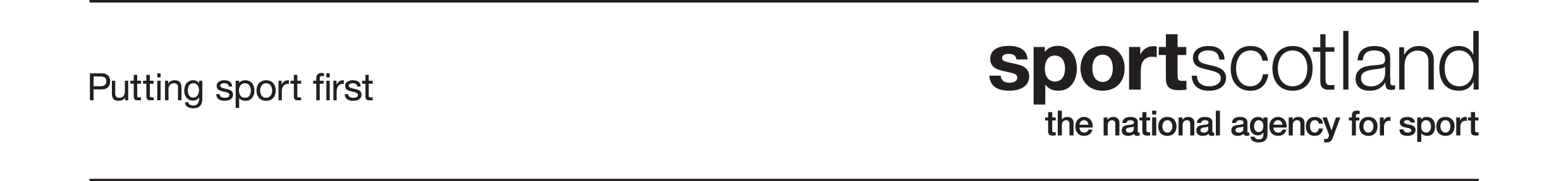
**Public Service Reform (Scotland) Act 2010 Disclosures 2023-24**





**Document Control**

**Change Record**

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|  | Simon Taaffe | 1.0 | Approved by Rachel Barrington, Director of Operations |

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**sport**scotland

Public Service Reform (Scotland) Act 2010 Disclosures 2023-24

1. **Introduction**
   1. The Public Services Reform (Scotland) Act 2010 introduced duties to publish information for public bodies in Scotland.
   2. This report summarises the information required to be disclosed by the Act in relation to **sport**scotland and the **sport**scotland National Lottery Distribution Fund for the financial year ended 31 March 2024.
2. **Disclosures**

|  |  |  |
| --- | --- | --- |
| **Category** | **Expenditure 2023/24** | **Comments** |
| Public relations | Total staff costs: £155k  (of which £120k is salaries and £35k is on-costs)  External costs = £12k | On-costs relate to employer’s national insurance and employer’s pension contributions.  External costs for the public relations category include expenditure on media relations and PR.  This activity is aimed at helping **sport**scotland to fulfil its role in developing and promoting a world class sporting system in Scotland, raising awareness of achievements in sport from grassroots to high performance and sharing information effectively on the work of **sport**scotland. |
| Overseas travel | £98k | As part of our role in promoting and supporting the world class sporting system in Scotland, there is sometimes a requirement for **sport**scotland staff to travel overseas in support of key international competitions and training events. |
| Hospitality and entertainment | **sport**scotland staff expenses = nil |  |
| External consultancy | £121k | The main area of consultancy expenditure in 2023-24 was for concussion education, web development and cyber defence, along with the annual pension valuation report. Another large consultancy outlay in FY24 was regarding workplace strategy and consultancy for Caledonia House. |

1. **Payments in excess of £25,000**
   1. Payments in excess of £25,000 can be found at: [Public Services Reform (Scotland) Act 2010 (sportscotland.org.uk)](https://sportscotland.org.uk/freedom-of-information/foidocuments/public-services-reform-scotland-act-2010/)
2. **Staff earning over £150,000**
   1. No employee earned over £150,000 in the year ended 31 March 2024.
   2. Details of the remuneration for senior staff and board members can be found in the Remuneration Report published in the Annual Report and Financial statements for the year ended 31 March 2024.
3. **Statement on sustainable growth**
   1. **sport**scotland is committed to promoting and increasing sport development and activity through the exercise of its functions. During the year ended 31 March 2024, **sport**scotland invested more than £63 million from both Scottish Government grant in aid and National Lottery funding, in Local Authorities, Sports Governing Bodies (“SGBs”), Community Sports Hubs and Sports Clubs, as well as in supporting athletes through the **sport**scotland Institute of Sport. Significant amounts of this investment relate to the part or full funding of posts throughout the sporting system in Scotland, as well as funding for the development of sporting facilities.
   2. Some examples of how **sport**scotland supports sustainable growth include:

##### Clubs and communities

**sport**scotland continued to work with SGBs, national partners, clubs and community organisations. **sport**scotland target investments to help protect the professional workforce and sports facilities infrastructure and support the ongoing recovery of the sport and leisure sector.

We established a new case management and support service, delivered by Children 1st. This aims to improve efficiency and expertise in relation to safeguarding, child wellbeing and protection and investigations support. We continue to support all invested SGBs to ensure compliance with Safeguarding Standards.

We continued to provide ongoing support to Cricket Scotland in relation to the recommendations in the Changing the Boundaries report. Specifically, we have helped with recruitment of a new board and permanent CEO. We have also provided financial assistance in relation to a temporary CEO, a Changing the Boundaries Manager and an EDI Manager. We have also supported the development and delivery of EDI training throughout the sport, as well as the creation and resourcing of the team to investigate the referrals arising from the report.

We continue to develop our nationwide Community Sports Hubs programme (CSHs). We provided residentials to give CSH Officers the opportunity to connect, share and learn with peers across the hub network. We offered a variety of sessions to support them in their role and foster inclusive approaches in club and community sport. This included workshops run by partners SAMH, Paths for All, ENABLE and Angus Council. We launched an online CSH Café, an informal platform for the network to connect and encourage a culture of sharing and learning amongst peers. We transitioned CSH club data to PowerBI. We provided data support sessions to ensure the network is equipped to capture the quality of information that accurately reflects and represents the work they do.

We launched a new Moving to Inclusion framework for SGBs in collaboration with the five UK Sports Councils. This is a flexible development tool which support organisations to embed meaningful change. The framework includes a self-diagnostic tool to help organisations to assess where they are in relation to Equality, Diversity and Inclusion while we offer mentor support, help from equality partners and access to peer groups to drive improvements.

We worked with ENABLE to support young disabled people into employment in sport. Seven young people are undertaking modern apprenticeships (MA) in various subjects within the sporting sector with ENABLE Works providing expert resources and mentoring support. We also offered online learning opportunities targeting local and national professional staff, clubs and community sport leaders. We delivered 14 workshops, to 236 people, which aimed at raising awareness and confidence when supporting people with a disability in the workplace.

We worked with Scottish Disability Sport to support our Active Schools and Community Sport Hub networks when including children and young people with a disability in sport. We delivered 11 in person workshop and ongoing support to 185 professional staff, which aimed at improving the confidence of Active Schools Co-ordinators and Community Sport Hub Officers to remove barriers and include more disabled children and young people in sport.

We approved investment into 26 projects through the Sports Facilities Fund, totalling £2,426,938, enabling investment of £19,714,890. Through the Cycling Facilities fund we approved investment of £1,343,053, into 14 projects, enabling investment of £1,902,227. We also approved investment of £499,277 into 176 projects through Awards for All across 29 local authorities and 30 different sports.

We continued the development of our online learning platform Brightspace. This facilitates delivery of online education, training and CPD to people working or volunteering in sport, athletes, and their families. We supported 42 partners to use the platform, reaching over 43,000 active learners. We launched new courses covering topics such as introduction to physical literacy, bras and breast health in sport, and Positive Coaching Scotland courses on mindset, mastery and values. We collaborated with home country partners across the UK, with Sport NI and Sport Wales now using the platform, as well as further education establishments such as Heriot-Watt University and the Open University.

We refreshed the Effective Coaching Map, in partnership with the Scottish Qualifications Authority (SQA) to support the development of coaches and deliverers across the sector. We aligned this with the CIMSPA Professional Standards and the development of the Scottish Coaching Certificate (SCC). We are supporting 28 SGBs to align directly to the new SCC. This is now embedded within Higher National Certificate and National Certificate level qualifications.

##### *Schools and education*

**sport**scotland maintained regular dialogue with senior leaders to understand the challenges in sport across local authorities and to support strategic planning for sport across key programmes. We engaged directly with Active Schools and Sports Development Managers from all 32 local authorities to support delivery against the set priorities and local needs in each area.

We continued to develop the Active Schools workforce. We worked closely with a range of local and national partners to deliver training sessions and workshops around coaching children, volunteer management and safeguarding young leaders in sport. We worked with Scottish Disability Sport (SDS) to develop a programme of workshops focused on Inclusive Approaches to Active Schools and Community Sport, with all 32 local authorities engaged. We developed a skills diagnostics tool for Active Schools Coordinators in partnership with the Chartered Institute for the Management of Sport and Physical Activity (CIMSPA) to inform future learning needs of the Active Schools workforce.

We continued to support local partners to reduce inequalities in sport and physical activity through Active Schools and community sport hubs inclusion projects. We continue to provide independent evaluation and outcomes setting support to partners as well as establishing a community of practice to support implementation and shared learning.

We supported the sixth cohort of our Young People’s Sport Panel (YPSP) to deliver across their focus areas, which include access to sport, mental health, and leadership. The panel had an opportunity to present their plans to the Minister for Social Care, Mental Wellbeing and Sport. Panel members attended a range of opportunities and events, including the Race and Racism in Sport Conference, the Coaching, Officiating and Volunteering Awards, and the Scottish Sports Awards.  We launched a YPSP mentoring programme. This provides the opportunity for **sport**scotland staff members to become a mentor and work with a YPSP member throughout their journey on the panel.

We launched the Young Ambassador (YA) programme for the 2023-24 academic year. 325 schools across Scotland signed up for the programme, resulting in 619 YAs. The programme aims to equip young people with the skills to promote and inspire other young people to get involved in sport within their schools and communities. In September 2023, we delivered six Young Ambassador Conferences, alongside our YA conference delivery team, with over 300 teachers and Active Schools coordinators engaged.

We ran Active Girls Day in October 2023. This encourages girls and young women to get involved in a day of sporting celebration with the parallel goal of increasing female participation in PE, physical activity, and sport. We promoted the positive work of our partners, and the incredible role models supporting girls' sport, across our social media channels. We provided a promotional toolkit to help allow schools, clubs, and partners tailor their offering to suit local need. We delivered a collaborative event on International Women’s Day with Sport Ireland for partners to share and learn their approach to girls and women. We also supported a period education event with over 200 secondary school girls. The aim of the event was to educate young females and establish a culture where girls work with, rather than against, their bodies in sport and exercise.

We continued to support the Fit for Girls programme, in partnership with the Youth Sport Trust. It aims to increase girls’ engagement and enjoyment in physical activity and sport (PEPAS). We supported 18 young female leaders to facilitate the delivery of workshops to over 300 girls locally. This provides a platform for the voices of girls and young women to be heard and helps local practitioners understand the needs of girls and young women in sport. Our evaluation showed 81% of the workshop participants said they felt motivated to increase girls’ engagement and enjoyment in sport and physical activity. 85% reported they feel empowered to create change.

We delivered the refreshed School Sport Award for the 2023-24 academic year. The awards are designed to encourage schools to continuously improve physical education (PE) and school sport opportunities. We are engaging 981 schools, an increase from 591 in 2022-23. 144 schools were awarded a gold, 213 were awarded silver and 156 awarded bronze.

We worked with the Scottish Government, local authority partners and Scottish Swimming to explore ways in which all children can be given the opportunity to learn to swim. We funded an independent evaluation of four pilot school swimming deliver models across four local authorities. The aim was to demonstrate the impact on participants, identify key advantages / disadvantages of each approach and inform next steps. This showed a positive impact on children’s feeling towards swimming, most notably feelings of safety and confidence in the water. We supported Scottish Swimming to use the findings to inform a flexible National School Swimming Framework.

1. **Efficiency Statement**
   1. **sport**scotland continues to be focused on efficiency savings, especially through effective use of best value procurement, both in terms of running competitive procurement tender processes and using centrally negotiated Government frameworks, and through efficient operation of our estate.
   2. Key areas of focus for savings in the year ended 31 March 2024 included:

* Procurement – we continued to work to identify opportunities to get best value from tendering for the supply of goods and services and through good contract management.
  + Where a requirement can be met and value for money achieved through the use of an existing contract put in place by the Scottish Procurement and Commercial Directorate or another collaborative procurement agency such as Crown Commercial Service, **sport**scotland’s policy is to utilise these contracts.
  + During the period, **sport**scotland spent £379,922 through the Scottish Government Frameworks, resulting in savings of £175,473.
  + **sport**scotland also spent £611,411 with Crown Commercial Service, NHS and other Frameworks realising total savings of £171,023.
  + In addition, savings of £29,977 were realised through locally procured category C contracts (total award value of £944,711).
* Estate – we regularly review the requirements of our estate to minimise costs and maximise revenue where possible, including:
  + Active maintenance of our two national centres to ensure that they are maintained in appropriate condition to optimise revenue generating opportunities;
  + Review of existing regional offices to identify opportunities to co-locate with partners and;
  + Continue to sublet excess space in the House of Sport at Caledonia House, Edinburgh to SGBs and other sports related bodies.