

Equality impact assessment

Template and guidance

Sport for life

sportscotland
the national agency for sport

Name of policy: Scottish Governing Body Investment Outputs

Introduction

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Description of policy

Purpose and outcomes	<p>We invest in SGBs to deliver development and performance outputs and ensure good governance is in place across the organisation. The outputs we invest in are:</p> <ul style="list-style-type: none">• Membership - Partners retaining and where applicable increasing membership through an innovative, progressive and systematic approach to development.• Pathways - Partners providing opportunities for all to participate, progress, be retained within the sport and to meet their aspirations.
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	<ul style="list-style-type: none"> • Competition and events – Partners developing appropriate environments for participants to learn, progress and compete at their respective age and stage of the pathway. • People – Partners collaboratively developing a sufficient, suitably qualified workforce with the right skills, knowledge and experience, to meet the needs of the full range of participants and environments within their sport. • Equality and inclusion – Partners developing a clear understanding of the barriers to participation within their sport and applying a systematic approach to widening access, including a focus on ways of increasing the number of inactive people who become active. • Olympic and Paralympic games – Representation on teams and contribution to medals. • Commonwealth Games – Team Scotland medals. • UK Sport Programmes – Successful athlete contribution to World Class Podium / Podium Potential funded programmes. • International Performance – Significant and sustained international success
<p>How it links to sportscotland corporate strategy and business plans</p>	<p>Sport for Life: sportscotland corporate strategy</p> <p>Sport for Life is our corporate strategy. Our vision is for an active Scotland where everyone benefits from sport. Our mission is to help the people of Scotland get the most from the sporting system. Our investment in SGBs makes a key contribution to strengthening the system:</p> <ul style="list-style-type: none"> • Making an impact together – SGBs develop Scotland’s sporting assets: people, places and outdoor spaces. They work in partnership to make the most of the money, time expertise and information invested in sport. • Making sport more accessible – SGBs make it easier for people to take part in sport. They make sport more inclusive and tailor opportunities for specific needs. • Progressing to your level – SGBs develop robust pathways that help people progress to their desired level, take on different roles and potentially move across sports.

	<ul style="list-style-type: none"> • Contributing to an active Scotland – SGBs make a significant contribution to the Active Scotland Outcomes Framework. • Celebrating the benefits of sport – SGBs promote how sport benefits people’s lives. <p>Investing in SGBs is a key aspect of our business plan. Within our current short-term action plan our key focus is supporting SGBs to recover from the impacts of COVID-19. To do this we are:</p> <ul style="list-style-type: none"> • working with SGBs to support them to develop sport-specific guidance, recovery plans and revised activities including reviewing SGB structures and operations. • supporting changes required to SGB programmes and activities in light of COVID-19, focusing on recovery, linked to the principles in Sport For Life. • providing flexible financial support to SGBs through our existing investment and develop and deliver a targeted fund to support SGBs that require additional financial support.
<p>How we intend to implement the policy</p>	<p>SGB investment framework</p> <p>The SGB investment framework explains how we implement SGB investment. We ask SGBs to produce a single integrated plan which takes a medium to long term approach aligned to our development and performance outputs. We seek to agree “in principle” investment levels against these plans.</p> <p>We monitor progress against targets on an annual basis through the investment review process and conduct an in-depth review of the plan, targets and outcomes every four years. If required, we carry out a mid-point review during the four year cycle.</p> <p>SGBs must evidence a previous track record in meeting targets as well as demonstrating the potential and capability to deliver against future outcomes. We also ask SGBs to collect and provide robust data and evidence of progress against agreed outcomes and targets.</p> <p>Equality Standard for Sport Framework</p> <p>As part of the investment process we ask SGBs to work towards an appropriate level of The Equality Standard for Sport Framework. The Standard supports governing bodies to consider and engage with equality, both within their internal structure and processes, and by developing actions and initiatives which encourage increased equality and diversity in participation and performance.</p>

The Standard is a vehicle for increasing awareness and understanding of equalities issues. It is progressive and challenges SGBs to look at their organisation, their membership and the culture in the sport. SGBs gather data to understand the profile of their staff and membership and use this data to develop action plans to address inequalities. The Standard is currently undergoing a review with an independent consultant to refresh the process and ensure it is relevant and fit for purpose.

Impact of policy

Who policy is likely to impact on and how

<p>Who will the policy benefit (i.e. who is the customer?) If applicable, you should consider how sportscotland's investment is spent in the context of this policy.</p>	<p>The initial impact of the policy is on SGBs. The work SGBs do benefits people participating in sport across Scotland at all levels. Participants are effectively the customers. They can be governing body members, the workforce or wider participants in the sport.</p>
<p>Is it designed to impact on one/some/all people who share a protected characteristic? How?</p>	<p>The policy is not designed to have an intended impact on any particular group of people who share a protected characteristic.</p>
<p>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?</p>	<p>We have not consulted participants to develop the investment outputs. We expect participant needs to be identified through SGBs.</p>
<p>Which partners will be involved in the development and roll out of the policy? How?</p>	<p>We invited SGBs to a series of consultation sessions when we were developing the investment outputs. This included a cross section of SGB CEOs and COOs and senior SGB staff. We used the feedback to shape the outputs.</p> <p>Senior staff and partnership managers communicated the new outputs to SGBs. They are also available on the sportscotland website. SGBs also receive a copy of the outputs ahead of reviews at the end of each investment cycle.</p>

Evidence base

This section summarises the key evidence we have drawn on to develop this EQIA and outlines the relevant general findings which are not specific to one protected characteristic.

Summary of evidence used	<p>Core data sources</p> <p>We collect membership and coaching data through the SGB Annual Return process. We collect qualitative information, alongside equalities characteristics, annually through the ASOF club survey. The ASOF club survey is predominantly distributed to clubs, and their members, via SGBs. Alternatively, the survey is sent out to clubs from community sport hub officers. We estimate that around 75% of clubs associated with community sport hubs are SGB affiliated. The results from the ASOF survey can, therefore, be assumed as a good approximation for SGB participants. However, caution should be applied to the following categories: SIMD and youth disability. These survey results also include respondents from the schools' ASOF survey.</p> <p>Scottish demographic information is taken from: https://scotland.shinyapps.io/sg-equality-evidence-finder/</p> <p>Due to the Covid-19 situation our athlete survey has been delayed which would have provided specific data relevant to this EQIA. This will be updated at a later date. We have been able to use existing data held on athletes where relevant.</p> <p>Other evidence used</p> <ul style="list-style-type: none">• Equality in sport research 2016• Equality in sport learning notes: Includes a chapter for each protected characteristic.• Out for Sport: Scotland's first research into homophobia and transphobia in Scottish Sport produced by Equality Network• Outsport: The first European research project specific to discrimination based on sexual orientation and gender identity in sports• Right to Be Active Project Report, Loughborough University and Leeds Beckett University, 2020• The Scottish Health Survey (2018)• The SCOPE, The Disability Price Tag 2019 Policy report• The Scottish Government, Poverty and Income Inequality in Scotland 2016-19 research
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	<ul style="list-style-type: none"> National Records of Scotland Gender Identity Research and Education Society: Information on Prevalence, Incidence and Monitoring
General findings: Key evidence that is not specific to one protected characteristic	<p>The Equality in Sport Research 2016 highlighted culture and attitudes as a key challenge within SGBs and clubs. There is still an uncertainty on the importance of equality and inclusion and why it should be a priority. Some of the comments from the focus groups showcased this with reference to tick box exercises, equality being seen as hard work, a lack of knowledge amongst staff, being reactive not proactive and the focus being on generating membership, not equality.</p>

Impact on General Equality Duty

Think about the impact the policy will have on eliminating discrimination, promoting equality of opportunity and fostering good relations between different groups. Also consider whether there is potential for discrimination. For each characteristic we asked ourselves:

- **Evidence:** What do we know about this group in the context of this policy?
- **Impact:** What is the potential impact (positive, neutral and negative) on people who share the characteristic?
- **Action:** What could we do to reduce any negative impacts, maximise positive impacts and ensure quality information? What further evidence should we collect?

Age

Evidence	Impact	Action
<p>Data collected through the SGB Annual Return categorises members into 'adult' or 'junior', which is used here as a proxy for age. Junior can refer to anyone below the ages of 16 to 21, dependant on the SGB.</p> <ul style="list-style-type: none"> In 2019-2020, 37% of members were classed as junior. 	<p>Potential positive impacts:</p> <p>The equality and inclusion output should ensure SGBs seek to understand barriers to participation for different age groups in their sport. They should</p>	<p>Potential new action:</p> <p>Find out more about what SGBs are currently offering to support participation for older people and identify where specific support could be targeted. What</p>

<ul style="list-style-type: none"> • Breakdown of junior membership has increased by 2% since 2015-2016. • Overall playing membership has increased by 7.2% from 2015-2016 to 2019-2020. • For junior members, over this time period, there was an increase of 13.4 % compared to 3.7 % for adults. <p>The Equality and Sport research (2016) highlighted that participation levels decrease with age from around 16 and that older people are more likely to be inactive, specifically more older women are likely to be inactive than older men.</p> <p>The current stats support this with 44% of the overall membership being adult male, and 18% female.</p> <p>Older people face social and environmental barriers to participation however there is little research in Scotland into the experiences of older people participating or coaching in sport.</p> <p>According to the data gathered through the SIS, the current average athlete age receiving performance support is 24 for both male and females, with a range of 12 to 41 for females and 11 to 53 for males.</p>	<p>develop specific initiatives to address these.</p> <p>The pathways output should ensure SGBs provide opportunities for all ages to participate, progress and meet their aspirations.</p> <p>We do not monitor whether the outputs have these intended impacts.</p> <p>Potential negative impact:</p> <p>The performance outputs are focused on international multi-sports events where the age of the average participant is under 30. This means older people are unlikely to benefit from performance investment into SGBs. However, the age of the athlete is often dictated by the profile of the sport and the stage of the pathway that the SGB requests support with.</p>	<p>are SGBs providing in the way of pathway and competitive opportunities for all ages.</p>
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Disability

Evidence	Impact	Action
<p>There are two sources of information for disabled SGB participants, the SGB Annual Return and ASOF club survey. Data collected through the Annual Return began in 2018-2019. Not all SGBs ask their members if they have a recognised disability. Of the total playing membership only 15% provided this information to their SGB.</p>	<p>Potential positive impacts:</p> <p>The pathways output should ensure SGBs provide opportunities for disabled people to participate, progress and meet their aspirations.</p>	<p>Potential new actions:</p> <p>Provide training opportunities for SGB staff and sportscotland staff to understand and tackle the barriers to participation for disabled people.</p>

<p>This means we don't have a representative cross section of SGB playing membership.</p> <p>Information from the ASOF survey provides a more wide-spread cross section of participants, with only 1% of adults and 2% youths not responding to this question. In addition, 8% of youths didn't know if they were disabled.</p> <ul style="list-style-type: none"> In 2019-2020, 10% of adults and 11% of youths identified as disabled. <p>The Scottish Health Survey (2018) shows that 32% of the adult Scottish population have a disability.</p> <p>This disparity between club participants and the Scottish population demographics indicates poor representation of disabled people in club sport.</p> <p>The Equality in Sport Research (2016) highlighted:</p> <ul style="list-style-type: none"> Disabled people are less active and less likely to participate in sport. The lack of understanding on how to access the sporting pathways for disabled people. People tend to leave sport when it is not clear where they fit in the pathway. Disabled coaches are underrepresented in the workforce raising concerns on the skills and experiences of coaches to coach disabled people. The Scottish Government, Poverty and Income Inequality in Scotland 2016-19 research showed that poverty rate is higher for individuals in households with a disabled person. The poverty rate was 29% (620,000 people each year) for people living with a disabled household member, and 16% (500,000 people) for those without. 	<p>The equality and inclusion output should ensure SGBs seek to understand barriers for disabled people within their sport.</p> <p>The people output should support the workforce to have the right skills, knowledge and experience, to meet the needs of the full range of participants.</p> <p>We do not monitor whether the outputs have these intended impacts.</p> <p>Our investment into Scottish Disability Sport supports them to provide expert support and guidance to SGBs to allow them to identify the gaps in provision which includes opportunities to participate as well as upskilling and educating the wider workforce.</p> <p>Potential negative impacts:</p> <p>Some SGBs pathways may not be clear on the opportunities for disabled participation.</p> <p>The people output does not recognise the need for more diversity in the sports workforce at all levels. It is more focused on equipping coaches with the skills to meet the needs of a diverse range of participants. This is a gap.</p> <p>Our performance outputs are mainly targeted at Olympic, Paralympic and</p>	<p>Work with SGBs to identify appropriate targets for disability linked to investment</p> <p>Amend the people output to emphasise the importance of workforce diversity at all levels alongside developing the skills, knowledge and experience of the workforce.</p> <p>Understand the barriers people with a disability face on accessing the coaching pathway.</p> <p>Understand the implications of expanding performance outcome focus beyond Olympic/Paralympic/Commonwealth including sports, disciplines and age groups that don't fit the current focus</p> <p>Existing actions:</p> <p>Continue to Invest in SDS to support SGBs to improve opportunities to participate and progress and develop their workforce to better meet the needs of disabled people.</p> <p>Understand the disability sport landscape across all our business areas and have a consistent approach to this area of work.</p> <p>Work with SDS to utilise the opportunities the new VLE offers to</p>
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<ul style="list-style-type: none"> The SCOPE, The Disability Price Tag 2019 Policy report highlighted that the cost of raising a disabled child is estimated as being up to three times more expensive than that of raising a child without a disability. For almost a quarter of families with disabled children (24 per cent), extra costs amount to over £1,000 per month. <p>According to the data gathered through the SIS in 2019/20 we supported 661 (353 male, 308 female) athletes in total with 42 (6%) being athletes with a disability. 26 of these athletes were male (7% of the total male number) and 16 female (5% of the total female number)</p>	<p>Commonwealth Games. This means we only support people with specific types of disabilities to progress to their chosen level in sport.</p>	<p>provide opportunities to educate the workforce as well as providing a more accessible platform for coaches with a disability to access online resources</p>
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Gender reassignment

Evidence	Impact	Action
<p>The ASOF survey asked respondents if they are transgender.</p> <ul style="list-style-type: none"> In 2019-2020, 98.3% did not identify as transgender. 1.6% preferred not to say, 0.2% identified as transgender. <p>In 2011, the Gender Identity Research and Education Society (GIREs) estimated that between 0.6% and 1.0% of the UK population were trans.</p> <p>The Out for Sport research (2012) stated that over 75% of respondents believed there was a problem with transphobia in sport with 77% believing that there was not enough being done to tackle the problem. The problem of transphobia was seen to be a barrier to</p>	<p>Potential positive impact:</p> <p>The equality and inclusion output should ensure SGBs seek to understand barriers faced by trans people and take action to tackle the issues.</p> <p>The pathways output should ensure SGBs provide opportunities for trans peoples to participate, progress and meet their aspirations.</p> <p>We do not monitor whether the outputs have these intended impacts.</p>	<p>No potential new actions identified.</p> <p>Existing actions:</p> <p>Work with the Sports Councils Equality Group to develop trans guidance for governing bodies. This will support them to develop trans policies specific to their sports at domestic level.</p> <p>Deliver specific training by identified partners through the SGB learning & development programme that educates and upskills the workforce on the</p>

<p>participation due to abusive language, perceptions, media and changing facilities.</p> <p>This was supported through the Outsport research (2019) which again highlighted the issue around transphobic behaviours and attitudes having a negative impact to trans participation in sport.</p> <p>The research also showed the lack of understanding of the sporting pathways to allow elite competition opportunities for trans people.</p>	<p>Potential negative impact:</p> <p>International policies and procedures prevent competitive opportunities for trans people beyond domestic level.</p>	<p>challenges faced by transgender individuals.</p> <p>Work with the National LGBTI Coordinating Group to ensure a cohesive approach to delivering in this area.</p>
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Race

Evidence	Impact	Action
<p>The ASOF survey asked respondents their ethnicity.</p> <ul style="list-style-type: none"> In 2019-2020, 96% of adult participants identified as white Scottish, white other British, white Irish or white other. 2% preferred not to say/didn't know. <p>In 2018, Minority ethnic groups constituted 4.6% of the adult Scottish population.</p> <p>This indicates clubs have a poor representation of minority ethnic groups (2% ASOF survey compared to 4.6% Scottish population demographics).</p> <p>The Equality in Sport research (2016) highlighted:</p> <ul style="list-style-type: none"> There is limited data on participation in sport among ethnic minority people. The number of ethnic minority people in Scotland is small making it challenging to differentiate differences based upon ethnic origin. 	<p>Potential positive impact:</p> <p>The equality and inclusion output should ensure SGBs seek to understand barriers by understanding their membership profile and identifying the barriers ethnic minorities may face within a sport-specific context.</p> <p>Potential negative impact:</p> <p>The people output does not recognise the need for more diversity in the sports workforce at all levels. It is more focused on equipping coaches with the skills to meet the needs of a diverse range of participants. This is a gap.</p>	<p>Potential new action:</p> <p>Develop relationships with key agencies who represent ethnic minorities, for example BEMIS, and provide training opportunities for SGBs to understand the barriers to participation for ethnic minority people in all areas of sport.</p> <p>Amend the people output to emphasise the importance of workforce diversity at all levels in sport alongside developing the skills, knowledge and experience of the workforce.</p>

<ul style="list-style-type: none"> • Pakistani adults are least likely to participate in sport. Women who identify as black minority ethnic or as Muslim are the least likely to be involved in any sporting activity. • There is a clear intersection with religion with similar barriers to participation. Cultural beliefs can impact on participation such as attitudes from parents on the value of sport and physical activity or what is deemed appropriate clothing and environments for participation. • A distinct lack of ethnic minorities in coaching positions due to perceptions, role models and attitudes. Where SGBs celebrate and promote role models from different ethnic backgrounds this has a positive impact. 		
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Religion and belief

Evidence	Impact	Action
<p>The ASOF survey asked respondents on their religion/belief.</p> <ul style="list-style-type: none"> • In 2019-2020, 51% of adult participants identified as not belonging to a religion or belief, while 43% stated their religion as Christian (Church of Scotland, Roman Catholic, other Christian). • The other proportions were: Muslim (0.4%), Hindu (0.2%) Buddhist (0.1%), Jewish (0.1%), and Sikh (0.1%) • 3.6% preferred not to say and 1.4% selected other. <p>In 2018, the adult Scottish demographics were: Christian 45%, Muslim 1.6%, and other 1.9%. 50% reported not belonging to a religion or belief.</p>	<p>Potential positive impact:</p> <p>The equality and inclusion output should ensure SGBs seek to understand barriers faced by people due to religious belief and take action to tackle the issues.</p>	<p>Potential new action:</p> <p>Provide training opportunities through the learning and development programme for SGBs to understand the specific barriers to participation those from different religious backgrounds may face in all areas of sport.</p>

<p>This indicates that clubs have a good representation of the adult Scottish Christian and 'no religion' proportions of society but are under-represented by Muslim and other religions.</p> <p>The Equality in Sport research (2016) states:</p> <ul style="list-style-type: none"> • People who identify as Muslim are the least likely to participate in sport, particularly Muslim women. • Cultural attitudes can have a negative impact on sport. Lack of understanding on certain religious practices such as Ramadan has been shown to have a negative impact on participation. 		
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Sex

Evidence	Impact	Action
<p>Data collected through the SGB Annual Return shows:</p> <ul style="list-style-type: none"> • In 2019-2020, 29% of SGB members were female (3% increase since 2015-2016). • 18 SGBs had greater than 40% female membership (of these four had greater than 70% female membership). • 13 SGBs had less than 23% female membership (of these three had less than 10% female membership). • Overall playing membership increased by 7.2% from 2015-2016 to 2019-2020. In this time period, female membership increased by 22.4% while male membership increased by 1.8%. <p>Both golf and football have large memberships (331,490 or 41% of total membership in 2019-20) that are predominantly male (88% in 2019-2020). Removing these SGBs from the total figures gives:</p>	<p>Potential positive impact:</p> <p>The equality and inclusion output should ensure SGBs seek to understand barriers faced by people due to their sex and take action to tackle the issues.</p> <p>The equality and inclusion output should ensure that pregnant athletes are able to participate and return to the sport with SGBs aware of the barriers faced</p> <p>Potential negative impact:</p> <p>The people output does not recognise the need for more diversity in the sports workforce at all levels. It is more focused on equipping coaches with the skills to</p>	<p>Potential new actions:</p> <p>Amend the people output to emphasise the importance of workforce diversity at all levels in sport alongside developing the skills, knowledge and experience of the workforce.</p>

<ul style="list-style-type: none"> • 41% female membership in 2019-2020. This is an increase of 3% since 2015-2016. • Overall playing membership increased by 14.3%, from 2015-2016 to 2019-2020. In this time period, female membership increased by 25% while male membership increased by 7.5%. <p>The numbers show that female membership in SGBs is growing at a greater rate than overall, and male, membership. There are also disparities between female membership and female membership growth between SGBs. Note that removing the SGBs with greater than 70% female membership does not significantly impact the overall figures, highlighting how predominantly male sports have a large influence overall SGB numbers.</p> <p>Workforce and Officials are also reported in the SGB Annual Return:</p> <ul style="list-style-type: none"> • In 2019-2020, the female workforce was 27% and female officials were 28%. 6 of the workforce (0.007%) and 1 official were reported as non-binary (0.007%). <p>Active Coaches are also reported in the SGB Annual Return:</p> <ul style="list-style-type: none"> • In 2019-2020, female Active Coaches were 28%. • Overall female Active Coaches increased by 21% from 2016-2017 to 2019-2020. This was an increase of 35% for unqualified female coaches and 15% for qualified female coaches. The total trend for Active Coaches decreased by 3% from 2016-2017 to 2019-2020. <p>Board members are also reported in the SGB Annual return:</p> <ul style="list-style-type: none"> • In 2018-2019, 32% of board members were female. 	<p>meet the needs of a diverse range of participants. This is a gap.</p>	
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- This is a 5% increase from 2015-2016 (same increase for male board members over the same time period).

Current **performance** data shows the following:

- Over the past 5 years, 40% of the total number of athletes represented on a WCP have been female and 60% male.
- Over the past 3 Olympic and Winter Olympic Games 46% of the Scottish Athletes on Team GB were female, 54% male
- Over the past 3 Commonwealth Games, 44% of the Team Scotland athletes were female, 56% were male and 31% of the medals won were by female athletes, 69% were male
- In 2019/20 the SIS supported 661 athletes, 53% were male, 47% were female

The Equality and Sport Research (2016) found that:

- More men participate in sport than women with participation levels for women beginning to drop at around 13-15 years old.
- Women are less likely to be members of clubs, and more likely to take part in individual and non-competitive activities.
- Women have fewer opportunities to coach, were less visible and were less accepted, especially at elite level.
- There is little evidence relating to the participation of pregnant women in regular or competitive sport. There is no evidence in a UK, or Scottish context. There is a gap in evidence around participation of pregnant women or mothers in sport. There is also a gap around employment, coaching, decision making and leadership.

Sexual orientation

Evidence	Impact	Action
<p>The ASOF survey asked respondents their sexual orientation.</p> <ul style="list-style-type: none"> In 2019-2020, 90% of adults responded as 'heterosexual'. 5% preferred not to say. 1% preferred to use another term. 1% responded as 'gay man', 3% as 'bisexual', there were no respondents who identified as 'gay woman/lesbian'. <p>The Out for Sport research (2012) stated that little or no action was being taken by Scottish Government or SGBs to tackle homophobia or increase participation in sport. It also found that there were very few examples of best practice in the provision of opportunities.</p> <p>The Equality in Sport research (2012) stated that:</p> <ul style="list-style-type: none"> Although most LGB people have positive experiences the concern around homophobia was a barrier to participation. There is little evidence about the number of lesbian, gay or bisexual people working, volunteering or coaching in sport. <p>The Equality Network launched an LGBT Sport Charter in 2015. 22 SGBs have signed it. There has been no follow up since the launch to understand what impact, if any, the charter has had on LGBT participation in the sport. A review is expected sometime in the near future.</p>	<p>Potential positive impacts:</p> <p>The equality and inclusion output should ensure SGBs seek to understand barriers faced by people due to their sexual orientation and take action to tackle the issues.</p> <p>Since 2017 sportscotland has included the following as a standard condition of investment "The SGB will work in partnership with sportscotland and LGBTI partner organisations to identify what actions would be appropriate within their sport to reflect the Scottish Government's commitment to tackling LGBTI discrimination in sport." The impact of this condition of investment is unknown.</p>	<p>Potential New Actions:</p> <p>Review the SGB investment condition on LGBTI participation in sport. Determine if this is still required, what impact this has had and if it is to remain then how this will be monitored.</p> <p>Existing actions:</p> <p>Continue to work closely with key organisations such as LEAP Sport Scotland and The Equality Network to enhance the support provided to SGBs.</p> <p>Support the Equality Network with the review of the LGBT Sports Charter.</p> <p>Work with the National LGBTI Coordinating Group to ensure a cohesive approach to delivering in this area.</p>

Pregnancy and maternity

Evidence	Impact	Action
<p>The Equality in Sport research found:</p>	<p>This is captured under sex</p>	<p>No action required</p>

<ul style="list-style-type: none"> • Little evidence relating to the participation of pregnant women in regular or competitive sport. • No evidence in a UK, or Scottish context. • A gap in evidence around participation of pregnant women or mothers in sport. • A gap around employment, coaching, decision making and leadership. 		
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Marriage and civil partnership

This characteristic is out of scope for this EQIA because the SGB investment outputs are not related to employment.

Socio-economic disadvantage

Evidence	Impact	Action
<p>Both the SGB Annual Return and ASOF club survey ask about participant postcodes, which are converted to SIMD. Data collected through the Annual Return began in 2018-2019. Not all SGBs ask their members for their postcodes. Of the total playing membership 40% provided a postcode (35% in 2019-2020).</p> <ul style="list-style-type: none"> • In 2019-2020, 14% of those participants for whom the SGB have a postcode lived in the 20% most deprived areas of Scotland (10% in 2018-2019). • In 2019-2020, 11% of all ASOF respondents lived in the 20% most deprived areas. <p>In 2018-2019, 67% of Active Coaches postcodes were recorded by SGBs (63% in 2019-2020).</p>	<p>Potential positive impacts:</p> <p>The equality and inclusion output should ensure SGBs seek to understand barriers faced by people from deprived communities and take action to tackle the issues.</p> <p>The membership output should provide a focus for SGBs to increase membership through innovative and progressive approaches to development. This provides an opportunity to explore the structure of</p>	<p>Potential new actions:</p> <p>Work with identified SGBs to explore membership models that would reduce or remove the cost barrier to participation.</p> <p>Existing actions:</p> <p>Support SGBs to use the SIMD tool to understand their membership profile and target as required.</p>

<ul style="list-style-type: none"> • In 2018-2019, 10% of Active Coaches lived in the 20% most deprived areas of Scotland (12% in 2019-2020). <p>National Records of Scotland estimate that 19% of the Scottish Population live in the 20% most deprived areas.</p> <p>This indicates club participants and Active Coaches are not well represented by those living in the highest areas of deprivation.</p> <p>A key warning on deprivation from the Scottish Government is that not all people experiencing deprivation live in deprived areas and not everyone in a deprived area is experiencing deprivation. There are also studies that suggest deprivation is experienced differently between people living in rural and urban parts of the country.</p> <p>The Equality in Sport research (2016) showed the intersectionality that exists between characteristics and the correlation with individuals from SIMD areas. The evidence highlights that those from an SIMD area are less likely to participate in sport and physical activity.</p> <p>Cost is a key barrier for people who suffer socio-economic disadvantage.</p> <p>According to the data held on SIS athletes the SIMD breakdown in relation to quintiles (5 bands containing 20% of data zones with band 1 being the most deprived) is as follows:</p> <ul style="list-style-type: none"> • 9% of athletes in quintile 1 • 17% of athletes in quintile 2 • 18% of athletes in quintile 3 • 20% of athletes in quintile 4 • 36% of athletes in quintile 5 	<p>membership and the potential financial barriers this brings.</p> <p>The pathways output should ensure SGBs provide opportunities for all to participate, progress, be retained within the sport and to meet their aspirations regardless of socio-economic status.</p>	
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Care experienced young people

Evidence	Impact	Action
<p>We do not collect data on care experience through the SGB Annual Return or the ASOF club survey.</p> <p>The Right to be Active Report (2020) highlights the following about sports participation for care experienced young people:</p> <ul style="list-style-type: none"> • There is a lack of clarity regarding who is responsible for providing sporting opportunities for care experienced young people • The importance of sport and physical activity needs to be better promoted to care experienced young people • Sports clubs are seen as “missing spaces” for care experienced young people and not accessible. 	<p>The potential impact is positive. The equality and inclusion output should ensure SGBs seek to understand barriers faced by care experienced young people due and take action to tackle the issues.</p>	<p>No potential new actions identified.</p> <p>Existing action:</p> <p>We will work with Who Cares Scotland to offer SGBs training opportunities to help them understand barriers to participation faced by care experienced young people.</p>

Consultation

Where there are gaps in understanding, you should address them through research or consultation with people sharing specific characteristics. Below are questions to consider when consulting:

- What additional information do you need to understand the potential impact of the policy?
- Who needs to be consulted? Are there any experts or local groups that you can contact to get more information?
- What methods can you use to ensure target groups participate fully in the consultation process?
- How will you feed in the results of the consultation to the EQIA process?

Speak to the strategic planning team for more information on how to consult on an EQIA. It may be that there are several EQIAs that require external consultation at the same time, and it is important this is coordinated.

Who will be consulted externally on this EQIA?

We have consulted with the following organisations on the proposed actions:

Plan4Sport

Scottish Disability Sport

BEMIS

Each partner has provided feedback on specific areas that have helped shape the actions

Who will be consulted internally on this EQIA?

Please consider anyone internally who may be impacted by the actions you have identified, have additional knowledge in the policy area, or who may have an interest in this EQIA.

Consulted

National and Local Partners Operational Group

Mark Murphy, Head of ICT & Business Continuity

Jo Dixon, Head of HR

Fiona Wernham, Head of Coaching and Volunteering

Darren Mckay, Planning and Improvement Officer

Informed

Leadership Group

Inclusion Group

Action plan

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

Action	Responsibility	Timeline
<p>Understanding the current picture</p> <p>Analyse SGB annual targets and long-term outcomes associated to sportscotland investment to understand how many have targets and LTOs for specific protected characteristics. Understand the impact these specific targets will have on increasing opportunities to participate in the sport.</p> <p>Gather data on the range of targeted initiatives SGBs currently have in place to increase participation amongst under-represented groups and the likely impact these will have on increasing opportunities to participate in the sport. Share the best examples in an updated 'Inclusion in Practice' guide.</p> <p>Review the SGB investment application to consider collecting further data on protected characteristics.</p>	<p>JL/FL</p> <p>JL/FL</p> <p>JL/FL/MM</p>	<p>2021/22</p> <p>2021/22</p> <p>2021/22</p>
<p>Targeting investment</p> <p>Work with each SGB to establish actions and outcomes for protected characteristics in line with their own equality priorities and action plans as part of their work in the Equality Standard for Sport</p> <p>Work with each SGB to establish an appropriate target on disability sport in line with their own action plans</p> <p>Consider creating a specific pot of money, for example an 'Inclusion Innovation Fund', for local and national partners to implement new projects and approaches to engage the under-represented groups. Continuous improvement should be at the core of the investment to ensure all sports can benefit from sharing and learning about the projects supported.</p> <p>Review the SGB investment condition on LGBTI participation in sport. Determine if this is still required, what impact this has had and if it is to remain then how this will be monitored.</p>	<p>SGB Team</p> <p>SGB Team</p> <p>TBC – Across business areas</p> <p>JL/FL</p>	<p>In line with SGB Strategic planning cycles and review process</p> <p>2021/22</p>

<p>Improving training and development</p> <ul style="list-style-type: none"> • Create a range of new training and development opportunities aimed at sportscotland staff and SGB staff: <ul style="list-style-type: none"> ○ Understanding and tackling barriers to participation for people with a disability ○ Understanding and tackling barriers to participation for ethnical diverse communities ○ Understanding and tackling barriers to participation for people from different religious backgrounds. • Decide the most appropriate way to deliver the new training and development opportunities to the workforce whilst considering the existing SGB learning and development programme and the new VLE platform. • Engage with organisations who represent people with a disability, diverse communities and people from different religious backgrounds to help develop training content and materials. 	<p>JL/FL/JD/IncG</p> <p>FW</p> <p>FL</p>	<p>2021/22</p> <p>2021/22</p> <p>2021/22</p>
<p>Tackling the cost barrier</p> <p>Understand the variety of models for participation that can reduce or remove the cost barrier to participation. Share these models more widely within SGBs and wider partners network.</p>	<p>SGB Team</p>	<p>2021-2023</p>
<p>Improving the diversity of the coaching workforce</p> <p>Understand the barriers people with a disability face on accessing the coaching pathway.</p> <p>Review existing internal and external initiatives targeting specific groups of the workforce and share best practice</p>	<p>FW</p> <p>FW</p>	<p>2021/22</p> <p>2021/22</p>
<p>Performance sport</p> <p>Conduct a review to understand the opportunities and implications of expanding performance outcomes beyond Olympic/Paralympic/Commonwealth as well as including sports, disciplines and age groups that don't fit the current focus</p>	<p>PR</p>	<p>Inline with SGB Strategic planning cycles and review process</p>
<p>Refreshing the outputs</p>	<p>TBC</p>	<p>2021/22</p>

Amend the people output to emphasise the importance of workforce diversity alongside developing the skills, knowledge and experience of the workforce.		
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Implementation

Once SMT signs off an EQIA, the improvement actions should be captured in Pentana. You should assign the actions to specific members of staff and agree dates for completion. The strategic planning team are available to provide support.

Sign off

Assessment signed off by:	Senior management team
Sign off date:	25 May 2021