



Equality at sportscotland

- Equality mainstreaming
 - Progress against our outcomes
- Summary | **April 2019**





Mainstreaming at sportscotland

Mainstreaming equality means taking it into account in the way we run our organisation and deliver our programmes and services. It is about making equality a component of everything we do. Here are some highlights of our mainstreaming work:



Sport For Life

During 2018 we developed our new corporate strategy: Sport For Life¹. The strategy highlights that our commitment to inclusion underpins everything we do.

Equality impact assessments

We continue to embed equality screening and equality impact assessments throughout our planning processes and ways of working.

Internal governance for equalities and inclusion

Our Equalities and Inclusion Implementation Group now coordinates how we promote the benefits of sport and physical activity to mental health and our corporate parenting responsibilities.

Young People's Sport Panel

We continue to lead the panel to represent the voice of young people and influence the future of sport in Scotland.



Facilities investment

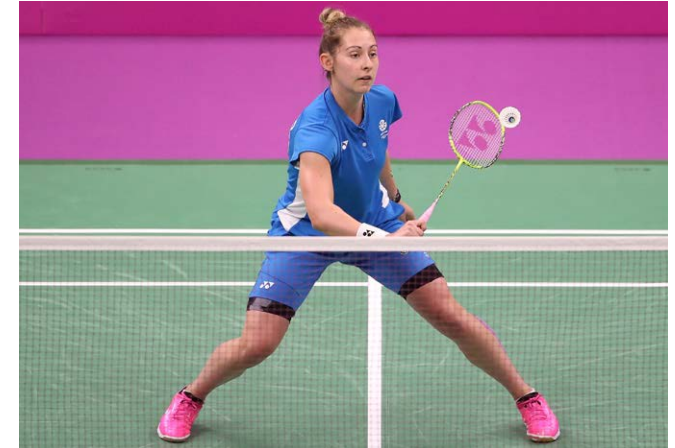
We now contribute up to 75% of the total project cost to club and community-led projects within deprived communities. We also removed the need for applicants to contribute to their project costs in both SIMD and non-SIMD areas.

Procurement processes and award criteria

We consider whether our award criteria and performance conditions should include ways to help us better perform the equality duty.

Internal audit on equality and diversity arrangements

We are taking forward internal audit recommendations, which will improve internal governance, internal communication and employee information reporting.



Non-departmental Public Bodies Equality Forum

We collaborated with other Scottish public sector bodies to share best practice and resources. This supported us to review and improve our employee equality monitoring approach.

Coach education

We considered a new approach to encourage and support under-represented groups into coaching through targeted investment.

Performance Lifestyle programme

We continued to provide transition and lifestyle management to performance athletes. This has included specific adjustments to support disabled athletes and athletes with Muslim faith.

¹ <https://sportforlife.org.uk>

Progress against our outcomes

In this section we summarise the activities that have helped deliver our equality outcomes for 2017 to 2021.



Outcome 1 – Access

Young people from our most deprived areas, girls and young women, and disabled young people will have access to improved sport and physical activity opportunities, enabling them to participate and progress in school and club sport.

Target protected characteristics:

Age, Disability, Gender, (SIMD)

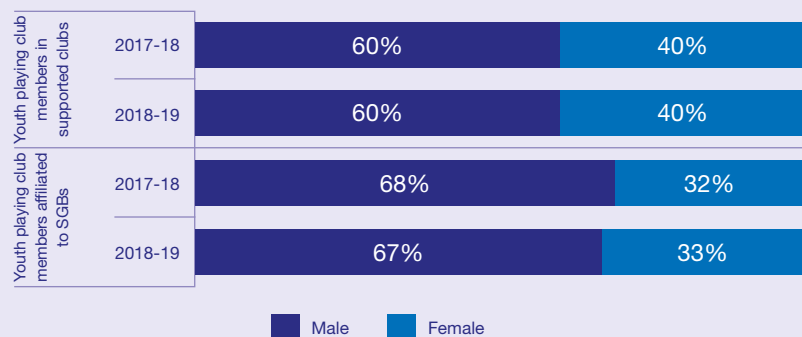
Equality Duty deliverables:

Advance equality of opportunity; Eliminate discrimination; Foster good relations



Providing opportunities in hubs and clubs

Figure 1: Gender breakdown of youth playing club members²



Disability and SIMD profile of youth playing club members in supported clubs³

7% stated they had a disability in 2018-19 compared to 11% in 2017-18³

6% live in the 20% most deprived areas in 2018-19 compared to 8% in 2017-18³

GO LIVE! Get Active!

We launched the GO LIVE! Get Active legacy fund through the community sport hub (CSH) network. We invested £252,000 into 92 projects across 26 local authorities, prioritising projects that engaged people at high risk of inactivity from Scotland's most deprived communities (SIMD 2016).



² Source: SGB application forms and annual club monitoring

³ Source: Our contribution to the Active Scotland Outcomes Framework club members survey 2017-18 and 2018-19. Note: we do not currently collect disability or SIMD information of youth playing club members affiliated to SGBs. We are working towards capturing this through a tailored survey

Eastbank CSH

Volunteer members of a community sports hub in the Shettleston area of Glasgow's east end created and delivered 'Puffed Out', a programme aimed at reducing tobacco use through sport.

Two-hour physical activity sessions were provided from Monday to Saturday. These were targeted at young people aged from eight to 16 with the aim of signposting them to clubs and ultimately creating long-term participation from within a group identified as inactive.

The programme attracted 31 participants, the majority of whom lived within 1.5 miles of the hub in deprived communities (SIMD 2016). One specific benefit of the community engagement created by the project was a strong participation base in a new netball group, with many people attracted to the sport through 'Puffed Out'.





Direct Club Investment

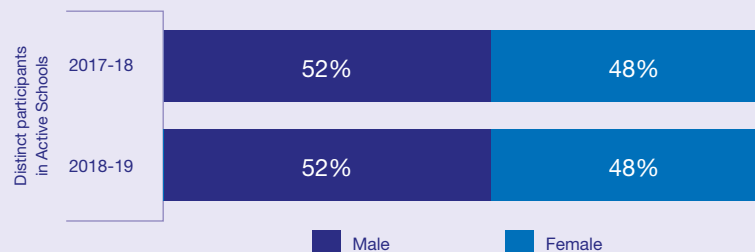
We reviewed our approach to Direct Club Investment (DCI) to prioritise projects that provide more and better opportunities for under-represented groups. Since November 2017, we have made 17 awards which were specifically focused on girls and young women, disabled young people, and young people from the most deprived communities.

Changing Lives Through Sport and Physical Activity fund

We launched the Changing Lives Through Sport and Physical Activity fund to support the sporting and community sector to better address wider individual and community needs through sport and physical activity. One of the key criteria for investment is making sport more diverse and driving equality in society through sport. We provided grants and learning and development support to 17 partnership organisations.

Focusing Active Schools delivery

Figure 2: Diversity profile of Active Schools distinct participants ⁴



1% of participants were from additional support needs (ASN) schools in 2018-19. This was the same in 2017-18.

22% of participants live in the 20% most deprived areas ⁵

⁴ Source: Annual Active Schools monitoring is by academic year.

⁵ Note: Children with additional support needs also participate in Active Schools participant sessions within mainstream school settings; this activity is not recorded separately

⁶ Note: Only one-year data from Active Schools monitoring available. Five local authorities did not submit SIMD data. Three local authorities do not possess SIMD 2 data. One local authority was omitted until data clarification occurs.



Equality and inclusion is a key priority for Active Schools. It is vital for Active Schools coordinators to understand and meet the specific needs of children and young people who may experience barriers to participation. Our focus is on age, disability and/or additional support needs, gender and deprived communities (SIMD 2016). We regularly monitor participation in our programmes to analyse trends and identify where we can direct our work.

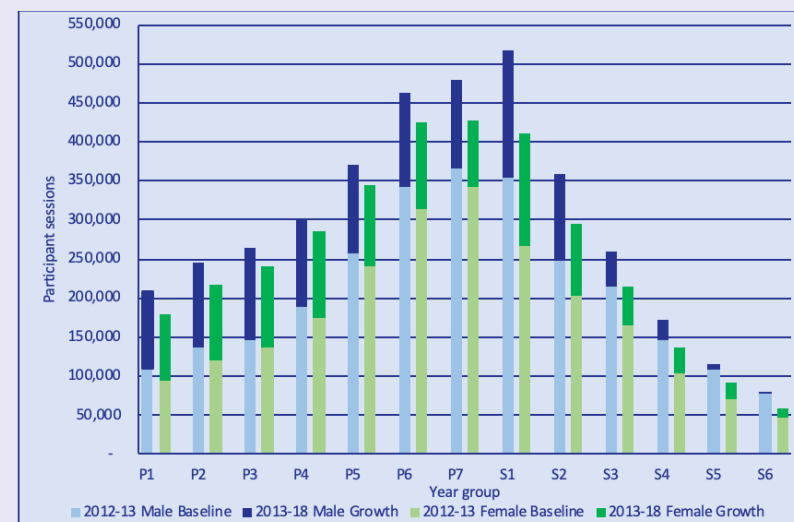
Age

Data on participation for Active Schools for the period 2012-13 to 2017-18 shows that overall activity increases as pupils move through primary school, and then decreases throughout secondary school (Figure 3). These are long standing trends however we are noting progress in addressing this, particularly between S1-S3.

Gender

Monitoring data also suggests that female participation is marginally lower than male participation across all age groups. The gender balance of participation changes significantly as pupils grow older. Although both male and female pupils participate less as they move through secondary school, female participation decreases faster than male participation.

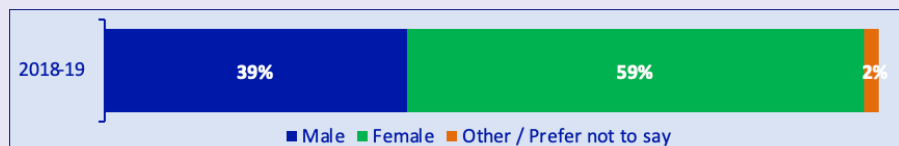
Figure 3: Active Schools participant sessions: 2012-13 baseline and increase to 2017-18, by gender and year group



We continue to share good practice and successful approaches to gathering and using data at Active Schools managers meetings. We also analysed Active Schools impacts and interventions reports to understand what was working well in areas of deprivation. We used this information to develop and share learning notes.

Delivering leadership opportunities for young people

Figure 5: Diversity profile of young people as leaders' participants ⁷



12% stated they had a disability

11% live in the 20% most deprived areas

Young Ambassadors

We supported over 600 young people to attend a series of regional conferences to learn about being a Young Ambassador. We also provided opportunities for Young Ambassadors to influence future direction of the events as part of the conference delivery team (CDT). In 2018, we completed a refreshed CDT recruitment campaign. From this, 25 of the 32 conference delivery team members are female (78%).

Young People's Sport Panel recruitment

We have strengthened our Young People's Sport Panel (YPSP) recruitment approach to ensure it is more inclusive and encourages and enables young people from more diverse backgrounds to apply.

We worked collaboratively with a wide range of partners and equality organisations to increase our reach and to tailor our approach to target groups. We produced a British Sign Language (BSL) video and worked with BSL interpreters as part of the interview process to help support applicants. A BSL interpreter continues to support all panel meetings.



⁷ N= 271 participants within Young Ambassadors and Young People's Sport Panel



Supporting participation opportunities for girls and young women

Fit for Girls Solutions workshops

In partnership with the Youth Sport Trust, we developed Fit for Girls Solutions workshops to support local practitioners to better understand the needs of girls and young women in sport. In 2018, we delivered three workshops to four partners. We prioritised delivery in deprived communities and promoted opportunities for girls from local secondary schools to be involved.

Active Girls Day

In October each year, Active Girls Day 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. In 2018, we supported the YPSP to inspire their peers to become #ActiveGirls through the #Unstoppablegirl campaign and continued to promote the positive work of our partners across our social media channels.

Women and Girls in Sport Fund

We launched the £300k Women and Girls in Sport Fund, which supports projects that get more women and girls taking part in sport and physical activity. We made awards to 15 projects, each receiving investment of between £10,000 and £30,000.

Developing para sport pathways

Performance sport

In 2017, the **sportscotland** institute of sport delivered services to 41 para athletes from 11 sports. In 2018, this increased to a record high of 49 para athletes from 13 sports.

Para initiative

We created the Para Initiative group in 2017 to improve opportunities for para athletes to participate and progress in performance sport. We continue to work with sports to describe and evidence effective para-sport progression pathways, broaden talent identification opportunities and increase the number of classified athletes in the system.

#DiscoverYourGold

We supported the #DiscoverYourGold talent search initiative to identify 15-24-year-old athletes with potential to become future champions. At the event we assessed 13 young para athletes on their potential talent in three sports. Two athletes were selected to be fast tracked into the world-class high-performance system.

Individual Athlete Programme

We developed the Individual Athlete Programme (IAP) to offer talented Scottish para athletes the opportunity to gain selection onto world class programmes. Through the IAP we provided three para athletes with access to **sportscotland** institute of sport services and operational management support.



5 SGBs can define their participation to progression pathway for para athletes

Providing opportunities at Inverclyde

ASN schools and pupils

We developed our understanding of pupils with additional support needs (ASN) through disability inclusion and awareness training, British Sign Language training and sport-specific disability qualifications. In 2018, we welcomed three ASN schools for two-day residential.

Young disabled athletes

We worked with Scottish Disability Sport (SDS), Scottish Powerchair Football and Scottish Amputee Football to provide training and competition facilities for young disabled athletes. We are in discussions with the British Paralympic Association to use the centre for training and development and are also developing opportunities for young people with learning disabilities.

Girls and young women

We have provided training opportunities for girls and women's specific national squad and player development activity for gymnastics, netball, rugby and football.



Boccia UK

The £12 million refurbishment of **sportscotland** national training centre Inverclyde, which reopened in 2017, has given disabled athletes access to a training facility that was designed for inclusivity. Inverclyde's unique array of accessible facilities includes en-suite bedrooms that can accommodate two wheelchair users, complete with ceiling hoists.

When attending training camps at the centre, boccia players like brothers Jamie and Scott McCowan are supported by the **sportscotland** institute of sport, who work with the lead practitioners from Boccia UK to provide integrated physiotherapy, performance nutrition, physical preparation and performance lifestyle services.

Barry Fleeting, Inverclyde head of centre, says: "When Boccia UK come to Inverclyde for a training camp, the players can expect inclusive accommodation which is unique across the UK. The centre provides for all the needs of the athletes under one roof. For them it's a really unique experience where they can get the very best out of their training and preparation."



Developing employment opportunities for young people

We support the development of young people by providing work placements, internships and in-house training programmes.

Graduate interns

We provided a one-year internship opportunity within our sports development team, paid at the Scottish Living Wage rate. The intern has had a range of opportunities to make a valuable contribution to our work and to further their own skills and knowledge.

National Centre traineeships

We continued to run Instructor Development Schemes (IDS) and Outdoor Training Schemes (OTS) at **sportscotland's** national training centres at Cumbernauld and Glenmore Lodge. Eleven trainees are part of the IDS and eight participants are part of the OTS. The selection process for both schemes includes a requirement for at least 50% female representation.

sportscotland institute of sport physical preparation scholarship

We created a new scholarship programme within the physical preparation discipline at the **sportscotland institute of sport** which was specifically targeted at female applicants.



Outcome 2 – Workforce

sportscotland and Scottish sport are supported to address inequalities in sport.

Target protected characteristics:

Age, Disability, All, (Top 20% SIMD)

Equality Duty deliverables:

Advance equality of opportunity; Eliminate discrimination; Foster good relations



Craig Gordon and Fern Mitchell

Craig Gordon embarked on his sports development internship in February 2018 after beating off competition from 34 fellow applicants. He worked on key projects such as the Year of Young People 2018 and Lead The Way, a for conference young people as leaders in sport.

Craig said: "My experience at **sport**scotland has been amazing, particularly in the way it has improved my confidence in public speaking. I was one of the main speakers at the Lead The Way event at Hampden Park, attended by 90 delegates. I also joined CEO Stewart Harris on the stage at a networking event where there were 120 of the most important people in Scottish sport in the room. **sport**scotland gives young people a chance and that's what it has done for me. The whole experience has been brilliant."

In 2017 Fern Mitchell also fulfilled an internship alongside a voluntary role as chair of the North Berwick Community Sport Hub committee, where she was also a member of the strategic regional group. After leaving **sport**scotland, she embarked on a professional role as a sport development officer.

Fern said during her internship: "I'm learning so much at this new level, building understanding of the sport development landscape, the value of connections to schools, community groups and businesses. It's amazing to have made a career for myself doing something I love so much."



Providing training for the sport workforce

109 participants at internal and external equalities training sessions in 2018-19, compared to 127 participants in 2017-18

British Sign Language

We delivered the SQA-accredited course 'An Introduction to British Sign Language' to 28 members of staff. As part of Deaf Awareness Week 2018, a **sportscotland** staff member trained in BSL provided an interactive session for staff.

Community sport hubs

We developed a series of case studies outlining the impact and lessons learned of our targeted work to support community sport hubs based in the top 5% most deprived communities (SIMD 2016). We used these to share learning across hub officers, partners and the sporting network.

Performance education initiative

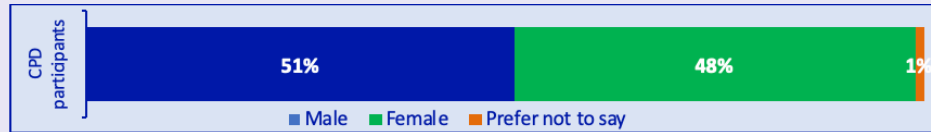
We surveyed all 90 **sportscotland** institute of sport staff about the skills required to work with para-athletes and their experiences. We used the findings to tailor our workforce learning opportunities to the needs of para athletes. We also supported practitioners with reflective practice techniques which were shared across the performance system via podcasts.

Understanding the female athlete

We delivered the first Female Athlete Symposium, an interactive learning event for all SGBs and related personnel working with female athletes. We also surveyed institute supported female athletes to develop a better understanding of their specific needs. We then developed three infographic factsheets for staff engaging with female athletes to ensure the best possible understanding, management and support.

Supporting diversity in coach education and development

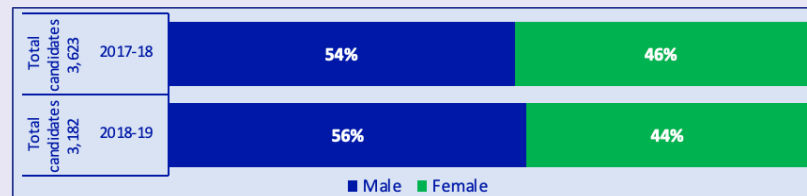
Figure 6: Participants received sportscotland CPD ⁸



7% live in the 20% most deprived areas

7% stated they had a disability

Figure 7: UKCC candidates subsidised by sportscotland ⁹



8% live in the 20% most deprived areas ¹⁰

7% stated they had a disability



⁸ Source: 2018-19 coach customer equality survey. Gender n = 462. Disability n = 460. SIMD n = 343.

⁹ Source: 2018-19 UKCC applications

¹⁰ Source: 2018-19 coach customer equality survey. Disability n = 566. SIMD n = 728

Coaching scorecard

We provided the coaching scorecard tool to help SGBs plan, develop and deliver their coach education and development programmes. In 2018, we refreshed the scorecard to enable SGBs to evidence the work they do in coaching for people who share protected characteristics.

Multiskills

We delivered an Introduction to Multiskills session to eight deliverers from Achieve More Scotland who work in deprived communities. We worked with SDS to deliver an Introduction to Multiskills workshop to 15 coaches and the full Multiskills Award to nine coaches. The attendees were either disabled coaches or coaches working with disabled young people.

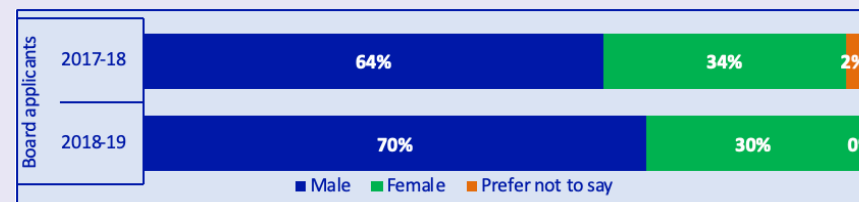
sportscotland app

We developed a series of physical literacy videos specifically for coaching athletes with a disability, in partnership with SDS. These are provided for free via the **sportscotland** app.



Maintaining the diversity of our Board

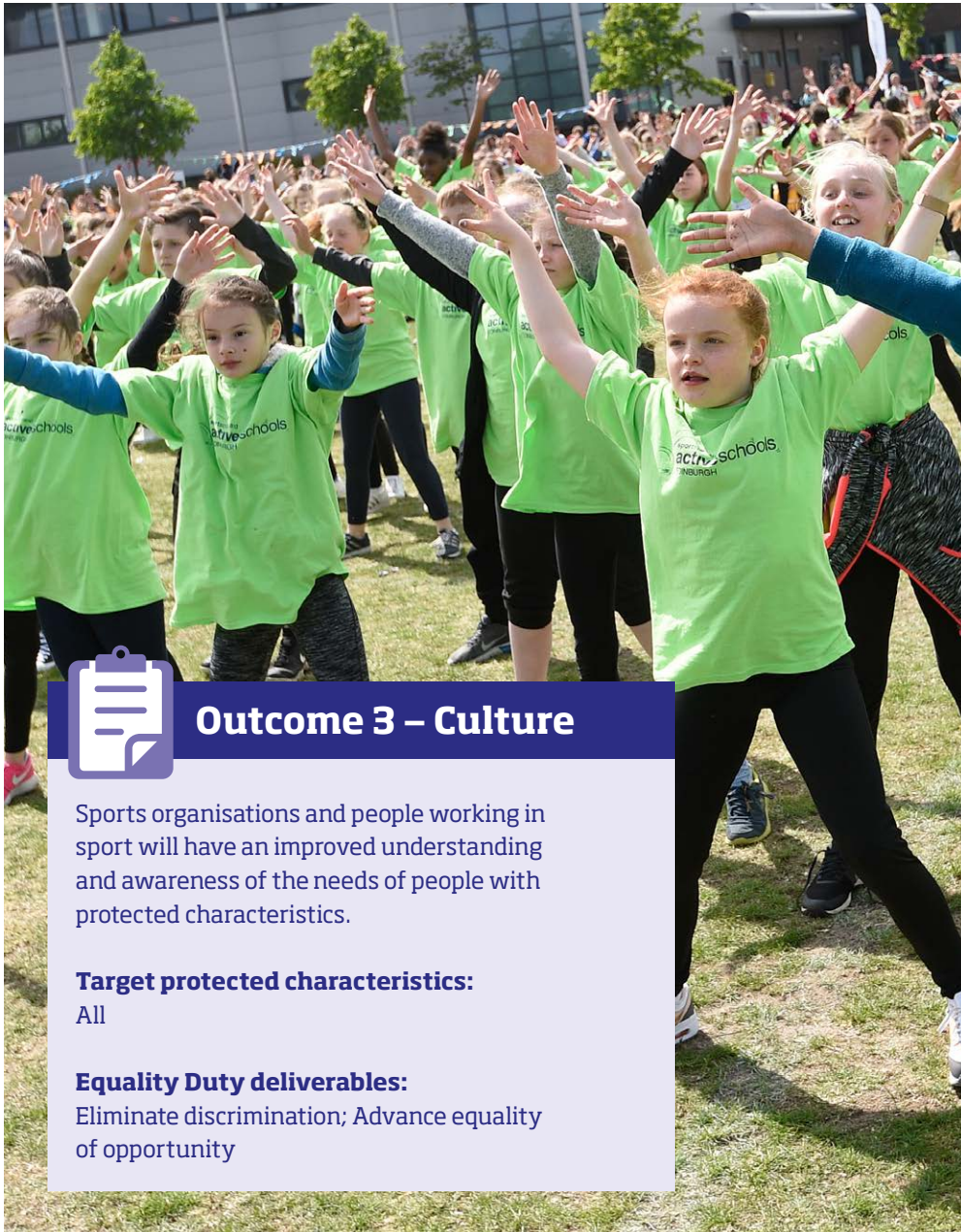
Figure 9: Diversity of applicants to sportscotland Board ¹¹



5% stated they had a disability

We reviewed the board recruitment process for 2019 to help ensure we maintain the 50/50 gender split. We produced videos of current members talking about their experiences. We worked to ensure the vacancies and videos were promoted with organisations that can reach a diverse range of applicants. This included: the YPSP, Young Scot, Women on Boards, 2% Club, Changing the Chemistry and the Minority Ethnic Matters Overview e-newsletter.

¹¹ Source: Scottish Government appointments. 2017-18 n=134, 2018-19 n=138. Disability data available for 2018-19 only.



Promoting the Equality and Sport research

We have shared or promoted the Equality and Sport research to 961 people

777 views of the Equality and Sport research and learning notes

In 2016, we worked with the Equality and Human Rights Commission (EHRC) in Scotland to commission research¹². This developed our knowledge and awareness of equalities and sport in Scotland and made recommendations for how to address the key issues. We then developed a series of learning notes for each protected characteristic. We use the research and learning notes to help organisations across the sport sector drive improvement.

Delivering the Equality Standard for Sport



Outcome 3 – Culture

Sports organisations and people working in sport will have an improved understanding and awareness of the needs of people with protected characteristics.

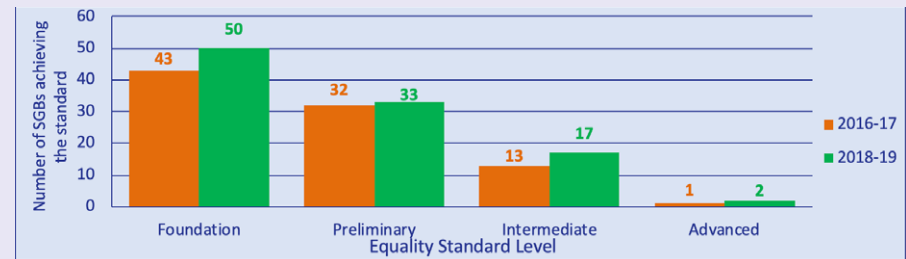
Target protected characteristics:

All

Equality Duty deliverables:

Eliminate discrimination; Advance equality of opportunity

Figure 10: Number of SGBs achieving the Equality Standard for Sport



The Equality Standard for Sport supports SGBs to consider and engage with equality within their internal structures and processes. We provide support to SGBs through awareness, knowledge and training with board members and staff.

¹² <https://sportscotland.org.uk/media-imported/1886385/equality-and-sport-research-final-report.pdf>

Promoting diversity through communications

136 users engaged* with young people theme

125 users engaged* with disability sport theme

276 users engaged* with girls and young women participation theme



Communications themes

We use communications themes to profile the range of activity taking place across the sporting system. We launch each theme through our monthly twitter chat #Sporthour. We involve the YPSP and an external individual or organisation linked to the monthly theme as #Sporthour co-hosts.

Resources to raise the profile of diversity in sport

We developed a suite of resources to encourage our networks to raise the profile of diversity in sport. Highlights include:

- Active Girls Day promotional toolkit and online resource pack
- YPSP toolkit to encourage partners to set up their own diverse panels
- Inclusive internal copy guide for **sportscotland** staff
- Help for Clubs examples, tools and resources.

Other communications highlights

- Equal number of press releases and features for Gold Coast athletes and para athletes for the 2018 Commonwealth Games
- YPSP member contributing an article each month to Sport First
- Social media campaign on Active Girls Day and Women and Girls in Sport week
- Sport First features to profile and celebrate equality and diversity in sport
- Sponsorship and media support of the Scottish Sports Futures Awards to profile sport in Scotland's most deprived communities.

*User engagement is anyone who tweeted using #sporthour within a nine-day period of the theme being launched

Supporting SGBs to meet the General Equality Duty

SGB supplementary investment

We allocated £2 million supplementary investment from the Scottish Government to SGBs to expand their reach to the inactive and under-represented in sport, and to tackle inequality and discrimination in participation in sport. An external evaluation¹³ found this investment supported more than 50 projects and engaged around 11,500 people. The funding enabled SGB activities to be accelerated and/or to be implemented on a larger scale.

SGB equality conference

We delivered the third **sportscotland** equalities conference to over 100 delegates, from 46 SGBs. The conference topics included: women in leadership; equality and the law; transgender in sport; disability sport; and, black and minority ethnic (BME) participation. Partners attending to support the conference included Plan4Sport, Ansar, LEAP Sport and The Equality Network.

Partnerships with equality organisations

We continue to work with the Equality Network to promote the LGBT Sports Charter. 27 SGBs have now signed up, an increase of 13 since April 2017. We worked with LEAP Sports Scotland to deliver eight LGBTI specific workshops and an “Actively Inclusive” training session. We sought feedback from LGBTI organisations to support the review of our SGB monitoring guidance.



¹³ <https://sportscotland.org.uk/about-us/our-publications/archive/evaluation-of-2m-supplementary-investment-to-sgbs/>



Curlability

Scottish Curling's Curlability programme gives people of varying abilities and disabilities opportunities to take part.

Scottish Curling already provides support for wheelchair users or people who are visually impaired or suffering from multiple sclerosis. They also provide coaching for disabled curlers. In December 2018 they introduced a British Sign Language (BSL) and Deaf-friendly programme.

In partnership with staff from Heriot-Watt University, they developed an instructional BSL video identifying visual signs for curling shots and weights. They then held an open session that attracted 30 participants to the National Curling Academy in Stirling in March 2019.

Helen Kallow, Scottish Curling's disability development officer, says: "It has been a really interesting programme where we have reached out to include new people in sport from the Deaf community. We hope that these sessions will stimulate the interest in curling and contribute to encouraging more BSL users to participate in the sport."

Improving our equalities monitoring

We commissioned large scale evaluations¹⁴ to help us understand who benefits from our programmes and where we can improve in terms of equalities and inclusion. We also developed an enhanced research approach to identify ways to collect and report on additional data requirements, including equalities data. Key actions included:

- updating our current monitoring systems and capturing extra fields in application forms
- developing surveys of individuals who take part in our supported programmes
- working with Plan 4 Sport to ensure we are collecting the most relevant equalities data
- working with local authority partners to collect more equalities data for Active Schools.



¹⁴ <https://sportscotland.org.uk/about-us/our-publications/archive/wider-evaluations/>

Find out more

Our full equality outcomes and mainstreaming report and employee information report can be found at: <https://sportscotland.org.uk/equality-at-sportscotland/equality-reporting/>.

Our employee information report includes information on:

- Occupational segregation
- Gender pay gap
- Equal pay review
- Statement on equal pay.

Legal context

The Equality Act 2010 states that public bodies must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations.

The Equality Act 2010 is supported by more specific duties for Scottish public bodies in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. **sportscotland**, as a listed organisation under the terms of the Act, is required to:

- report on mainstreaming the equality duty and publish progress every two years
- publish equality outcomes every four years and report progress toward achieving these every two years
- assess and review policies and practices
- gather and use employee information
- publish gender pay gap information
- publish statements on equal pay
- consider award criteria and conditions in relation to public procurement
- publish in a manner that is accessible.

The **sport**scotland group is made up of **sport**scotland and the **sport**scotland Trust Company (National Training Centres). **sport**scotland incorporates the **sport**scotland institute of sport, the high performance arm of **sport**scotland.

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© **sport**scotland 2019
ISBN: 978 1 85060 635 2

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