



Asking the right questions?

Impact Assessment Summary: Sport Wales Strategy

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Others involved in the assessment	James Owens, Rachel Hughes, Steffan Barrow, Gordon Clark, Malcolm Zapple
Dates of Impact assessment review points (The impact assessment should remain live throughout the life on the project and should be regularly updated by the project lead and project working group)	Version 1 – 20 th November 2018 Version 2- 20 th December 2018 Version 3 – 14 th February 2019

2. Description of policy

Purpose and outcomes	To set out; <ul style="list-style-type: none"> ➤ The role and purpose of Sport Wales. ➤ The strategic intent of Sport Wales, which shows delivery against the Vision for Sport in Wales and is informed by Sport Wales Well-Being Objectives. (Well-being of future Generations Act)
Who will the policy impact on, who will be affected? Staff, general public, partners, stakeholders, athletes, specific closed groups?	Staff, partners, potential partners, stakeholders, the citizens of Wales.
What protected characteristics do those impacted share?	All

The anticipated likely impact of this policy based on the Impact Assessment is considered to be:

Positive Impact

- The strategic intent focussed around a person-centred approach where the needs of the individual leads delivery and where everyone has the opportunity to be active through enjoyable sporting opportunities.
- The likely impact based clearly on this intent would be positive across all characteristics and all communities.
- Intent that relates to giving every young person a great start has the potential to impact positively across all characteristics within the ‘young person’ age range.
- Intent to provide inclusive sport provides an opportunity to better understand accessibility and inclusion.

Potential Negatives Impact

- In relation to the above intent, there could be negative impact where minority groups are not heard and understood, particularly where gaps in insight in relation to the needs of minority groups exist.
- An understanding of cross sectionality and how this impacts access could impact negatively.
- Where investment into young people is prioritised there could be negative impact amongst other age groups.
- In relation to the intent to provide inclusive sport, not understanding inclusion fully could impact negatively on those people with a disability whom require a specific modified opportunity.

Mitigation

- Gaps in insight addressed.
- Insight is accessible.
- Mechanism to understand lived experiences in place.
- Partnerships with organisations that represent minority groups developed.
- An understanding of cross sectionality and how this will effect peoples lives understood, for example, women in poverty, BAME women in poverty.
- Systems to understand all groups in place.
- Replacing numbers for impact particularly in relation to minority groups.
- Justification for prioritising young people group should be clear.
- Collaboration with organisations that work with other age groups considered with an understanding of where positive action is in place for other age groups to avoid a risk of discrimination.
- Sport Wales should work with DSW to better understand inclusivity.
- Diversifying the workforce would add positive benefit.

Unknown Impact

Bully and harassment still exists in sport, Sport Wales should consider how the strategic intent will impact in relation to this.

Taking consideration forward

A summary of points to consider from the impact assessment

age

- Access to investment should be fair and should provide equality of opportunity across all age groups.
- The strategic intent should make it clear that prioritising young people will achieve greater impact.
- Sport Wales should be able to substantiate the impact of prioritising young people on other age groups and positive action that will be taken to eradicate this: e.g.: Partnership work- work with PHW, investing in other partners i.e. age Cymru.

Disability

- The voice of communities within the local community should be understood and specific needs met, specific opportunities for those with a disability might be required.
- The word accessible will need to be fully explained and tested in relation to disability. Partnership work with Disability Sport Wales (DSW) to understand the needs of those with a disability should be put in place along with clear standards for understanding 'accessible'.
- Work with DSW to understand implications for the whole spectrum when referring to a person-centred approach.
- The strategy should be available in easy read.

Gender reassignment

- There is a clear need for guidance in relation to accessible, inclusive activities and standards.
- Evidence and understanding based on real life experience should be developed.
- Bullying is identified as an issue therefore further consideration of this would be useful and in relation to this, the role of Sport Wales in relation to this for this within Business planning. Who do we need to partner? stonewall-
- Understanding the messages from the SSS in relation to gender identity and ensuring that all insight is fairly reported- should this be shared with EHRC
- challenges to address around gender specific and gender separation in sports, do we understand potential negative impact and what positive action is required?

Race

- Co-production, engagement and understand of the needs of all races within a local community is necessary in order to cater for the needs of all.
- Sport Wales will need to ensure that funding decisions fully understand this and are transparent.
- Learning from BME project- should be understood and used to inform policy.
- Continue of insight and learning with respect to race.

Religion and Belief

- Learning from BME project- should be understood and used to inform policy.
- Continue of insight and learning with respect to race.

Sex

- Understand real life experiences of women and men and understand what opportunities will meet their needs.
- Positive impact should be considered with respect to women and girls who are under represented.
- Implications of cross sectionality should be understood e.g.: women in poverty, women of different race.
- Future tends should inform priority and there is an indication that particularly women living in poverty will have more barriers to prohibit participation.

Sexual Orientation

- Delivery of the strategy and systems should ensure that the needs of this group are understood and met.
- Partnership with organisations that represent this community should be further developed.
- The impact of using the terms 'inclusive' and 'accessible' should be clearly understood for the individual from all our diverse communities.
- Sport Wales should understand and work with organisations to tackle Bullying and discrimination
- LGBT QI: data gap- do we need to do more on this?

Socio economic disadvantage

- Delivery of the strategy and systems should ensure that the needs of this group are understood and met.
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- Sport Wales should understand and work with organisations to tackle Bullying and discrimination
- LGBT QI: data gap- do we need to do more on this?

Welsh Language

- Those wishing to receive services- opportunities, funding, support, advice, resources in Welsh should not be treated less favourably.
- SSS can we disaggregate Welsh Speaker and free school meal?
- The strategy would be bilingual

Applying the 5 ways of working... (FGA)

How does this align to other strategy and policy (Integration) e.g.: Does it contribute to a more equal, fairer society? or a sustainable economy? With it contribute to the skills agenda?

Providing the backdrop would better apply a long term and preventative approach and would evidence engagement from the National Conversation- The thread from the vision to strategy, emphasising the journey.

Valued Organiastion does should be better articulated what the organisation inspires to be- high performing, fair, respectful, honest, diverse, sustainable, innovative – supporting a Wales for the future.

The FGA asks us the consider where we want to be in 5, 10, 15, 25 years- how will thius be met?

Plaese contact Emma Tobutt for the full impact assessment.

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