

---

REPORT

---

# Equality at sportscotland

---

Equality mainstreaming and outcomes progress  
report - April 2023

---

# Contents

|  |    |
|--|----|
| Introduction .....   | 3  |
| Who we are .....   | 3  |
| Strategic context .....  | 3  |
| Sport for Life and our approach to equality, diversity and inclusion ..... | 4  |
| Our people .....   | 4  |
| Our system .....   | 4  |
| New ideas .....  | 5  |
| Additional areas of responsibility .....                                   | 5  |
| How we deliver our EDI approach.....                                       | 6  |
| Our system – Mainstreaming equality .....                                  | 7  |
| Our people .....   | 21 |
| New ideas – Progress on equality outcomes .....                            | 28 |
| Case studies placeholder .....   | 35 |
| Find out more .....  | 32 |
| Appendix one – Meeting the specific duties of the Equality Act .....       | 33 |

# Introduction

Welcome to **sportscotland**'s equality mainstreaming and outcomes progress report. This report covers the period 1 April 2021 to 31 March 2023.

The report includes the progress we have made embedding and mainstreaming equality considerations into our ways of working. It also includes the progress we have made against our 2021-25 equality outcomes.

## Who we are

**sportscotland** is the national agency for sport.

We are a non-departmental public body, responsible through ministers to the Scottish Parliament. We are also a National Lottery Fund distributor and are governed by National Lottery distribution rules.

We have three directorates - sports development, high performance and corporate services. We have a wide range of partnerships running the length and breadth of the country.

The **sportscotland** Trust Company operates two national training centres which provide quality, affordable and appropriate residential and sporting facilities for people to develop in sport.

## Strategic context

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

We know that there is inequality in sport and physical activity. We provide leadership to the sporting sector, to influence and drive the changes needed to address inequalities and ensure everyone has the opportunity to take part. Through this, we contribute to a more inclusive Scotland.

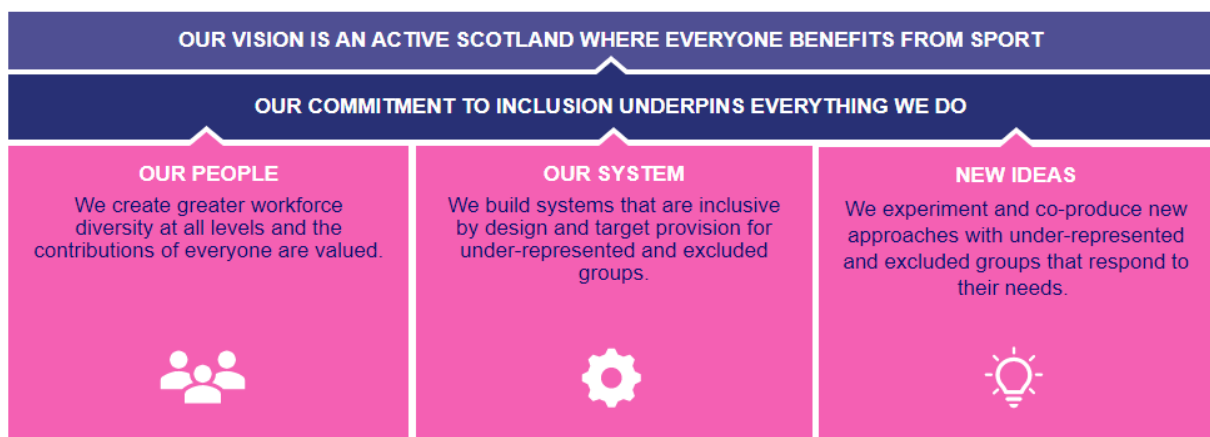
We are also committed to embedding a culture of inclusion in our organisation and ensuring that all employees are treated fairly, without discrimination because of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

# Sport for Life and our approach to equality, diversity and inclusion

In 2021, we developed a new approach for equality, diversity and inclusion (EDI). Our approach brings our commitment to inclusion underpinning everything we do to life.

Our EDI approach has three strands aligned to the Public Sector Equality Duty (PSED). It provides the framework for enabling and developing a system that is inclusive by design, building on our strong foundation of existing work. It will become our business as usual.

Figure 1. Three strands form our approach for equality, diversity and inclusion



We have summarised our intention for each strand below:

## Our people

We will learn more about our culture and people’s experiences. We will champion inclusion and lead by example.

We create an environment for change by embedding inclusion in the recruitment, development, and support of “our people”.

We will support our staff and networks to learn more about how to make inclusive decisions.

## Our system

We will aim to debias mainstream systems and processes. We will look at how we do things, as well as the activities we do. Our system will be inclusive by design.

We will strengthen our continuous improvement process. We will build on the networks and learning from our previous outcomes to inform our mainstream work. We recognise women and girls, disabled people and those living in areas of high

deprivation<sup>1</sup> are part of the diversity of the new focus groups outlined in the new ideas strand.

We continue to grow and share our equality data and evidence. We use this insight to aid decision making and help us all take action. This may include additional, targeted support to reduce inequalities for specific disadvantaged or under-represented groups.

## **New ideas**

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 have set person-centred, thematic outcomes to reach focus groups in a way that recognises their diversity. We will involve excluded groups from “start to finish” in the decision making. Our actions will be based on their diverse needs.

We will be prepared to fail and learn. Our work will evolve as we learn.

## **Additional areas of responsibility**

The following additional areas of responsibility also help us deliver the PSED:

**Mental Health Charter for Physical Activity Sport:** As a Charter signatory, we aim to improve equality and reduce discrimination for anyone with a mental health problem.

**Corporate Parenting:** As a Corporate Parent, we have a responsibility to understand and respond to the needs of care-experienced young people as any parent should.

**Rural disadvantage:** We recognise people in rural areas can find it difficult to access sport because of limited public transport, or fewer opportunities than urban areas.

---

<sup>1</sup> According to Scottish Index of Multiple Deprivation [SIMD \(Scottish Index of Multiple Deprivation\)](#)

## How we deliver our EDI approach

The principles outlined below guide the delivery of our EDI approach:

1. **Inclusive:** We will progress from approaching inclusion to satisfy our legal requirements, to inclusion as how we do business.
2. **Accountable:** We will ensure governance is in place to keep delivery on track. We will ensure we have clear roles and responsibilities, and that this area of work has shared responsibility and accountability.
3. **Person centred:** We will involve the groups we are trying to reach in decision making.
4. **Responsive:** We will use information and evidence, and ensure we are current and up to date. We will experiment and embrace change.
5. **Collaborative:** We will work with existing and new partners, particularly those who represent excluded groups. We will build and nurture networks to increase our reach.
6. **World class:** We will be ambitious and brave in trying new approaches. We will test and be prepared to fail and learn.

# Our system – Mainstreaming equality

We build systems that are inclusive by design and target provision for under-represented and excluded groups

Mainstreaming equality means taking it into account in the way we run our organisation and how we deliver our programmes and services. It is about debiasing our systems and strengthening our continuous improvement processes.

We will integrate equality into our everyday work and make it a component of everything we do. This aligns with our ambition to develop a system that is inclusive by design. This section provides an update on where we are in relation to mainstreaming equality across **sportscotland**.

## Internal governance and resource

Our internal inclusion group brings key staff from across the organisation to oversee our EDI approach and manage risks. The group is chaired by our Chief Operating Officer. It ensures we deliver against our key legislative and policy requirements, raise the profile of inclusion, and identify strategic opportunities for collaboration, improvement, and engagement with external expert organisations.

We created and recruited a new EDI manager position to drive our vision for EDI and facilitate strategic change across the sporting system. With leadership from our EDI Manager, we are continuing to input into the planning, design and development of relevant programmes both in **sportscotland** and across the sporting system.

## Planning and reporting

We embed equality impact assessments (EQIAs) throughout our planning processes. EQIAs are a key improvement tool to help us take person-centred, evidence-based decisions to address inequalities.

We tested a new participatory approach to develop EQIAs for priority areas of work. We found this increased learning, developed more practical actions and supported activation of our EDI approach. This approach was supported by internal audit.

We completed and published eight assessments on our [website](#), as shown in table 1.

Table 1: EQIAs completed between 1 April 2021 and 31 March 2023

| Environment                  | Equality impact assessment title   | Date completed |
|------------------------------|--|----------------|
| <b>Schools and education</b> | Active Schools (participatory assessment)  | June 2021      |
| <b>Clubs and communities</b> | Scottish Governing Body investment   | May 2021       |
| <b>Clubs and communities</b> | Getting facilities ready for sport guidance  | June 2021      |
| <b>Clubs and communities</b> | Child wellbeing and protection in sport safeguarding tool  | January 2022   |
| <b>Clubs and communities</b> | Sport facilities investment (participatory assessment)   | In progress    |
| <b>Making it happen</b>      | Contracts for services policy  | September 2021 |
| <b>Making it happen</b>      | Workforce composition / People strategy (participatory assessment)   | February 2022  |
| <b>Making it happen</b>      | Hybrid working policy  | September 2022 |
| <b>All</b>                   | Tackling racism and racial inequality in sport (participatory assessment with representation from Sporting Equals) | November 2022  |

We integrate EQIA actions into our business plan programmes. We capture and report progress through our performance management system to our senior management team and our Board.

We continue to collaborate with other Scottish public sector bodies to share best practice, learning and resources. This helped us to further develop our employee equality monitoring, enhance our new hybrid working policy and begin developing support for colleagues who may be experiencing symptoms of the menopause.

### **Equality, Diversity and Inclusion toolbox**

We developed an online toolbox of resources to help people learn the basics about equality, diversity and inclusion in sport. The toolbox gives people simple, consistent definitions. It provides high level data on each protected characteristic. It provides an explanation of inclusive design, as well as tools and examples to help people apply inclusive practice. We continue to develop and refine the resources based on user



feedback and engagement. You can access this via: [Equality, Diversity and Inclusion: Toolbox \(sportscotland.org.uk\)](https://www.sportscotland.org.uk/equality-diversity-and-inclusion-toolbox)

We are in process of developing an organisational approach to allyship, in the context of our EDI approach. We will develop resources to support staff and partners to make inclusive decisions. We will incorporate these into the EDI toolbox as well as other EDI development opportunities for the system.

## Procurement processes and award criteria

We continue to consider how our procurement award criteria and performance conditions help us better perform the equality duty. We screen all new suppliers to ensure that their policies comply with equality legislation. Where relevant, we highlight that we support the Scottish Living Wage and Fair Work First criteria as part of our procurement processes. We also provide direct support to contract managers to help them consider the equality impact when evaluating contract or framework awards.

## Research, data and insight

We updated our equality data collection, both internally and externally, in light of 2022 Scottish Census. We were identified as an example of good practice in the public sector for the collection and utilisation equality and socio-economic disadvantage data. [sportscotland - collection and use of equality data: case study \(www.gov.scot\)](https://www.gov.scot/resources/consultation-papers/collections/documents/sportscotland-collection-and-use-of-equality-data-case-study.pdf).

We are working with Scottish governing bodies of sport (SGBs) to improve collection of equality data. Our aspiration is to prioritise the capture data for seven protected characteristics as well as areas of deprivation, across all categories such as Board members, officials, coaches, SGB members etc. This is a significant ongoing project given the variation in size and capacity in governing bodies.

We continue to update our equality and sport evidence resources. This includes:

1. **Race and racism in sport** – We co-commissioned the independent [Tackling racism and racial inequality in sport research \(sportscotland.co.uk\)](https://www.sportscotland.co.uk/research/racism-and-racial-inequality-in-sport-research). We are committed to delivering the research recommendations and to accelerate progress across the system. We are drawing on the findings to input into our EQIA process as a key piece of evidence. We provide joint progress updates with other home country sports councils. You can find the latest update here: [Tackling Racism & Racial Inequality in Sport – January 2023 \(sportscotland.org.uk\)](https://www.sportscotland.org.uk/research/tackling-racism-and-racial-inequality-in-sport-january-2023)
2. **Transgender participation in sport** – We worked with home nation sport councils via the Sports Council Equality Group to undertake an independent review of the evidence of transgender participation in domestic sport. The review investigated the views, knowledge, and experience of hundreds of people with a lived experience in sport, including transgender people. It

considered the policy landscape and the latest scientific findings affecting the inclusion of transgender people. We published the updated guidance to support governing bodies to better understand the needs and challenges involved in ensuring that everyone can take part. We delivered a series of development sessions for professional staff working in the sport sector to share the research, the findings and available support. The resources are available at: [Resources \(equalityinsport.org\)](https://equalityinsport.org).

3. **Equality profile of talented athletes** – We co-commissioned independent research with UK Sport and other home country sport councils to identify the equality profile of athletes on the sport and talent pathway. This helped us investigate the barriers to inclusion, establish a baseline for future interventions and support the change required to engage under-represented groups into talent pathways. We shared the findings with SGBs to facilitate discussions on the demographic makeup of the cohort of talented athletes. We incorporated the conclusions into the review of the Equality Standard in Sport.
4. **Racism in Scottish cricket** - We commissioned Plan4Sport to lead an independent review into racism in Scottish cricket. The review process included almost 1,000 direct engagements from a broad cross-section of all levels of Scottish cricket. This informed the Changing the Boundaries report available at: [Independent review into racism in Scottish cricket \(sportscotland.org.uk\)](https://sportscotland.org.uk).

## Active Schools

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. The programme is designed to impact on all children and young people in primary, secondary and additional support needs (ASN) schools across Scotland. We provide leadership to the network to take an inclusive approach while also providing targeted opportunities to remove barriers to taking part.

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 participation trends from 2019-20 to 2021-22.

We continue to review how to improve and embed equalities and inclusion into Active Schools. During the break of our programme monitoring, we took the opportunity to review and improve our equality data collection. We supported partners to gain access to local equalities data which has been a significant challenge for many. As a result,

we are now on track to report full equalities return for 30 local authorities for academic year 2022-23. This data will be available from June 2023.

We refreshed the programme equality impact assessment. We used the evidence to focus our support on helping the network make inclusive decisions and target support based on local school and community need. This approach recognises that each Active Schools team will be working with a pupil population that has a unique equalities profile. The refreshed EQIA helped us focus our support.

We provided resources and data sharing tools to help teams put knowledge and understanding into practice. We delivered equalities data training sessions to local authority partners as well as at the Active Schools residential. Sessions used both national and local equality data to inform practice on the ground. We tested the build of localized maps which partners can supplement with their own data to inform decision making. We continue to embed this in our working practice and extend these sessions to more partners.

## **Community sport hubs**

We work in partnership with 31 local authorities to invest in and support the development of a network of community sport hubs (CSH). Hubs bring together a collective of local sports clubs and other community organisations to improve the contribution that sport and physical activity has on a local community. The approach starts with understanding the needs within a community and then collaborating to facilitate and deliver activities and interventions. We work closely with each local authority to establish CSH plans with outcomes for protected characteristics. These are in line with their own equality priorities and local action plans.

We updated the CSH principles to promote the need to be inclusive by design. We created new guidance for the network to inform the use of operational investment to drive greater diversity and inclusion of participants. We refreshed our data and evidence gathering on the range of targeted initiatives CSHs currently have in place to increase participation amongst under-represented groups and the likely impact these will have. The changes aim to support a network-wide sharing and learning culture. Below are some examples of recent projects run through hubs:

- **Grangemouth Community Sport Hub** - A football programme is delivering free sessions to introduce young people to the benefits of sport and physical activity. [Dinky Dyes Programme \(sportscotland.org.uk\)](https://sportscotland.org.uk/dinky-dyes-programme)
- **Moray Community Sport Hubs** - A new initiative is using sport and physical activity to support people with mental health or addiction difficulties. [Active Recovery Moray \(sportscotland.org.uk\)](https://sportscotland.org.uk/active-recovery-moray)
- **Renfrew/Gallowhill Community Sport Hub** - Free Karate tuition to inactive young people. [OneRen, one community \(sportscotland.org.uk\)](https://sportscotland.org.uk/one-ren-one-community)

## Active Schools and Community Sport Hub Inclusion Projects

In 2022, we launched a new investment stream. Our aim is to encourage local partners to think creatively to enhance opportunities or accelerate positive change for under-represented groups through Active Schools and community sport hubs. We invested in 11 projects, from eight local authority partners. These projects focus on reducing inequalities in sport and physical activity for a range of groups, including:

1. Care-experienced young people
2. Disabled people and / or pupils with additional support needs
3. Diverse ethnic communities
4. LGBTQI+ community
5. Older adults
6. People requiring mental health support
7. People experiencing poverty and / or rural poverty
8. Women and girls

The projects were launched in 2023. We are providing independent evaluation and outcomes setting learning and development support to partners. We will also establish a community of practice to support implementation and share learning.

### Targeted local investment

In addition to the investment through Active Schools and community sport hubs, we are progressing a more targeted approach to supporting local partners to reduce inequalities in sport and physical activity. Our aim is to engage and improve access to opportunities for under-represented groups, care-experienced young people as well people who live in areas of multiple deprivation or experience rural disadvantage.

We worked closely with partners to determine specific communities of focus, establish their needs and agree how we can add most value in each local context. We have outlined a brief overview of our work with each partner below:

1. **Clackmannanshire** – We are working with a wide range of partners to support the development of a new Wellbeing Hub and Lochies ASN School in Alloa. This project aims to provide a range of health, physical activity and sporting opportunities, alongside specific interventions to better engage under-represented groups. We are strengthening a network of physical activity and sport providers to help maximise opportunities across the community.
2. **Glasgow** – We are engaging with the local community and local partners in the East End of the city to remove barriers from, and provide more opportunities for, local people to take part in sport and be physically active. This work includes provision of learning opportunities and qualifications and connecting local people into employability in sport.

3. **West Lothian** – We are working to increase engagement with physical activity and sport throughout the Craigshill community in Livingston. The project has a specific focus on engaging care experienced young people, disabled people, people living in deprivation, and people experiencing mental health difficulties.
4. **Dundee** – We are supporting a focused project which aims to provide increased opportunities for young people and their families to be physically active within the Kirkton community and local schools. We are also helping to inform the sporting infrastructure of the East End Community Campus project.
5. **Fife** – We are supporting a targeted approach within the Methil and Methilhill community to deliver new sport and physical activity opportunities and enhance the existing offer. This is specifically focused on supporting early years children, parents and care givers, young people leaving school and inactive older adults.

We are embedding a consistent monitoring approach across the inclusion projects and the in-depth, targeted investment into local authorities. This will allow us to report consistently across all additional investment for activity specifically focused on EDI.

## **Get into Summer**

We provided £1.4m to support all 32 local partners to create inclusive opportunities for children and young people impacted by COVID-19 to socialise, play and reconnect. A wide range of outdoor sport and physical activities were provided to engage young people and their families and carers. Partners developed and tailored specific sessions to engage young people from diverse ethnic communities, disabled young people or young people with additional support needs, girls and young women and care-experienced young people.

## **SGB investment**

We invest in SGBs to encourage and grow participation in their sport. Our investment supports programmes which aim to expand reach to under-represented groups and help tackle inequalities. Some examples are noted below:

1. Badminton Scotland worked in partnership with Amina Muslim Women's Resource Centre in Dundee to support 22 Muslim women through the Badminton Basics course. This aimed to provide the women with skills and confidence to deliver badminton sessions and activities to their communities. Plans are underway to extend this opportunity across the country.
2. Basketball Scotland are working in partnership with the Phoenix Community Centre and Easterhouse CSH. They are aiming to develop inclusive and affordable basketball opportunities for the community and to better engage those where deprivation is a barrier to taking part.

3. Table Tennis Scotland's operate a national Community Table Tennis Project. This provides safe, supportive and welcoming opportunities for people of all ages and abilities, including those living with dementia and Parkinson's disease, to socialise, play at a level they can manage and have fun.

We are undertaking a mapping exercise to scope where SGBs are allocating resource to intentionally target groups who share protected characteristics to increase participation. This will help us understand the scale and capacity across all sports as well as which under-represented groups are being supported.

**Focused support** - 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 progress the recruitment of a specialist HR function, diversity their board recruitment process and to support cricket to review and update policies, procedures, job descriptions and employment contracts with an anti-racism and EDI lens. Further funding has been provided to progress the appointment of a fixed-term EDI Manager to oversee this work.

We provided financial support to Cricket Scotland to design, build and implement a robust, independent investigations and disciplines process. This included the creation of an independent conduct in sport panel to carry out investigations and determine sanctions, with legal expertise from Harper McLeod, Sporting Equals and JLB Law.

## **Coach education**

We support coaches through a financial subsidy to the cost of their development and to attain qualifications. We worked with SGBs and partners to develop a targeted approach for the revised subsidy. Our new approach is evidence-based and prioritises funding for groups which are under-represented within coaching.

Our investment has supported almost 700 candidates with an intended impact on women, disabled people, LGBTQI+ people, diverse ethnic communities and young people. We continue work with partners to widen their reach and engagement with under-represented groups and share good practice.

We created new qualifications within the Scottish Coaching Certificate to help coaches develop the skills to be more person-centred and better equipped to adapt their coaching to meet the needs of individuals. The qualifications aim to develop reflective coaches who consider why, who, what and how they coach. Embedded within the qualification is an Activity Inclusion Model. This supports coaches with the mindset, skills and tools to be more inclusive within their own environment.

## **Communications and profile**

**Accessible communications** – We provide digital accessibility training to communications teams of SGB and national partners. We developed and promoted a



digital accessibility toolkit to support staff and partners when developing online content and written information. The toolkit follows SCULPT accessibility guidelines and good practice, building on our legal obligations to make our digital publications accessible to all: <https://sportscotland.org.uk/digital-accessibility/>. We continue to embed Plain English within all our corporate communications to ensure everyone has access to clear and concise information.

**Profile** - We use communications themes to profile the diversity of sport and the range of EDI activity taking place across the system. We launch each theme through our monthly twitter chat #Sporthour. We involve the Young People's Sport Panel and an external individual or organisation linked to the monthly theme as co-hosts. Examples include ENABLE Scotland, LEAP Sport, Sporting Memories, Scottish Refugee Council, Scottish Disability Sport, SAMH and many others.

We develop a suite of resources and campaigns, promoted across various channels, to encourage our networks to raise the profile of diversity in sport. Highlights include:

1. Profiling and celebrating equality and diversity in sport through almost 30 Sport First articles and 12 Focus on Sport stories. Examples are included in Appendix two. We also support Young People's Sport Panel members to contribute to Sport First and Inside Track each month.
2. Dedicated Young Ambassador social media channels and online resources to promote leadership in sport to young people.
3. National social media campaigns on Active Girls Day and Women and Girls in Sport week. Refreshing the Active Girls Day promotional toolkit and online resource pack.
4. Celebrating International Women's Day by sharing a range of resources on female athlete health, profiling women in leadership roles in the sporting system and sharing women and girls' participation research and data.
5. Collaborating with Cricket Scotland and leading anti-racism campaign group, Running Out Racism, on a national #CallItOut campaign. This aimed to encourage those involved grassroots cricket to take a stand against racism, and discrimination. We provided SportFirst content in Urdu and Hindi.
6. Sharing inclusive practice from across the organisation to build shared understanding.
7. Working with Scottish Association for Mental Health (SAMH) to create the #FeelYourPersonalBest and #TrySomethingNew social media campaigns and toolkits for partners. These aimed to raise awareness of the role of sport and physical activity to support positive mental health and wellbeing.
8. Worked with a range of partners to launch the new Be Active Be Well campaign on The International Day of People with Disabilities 2022. The campaign

provides a range of activity and wellbeing sessions to encourage disabled people to improve their wellbeing by being more physically active. [Be Active, Be Well 2023 \(sportscotland.org.uk\)](https://www.sportscotland.org.uk/active-well-2023)

9. Promoting Scottish Autism's short film "The Journey" to help raise awareness and understanding of autism by illustrating an individual experience in sport.
10. Promoting Scottish Sporting Futures research highlighting the challenges affecting young people across Scotland around wellbeing, attainment and poverty, and the role of sport to support our communities.

**Sponsorship** – We use sponsorship to raise the profile of inclusion and sport across our networks. We celebrate the many organisations, individuals and community groups that put inclusion, diversity and equality at the heart of their work. Examples include:

1. Scottish National Diversity Conference focused on diversity in the workplace – [2022 Herald & GenAnalytics Diversity Conference was supported by sportscotland \(sportscotland.org.uk\)](https://www.sportscotland.org.uk/2022-herald-genanalytics-diversity-conference)
2. Scottish National Diversity Awards – [2022 Herald & GenAnalytics Diversity Awards puts a spotlight on individuals and organisations who are shining examples of diversity in action \(sportscotland.org.uk\)](https://www.sportscotland.org.uk/2022-herald-genanalytics-diversity-awards)
3. The Scottish Women in Sport conference and the Young Sportswoman of the Year category at the Scottish Women in Sport Awards. [SW/S Awards 2022 – Scottish Women in Sport](https://www.sportscotland.org.uk/sws-awards-2022)
4. The Scottish Association of Minority Ethnic Educators (SAMEE) Awards - Sports for All category. [Unsung heroes at the heart of The Scottish Association of Minority Ethnic Educators Awards \(sportscotland.org.uk\)](https://www.sportscotland.org.uk/unsung-heroes)
5. The Scottish Ethnic Minority Sports Association (SEMSA) - Sport and Community Awards – [Scottish Ethnic Minority Sports Association celebrations \(sportscotland.org.uk\)](https://www.sportscotland.org.uk/scottish-ethnic-minority-sports-association)
6. Sponsoring the Glasgow and Edinburgh Kabaddi teams and promoting the finals of the UK tournament held in Glasgow– [Glasgow and Edinburgh teams feature in inaugural British Kabaddi League \(sportscotland.org.uk\)](https://www.sportscotland.org.uk/glasgow-edinburgh-kabaddi)
7. Scottish Sport Awards celebrating community heroes to athletes – [The Scottish Sports Awards 2022 \(sportscotland.org.uk\)](https://www.sportscotland.org.uk/scottish-sport-awards-2022)

## Young People's Sport Panel

We continue to lead the Young People's Sport Panel (YPSP) to represent the voice of young people and influence the future of sport in Scotland. The panel identified inclusion in sport as one of their key priorities. Their activity over the last two years has included:



1. Contributing to national policy and strategy consultations. Examples include engaging with Education Scotland around the future development of the PE curriculum to be more inclusive for all young people.
2. Supporting disabled access charity, Euan's Guide to develop a plan to raise awareness of the accessibility of sport and leisure venues.
3. Attending the Include Summit in Birmingham and the Scottish Woman in Sport Conference (SWIS) to provide input from a young person perspective into a range of topics and issues around equality, diversity, and inclusion in sport.
4. Co-designing and leading the development of Fit for Girls Solutions workshops.
5. Supporting the LEAP Sports Pride Youth Games to understand the barriers for young LGBTQI+ people taking part in sport.
6. Developing the Kit for All initiative to provide free access to affordable sports clothing and/or kit for young people and their families.

We delivered a Lead to Succeed Event for current young leaders. Previous Young People's Sport Panel members and Young Ambassadors were invited to share their stories and journeys. Over 100 young people attended and benefitted from a series of workshops delivered by a range of partners. The learning focus was on EDI, providing the young leaders with advice, resources and examples to help them in their roles.

### **sportscotland Glenmore Lodge national outdoor training centre**

We continued to provide a range of opportunities to take part in outdoor and adventure sport through the **sportscotland** Glenmore Lodge national outdoor training centre. We adapted delivery and provided specific support to enable a range of organisations to utilise the centre facilities and take part in activities. This included:

1. Piloting a scheme with Climb Scotland and Urban Uprising to support disadvantaged young people to discover rock climbing.
2. Working in partnership with Developing Mountain Biking in Scotland (DMBiS) to develop and integrate tutor elements for Adaptive Cycling into mountain bike leadership awards.
3. Supporting the delivery of the first para-climbing camp, created by Able2Adventure,
4. Hosting training for Adaptive Ski, providing skiing to people with physical restrictions or disabilities.

We run two annual under-18 adventure weeks to support youth participation in the outdoors. We work with Young Scot to offer young people aged between 14-17 access to courses at a significantly reduced rate. In 2022, we worked with the Scottish Canoe Association to expand our Under 18 offering to include paddle sports qualifications. 12 young leaders have achieved core coach training.

We also support young leaders developing careers in the outdoors. Our annual Instructor Development Scheme offers young people valuable experience in all aspects of instruction and the running of a national centre. The selection process for the scheme includes a requirement for at least 50% female representation.

### **sportscotland Inverclyde national sports training centre**

The **sportscotland** Inverclyde national sports training centre is the first UK residential sports centre of its kind, designed for inclusivity. The centre plays 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 worked with Scottish Disability Sport (SDS) to provide training, residential and competition facilities for disabled athletes across wheelchair basketball, boccia, football and more. Boccia UK use the centre as a training camp, providing Paralympians with world class facilities to best prepare for major games. We also provided training opportunities for girls and women's specific national squad and player development activity for gymnastics, netball, rugby and football.

We continued to promote the centre as a leading residential facility for primary, secondary and additional support needs (ASN) schools in Scotland. We worked with local partners to provide residential experiences for four ASN schools and two schools from our most deprived communities. We also supported events and residential for other groups including SDS young people's sport panel, refugees, care experienced young people and young people from low-income backgrounds. We delivered training to the staff team to help understand adverse childhood experiences to ensure we are equipped to support children and young people accessing the facility.

We hosted the Pride Youth Games delivered by LEAP Sports Scotland. We accommodated a residential for over 90 LGBTQI+ young people from across Scotland, the UK and Europe. This included taster sessions of 23 different sport and physical activities. This provided an opportunity for the young people who can often feel excluded from sport to try new activities, gain confidence, and have fun in a safe and welcoming space.

### **Support and promote opportunities for girls and women**

**Active Girls** – We run Active Girls Day each October. It 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 promote the positive work of our partners, and the incredible role models supporting girls' sport, across our social media channels. We provide a promotional toolkit to help allow schools, clubs and partners tailor their offering to suit local need.

**Fit for Girls** – We developed a revised Fit for Girls Solutions workshops in partnership with the Youth Sport Trust (YST). Young female leaders 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.

**The Women's Sport Leadership Academy** – We support colleagues and partners to attend the Women's Sport Leadership Academy (WSLA). The WSLA provides a unique learning environment designed to further develop leadership competencies and support women to become the next generation of leaders in sport. We are in the process of setting up an alumni network which will focus on further development opportunities for previous participants.

**Understanding 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 are working with sports to create female athlete health representatives to ensure female athlete needs are considered within sport specific activity and service delivery. We are also working with other home country sports councils to develop pregnancy guidelines for athletes.

**Outdoor courses** – At Glenmore Lodge, we offer courses run by female instructors that aim to create an inclusive learning environment for those who prefer to learn alongside other women. Activities include hill walking, rock climbing, kayaking and mountain biking: [Women's Courses: Meet the Instructors \(glenmorelodge.org.uk\)](https://www.glenmorelodge.org.uk). We work in partnership with Scottish Cycling and DMBiS to deliver the Rider2Leader scheme. This is designed to break down barriers for women in leadership roles in mountain biking.

## **Facilities investment and design**

We continuously update and deliver inclusive facility design guidance that aims to remove as many barriers as possible to support participation for all groups at all levels. We contribute up to 75% of the total project cost to club and community-led projects within deprived communities. We no longer require applicants to contribute to their project costs in both SIMD and non-SIMD areas. Examples of our investment support include:

1. The new Baba Fateh Singh Mind and Wellness Center which will aim to provide sport and physical activity opportunities for diverse ethnic communities, girls and women and disabled people within the South of Glasgow.
2. Additional courts for the Forthill Tennis Club in Dundee to enhance provision for women and girls and para sport delivery.
3. New bike park at Lochaber to accommodate disabled riders and adaptive cycles as well as curricular and extra-curricular activity with girls and young women and young people from more deprived and/or rural areas.

We are currently undertaking an equality impact assessment of our facilities investment. We want to identify and prioritise actions which result in our investment

better meeting the needs of communities and underrepresented groups. This will look at how we make investment decisions and what we are investing in.

## **Equality Standard for Sport**

We worked with the Sports Council Equality Group to undertake an independent review of the Equality Standard for Sport. The review featured UK and Scotland specific consultation to explore the effectiveness of the Standard as well as seeking best practice from out with the sports sector. Recommendations were made to position the Standard more as an organisational EDI development tool, helping support a more inclusive and equitable culture across a broader range of organisations.

We will launch the replacement for the Standard and operating model in 2023. This aims to support organisations to drive sustainable change through a continuous improvement cycle of reflection, planning, implementation, review and learning. Progression is based on development within five pillars for change around culture, leadership, experience, relationships and communications.

We will provide an accompanying support package to partners. This will look to include diagnostic tools, mentor support, help from equality partners, resources and access to peer groups and forums. The ambition is for the new framework to help facilitate meaningful, sustainable improvements in the representation, diversity and experiences of inclusion for sport leaders, wider workforce and participants.

## **Performance lifestyle**

We continue 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 identify and adjustments to support disabled athletes.

# Our people

We create greater workforce diversity at all levels and ensure the contributions of everyone are valued

We continue to learn about our culture and people's experiences to help us champion inclusion and lead by example. We provide a wide range of support, development opportunities and resources to our staff and networks to learn more about how to make inclusive decisions.

We integrate EDI and inclusive design into the delivery of learning and development opportunities to help staff and partners understand EDI and to attend to the needs of groups who share protected characteristics. This section outlines the progress we have made.

## Internal development

We recognised that we were collecting and reporting data on our workforce, but not taking direct action. We want to ensure inclusive thinking becomes our culture and embedded in all the decisions staff take. We recognise an integrated, longer-term approach is required to make our organisation more inclusive and diverse.

We analysed our employee information data, using a participatory EQIA, to review the composition and segregation of our workforce. We identified patterns of inequality and data gaps. We learned about how protected characteristics can affect our work experiences. We looked for "what works" to improve EDI in workforces.

We designed actions to deliver inclusive, person-centred services and policies. We aligned this with our people strategy themes, prioritising three key areas below. We integrated these actions into our people strategy action plan and started to deliver.

- Attract, recruit, and induct
- Deliver excellent management and leadership
- Workforce data

## Attract, recruit, and induct

We applied a more targeted and diversified approach to advertising vacancies where under-represented groups are more likely to access opportunities. We continue to develop inclusive employer communications, through our social media, sponsorship and other communications channels, ensuring there is greater visibility of **sportscotland** as a diverse and inclusive employer.

We implemented actions from the Minority Ethnic Recruitment Toolkit developed by the Scottish Government. We are working closely with the Race Equality Network and Council for Ethnic Minority Voluntary Organisations Scotland (CEMVO) to diversify

representation in our application and recruitment process. This activity supports our pledge to tackle racial inequality in employment. We are connecting this expertise with partners, with CEMVO delivering awareness training to the coaching network around barriers people from diverse ethnic communities' face in recruitment.

We are working in partnership ENABLE to implement improvements to our recruitment and onboarding processes for disabled people. We completed the ENABLE disability inclusion evaluation tool to help us strengthen our recruitment processes through the lens of disability and inform our support for disabled colleagues. We benefited and learned from a work experience placement within our ICT team, via the Enable Breaking Barriers programme. The placement is designed to help more disabled people into work as well as support organisations to develop more inclusive support for disabled colleagues: [Breaking Barriers - ENABLE Scotland](#).

We refreshed our recruitment training and support resources for staff to reflect our new EDI approach. We will look to test behavioural interventions to mitigate bias at each stage of our interview processes.

**Board recruitment** - In 2021, we reviewed our **sportscotland** and Trust Company board recruitment process, embedding learning from our workforce composition EQIA. We worked closely with the Scottish Government sponsor and public appointment teams to recruit five new **sportscotland** Board members. We produced a video of our chair Mel Young talking about the opportunities and promoted it via a social media recruitment campaign, #GetOnBoard.

We took a multi-channel approach to maximise exposure of the opportunities. We engaged directly with individuals and organisations that could reach a greater and more diverse range of applicants. This included: CEMVO, Women on Boards, 2% Club, Coalition for Racial Equality and Rights, Dundee International Women's Centre, Scottish Council's Equality Network, Changing the Chemistry, the Equality Network, Young Scot, LEAP, Show Racism the Red Card Scotland and many others.

Following selection by the public appointment's unit, the **sportscotland** board is now split, 67% male, 33% female. This is a change from 58% male, 42% female as at 31 March 2021. For the Trust Company Board, this is now split 45% male, 55% female gender split. 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.

**YPSP recruitment** - We continued 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 help tailor our approach to target groups.

## **Deliver excellent management and leadership**



We are developing a holistic EDI learning and development package to support all staff to deliver our EDI approach. Highlights are noted below:

1. We developed and delivered a series of workshops to help people understand inclusive design and learn about useful tools and resources to use in practice. Over 350 staff and partners who work or volunteer at different levels, across a range of organisations and sectors, attended the sessions. We are working with national trainers to take a targeted approach to ensure all local and national partners can take part in the training.
2. We provided a series of bitesize and lunchtime seminars to help staff and partners learn more about the research and data we collect, and how it links with our EDI approach and inclusive design. Examples included the equality profile of sports participants at a local authority level, how to map local data sets, our SGB equality data profile and sharing the findings from the tacking racism and racial inequality research.
3. We launched a range of refreshed EDI in workplace e-learnings to ensure colleagues and managers are delivering in line with legislative guidance and our EDI approach as well as offering practical help to challenge unlawful discrimination or inappropriate behaviour. We also implemented a new package of developmental EDI training and resources through LinkedIn learning.
4. We used our internal health and wellbeing group to develop a suite of guidance for colleagues on women's health and support for menopause.
5. We invited staff and partners to attend a developing female leaders' interactive session. This aimed to support the development of environments, mindsets and pathways that enable women to excel.

We will look to undertake an EDI focused review of our competency framework to agree an inclusive leadership definition and competencies. We are also exploring responsive and flexible development opportunities including external secondments, job shadowing and mentoring.

### **Workforce data**

We refreshed our internal employee equality monitoring to align with the 2022 Scottish Census. We seek feedback from colleagues on accessibility, support and development, and the overall workplace culture. We made improvements to our human resources information system to gather and analyse applicant diversity data as well as capturing candidate feedback on our processes.

We continue to improve our data collection to enable EDI analysis of key HR processes such as coaching for performance (performance development). We plan to build this data into key reports for our senior management team, leadership group and internal inclusion group to strengthen accountability and embed action focus.

For the latest information on our employee equality information, please see: [Employee Information Report April 2023 \(sportscotland.org.uk\)](https://www.sportscotland.org.uk/employee-information-report-april-2023)

## **Development opportunities for professional staff**

We provide a wide range of learning and development opportunities and resources to meet people's needs. We continue to embed inclusive design into opportunities within **sportscotland** and across the sporting system.

We continue to adopt a greater focus on digital education and training, through our Brightspace learning platform. This enables us and our partners to deliver online education, training and CPD to people working or volunteering in sport, athletes and their families. We developed a range of freely available EDI content, aligned to our approach, to disseminate to a Scottish audience. This has been accessed by 4,040 learners, with highlights including:

1. a free e-learning module, based on lived-experience, to understand female athlete health in relation to sport. This is complimented by a series of workshops and resources shared with the network: [Working with female athletes \(sportscotland.org.uk\)](https://www.sportscotland.org.uk/working-with-female-athletes). We are exploring ways to distribute these resources to deliverers more widely in the sporting system.
2. a new e-coach suite of online learning. Topics include equality and diversity in sport; tackling racism in sport; engaging diverse communities in your sport and engaging teenage girls in your sport.
3. working with SDS to incorporate the new Introduction to Inclusive Practice (IIP) course. This has been designed for anyone trying to build their confidence in working inclusively with participants with disabilities.
4. developed para-education learning resources to support practitioners working with performance athletes with a disability or impairment.
5. working with Scottish Sporting Futures to produce podcasts and person-centred resources for the local coaching children community.

**Active Schools support** - We engaged with Active Schools and Sports Development managers to help understand what EDI training is currently accessed and scope the learning needs of the network. This highlighted the need for sport-focused EDI training, in particular for disability inclusion training as well as care experience.

We worked in partnership with SDS 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 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.

We use hot topic sessions and manager meetings as opportunities to share strong practice from across the Scottish sport sector with the network. These also provide those with greater expertise an opportunity to share their experiences to support peer-to-peer learning.

We train a local tutor workforce, predominantly Active Schools Coordinators and CSH Officers, to increase accessibility of the programmes. Over 120 professional staff have gained a professional development award in sport educator training. These staff are upskilled to tutor coaching children workshops locally, both online and in person.

To respond to the needs identified by the network, we are exploring further development opportunities focused on young people with learning disabilities and neurodivergent young people through ENABLE and for care-experienced young people through WhoCares?Scotland.

**CSH officer support** – We support a network of CSH Officers across Scotland to support hubs to understand barriers and develop inclusive approaches that ensure everyone can get active. They help establish partnerships and develop plans and resources to build capacity and capability in community organisations.

We provide residential to give CSH Officers the opportunity to connect, share and learn with peers across the hub network. The days include 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 SDS and ENABLE Scotland. We also host fireside chats, informal online discussions focused on sharing insight, challenges and opportunities within communities and how these are connected to inclusion. Examples include engaging non-sporting partners, the cost-of-living crisis and activity in areas of multiple deprivation.

**SGBs and national partner staff** – We work with Plan4Sport to offer a variety of learning and development opportunities focused on equality, diversity and inclusion to SGB staff and board members. This aims to support partners to embed positive practices within their organisational policies. Examples include understanding equality and diversity, unconscious bias, inclusive recruitment, equality impact assessments, introduction to mental health and mental health masterclass.

**Changing Lives Champions** - We have supported 126 invested posts from local and national partners across 3 cohorts of the Changing Lives Champions development programme. This includes training on inclusive practices, using equality data and community engagement. The Champions provide capacity into the sporting system to support club and community organisations to be more inclusive and respond to local need.

**Scottish Sporting Leadership Programme** – We embedded inclusive design into the refreshed Scottish Sporting Leadership Programme (SSLP). The SSLP includes a mix of delegates from local and national partners as well as **sportscotland** staff. The programme provides a tailored learning and development opportunity. It is designed to support leaders in sport who are committed to increasing equality and inclusion to enhance their skills and knowledge.

## **Partnerships with equality organisations to deliver training and development opportunities**

**ENABLE** - We confirmed new a partnership with ENABLE Scotland. Our collaboration focusses on developing strategic leadership and advocacy; improving workforce diversity; building community connections and participation; and supporting those not engaged in sport.

We are connecting ENABLE with our local partners to help deliver training and work placement programmes for young people in sport. We worked with ENABLE to provide a range of learning development opportunities to staff and partners. These have been designed to help us address inequalities in our workforce. Over 400 staff and partners have attended these sessions which include:

- Disability Awareness Training/Disability in the workplace
- Supporting and developing disabled people
- Rethinking recruitment
- Supporting successful work placements
- Autism Awareness Training
- Neurodiversity

In 2023, we created a disability workforce diversity project group with representation from across **sportscotland**, local and national partners<sup>2</sup>. The aim of the group is to build understanding of why disabled people face inequalities in the sporting workforce and in composition of our structures. We want to use this group to develop and test new approaches to get more disabled people working in sport, building on existing support and partnerships.

**Sporting Equals** – We agreed a new partnership with Sporting Equals, an independent body that actively works to promote ethnic diversity across sport and physical activity through policy change and community-based engagement. Our partnership will focus on making a positive impact in tackling race inequality through building trust, capacity, and capability within the sport system in Scotland, empowering communities to deliver change and strengthening research and communications.

---

<sup>2</sup> Partners on the project include Scottish Canoeing, SDS, Glasgow Education, Glasgow Sport, the Chartered Institute for Sport and Physical Activity (CIMPSA)).

Sporting Equals are also providing expert resource to support the Cricket Scotland independent investigation.

**SAMH** – We have a strategic partnership with SAMH. Through this, we provide a series of opportunities for professional staff in sport to explore and understand mental health and wellbeing in the context of sport and physical activity. This included a maintaining well-being workshop, how to have mental health conversations and mental health awareness sessions and e-learning. We delivered 171 workshops, with 2735 attendances from across our local authority and SGB partners.

We continue to extend our offer to provide further insight into understanding mental health barriers to participation as well as exploring resources to support individuals in sport to look after their mental health and wellbeing. For more information, please see: [Scottish Mental Health Charter for Physical Activity and Sport \(sportscotland.org.uk\)](https://www.sportscotland.org.uk/scottish-mental-health-charter-for-physical-activity-and-sport)

**Scottish Disability Sport** – 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, support local delivery and engage in policy through strategic communications. Examples of the learning and development delivered with SDS are noted throughout the report.

# New ideas – Progress on equality outcomes

We experiment and co-produce new approaches with under-represented and excluded groups that respond to their needs

In this section we summarise the progress we have made to deliver our equality outcomes for 2021-2025. We deliver our equality outcomes through the “New ideas” strand of our equality, diversity and inclusion approach.

We will aim to test new ideas, coproduced with and for under-represented groups. We will involve excluded groups from “start to finish” in the decision making to ensure our actions emerge from the needs of our focus groups. This will help us tackle some of the most pressing inequalities in sport.

We will be prepared to fail and learn. We will plan the activity across the four-year cycle of the outcomes, ensuring we apply learning and demonstrate progress.

## Background

A wide range of evidence and analysis informed our decision to propose a focus on four groups. Examples of the evidence reviewed include national household surveys and our [Equality and Sport Research 2020](#)<sup>3</sup>. We also reviewed the profile and representation of the beneficiaries of **sportscotland**’s programmes and support<sup>4</sup>. From this evidence:

- We know that the population who participate in sport are not ethnically diverse and does not reflect our wider communities and populations. We think it should.
- There is a spectrum of mental health. But we know that people with severe and enduring mental health problems tend to be most excluded from taking part. We want to better meet their needs.
- The drop in sport participation in older age begins around fifty and continues. We are an aging population. We can learn more about the needs of people in older age and how they want to take part.
- Those who are underrepresented in sport are also more likely to be affected by poverty and low income.

Our public consultation found broad support for our focus:

---

<sup>3</sup> Counsel Ltd. (2020) Equality and Sport research 2020, sportscotland. Available at: <https://sportscotland.org.uk/about-us/our-publications/archive/equality-and-sport-research-2020/>

<sup>4</sup> The came from the series of data collected through two surveys that measure sportscotland’s contribution to the Active Scotland Outcomes Framework. This includes: <https://sportscotland.org.uk/about-us/our-publications/archive/asof-contribution/>

- Most people agreed a focus on each group was “highly relevant”.
- The groups are underrepresented in all parts of the sport system. We heard that it is this underrepresentation that reproduces structural inequalities.
- The diversity within and across the groups was highlighted. We heard that our outcomes should reflect this.
- The need for greater consultation and involvement of people who share the protected characteristics and have lived experience of the barriers they face, came through strongly. We heard that consultation and involvement has to be ongoing.

You can read more on how we used consultation to develop our new equality outcomes for 2021-25 at: [sportscotland Equality Outcomes 2021-25 - Summary consultation findings report \(sportscotland.org.uk\)](https://sportscotland.org.uk/equality-outcomes-2021-25)

### Our 2021-25 equality outcomes

We developed our new equality outcomes through consultation and collaboration with representative organisations. They are person-centred and describe the changes four focus groups will experience because of our actions. They are common experiences that are the result of under-representation. Our outcomes help us respond to the three Equality Duty deliverables: eliminate discrimination; advance equality of opportunity; and foster good relations.

A key component of this approach is building on the networks and learning from our previous 2017-21 outcomes. We recognise each group is diverse and over-lapping. Women and girls, disabled people and those living in areas of high deprivation are part of the diversity of the new focus groups.

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

## **Delivering the outcomes – what we've done and what we've learned**

We researched participatory, coproduction approaches. We held interviews with experts in this type of engagement. We also spoke with representative groups to understand their views, and what might work for their communities. This included Age Scotland, Involve, Scottish Association for Mental Health, What Works Scotland, Commission for people with Learning Disabilities, Joseph Rowntree Foundation, Spartans, United to Prevent Suicide, Fresh Start, Public Health Scotland and Sporting Equals.

From this, we learned:

1. Under-represented groups feel let-down by consultations that have not led to practical action or change. Two-way communication is vital to keep people informed.
2. We must create safe spaces for people to share their lived experiences but also empower and enable people to bring those stories to decision makers.
3. Decision makers need to be equals. They can't assume solutions to barriers or issues. They need to be clear on available resource from the outset to ensure a shared understanding of what can be delivered.
4. Different involvement and coproduction methods have different strengths. When used together, we can benefit from the combined strengths of different methods.
5. Testing new approaches that focus on the needs of a specific target group, rather than "open door" opportunities, help maximise the impact and quality of learning that can be mainstreamed. Starting small and building through time helps build trust.

We recognise the need to bring the people we want to reach into the earliest stages of decision making. We looked to test different methods to help us do this. Our initial approach was to seek specialist, contracted co-production expertise to support us to deliver projects which attend to the distinctive needs for diverse ethnic communities, over 50's and people experiencing mental health problems. Our commitment to incorporating the recommendations from the race and racism in sport research, and the findings from the independent review into racism within Scottish cricket, meant we prioritised the coproduction project with people from diverse ethnic communities.

In tandem with this approach, we would work with our local partners to test innovative methods to attend to the needs of diverse groups who experience poverty and low income. We would apply external evaluation to ensure we measure impact and can mainstream "what works" for both approaches.

In summer 2022, we tendered through public procurement for the project with diverse ethnic communities. We received limited responses. The proposals we assessed were

too broad. We found it difficult to attract organisations with enough co-production expertise, as well as access to wider networks or sport.

## **Future approach**

Based on our learning from the last two years, we reviewed our approach to be more focused and specific with our project scope and intent. We need to maximise our reach with our partners and networks to deliver the projects and test new approaches. We are developing revised proposals for each of the focus groups below which will be supported by specialist expertise where appropriate:

**People from our diverse ethnic communities** – We recognise the findings from the [Tackling racism and racial inequality in sport research \(sportscotland.co.uk\)](https://sportscotland.co.uk) that noted unrepresentative leadership and lack of input within governance structures can lead to decision making that is unlikely to serve the interests of diverse ethnic communities and sport participants. We will use our developing partnership with Sporting Equals to support work in this area.

**People living in poverty and low income** – Our targeted investment with local authorities to reduce inequalities is driven at a local, community level. The primary aim being improved access to sport and physical opportunities for under-represented groups. This approach is underpinned by the principles of community empowerment and engagement. We will explore opportunities to apply co-production to the delivery of new proposals from local partners, where this is focused on people living in poverty and/or experiencing low income. We recognise the intersectionality that exists so will aim to ensure this work is targeted and specific to maximise impact.

**People experiencing mental health problems** – We have developed a strong partnership with SAMH and fostered wider connections through our work supporting the Mental Health Charter for Sport and Physical Activity. We want to develop our connections in this space to bring co-production and sport into existing mental health initiatives to drive meaningful change.

**People who are over 50** – Our work in this space is still in the developmental phase as we prioritised our work with diverse ethnic communities.

## Find out more

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



## Appendix one – Meeting the specific duties of the Equality Act

| Duty  | Equality Act reference | Summary of requirements   | Frequency              | Last published                             |
|---|------------------------|---|------------------------|--|
| <b>Mainstreaming progress</b>                               | Section 3              | Publish a report on the progress made to make the equality duty integral to the exercise of functions                       | At least every 2 years | April 2021                                 |
| <b>Equality outcomes</b>                                    | Section 4(1) & (2)     | Publish a set of equality outcomes having involved protected characteristic groups/ individuals and used available evidence | At least every 4 years | April 2021                                 |
| <b>Progress against equality outcomes</b>                   | Section 4 (1) & (2)    | Publish a report on the progress made to achieve the equality outcomes  | At least every 2 years | April 2021                                 |
| <b>Equality Impact Assessments</b>                          | Section 5              | Conduct EQIAs for new/revised policies and publish these  | Ongoing                | Ongoing on our website                     |
| <b>Gather and use employee information</b>                  | Section 6 (1) & (2)    | Gather information on staffing composition, recruitment, development & retention against protect characteristics            | Annual                 | April 2021<br>EQIA published February 2022 |
| <b>Include employee information in mainstreaming report</b> | Section 6 (3)          | Include employee information and progress made in gathering & using this in mainstreaming report.                           | At least every 2 years | Diversity report September 2020            |

|   |           |   |                        |            |
|---|-----------|---|------------------------|------------|
| <b>Gender pay gap information</b>                                   | Section 7 | Publish percentage difference between hourly pay rates for men and women                        | At least every 2 years | April 2021 |
| <b>Statement on equal pay policy &amp; occupational segregation</b> | Section 8 | Publish equal pay policy and analysis of employment by grade/role for gender, disability & race | At least every 4 years | April 2021 |

# Appendix two – Profile case studies

We have outlined some additional examples of how we profile and celebrate equality and diversity in sport:

[Building community connections \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[COV winner: Rajani Tyagi \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Paving the way for women and girls \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Focus on...Handball \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Jen Griffin on putting equality and inclusion at the heart of Scottish Archery \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Sole Sisters \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[New Inclusive Club Resource \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Let's talk about inclusion \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Terry Bruton gives everything for Solway Spartans Boxing Club \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[The Wicketz programme helped Wilson Dallas and his family find their feet in a new country \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Keeping in touch \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Active Schools is helping change lives in Aberdeen \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Boots & Beards are helping thousands enjoy Scotland's outdoors \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Panel members innovating to help others during the pandemic \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[How Lesley Stewart was helped to her biggest achievement in sport by her support team \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[From then to now \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Bright sporting futures \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Supporting mental health and wellbeing \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Glasgow hillwalking group is helping people get out on the hills \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Active girls making change in Aberdeen \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Paving the way for women and girls \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Getting Glasgow's girls on bikes \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Focus on Scottish Disability Sport \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Focus On... Table Tennis \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)

[Focus On ... Rugby \(sportscotland.org.uk\)](https://www.sportscotland.org.uk)