**Equality impact assessment**

SGB investment - Small sports policy



Image with the sportscotland corporate strategy including the text 'sport for life'


**Name of project: SGB investment - Small sports policy**

**EQIA lead(s):** Rob Hardie, Peter Braidwood

**Section 1 – Description of project, programme** **or service**

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| **Background** We invest in Scottish governing bodies of sport (SGBs) to deliver development and performance outputs and ensure good governance is in place across the organisation. The outputs we invest in are:   * **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. * **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.   For further information, an in-depth equality impact assessment on Scottish Governing Body Investment Outputs can be accessed at: [SGB Investment - EQIA - May 2021](https://sportscotland.org.uk/media/6653/sgb-investment-eqia-final-may-2021.pdf)  **SGB investment framework**  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.  We monitor progress against targets on an annual basis through the investment review process. We 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.  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.  Investing in smaller SGBs is a key component in the recognition and commitment towards the development of sport in Scotland. The process of investment into SGBs where investment is less than £20,000 will be simpler and less onerous on volunteer time. The SGB will complete an annual return on-line through the Portal and provide basic information on their organisation along with narrative outlining why they require investment. This will be aligned and measured against outcomes.  **Purpose**  Many smaller sports are run on a voluntary basis, with few full-time members of staff. The demands in terms of compliance and reporting remain significant for these sports. This can be burdensome and disproportionate, despite the comparatively small levels of investment when compared to other larger sports. In order to support these SGBs, **sport**scotland currently allocate partnership manager time and expertise. Often the support time and capacity required providing this support is disproportional to the benefits contributed to the Active Scotland outcomes.  The purpose of this policy is therefore to implement a new way of managing both the financial investment and associated staff support time for smaller SGBs who receive less than £20K annual investment. It is anticipated this will:   * reduce the pressure and workload on these small organisations to meet the demands and reporting required through the full investment process. * reduce the time commitment required from the **sport**scotland partnership manager on supporting these small SGBs.   We acknowledge the need to continue to support all recognised SGBs and the benefits of good governance are important to these sports. We will continue to provide a range of support and expertise to these sports through the SGB Generic Support Services, subject to approval of the **sport**scotland small sports liaison manager. This includes:   * Expert Resource: Finance, Legal, HR * Child Wellbeing and Protection * Governance support Programme * Moving to Inclusion self assessment tool * Antidoping compliance * Learning and Development Programme * Case Management Support Service   The extent to which these services will be provided will be assessed based on need, risk and resources available. This support will be a condition of the investment and linked to the priorities within the business case. We would also expect these SGBs to provide basic membership data, where capacity and resource allow. The SGBs within the process will not receive the services of a dedicated **sport**scotland partnership manager. |

**Section 2 – General impacts of the project, programme** **or service**

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| **Target audience**  As noted above, the primary aim of this policy is to reduce the pressure and workload on small SGBs to meet the demands and reporting required through the full investment process.  The initial impact of the policy is on SGBs, specifically seven smaller SGBS receiving less than £20k annual investment. The work SGBs do benefits people participating in sport across Scotland at all levels. Participants are effectively the customers of SGBs. They can be governing body members, the workforce or wider participants in the sport. There will also be an impact on **sport**scotland staff, specifically SGB partnership managers and time efficiencies.  The policy is not designed to have an intended impact on any particular group of people who share a protected characteristic. |

**Section 3 – Evidence**

What do we know about each group in the context of this project, programme or service? Please see appendix one for sources of evidence.

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| **Age: older people / children & young people** | Data collected through the SGB Annual Return categorizes 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. This is roughly split.  2022-23 SGB membership across the seven identified sports:   * Total membership: 2,957 * Adult membership: 91% or 2,655. (1,513 male / 1,142 female / 31 prefer not to say) * Junior membership: 9% or 269 (90 male / 179 female / 2 PNTS)   This is compared to 799,901 total members across all SGBs, split 67% adult and 33% junior. (69% Male / 27% female / 5% PNTS).  We don’t hold SGB workforce equality data. |
| **Disability** | Data on disability was not captured via 2022-23 SGB Annual Return for the seven identified sports.  Three sports surveyed their members directly to better understand their equality profile:   * 4.3% of members identified as disabled. This ranges from 7.6% in Croquet to 2.3% in Sub Aqua. * 4% of adults and 0.3% of juniors identified as disabled.   Data on disability was not captured across all SGBs in 2022-23.  We don’t hold SGB workforce equality data. |
| **Gender Reassignment** | Data on gender reassignment was not captured via 2022-23 SGB Annual Return for the seven identified sports.  We don’t hold SGB workforce equality data. |
| **Marriage and civil partnerships** | This characteristic is out of scope for this EQIA because the policy outputs are not related to employment.  We don’t hold SGB workforce equality data. |
| **Pregnancy and Maternity** | This characteristic is out of scope for this EQIA because the policy outputs are not related to employment.  We don’t hold SGB workforce equality data. |
| **Race** | Data on race or ethnicity was not captured via 2022-23 SGB Annual Return for the seven identified sports.  We don’t hold SGB workforce equality data. |
| **Religion and Belief** | Data on religion and belief was not captured via 2022-23 SGB Annual Return for the seven identified sports..  We don’t hold SGB workforce equality data. |
| **Sex: women and Men** | 2022-23 SGB Annual Return membership across the seven identified sports is split:   * Male: 54% or 1,603 * Female: 46% or 1,321   This is compared to 799,901 total members across all SGBs, split 69% Male / 27% female / 5% prefer not to say.  Two sports of the smaller SGBs are predominantly female – Lacrosse (74%) and DanceSport (62%). However both sports total membership is around 500.  We don’t hold SGB workforce equality data. |
| **Sexual Orientation** | Data on sexual orientation was not captured via 2022-23 SGB Annual Return for the seven identified sports.  We don’t hold SGB workforce equality data. |
| **Socio-economic disadvantage: any people experiencing poverty** | Data on socio-economic disadvantage was not captured via 2022-23 SGB membership for the seven identified sports.  Direct surveys from five sports showed 70 of playing members within SGB affiliated clubs are from the 20% most deprived areas in Scotland based on postcode analysis to SIMD 2020.  We don’t hold SGB workforce equality data. |
| **Care-experienced young people** | Data on care-experience was not captured via 2022-23 SGB membership for the seven identified sports.  We don’t hold SGB workforce equality data. |

**Section 4 – Differential impacts and opportunities**

Consider whether the project, programme or service might have different impacts on one or more groups (positive/neutral/negative), or whether there are opportunities to improve equality.

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| **Overall impacts** | **Potential positive impact**  The policy aims to free up **sport**scotland staff time from smaller sports with limited reach and impact. There is potential to redirect this capacity to support larger sports, who have greater reach and scale across the country, with their equality, diversity and inclusion ambitions. This could result in a greater EDI impact for our investment.  The policy proposes to reduce the workload of the comprehensive investment process on smaller sports. As these sports are primarily run on a voluntary basis, this may free up their limited capacity to focus on growing and diversifying their membership.  There could be a potential positive impact from the policy as it may allow for some non-traditional or newly developed sports, which have a reach into traditionally under-represented groups or wider communities, to access a level of support previously not available.  **Potential negative impact**  The policy will result in direct sportscotland staff time no longer being provided to these sports. As a result, EDI focused queries may not get the level of attention required. However, existing support will still be provided via the SGB generic support services and through the refreshed equality framework to ensure compliance.  The policy will result in full equalities membership data no longer being sought from the smaller sports. This means it will be unfeasible to monitor their EDI reach and impact. However, given these sports are primarily run on a voluntary basis and would likely be unable to provide this data, it wouldn’t be a proportionate ask. |
| **Age: older people / children & young people** | The seven smaller sports have a predominantly adult membership when compared to the total SGB membership profile. We are therefore not aware of any published evidence which suggests that the policy outputs would impact people differently due to their age. |
| **Disability** | We are not aware of any published evidence which suggests that the policy outputs would impact people differently due to their disability. |
| **Gender Reassignment** | We are not aware of any published evidence which suggests that the policy outputs would impact people differently due to going under, or having under-gone, gender reassignment. |
| **Marriage and civil partnerships** | This characteristic is out of scope for this EQIA because the policy outputs are not related to employment. |
| **Pregnancy and Maternity** | This characteristic is out of scope for this EQIA because the policy outputs are not related to employment. |
| **Race** | We are not aware of any published evidence which suggests that the policy outputs would impact people differently due to their race or ethnicity. |
| **Religion and Belief** | We are not aware of any published evidence which suggests that the policy outputs would impact people differently due to their religion or belief. |
| **Sex: women and Men** | The seven smaller sports have a more equal male / female membership when compared to the total SGB membership profile. However, the total membership is relatively low (around 500 for each sport). We are therefore not aware of any published evidence which suggests that the policy outputs would impact people differently due to their sex. |
| **Sexual Orientation** | We are not aware of any published evidence which suggests that the policy outputs would impact people differently due to their sexual orientation. |
| **Socio-economic disadvantage: any people experiencing poverty** | We are not aware of any published evidence which suggests that the policy outputs would impact people differently due to experiencing poverty. |
| **Care-experienced young people** | We are not aware of any published evidence which suggests that the policy outputs would impact people differently due to being care-experienced. |

**Section 5 – Stakeholder engagement**

Include a brief summary of the stakeholders you have engaged with that have helped you understand the perspective of people who share protected characteristics or people in poverty. Think mainly about the target audience for your project. What did you learn? Are there any experts or local groups that you can contact to get more information? Include recent engagement but also past or future planned engagement where it is relevant.

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| **External**  We invited partners to consultation sessions when we were developing the proposed policy. We used their feedback to shape the outputs.  **Internal**  Patricia Horton / Diana De Stegmann – Research and data impact  SGB team / Alison Lunn – Moving to inclusion framework and partner engagement.  Fiona Lilley – Wider equality impact |

**Section 6 – Actions**

See appendix two on paying due regard. Set out what mitigating actions you have put in place. How are you seeking to address the negative impacts or promote the positive impacts you have noted in the general and differential impacts in Section 2 and 4 above? It is OK to say that the measure has a negative impact if it is justified. However, you should always have considered mitigating actions.

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| We will continue to promote existing support provided via the SGB generic support services and through the refreshed equality framework to ensure compliance. Rob Hardie – March 2024, from policy implementation and ongoing.  Based on this assessment and review there are no further actions required. However, we will continue to assess the process as it is implemented and update if and when required. |

**Section 7 – Sign off**

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| **Assessment signed off by** | Senior management team |
| **Sign off date** | January 2024 |