Non-protected

Equality impact assessment

Template



# Name of policy: Community Sport Hubs

## Introduction

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| Lead officer | Jacqueline Lynn |
| Others involved in the assessment | Fiona Mathie, Patricia Horton, Michelle Borland |
| Date(s) of assessment | 18th and 23rd of March 2015 |

## Description of policy

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| Background | Community sport hubs (CSH) are one of **sport**scotland’s flagship programmes aimed at supporting local sport clubs to play their part in a world class sporting system at all levels. CSHs have been developed since 2011 and we aim to have 150 in place across all 32 local authorities by 2016. |
| Purpose and outcomes | CSHs provide a home for sport. They focus on the clubs and other local organisations that want to work together to improve the sport offered in their local community.  Each CSH is unique but the common thread is that each works to the following five principles:   * Growth in participation * Engage the local community * Promote community leadership * Offer a range of sporting opportunities * Bring all appropriate (key) partners/ groups/people together.   Each community sport hub develops their own vision and values to ensure all involved are clear on the work they will do together, which is detailed in a simple, clear plan to improve the sport on offer. |
| How it links to sportscotland corporate and business plans | CSHs are a key feature of **sport**scotland’s Corporate Plan and Business Plan  One of the main environments for sport being clubs and communities. CSHs will help to achieve the outcomes, participation and progression in our corporate plan, for people in Scotland, where everyone will have the opportunity to get involved and participate in sport and stay involved throughout their life. CSHs provide a home for sport and through the 5 principles that CSHs aim to help deliver on our corporate and business plan. |
| How we intend to implement the policy | We work with all 32 local authorities to establish CSHs in their local communities. This work is led by **sport**scotland’s Partnership Managers who work with local partners on the implementation of a CSH model on a regular basis.  Each local authority has an approved plan in place for the implementation of CSHs and we invest against these approved plans. We currently have 137 Hubs with approved plans for investment from 2015-2019. |

## Who policy is likely to impact on and how

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| Who will the policy benefit (i.e. who is the customer?) If applicable, you should consider how **sport**scotland’s investment is spent in the context of this policy. | Primary customers:   * Local sport clubs – CSH Officers support local clubs with planning and channel investment to enable them to achieve their goals. * Local authorities and leisure trusts – Most CSH Officer posts are employed by local authorities or their Leisure Trusts so we are also supporting them to provide a better support service to their communities and help them deliver against their community plans. * CSH Officers are provided with training, development and networking opportunities to support them in their roles. * Scottish governing bodies of sport (SGBs) - Benefitting from development of their member clubs through CSHs.   The ultimate beneficiary of CSHs is people in Scotland who participate or want to participate in sport. |
| Is it designed to impact on one/some/all people who share a protected characteristic? How? | Community sport hubs are designed to identify and support the specific needs of a local community. They therefore have the potential to impact on all people and are not targeted towards particular protected characteristics. Fundamentally CSHs want to get more people involved in sport, particularly club sport. A common feature of CSHs is to improve the promotion of opportunities to get involved in sport and ensure this reaches everyone in the local community. |
| 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? | * Local sport clubs who were consulted as part of the Club Sport Framework– They receive human and financial resource to become better at what they do on an on-going basis. * Local authorities / leisure trusts – Involved as the employers of CSH Officers * CSH Officers – They receive regular training through Hub Officer Days and support from **sport**scotland’s Partnership Managers. |
| Which partners will be involved in the development and roll out of the policy and how? | Partners are also key customers of CSHs so their involvement has been covered above. No further partners have been involved in the development and roll out of CSHs. |

## Think about the impact the policy/practice will have on eliminating discrimination, promoting equality of opportunity and fostering good relations between different groups. Also consider whether there is potential for discrimination.

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| Protected characteristic | What do we know about this group in the context of this policy?[[1]](#footnote-1) | What is the potential impact (positive, neutral and negative) on people who share the characteristic? | What could we do to reduce any negative impacts, maximise positive impacts and ensure quality information?  What further evidence should we collect? |
| Age | CSH data – April 2014   * Total club membership in 2011 was 78% youth declining to 58% youth in 2014 * 58% of club members in CSHs are youths whereas only 22% of the population are under 19 * There are 818 clubs involved in CSHs; 15% of them are adult only, 27% are youth only and 58% are both * When you remove football clubs from this data; 11% of clubs have adult only membership and 23% youth only membership   **sport**scotland 2001 research[[2]](#footnote-2)   * Identified that support may need to be provided to support teenagers through broader youth development, not just sport   Scottish household survey[[3]](#footnote-3)   * When you look at the club members data they note that of those aged 16+, there is a higher % of over 45’s in sport clubs than 16-44 | Negative impacts   * 42% of CSHs clubs only offer opportunities to either youths or adults not both – in those communities you may not have anywhere to go - appears to be a variety of sport clubs that only offer adult or youth   Positive impacts   * There are more adult opportunities being created through clubs in CSHs – offering a pathway for youths to progress to lifelong participation * More than half of clubs offer opportunities for both adults and youths to participate in sport | Actions   * Direct CSH Officers to support clubs to increase opportunities for younger or older people, depending on the participation profile of the member clubs. |
| Disability | **sport**scotland 2001 research[[4]](#footnote-4)   * 89% of responding clubs had taken at least one development measure over the previous twelve months – 20% of these included attracting and including members with a disability   Sport England[[5]](#footnote-5)   * 40% of those with a disability take part in sport outside of school as opposed to 79% able bodied participating outside of school   Scottish Disability Sport   * Delivering Disability Inclusion Training through partners to ensure they have the skills to deliver inclusive opportunities   English Federation of Disability Sports[[6]](#footnote-6),[[7]](#footnote-7)   * They suggested minor improvements for a club environment which will be used to inform future direction within CSHs | Negative impacts   * 82% clubs have not proactively attracted members with a disability   Positive impacts   * Several CSHs have engaged in Disability Inclusion Training * We are aware that some clubs within hubs have set up specific sections to cater for people with disabilities which has resulted in clubs being able to offer more opportunities to those with disabilities. | Actions   * Ensure all CSH Officers are made aware of the disability inclusion model * Put as many clubs as possible through disability inclusion training * Focus on promotion where disability activities exist in CSHs * Explore how ASN schools are able to encourage participation outside of school and share this practice with mainstream schools through the Active Schools Network and linking into CSHs where possible. * Use EFDS suggestions to further develop the current guidance on Help for Clubs * Investigate ways to monitor the statistics of those with disabilities within CSHs. |
| Gender reassignment | Out for Sport Report[[8]](#footnote-8)   * 46% of transgender respondents felt there was a short term need for specific LGBT clubs * All clubs receiving **sport**scotland investment are required to have an open to all clause in their constitution * Changing arrangements are important to transgender participants in a club environment | Positive Impacts   * Potential positive impact on transgender people if more LGBT-specific clubs became part of community sport hubs. | Actions   * Raise awareness to CSH officers and ensure they consider the wide range of clubs that might exist in their community and provide opportunities for them to become involved in hubs. * Improve the promotion of opportunities to get involved in sport and ensuring this reaches everyone in the local community. * Ensure CSH officers have a better understanding of the issues relating to transphobia in Scottish sport and what should be done to tackle these issues. * Ensure CSH officers are proactive in their approach in working towards eliminating transphobia within CSH clubs. |
| Race | Sporting Equals Insight Paper[[9]](#footnote-9)   * Decline in BME membership of clubs between 2005 and 2011 * Higher sport club membership by white adults than BME adults * BME females are least likely to be members of sport clubs * BME adult sport club membership is 18% in comparison to 24% in white adults * Mainstream clubs are not perceived to be open to BME members * Over half of the respondents felt that mainstream clubs did not meet the needs of the wider community | Positive impacts   * Potential positive impact on people from a BME background if CSHs are perceived as open and welcoming, and tailor activity to meet the needs of BME communities. | Actions   * Ensure CSHs positively promote BME in their marketing * Raise awareness to CSH officers and ensure they consider the wide range of BME clubs that might exist in their community and provide opportunities for them to become involved in hubs. * Ensure the clubs within CSHs are fully inclusive to all races. * Work with local authorities with higher proportions of people from BME backgrounds to explore perceptions of CSHs within these communities to see if they reflect the general perceptions of clubs found in the Sporting Equals research. * Work with CSH Officers to identify and develop case studies investigating how BME communities are involved with and integrated into local CSHs. |
| Religion or belief | Sporting Equals – The role of faith based centres in the provision of sport and physical activity[[10]](#footnote-10)   * Various attitudes and requirements exist within different religions which impact on people’s ability to take part in sport (e.g. appropriateness of clothing, religious dates, fasting, single-sex provision). * Religion can sometimes dictate daily life and be the principal organiser of social life. * Some basic principles: * Sikhs may feel a religious obligation to wear a turban. * Muslims may wish to practice their faith which may mean taking time out from training/matches. * Wiccans may want to play/train on a Christian holiday in exchange for having one of their Sabbats off work. * Many Jews may not wish to play/train on a Friday evening and may want to attend religious services. * A Christian might wish to have every Sunday off training. * Clubs should consider focusing on beliefs and practices which are of real importance in each religious tradition, rather than making all religions conform to one model. | Positive impacts   * Potential positive impact on people from different religious backgrounds if CSHs are perceived as open and welcoming, and tailor activity to meet the needs of different religions. | Actions   * Raise awareness to CSH officers and ensure they consider the wide range of clubs that might exist in their community and provide opportunities for them to become involved in hubs. * Ensure the clubs within CSHs are fully inclusive to all religions and beliefs. * Work with Local Authorities to identify and create case studies about communities with different religions and beliefs, which are integrated into CSHs. |
| Sex | CSH data – April 2014   * 156 (19%) of CSH clubs have no female membership * Male - female split has remained constant over four years at 75% male vs 25% female. The current population split is around 50/50 * 19% of clubs are male only and 7% are female only membership * Without football these figures drop to 7% male only and rise slightly to 8% female only * 52% of football clubs are male only * 68% of the clubs that have no female membership are football clubs * More CSH clubs offer activities for both sexes compared to **sport**scotland’s 2001 club research   Scottish household survey – People and Sport in Scotland[[11]](#footnote-11)   * In 2008, 27% of people who had participated in sport in the past year were members of sports clubs * Men were more likely than women to be members of clubs (32% vs 21%) and older age groups were slightly more likely to be members of clubs than younger age groups   **sport**scotland 2001 research[[12]](#footnote-12)   * 28% of clubs were male only 6% were female only membership | Negative impacts   * 19% of clubs in CSHs don’t offer anything to females   Positive impacts   * Potential positive impact on people if CSHs are perceived as open and welcoming, and tailor activity to meet the needs of both sexes. | Actions   * Work with CSHs officers to ensure clubs include female sections within their club * Raise awareness of the monitoring data on sex to Hub Officers * Look at current trends and share good practice where there is more equal membership within clubs * Investigate male and female representation within management structures of club and Hub committees. * Investigate whether the SG could re-run the Scottish Household survey to gather up to date information on statistics |
| Sexual orientation | Out for Sport Report[[13]](#footnote-13)   * Needs to be a connection to wider support networks to best support LGBT clubs * Coaches are central to creating an inclusive environment * Report made recommendations to follow which will shape our actions.   LGB People in Sport Report[[14]](#footnote-14)   * They made recommendations that could be used to develop future guidance * LGB people expressed interest in volunteering more n sport * The majority of LGB respondents said they more likely to participate if club was marked as inclusive | Positive impacts   * Potential positive impact on people if CSHs are perceived as open and welcoming, and tailor activity to meet the needs of their members. | Actions  Using Out for Sport Report recommendations   * Raise awareness to CSH officers and ensure they consider the wide range of LGB clubs that might exist in their community and provide opportunities for them to become involved in hubs. * Ensure CSH officers have a better understanding of the issues relating to homophobia in Scottish sport and what should be done to tackle these issues. * Ensure CSH officers are proactive in their approach in working towards eliminating homophobia within CSH clubs. |

\*where policy is HR related

## Who will be consulted internally on this EQIA?

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| The draft EQIA will be sent to the Club Sport Programme Board for their discussion and approval. |

## Who will be consulted externally on this EQIA?

In planning external consultation please refer to the guidance on page five and speak to the strategic planning team for advice and support. It may be that there are several EQIAs that require external consultation at the same time and it is important this is coordinated.

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| **sport**scotland’s Equality Advisory Group |

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

In developing an action plan, project leads should balance how to maximise the positive impact of the policy or practice on all people who share the protected characteristics, with the requirement to maximise the core outcomes of the policy/practice (i.e. recommendations should be proportional and relevant.) The assessment should take steps to embed ways of monitoring the ongoing impact of the policy and practice.

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| Protected characteristic | Action | Responsibility | Timeline |
| **Age** | Direct CSH Officers to support clubs to increase opportunities for younger or older people, depending on the participation profile of the member clubs.   * Using HUBSMO information, highlight areas of improvement to Hub Officers regarding age to help them shape development plans of the clubs within CSHs. | Project Group  Patricia Horton | November 2015 |
| **Disability** | Ensure all CSH Officers are made aware of the disability inclusion model.   * Highlight the disability inclusion model at Hub Officers day and add to the Knowledge hub Platform. | Project Group  Fiona Mathie | November 2015 |
|  | Put as many clubs as possible through the disability inclusion training.   * Work with SDS and Hub Officers to increase links with CSHs and ensure training is available to clubs who require it. | Project Group | 2016 |
|  | Focus on promotion where disability activities exist in CSHs   * . Work with comms team to develop appropriate content, with experts in this area to ensure appropriateness. Communications team to then identify avenues to promote this material. * Ensure website is up to date showing a spread of disability opportunities available within CSHs in Scotland. | Fiona Mathie, Ursula McFarlane  Comms team | Ongoing  Ongoing |
|  | Explore how ASN schools are able to encourage participation outside of school and share this practice with mainstream schools through the Active Schools Network and linking into CSHs where possible   * Work with ASN schools to identify those who link with community clubs, offering activities for people with disabilities. * Share good practice with ASCs and CSH Officers through the Knowledge Hub platform. | Project Group to plan this process  LAPMs to work with LAs  FM | 2016  Ongoing |
|  | Use EFDS suggestions to further develop the current guidance on Help for Clubs   * Ensure Help for Clubs has key links to EFDS and work with SDS to create further resources for clubs over and above the current content | Ursula McFarlane  Derek Keir | Ongoing |
|  | Investigate ways to monitor the statistics of those with disabilities within CSHs.   * Ensure Project group are aware of any current monitoring and evaluation in relation to disability participation | Project Group  Patricia Horton | December 2015 |
| **Race** | Ensure CSHs positively promote BME in their marketing   * Identify an expert resource / partner (external) who can work with communications to help identify the appropriate ways that CSH officers incorporate the promotion of BME within any marketing materials | Comms | Ongoing |
|  | Ensure the clubs within CSHs are fully inclusive to all races.   * Provide adequate training through workshops at Hub Officer days to highlight different races and how Hub Officers can work with clubs to ensure they are fully inclusive. | Project Group  Fiona Mathie | Spring 2016 |
|  | Work with Local Authorities with higher proportions of people from BME backgrounds to explore perceptions of CSHs within these communities to see if they reflect the general perceptions of clubs found in the Sporting Equals research.   * Identify Local Authorities to work with, create a consultation and use the results to help shape future work within BME communities. | Project Group  LAPMs | Spring 2016 |
|  | Work with CSH Officers to identify and develop case studies investigating how BME communities are involved with and integrated into local CSHs.   * Identify up to 3 case studies across Hubs in Scotland to highlight CSHs working with BME communities. | Project Group  LAPMs | Spring 2016 |
| **Religion or belief** | Raise awareness to CSH officers and ensure they consider the wide range of clubs that might exist in their community and provide opportunities for them to become involved in hubs   * Ensure there resources/links on the Knowledge Hub platform to increase Hub Officers awareness of different range of clubs that are within their Hubs communities | Project Group  Fiona Mathie | December 2015 |
|  | Ensure the clubs within CSHs are fully inclusive to all religions and beliefs.   * Provide resources/links with support from experts on the Knowledge Hub platform to support Hub Officers | Project Group  Fiona Mathie | December 2015 |
|  | Work with Local Authorities to identify and create case studies about communities with different religions and beliefs, which are integrated into CSHs.   * Identify up to 3 case studies across Hubs in Scotland to highlight CSHs working with different religions or beliefs within their Hub community | Project Group  LAPMs | Spring 2016 |
| **Sex** | Work with CSHs officers to ensure clubs include female sections within their clubs.   * Provide resources on the Knowledge Hub platform and link to Help for Clubs to support Hub officers in working with clubs to increase female membership. | Project Group  Fiona Mathie  Comms | Autumn 2015 |
|  | Raise awareness of monitoring data on sex to Hub Officers   * Using HUBSMO information, highlight areas of improvement to Hub Officers regarding sex to help them shape development plans of the clubs within CSHs. | Patricia Horton | July 2015 |
|  | Look at current trends and share good practice where there is more equal membership within clubs   * Ensure Hub Officers share good practice on the Knowledge Hub platform. | Project Group  Fiona Mathie  Comms | Ongoing |
|  | Investigate male and female representation within management structures of club and hub committees.   * Hub officers to supply information on committees structure within CSH steering group and club committees within CSH. | Project Group  Patricia Horton  LAPMs | Autumn 2015 |
|  | Investigate whether the SG could re-run the Sport Module of the Scottish Household survey to gather up to date information on statistics   * Contact SG to see if the survey can be run again. | Patricia Horton  David Williamson | Currently investigating this (June 2015) |
| **Sexual orientation and gender reassignment** | Ensure CSH officers have a better understanding of the issues relating to homophobia and transphobia in Scottish sport and what should be done to tackle these issues.   * Work with experts in this area to develop resources, which will be provided on the Knowledge Hub platform, and link to relevant websites to support Hub officers in working with clubs, to help tackle the issues relating to homophobia and transphobia. | Project Group  Fiona Mathie | December 2015 |
|  | Ensure CSH officers are proactive in their approach in working towards eliminating homophobia and transphobia within CSH clubs.   * Agenda item at future Hub Officer day to help educate Hub officers within this area | Project Group | Autumn 2016 |
|  | Work with experts to Improve the promotion of opportunities to get involved in sport, ensuring this reaches everyone in the local community.   * Provide links on Knowledge Hub platform to relevant sites and ensure that Hubs are able to promote their clubs within relevant websites to ensure they capture all areas within their community. | Project Group  Fiona Mathie | December 2015 |
| All | Raise awareness to CSH officers and ensure they consider the wide range of clubs that might exist in their community and provide opportunities for them to become involved in hubs.   * Equality and inclusion is added to the agenda for future CSH Officer training days | Project Group | Ongoing |

## Sign off

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| Assessment signed off by: | Senior Management Team |
| Sign off date: | 15/09/2015 |

1. Best practice would involve gathering evidence through internal and external consultation. [↑](#footnote-ref-1)
2. Allison, M. (2001), Sports Clubs in Scotland: Research Digest No. 59

   <http://www.sportscotland.org.uk/resources/resources/sports_clubs_in_scotland/> [↑](#footnote-ref-2)
3. Scottish Government, (2009), People and Sport in Scotland; Results from the Scottish Household Survey Culture and Sport Module 2007/2008 <http://www.gov.scot/Resource/Doc/296448/0092117.pdf> [↑](#footnote-ref-3)
4. See Footnote 2 [↑](#footnote-ref-4)
5. Sport England (2001), Disability Survey 2000; Young people with a disability and sport; Headline Findings. <http://www.efds.co.uk/assets/0000/3403/OOOO8a.pdf> [↑](#footnote-ref-5)
6. English Federation of Disability Sport (2012), Understanding the barriers to participation in sport April 2012 <http://www.efds.co.uk/assets/0000/3833/Understanding_the_barriers_to_participation_20120510.pdf>

   [↑](#footnote-ref-6)
7. English Federation of Disability Sport news release (2012), New sports club online toolkit will benefit many more disabled people <http://www.efds.co.uk/news/1181_new_sports_club_online_toolkit_will_benefit_many_more_disabled_people> [↑](#footnote-ref-7)
8. Equality Network (2012), Out for Sport

   <http://www.equality-network.org/wp-content/uploads/2013/03/Out-for-Sport-Report.pdf> [↑](#footnote-ref-8)
9. Sporting Equals (2012), Club membership insight paper, [thefa.com - Club Membership Insight Paper](http://www.thefa.com/~/media/Files/TheFAPortal/governance-docs/equality/race-equality/sporting-equals---club-membership-report.ashx) [↑](#footnote-ref-9)
10. Sporting Equals (2012),The role of faith centres in the provision of sport and physical activity.

    <http://www.thefa.com/~/media/files/thefaportal/governance-docs/equality/faith-in-football/faith-centres-report---sporting-equals.ashx> [↑](#footnote-ref-10)
11. See Footnote 3 [↑](#footnote-ref-11)
12. See footnote 2. [↑](#footnote-ref-12)
13. See footnote 6 [↑](#footnote-ref-13)
14. Sport Wales (2012), Lesbian, Gay and Bisexual (LGB) People in Sport: Understanding LGB sports participation in Wales. <http://sportwales.org.uk/media/1091778/sugar_styled_doc_eng_-_lgb_final.pdf> [↑](#footnote-ref-14)