**Public Service Reform (Scotland) Act 2010 Disclosures 2022-23**





**Document Control**

**Change Record**

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**sport**scotland

Public Service Reform (Scotland) Act 2010 Disclosures 2022-23

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 2023.
2. **Disclosures**

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| **Category** | **Expenditure 2022/23** | **Comments** |
| Public relations | Total staff costs = £164k (of which £126k is salaries and £38k 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 | £88k | 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 | £59k | The main area of consultancy expenditure in 2022-23 was for concussion education and web development and cyber defence, along with the annual pension valuation report and some specialist support for HR and IT. |

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 2023.
   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 2023.
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 2023, **sport**scotland invested more than £64 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 worked with SGBs and other specific partners to determine what enhanced support we could provide to support them post-pandemic. Following this, we contracted a new Case Management and Support Service to embed additional safeguarding and investigations resource in partners. This aims to improve efficiency and expertise in relation to safeguarding, child wellbeing and protection. We continue to support all invested SGBs to ensure compliance with Safeguarding Standards and the UK Anti-Doping (UKAD) framework. We also established a new SGB welfare and protection board leads group with 20 SGBs and regularly meet with the Home Country Safeguarding working group to collaborate on projects in this area of common interest.

We supported the delivery of Whyte Review Workshops for CEOs, Heads of Development, national coaches and development staff from SGBs with over 80 attendees. These sessions were designed to be both informative and developmental, with delivery from Children 1st and Scottish Gymnastics.

Following the independent review into racism in cricket by Plan4Sport, we continue to support Cricket Scotland to implement the recommendations from the Changing the Boundaries report into racism within the sport. We provided additional financial assistance to cricket to help progress the recruitment of a specialist HR function, diversify their board recruitment process and review and update their policies and procedures with an anti-racism and Equality, Diversity and Inclusion (EDI) lens. We also provided support to design, build and implement a robust, independent investigations and disciplines process.

We continued to develop our nationwide Community Sports Hubs (CSH) programme. We successfully launched our new CSH brand and logo to increase the visibility of the CSH project both locally and nationally. We rolled out an Impact and Interventions update to the sharing and learning tool for the CSH officer network. The tool aims to create an ethos of shared learning across the network and better capture the activity taking place across hubs, demonstrating more clearly the impact they are having, and the partnerships involved.

We provided residentials to give CSH Officers the opportunity to connect, share and learn with peers across the hub network. The days included 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 Scottish Disability Sport (SDS) and ENABLE Scotland.

We progressed our Changing Lives action plan, ensuring it aligns with our new EDI approach. We continued to see commitment from Changing Lives strategic partners on contributing to embed the Changing Lives approach within the sporting system. We delivered Changing Lives Hot Topic sessions for the cohort, with themes including the cost-of-living crisis and delivering sustainable programmes.

We continued to build on our strategic partnership with the Scottish Association for Mental Health (SAMH). We supported the launch of the SAMH Club Level Charter, which provides direction and support to club and community organisations to support mental and physical health. We facilitated SAMH mental health workshops to local partners and SGBs, helping professional staff in sport to explore and understand mental health and wellbeing in the context of sport and physical activity. We delivered 171 workshops, with over 2,700 attendances from across our local authority and SGB partners.

We approved investment into 29 projects through the Sports Facilities Fund, totalling £1,975,300. Through the Cycling Facilities fund we approved investment of £1,487,088, into 11 projects. We approved two awards through the Transforming Scottish Indoor Tennis Fund, totalling £305,000. We also approved investment of £1,278,507 into 181 projects through Awards for All.

We developed our knowledge and understanding of sustainability within facilities. We provided staff training on carbon accounting and Passivhaus construction. This will enable us to provide better advice and guidance to the sector on the design and development of sports facilities. We contracted the British Association of Sustainability in Sport (BASIS) to deliver an initial package of support to SGBs, including training, a framework and self-assessment tool, and a session to help them identify their next steps.

We launched a new coach education subsidy to support development and qualification costs, prioritising funding for groups which are under-represented within coaching. We worked with SGBs and partners to widen their reach and engagement with under-represented groups and to share good practice.

We continued our investment and development of our online learning platform Brightspace. We supported 27 SGBs and 15 other partners to use the platform, reaching 18,732 active learners. We launched three new EDI courses in partnership with e-coach and two additional communities of practice to support partners delivering the Island Games and for SGB coaching network. We collaborated with home country partners across the UK, with Sport NI and Sport Wales now buying into Brightspace.

##### *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 as teams settled back into a more normalised post-pandemic academic year.

We continued to develop the Active Schools workforce. We worked closely with the Chartered Institute of Sport and Physical Activity (CIMSPA), Active Schools and Sports Development Managers to create standards specific to Active Schools coordinators. We developed a training needs analysis process that will help managers identify learning and development priorities for staff. We also worked with Active Schools Managers to explore the opportunities around local delivery of child wellbeing in physical activity and sport (CWPS) training for young leaders.

We worked in partnership with SDS (Scottish Disability Sport) to roll out their Introduction to Inclusive Practice (IIP) e-learning across the Active Schools Network. SDS developed this further into a bespoke Inclusive Practice for Active Schools workshop. This workshop intends to help Active Schools with their approach to schools around engaging ASN (Additional Support Needs) pupils and better meeting their needs. The sessions are delivered together with disabled young people with lived experience which allows for real in-depth discussion and improvements.

We supported cohort five of the Young People’s Sport Panel (YPSP) to deliver across their focus areas. The panel was involved in the design of the Kit for All initiative with local and national partners, promoting Euan’s Guide to raise awareness of the accessibility of sport and leisure venues and inputting into the Scottish Government’s Physical Education consultation. Panel members attended a range of opportunities and events, including the Diversity and Inclusion Awards, the Coaching Officiating and Volunteering Awards, and Scottish Sports Awards. We also recruited the sixth YPSP cohort, supporting them to settle into their roles and to define their focus areas for the next two years.

We launched the Young Ambassador (YA) programme for the 2022/23 academic year. 308 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 2022, we delivered six Young Ambassador Conferences alongside our YA Delivery Team consisting of 30 young people from 13 different local authorities. All 619 YAs attended the conferences.

We ran Active Girls Day in October 2022. 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 revised our Fit for Girls Solutions workshop in partnership with the Youth Sport Trust. We successfully recruited 20 young female leaders to facilitate the sessions. They provide a platform for the voices of girls and young women to be heard. This helps local practitioners understand the needs of girls and young women in sport, both now and in the future.

We refreshed the School Sport Award for the 2022/23 academic year, which is an initiative designed to encourage schools to continuously improve physical education (PE) and school sport opportunities. The relaunch included developing a new website and self-assessment tool. 529 schools have registered and are currently progressing with an assessment.

We continued to develop our strategic partnership with Public Health Scotland (PHS). A key activity is the development and implementation of a systems-based approach to physical activity in Scotland. We supported PHS in the development and co-facilitation of eight workshop sessions, engaging 80 stakeholders from across 47 organisations.  The workshops covered a range of themes aligned to the International Society for Physical Activity and Health publication ‘The Eight Investments that Work for Physical Activity’. Evidence based strategic actions were identified and agreed in principle by participants. This was used to inform a final report published in November 2022.

1. **Efficiency Statement**
   1. **sport**scotland continues to be focused on efficiency savings, especially through effective use of 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 2023 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 £861,690 through twenty Scottish Government Frameworks, resulting in savings of £276,629.
  + **sport**scotland also had spend of £1,096,404 with Crown Commercial Service Frameworks. Where available savings realised through these frameworks are included in **sport**scotland savings figures.
  + In addition, savings of £640,061 were realised through locally procured category C contracts.
* 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.