

# SGB investment EQIA

Executive summary – November 2020

---

Sport for life

**sportscotland**  
the national agency for sport

---

## Introduction

This paper aims to summarise the scope, key findings and recommended actions coming out of the SGB investment outputs EQIA.

## Scope of EQIA

We invest in SGBs to deliver development and performance outputs and ensure good governance is in place across the organisation. The EQIA focused on opportunities to reduce discrimination, advance equality of opportunity and foster good relations through investing in these outputs. The outputs are:

- Membership
- Pathways
- Competition and events
- People
- Equality and inclusion
- Olympic and Paralympic games
- Commonwealth Games
- UK Sport Programmes
- International Performance

## Summary of findings

### Under-represented groups

The evidence is clear there are a number of groups of people who are under-represented within SGB membership and club sport:

- Disabled people
- Ethnic minorities
- People with certain religious backgrounds
- Girls and women
- People who live in deprived communities

The evidence is less clear for the workforce but there is similar under-representation in coaching, the professional workforce and leadership positions within sport.

## Opportunities to advance equality and foster good relations

The investment outputs have the potential to have a positive impact on people because they emphasise opportunities for all, meeting the needs of the full range of participants and understanding barriers and widening access.

However, we do not monitor SGB delivery around inclusion within these outputs unless they have captured it as an annual target or a long-term outcome. This means we have little understanding of the effectiveness of SGB delivery against the inclusion elements of the SGB investment outputs.

## Risk of discrimination

One potential negative impact of our outputs is in performance sport. We support performance athletes to achieve in a narrow range of major events: Olympics, Paralympics and Commonwealth Games. There is a risk we are discriminating against older people and people with disabilities that are not classified by the International Paralympic Committee.

## Recommended actions

The EQIA recommends actions to help us eliminate discrimination, advance equality and foster good relations. These include:

- **Understanding the current picture:** Get a better understanding of existing SGB inclusion work and the impact it is having on opportunities to participate. Share good examples more widely in the network. Review what we are currently gathering.
- **Targeting investment:** Work with each SGB to establish either a target or long term outcome on disability as well as specific characteristics appropriate to SGB action plans to engage under-represented groups. If necessary provide additional investment against these targets and outcomes. 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.
- **Improving training and development:** Build on our existing training offer by developing specific training opportunities to help the workforce understand and tackle barriers to participation for disabled people, ethnic minorities and people from different religious backgrounds. Understand the barriers people with a disability face on accessing the coaching pathway and review existing SGB initiatives targeting specific groups of the workforce and share best practice.
- **Tackling the cost barrier:** Work with SGBs to 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.
- **Performance sport:** 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

- **Refreshing the outputs:** Improve emphasis on importance of workforce diversity to address under representation of women, ethnic minorities and disabled people at all levels of the sports workforce.