribution to the Active Scotland Outcomes Framework. This includes: <https://sportscotland.org.uk/about-us/our-publications/archive/asof-contribution/> [↑](#footnote-ref-5)