
REPORT

Equality at sportscotland

Equality mainstreaming and outcomes progress
report

April 2021

Introduction

Welcome to **sportscotland**'s fifth equality mainstreaming and outcomes progress report. This report covers the period 1 April 2019 to 31 March 2021. It includes:

- The progress we have made embedding and mainstreaming equality considerations into our ways of working.
- The progress we have made against our 2017-21 equality outcomes.

The Coronavirus (Covid-19) pandemic seriously disrupted society. The restrictions put in place to manage the public health crisis had, continue to have, a significant impact on our activities, our partners and the sporting system.

We had to adapt what we do based on what was happening round us. We shifted our focus to prioritise supporting partners and staff to respond to the crisis. This impacted our delivery and our ability to collect data to show our impact against our equality outcomes. We have therefore outlined progress and included measures where data was available.

Mainstreaming equality at sportscotland

This section provides an update on where we are in relation to mainstreaming equality across **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.

Strategic context

In May 2019, we launched our new corporate strategy: [Sport for Life](#). The strategy outlines our vision of an active Scotland where everyone benefits from sport. It sets out our commitment to inclusion underpinning everything we do.

Our new approach to inclusion

In 2021, we developed a new approach for inclusion which has three strands aligned to the Public Sector Equality Duty. Our new approach is part of Sport for Life. It will provide the framework to enabling and ensuring inclusion is embedded in our work. It will become our business as usual.

Figure 1. Three strands form our approach for inclusion



Our people – We will champion inclusion and lead by example. We create an environment for change by embedding inclusion in the support and development of “our people”.

Our system – We will debias mainstream systems and processes. Our system will be inclusive by design. We will give focus to specific disadvantaged or under-represented groups to help decision making and ensure additional, targeted support helps reduce inequalities.

New ideas – Going forward, we will deliver our equality outcomes through the “New ideas” strand. We will test new ideas for excluded groups and tackle pressing inequalities in sport. We will be prepared to fail and learn.

2021-25 equality outcomes consultation

Through consultation and collaboration with representative organisations, we developed our new equality outcomes. They are person-centred and describe the changes four focus groups will experience because of our actions. Each group is diverse and over-lapping. Our new outcomes respond to the common experiences and these intersections.

We will help people who:	
Live in poverty and low income	Experience mental health problems
Are over 50 years old	Are part of our diverse ethnic communities
To experience these outcomes	
I see and hear people like me taking part.	
I have a voice in the decisions that affect me.	
I feel like taking part is for me	
I can find opportunities that meet my needs	

Internal governance

Our internal inclusion group brings together key staff from across the organisation to oversee our work and ensure we deliver against our key legislative and policy requirements, raise the profile of inclusion and identify opportunities for collaboration and improvement. The group also implemented internal audit recommendations to improve internal governance and communication and employee information reporting.

Planning and reporting

We continue to embed equality screening and equality impact assessments (EQIAs) throughout our planning processes. All equality focused actions are integrated into programme plans within our corporate performance management system. Progress is reported to our senior management team monthly and our Board quarterly.

EQIAs are a vital tool to help us identify and understand the impact of our work and take action to reduce inequalities. We completed and published nine assessments on our [website](#). We also published an [equality impact of COVID-19 evidence summary](#).

Table 1: EQIAs completed between 1 April 2019 and 31 March 2021

Environment	Equality impact assessment	Completed
Clubs and communities	Return to sport and physical activity guidance	November 2020
	Getting coaches ready for sport - guidance and webinars	November 2020
	Covid-19 Officer e-learning module	January 2021
	Scottish governing bodies of sport Covid-19 recovery fund	January 2021
	Safeguarding action planning tool	January 2021
	Virtual Learning Environment for Sport	March 2021
Making it happen	Business continuity plan	July 2019
	Internal response to Coronavirus (COVID-19)	January 2021
National Centres	sportscotland national training centre Cumbrae	February 2020

We continue to collaborate with other Scottish public sector bodies to share best practice, learning and resources. This supported us to improve our employee equality monitoring and enhance our approach to engaging with care-experienced young people. We also attended a workshop led by the Equalities and Human Rights Commission (EHRC) to support us to enhance our approach to developing new equality outcomes.

Procurement processes and award criteria

We consider whether our procurement award criteria and performance conditions should include ways to help us better perform the equality duty. Where relevant, we highlight that we support the Scottish Living Wage and Fair Work First criteria as part of our procurement processes.

Facilities investment and expertise

We continue to 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. We deliver inclusive facility design guidance that aims to remove as many barriers as possible to support participation for all groups at all levels.

Performance Lifestyle

We continued to provide transition and lifestyle management to performance athletes throughout their development in the performance pathway. This has included specific support to athletes returning from pregnancy, athletes experiencing challenges with their sexual identity and adjustments to support disabled athletes.

Coach education

We worked with SGBs to develop a targeted approach for a refreshed coach education subsidy which addresses under-representation in coaching and responds to partner need. The new approach is evidence-based and aligned with the SGB Equality Standard for Sport.

We adopted a greater focus on digital education and training, through a virtual learning environment for the sector. This enables us and our partners to deliver online education, training and CPD to people working or volunteering in sport, athletes and their families.

Young People's Sport Panel (YPSP)

We continue to lead the panel to represent the voice of young people and influence the future of sport in Scotland. Their support over the last two years has included:

- Contributing to national policy and strategy consultations
- Co-designing and facilitating the development of Fit for Girls Solutions workshops
- Developing Walk and Talk campaign with the Scottish Association for Mental Health (SAMH) to encourage people to combine physical activity with social connection.

Glenmore Lodge

We continued to provide a range of opportunities to take part in outdoor and adventure sport specific to women, young people and disabled people through the national outdoor training centre Glenmore Lodge. We adapted delivery and provided specific support to enable a range

of organisations to utilise the facilities and take part in activities including Boots and Beards, Colourful Heritage Group, Aberdeen Shared Lives and Able2Adventure. We also hosted the Women in Adventure Sports conference and Ride2Leader women's weekends.

Progress against our equality outcomes

In this section we summarise the activities that have helped deliver our equality outcomes for 2017 to 2021. We have included performance indicators to illustrate progress against our equality outcomes where they are available.

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, (20% most deprived SIMD)

Equality Duty deliverables: Advance equality of opportunity, Eliminate discrimination, Foster good relations

Deliver the Active Schools programme and focus on work with girls and young women, disabled young people and those in our most deprived communities

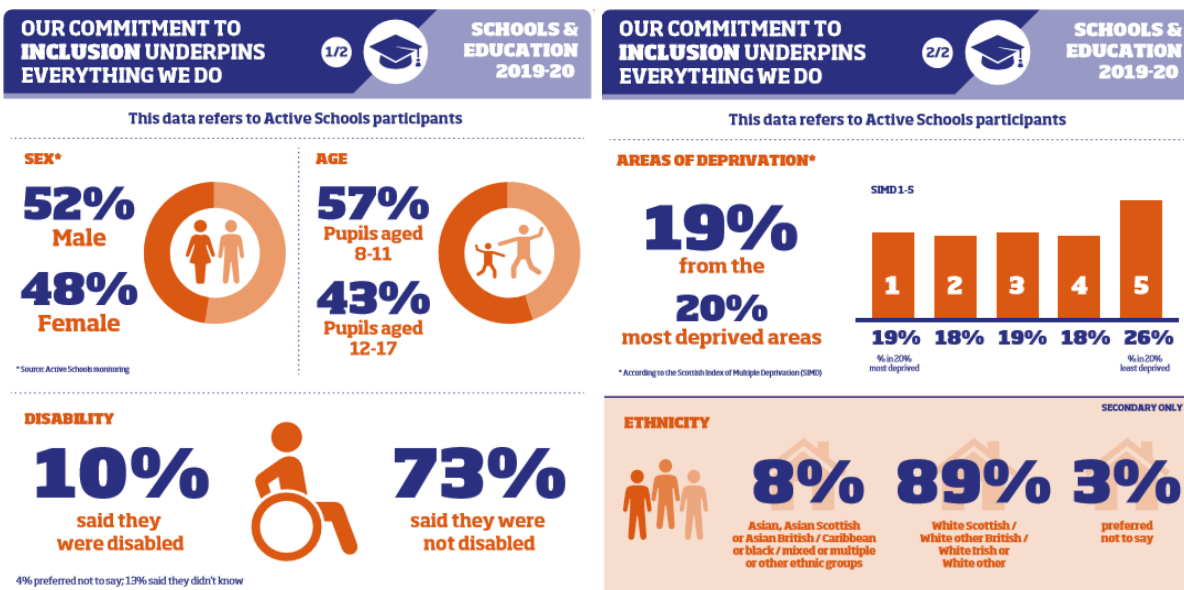
Active Schools aims to provide more and higher quality opportunities to take part in sport and physical activity before school, during lunchtime and after school, and to develop effective pathways between schools and sports clubs in the local community. The programme is designed to impact on all children and young people in primary, secondary and additional support needs (ASN) schools across Scotland. It is universally available to all children and young people including those who share the protected characteristics.

The Covid-19 pandemic seriously disrupted the education system and the delivery of Active Schools. In response, we took a flexible approach to the Active Schools remit to prioritise the employment status of the workforce and ensure the network could respond to local need. This meant we paused our monitoring of participation for the programme. As a result, we are unable to provide analysis of trends for both 2019-20 and 2020-21.

In 2019-20, we issued surveys across schools to demonstrate our progress against the Active Scotland Outcomes Framework (ASOF). The surveys also collected equalities data which provides useful context on the diversity of Active Schools participants when the programme was operational. This is shown in figure 2 below.

Figure 2. Active Schools 2019-20 ASOF infographics ¹

¹ https://sportscotland.org.uk/media/6131/asof_schools_infographic.pdf - 9,000 Active Schools participants responded to our survey across 10 local authorities.



Covid response

Active Schools teams across the country quickly adapted to the national uncertainty, prioritising inclusion and the needs of young people. In 28 local authorities, Active Schools pivoted to support childcare hubs, set up for vulnerable children and the children of key workers, during the initial phases of lockdown. This support helped ensure hubs prioritised the delivery of sport and physical activity. By working closely with care-experienced and vulnerable children, many Active Schools teams gained a better understanding of individual children's challenges and generated ideas for improved provision moving forwards.

As restrictions temporarily eased, many teams looked to create new ways to get young people physically active, both at home and in the classroom. This included working with schools to identify those most in need of support, delivering online activities for children and their families, adapting activities and resources for target groups and creating packs for pupils with additional support needs.

Evidence review of disabled young people participating in school and community sport

In 2020, we established a working group to review the evidence base on participation of disabled young people in school and community sport. The group identified examples of impactful activity in the sporting system and found four themes:

- connecting with disabled young people to understand their needs and their experiences in sport
- inclusive communication
- mapping, signposting and developing training and education
- developing guidance and resources for the sporting system.

Due to the resource pressures caused by Covid-19, progress with this work was paused. However, we aim to use this information to enhance opportunities for disabled young people to participate across the environments when restrictions allow.

Deliver leadership opportunities for young people in sport and physical activity increasing the diversity of those involved

Young People's Sport Panel recruitment

We continue to strengthen 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 engaged digitally with a wide range of partners, third sector groups and equality organisations that work with young people across the country to increase our reach and to tailor our approach to target groups.

Deliver activity that supports and promotes participation opportunities for girls and young women

Fit for Girls Solutions workshops

In partnership with the Youth Sport Trust (YST), we developed Fit for Girls Solutions workshops. These sessions are facilitated by young leaders. They aim to support local practitioners to better understand the needs of girls and young women in sport. Due to COVID-19, we revised the content to be suitable for an online delivery workshop. These will be launched in summer 2021.

Local partner support for women and girls

We continue to support local partners on a needs basis as they develop their thinking and plans around girl's specific delivery. In 2019, we supported City of Edinburgh to establish a think tank to drive forward an improvement plan for female participation. This is now part of their new sport and physical activity strategy.

Scottish Women and Girls in Sport Advisory Board

The Women and Girls in Sport Advisory Board was established to provide independent advice to the Minister for Public Health and Sport on female participation and awareness raising in all areas of sport and physical activity. The board is made up of key leaders from the world of women's sport, business and media.

We supported the board to develop a set of recommendations to drive participation in sport and physical activity amongst women and girls. These were published in the 2019 report [Levelling the Playing Field](#). We shared the report with local and national partners.

Active Girls Day

In October each year, we run Active Girls Day to encourage 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 supported the YPSP to inspire their peers to become #ActiveGirls by developing a promotional toolkit and online resource pack. We continued to promote the positive work of our partners across our social media channels.

Women and Girls in Sport Fund evaluation

We commissioned an independent evaluation to explore the outcomes achieved through the Women and Girls in Sport Fund, in terms of physical activity, health and wellbeing, skills and confidence.

The evaluation found the funded projects successfully supported women and girls to engage in physical activity and sport. Participants noted the activity had a positive effect on their

physical and mental health, increased their confidence and helped them develop teamwork, leadership and communication skills.

We produced a learning note to highlight the key factors which deliverers should consider when designing projects for women and girls. We shared the findings with partners and published the resources on our website: [Women and Girls in Sport Fund evaluation](#).

Period Equality Grant

We managed the distribution of the Scottish Government's £50,000 fund to support access to free sanitary products in sports clubs. These grants supported 497 sport clubs across Scotland to provide free sanitary products to their members, participants and visitors.

Work with partners to create and develop hubs and clubs that provide opportunities for girls and young women, disabled young people, and young people from the most deprived communities

Community sport hubs

We work in partnership with all 32 local authorities to invest in and support the development of community sport hubs. Hubs bring together sport clubs and community organisations who want to develop and grow the sporting offering in the community. We support hubs to focus on sustainable, community-led approaches that get clubs working together to develop welcoming, safe and fun environments for sport.

Below are some examples of recent projects run through hubs:

- Broxburn CSH connected with two local golf clubs to provide opportunities for girls and young women and young people with autism to take part in the sport by offering coaching in schools and expanding their existing disability programme.
- Shettleston CSH and jogscotland established Jiggly Joggers, a community-based jogging network which aims to encourage local women to get active in a social group. The club has over 130 members and runs five sessions at four deprived areas in the east end of Glasgow.
- Edinburgh CSH engaged with a local kayak club and local carers association to develop a person-centred programme aimed at increasing the confidence of young carers to participate in sport.

Direct Club Investment

We continue to work closely with clubs across Scotland to support direct club investment (DCI) business cases that provide more and better opportunities for under-represented groups. Since April 2019, 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.

Utilise national sports training centres to provide opportunities for girls and young women, disabled young people, and young people from the most deprived communities to participate and progress

The **sport**scotland national training centre Inverclyde is an important part of the landscape in disability sport. It ensures disabled participants, from young people through to performance athletes, can experience world-class, fully integrated, multi-sports facilities.

We continued to promote the centre as a leading residential facility for mainstream and additional support needs (ASN) schools in Scotland. We provided a two-day residential experience for four ASN schools and two schools from our most deprived communities. Further work to build on this engagement was delayed due to COVID-19.

We worked with Scottish Disability Sport (SDS), Scottish Powerchair Football and Scottish Amputee Football and wheelchair basketball to provide training, residential and competition facilities for young disabled athletes. We also provided training opportunities for girls and women's specific national squad and player development activity for gymnastics, netball, rugby and football.

Outcome 2 – Workforce

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

Target protected characteristics: Age, Disability, All, (20% most deprived SIMD)

Equality Duty deliverables: Advance equality of opportunity; Eliminate discrimination; Foster good relations

Develop our approach to employ, support and retain young people and disabled people in sportscotland

We focused on improving our recruitment approach, how we support employees with disabilities, and how we can improve employment opportunities for young people. While we have made progress on these actions, our 2021 employee information report shows that the inequalities in our workforce composition have persisted.

Review of recruitment training

We continue to strengthen our approach to recruitment training for managers to ensure it is more inclusive and encourages and enables a more diverse range of people to apply. We worked to ensure vacancies are promoted in plain English, use non-gendered language and are promoted through organisations and channels that can reach a diverse audience. We will continue to look at ways to improve this approach.

Disability Confident Leader

We began the process to progress from a Disability Confident Employer to a Disability Confident Leader, in order successfully employ, support and retain disabled people and those with health conditions. We had to pause progress, as due to COVID-19 our external partners did not have capacity to support our actions. We will start again as soon as is practical.

Employment strategy for young people

We created a cross-organisational working group to coordinate and improve our employment opportunities for young people. We will use the findings from an Investors in Young People review to strengthen our processes and procedures. We currently support the development of young people by:

- Providing 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.
- Running Instructor Development Schemes (IDS) and Outdoor Training Schemes (OTS) at **sportscotland's** national training centre at Glenmore Lodge. These offer young people valuable experience in all aspects of instruction and the running of a national centre. 11 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.
- Offering a scholarship programme within the physical preparation discipline at the **sportscotland** institute of sport specifically targeted at female applicants. This provides

an opportunity for two candidates to develop the knowledge and skills of a professional physical preparation coach

Provide training, support, learning and education to our staff, networks, partners and workforce on equality and inclusion

Partnerships with equality organisations to deliver training for SGBs

We worked with Plan4Sport to deliver training for SGB staff and board members in equality and diversity, unconscious bias, mental health awareness and equality impact assessments. In total, 12 sessions were delivered to 164 attendees with delivery moving online in 2020 due to COVID-19.

We worked with LEAP Sports Scotland to deliver Actively Included training to support LGBTI participation in sport. LEAP delivered three sessions in 2019 to 15 SGBs with delivery paused in 2020 due to COVID-19.

SDS partnership

We continue to invest in Scottish Disability Sport (SDS) to work with SGBs and local partners to provide education and training on the needs of disabled people in sport. We promoted guidance created by SDS to help organisations consider the needs of disabled people when developing plans to return to sport: [Principles for Participants with Disabilities Returning to Physical Activity and Sport in Scotland](#). We also worked closely to ensure the **sportscotland** Return to Sport and Physical Activity guidance is inclusive to disabled people.

Changing Lives Champions

We supported 38 invested posts from SGBs, local authorities and leisure trusts to complete the Changing Lives Champions programme, provided by the Changemakers Partnership. The programme included training on inclusive practices and community engagement and understanding. The Champions are equipped to support club and community organisations to be more inclusive and respond to local need.

Coaching Futures

We provided support and guidance to SGBs to help them use positive action to recruit a more diverse range of performance coaches through the Coaching Futures project. Due to challenges regarding staff furlough and a pause in recruitment by SGBs, the project has been delayed by a year.

Young people coaching qualifications

We strengthened opportunities for young people to start their journey into coaching by lowering the age limit for new coaching qualifications to be accessed. We increased the range of organisations who can deliver qualifications to include further education partners. It is anticipated this will enable a greater reach through curriculum delivery for young people who haven't previously accessed formal coach education.

We also worked with sports to develop our generic learning content around coaching young people into their sport-specific context. This work was paused during COVID-19 but will be restarted when partners capacity increases.

Para performance education

We successfully piloted the para education initiative which aims to increase the confidence and skills of performance practitioners working with para athletes. The programme offers one-to-one peer led learning support utilising a range of interventions including athlete voices, mentoring, reflective learning and observed practice. We translated some resources into a digital offering to share with the network through the virtual learning environment. Due COVID-19 we postponed work on providing support to para athletes to enter the coaching workforce and creating a suite of e-learning resources for parents and coaches of para athletes.

Understanding the female athlete

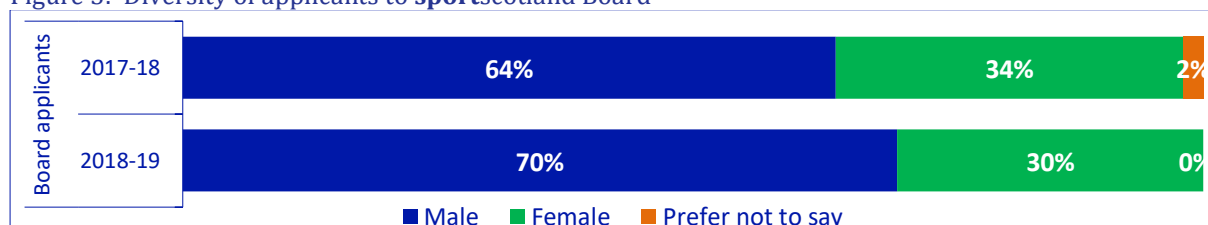
We developed a female athlete health check questionnaire and engagement plan to enable us to better understand needs and adapt our support services. We also developed a learning pathway for female athletes which includes an animated short video, an e-learning module for all levels of participation in sport and a follow up workshop. This is complimented by factsheets and resources shared with the network via the **sportscotland** coaching app and virtual learning environment.

Mental health and wellbeing

We developed a diverse range of resources to support mental health and wellbeing for athletes, coaches and staff throughout COVID-19. These resources have been shared across the sporting pathway in a variety of platforms. We also developed an e-learning module on mental health awareness for coaches which focused on returning to sport post COVID-19. The module has seen over 2,500 users.

Continue to improve the diversity of applicants on sportscotland's Board

Figure 3: Diversity of applicants to **sportscotland** Board²



5% stated they had a disability

8% stated they were from a diverse ethnic community

sportscotland's board achieved gender equality following the appointment of five new members in 2017. In 2019, we reviewed the board recruitment process to help maintain the 50/50 gender split. We produced videos of current members talking about their experiences and promoted via a social media recruitment drive, #GetOnBoard. We also worked to ensure the vacancies and videos were promoted with organisations that can reach a diverse range of applicants. This included: Women on Boards, 2% Club, Changing the Chemistry, the Equality

² Source: Scottish Government appointments. 2017-18 n=134 for five positions, 2018-19 n=138 for three positions. Disability data available for 2018-19 only. No recruitment undertaken between 2019 and 2021.

Network, Young Scot, Centre for Education for Racial Equality in Scotland and the Minority Ethnic Matters Overview e-newsletter.

Following the recruitment process, two men and one woman were selected by the public appointment's unit. This resulted in a 58% male, 42% female gender split on our board. We will continue to review and improve the recruitment process to ensure we re-achieve gender equality as we look ahead to next round of appointments to begin Autumn 2021.

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

Deliver multi-channel communications strategy which promotes and supports our networks to raise the profile of diversity in sport

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. Examples of co-hosts include: SAMH, Who Cares? Scotland, Age Scotland and NHS Health Scotland. 65% of monthly themes were focused on profiling diversity in sport.

We continued to develop a suite of resources and campaigns to encourage our networks to raise the profile of diversity in sport. Highlights include:

- Worked with SAMH to create the “We’re here” social media campaign and toolkit for partners to raise awareness of the role of physical activity to support mental health.
- YPSP member contributing an article each month to Sport First and Inside Track.
- Dedicated Young Ambassador social media channels and online resources to promote leadership in sport to young people.
- Social media campaign on Active Girls Day and Women and Girls in Sport week. Active Girls Day promotional toolkit and online resource pack.
- Profiling and celebrating equality and diversity in sport through 21 Sport First 21 articles and 12 Focus on Sport stories³. Examples included: sport for diverse ethnic communities, community sport for young disabled people and women in sport.

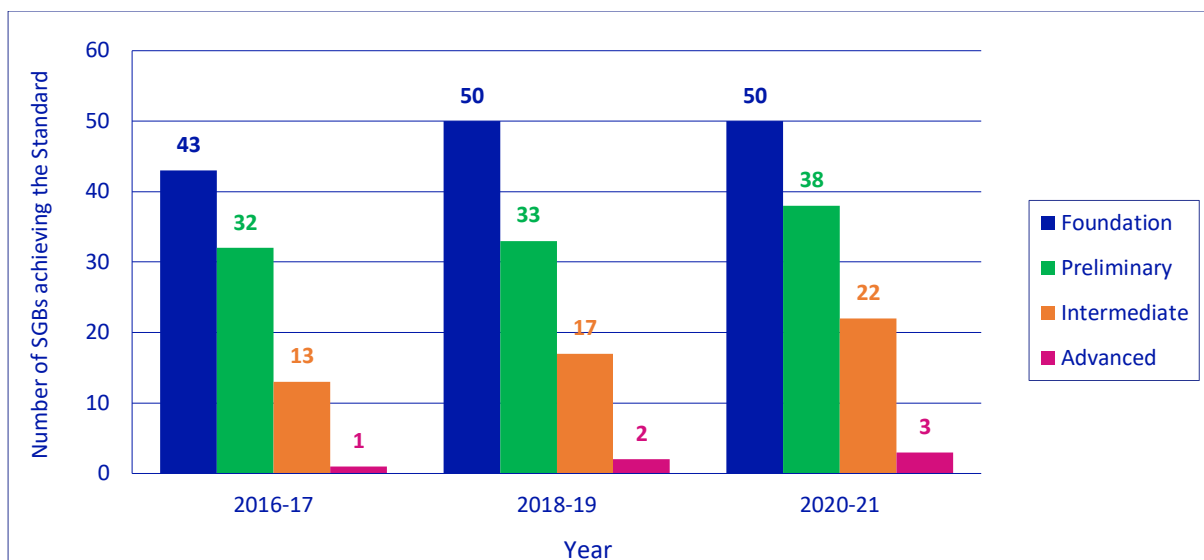
Support SGBs to progress through the Equality Standard for Sport

The Equality Standard for Sport⁴ is a crucial tool to support SGBs to understand their membership and 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.

Figure 4. Number of SGBs achieving the Equality Standard for Sport by level

³ Due to Coronavirus, from April 2020 to Sept 2020, we paused our monthly communications themes and storytelling strategy to provide the network with communications and media resources.

⁴ All SGBs receiving over £35k investment are required to achieve Foundation level of the Standard. Any sport that doesn't have Foundation level is deemed to only require an equality policy due to their size and capacity. There are currently six small SGBs that have not achieved Foundation level.



Review of the Standard

We supported an independent review of the Standard as part of our role in the Sports Councils Equality Group (SCEG). This will explore the effectiveness of the Standard and offer recommendations for how it can develop a more equitable culture across a broader range of organisations. The project will feature UK wide consultation and seek to embrace best practice from industries outside the sports sector. Findings of the review are expected summer 2021.

Continue to provide wider support to SGBs to eliminate discrimination, advance equality of opportunity and foster good relations

SGB equality conference

We delivered the fourth **sportscotland** equalities conference to over 120 delegates from national, local and third sector partners. The conference supports equality learning and development and provides an opportunity for partners to share best practice. Topics included: mental health awareness in sport, diverse women in sport, BSL consultation on action for sport, equality and the law and LGBTI participation in sport. Partners attending to support the conference included Plan4Sport, SAMH, and The Equality Network. Feedback on the conference was positive, with 88% of attendees rating the event as either good or excellent.

National LGBTI Coordinating Group

We worked collaboratively with the National LGBTI Group on raising awareness, opportunities and resources for LGBTI people participating in sport. We promoted partners to attend an online LGBTIQ+ Sport & Physical Activity Alliance Summit delivered by LEAP Sport. Workshops and panels included: LGBTIQ+ mental health and sport, LGBTIQ+ Black Lives Matter, Trans inclusion and addressing LGBTIQ+ inactivity and grassroots pathways into sport/physical activity.

British Sign Language (BSL)

We worked with Deaf Scotland to develop guidance for SGBs to improve their engagement with BSL users in their respective sports. We delivered a BSL consultation session to 36 SGBs. This focused on raising awareness, developing understanding and identifying what support SGBs need to improve access to information and opportunities for BSL users. We gathered feedback and identified key actions. However, progress was put on hold due to the COVID-19 pandemic and constraints faced by the sporting sector.

Continue to update and extend our equality and sport evidence resources

961 people we have shared or promoted the 2016 Equality and Sport research to since 2017

1,790 hits on the 2016 Equality and Sport research and learning notes since 2017

751 hits on the 2020 Equality and Sport research and learning notes since February 2021

Equality and Sport research 2020

In 2016, we worked with the Equality and Human Rights Commission (EHRC) in Scotland to commission [research](#) into equality in Scottish sport. In March 2020, we commissioned independent research to help us to update, refresh and grow our equality evidence. We wanted to understand how work is progressing in this area across the sector and ask what could help us all take action to reduce inequalities.

The project aimed to update and extend existing equalities and sport evidence resources; engage directly with the Scottish sport sector to understand whether and how equalities are embedded; and identify recommendations to progress improvement in this area in Scotland.

The [Equality and Sport Research 2020](#) has led to practical recommendations that will help the sector make progress on reducing inequalities, increasing diversity and embedding inclusion. These recommendations focus on strategy and action. We used the outputs from this to inform our equality outcomes for 2021-25.

Facilities wider evaluation

In 2020, we published an external evaluation of our facilities investment and support. Understanding the impact of our work on equality and inclusion was a strand of this work. Around half of the funding recipients reported that our investment had enabled specific activities that engage with inactive or under-represented groups in sport and physical activity. The main target groups included disabled people, followed by women and girls, children and young people, and older people. The evaluation recommended strengthening monitoring processes to develop a stronger evidence base on the link between investment in facilities and engagement with under-represented groups.

Race and racism in sport research

We agreed a joint approach with home nation sports councils and UK Sport to develop a collective plan to help build a sporting system that's reflective of the societies they represent, and to stamp out racism and racial inequality in sport.

We supported two major areas of independent research. The first part collated existing data on race and ethnicity in sport to identify gaps, gain greater insight into participation and progression barriers and make recommendations. The second part created an opportunity to hear lived experiences of racial inequalities and racism in sport by offering people a safe space to tell their stories and understanding of accessing, being involved in, or being excluded from sport. The sports councils' chief executives have met regularly to track progress. A full report and set of recommendations is expected to be produced by summer 2021.

Trans participation

We worked with other home countries and the Sports Council Equality Group to review the evidence of trans participation in sport for governing bodies across the UK. The tender for independent research was awarded in March 2020. Significant consultation has been undertaken and all sports councils across the UK are currently engaged at CEO and Board level on the next steps.

Equality profile of talented athletes

We worked collaboratively with UK Sport and other home country sports council to identify the equality profile of athletes on the talent pathway. We commissioned independent research to collect this information by sport to help us investigate the barriers to inclusion and implement change. This research will establish a baseline to measure future interventions aimed at engaging under-represented groups into sport and talent pathways. The final report is due in May 2021.

We also worked directly with 19 sports to gain a better understanding of the athletes involved at each stage of their pathway, by age and by gender. This information is being used to identify areas we can improve and where we need greater understanding.

Supporting young people in performance

We commissioned research into the experiences and perceptions of parents, guardians and carers of young athletes in the performance pathway in Scotland. We aim to use the findings to enable sports organisations to effectively equip parents, parents, guardians and carers with the skills and knowledge to better support young athletes. We will look to digitize the learning resources and promote through our virtual learning environment.

We piloted a project to explore ways to improve physical preparation in teenage judoka athletes. Initial findings are positive and show potential to expand the use behavioural science techniques to benefit young athletes in other sports or young people in across the sporting system.

Find out more

Further information on our new equality outcomes and our employee equality information can be found at: <https://sportscotland.org.uk/equality-at-sportscotland/equality-reporting/>.

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