



SPÓRT ÉIREANN
SPORT IRELAND

Annual Report

2020

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Sport Ireland Annual Report 2020

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Overview

Sport Ireland Vision:

A world-class sports sector operating to the highest standards of governance and accountability and contributing towards the National Policy objectives for sport

Sport Ireland Mission:

Sport Ireland leads the national sports agenda through:

- Communicating the value and leading the thinking on sport
- Promoting an inclusive and fair culture
- Generating value from finite resources
- Building strong sports organisations
- Realising the concept of ‘sport for life for everyone’
- Supporting high performance success

Sport Ireland Values:

Sport Ireland recognises that there are values which are central to development of Sport in Ireland.

Player: We respect the right of everyone to invest in, participate in and achieve their potential in sport

Team: We work collaboratively to achieve shared goals

Fairplay: The development of sport must be based on a strong ethos of fairplay

Precision: Sport generates great passion; it must also be exact in showing what it can deliver for individuals and communities

Research: Strong research programmes provide an empirical basis for practice and policy

1. Chairman's Statement

2020 was a year that promised so much. In my Chairman's Statement in the 2019 Annual Report I reflected on the Covid-19 pandemic that was in its early stages. While the Olympic and Paralympic Games had already been postponed for twelve months, little did we know that we would still be in a precarious position a full year later.

Within every crisis lies great opportunity. Throughout 2020 the entire Irish sports system reacted and adapted to an unprecedented set of circumstances with a collaborative, innovative and energetic approach to place sport and physical activity at the centre of Ireland's response to the Covid-19 pandemic.

This was evident in the insightful research carried out by Sport Ireland in 2020, which showed that the number of adults participating in sport and recreational walking during Covid-19 restrictions was unprecedented in the history of Sport Ireland research.

Indeed the important role of the sport sector in supporting the population's physical and mental health throughout 2020 was acknowledged by Government. Firstly, the inclusion of sport and physical activity in the various Covid-19 mitigation plans was a welcome development and empowered the National Governing Bodies and Local Sports Partnerships to continue to engage their constituents, albeit in an unfamiliar environment.

Secondly, the allocation of an €85 million funding package for a sport sector, significantly impacted by the various Covid-19 restrictions imposed since March 2020, provided significant relief to Sport Ireland funded bodies and their clubs & affiliates. This funding provided much needed financial stability to the entire sector and has given organisations the confidence to continue trading through these difficult times. The funding was firm recognition by Government of the wider economic and social impact of sport and the significant costs arising from the real threat of insolvency to sporting bodies.

While the circumstances were incredibly unfortunate, Sport Ireland's investment in 2020 was the largest ever investment package for sport. This was augmented by confirmation in Budget 2021 that there would be a significant increase in funding for sport in 2021. This has reinforced a sense of confidence that support is available and we look forward to working with all of our funded bodies to address their needs in 2021.

While the pandemic significantly curtailed activity on the field of play, the work of Sport Ireland in implementing the National Sports Policy 2018-2027 and the Sport Ireland Strategy 2018-2022 continued. All of that work is well documented in this report and is testament to all involved, who have had to adjust to the new remote working environment.

While the pandemic negatively impacted footfall on the Sport Ireland Campus, the various exemptions for our elite athletes to continue training was extremely beneficial. Coupled with the exceptional effort of the staff of the Sport Ireland Institute, our athletes were in an excellent position once restrictions eased and competition recommenced.

The continued development of the Sport Ireland Campus is a key priority for the Board of Sport Ireland and is a key tenet of the National Sports Strategy. There are some really exciting plans in development for the Campus, which will make the facility the envy of many. The Campus Masterplan will be a watershed moment for sport in the country and we thoroughly look forward to this coming to fruition over the years ahead.

As evidenced in this document, the role of governance and the development of capacity within our funded bodies has never been more important. Steady progress has been made in this area as the 2021 deadline for the full implementation of the Governance Code for Sport comes into sharp focus. The progress in this area is welcome, but we are acutely aware that more needs to be done in order to achieve that target. We continue to encourage all funded bodies to continue to strive towards full adoption of the Code; Irish sport will be all the better for it.

June 2020 saw a change in Government with Sport Ireland moving under the auspices of a new Government Department soon after. In what was a very challenging year, Sport Ireland very much appreciates the support given to us in 2020, Ministers and Departments old and new.

Former Ministers Shane Ross and Brendan Griffin provided significant assistance to Sport Ireland in the early part of 2020 and the preceding years, which enabled us to continue our mission to improve standards in high performance sport and to increase participation rates.

Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media Catherine Martin and Minister of State for the Gaeltacht and Sport Jack Chambers have continued this support, especially in the securing of additional funding, which will allow Sport Ireland to continue supporting the sustainable development of the Irish sporting sector through the National Governing Bodies and Local Sports Partnerships, whilst also supporting the recovery of the sector. The valuable work of Sport Ireland funded organisations in providing opportunities for people of all ages, backgrounds and abilities to get involved in sport cannot be underestimated.

Finally, I want to thank and pay tribute to the Executive of Sport Ireland, my colleagues on the Board and Committee Members for their diligent and tireless work throughout 2020.

Kieran Mulvey

2. Chief Executive's Review

This is the annual report of Sport Ireland for the year ended 31st December 2020.

It is submitted to the Minister for Sport as required under section 17 of the Sport Ireland Act, 2015.

This report outlines the major aspects of Sport Ireland's work including;

- the number of people participating in sport and physical activity
- sustaining high performance by ensuring Ireland's performance in elite international sport improves; and
- building the capacity of National Governing Bodies (NGBs) and Local Sports Partnerships (LSPs); and
- continuing the development of the Sport Ireland Campus

Resilience was a recurring theme over the course of the last twelve months. Society showed incredible resilience when faced with an unprecedented situation. Sport was no different. Resilient is the perfect word to describe the sport sector in 2020.

It could be argued that the work of our National Governing Bodies and Local Sports Partnerships has never been as important as it was over the course of the last twelve months. Whether it was pivoting to online delivery, adapting procedures to ensure safe participation for children, answering 'Ireland's Call' or providing a much needed lift with international performances, sport kept the nation active and spirits up through the most challenging of times.

This is not just an observation; our research paints a clear picture of how people turned to sport and physical activity throughout the significant lock-down periods. The numbers of active adults had never been as high and the age profile of those taking part was extremely encouraging. What is also encouraging is that initial evidence shows that for activities such as recreational walking, participation numbers have shown great resilience.

Communicating the value of sport and physical activity was of paramount importance in 2020. Sport Ireland was delighted to lead, and be a key partner, on a number of visibility campaigns. Sport Ireland was delighted to be a key partner in the Government's 'Keep Well' campaign. Through significant national advertising and targeted interventions, Sport Ireland was able to reach a wide audience and provide innovative and helpful ways for people to be active. The Be Moved and Your Personal Best campaigns run by Sport Ireland celebrated real people from all walks of life who turned to exercise and movement to help them during Covid-19.

Women's participation in sport continues to be a high priority for Sport Ireland and much progress has been made in this regard. 2020 was the first full year of the implementation of Sport Ireland's policy on Women's Participation in Sport, with significant supports put in place to support the participation of women at all levels. We saw the delivery of a first female specific mentoring programme through the

Organisational, Development and Change Unit, the development of gender diversity toolkits and supports and a number of projects focused on increasing the visibility of women in sport. 2021 promises to be another fruitful year on this front.

The international pursuit of a fair and equitable global anti-doping system continues to be a recurring theme. Sport Ireland, together with international colleagues, were once again vocal in our calls for a transparent system with real consequences for wrongdoing. We were dismayed and dispirited by the lack of consequence for Russia's doping transgressions. We continue to make our voice heard into 2021. At home, the Government's acknowledgement of anti-doping work as essential allowed us to give Irish athletes the comfort that Sport Ireland continues to make sure that they are operating on a level playing field.

To support the work of our National Governing Bodies and Local Sports Partnerships in creating opportunities for people with disabilities and those from disadvantaged areas, Sport Ireland again invested a significant amount in projects through the Dormant Accounts Fund. Year on year Sport Ireland has been one of the top recipients of such funding. This is testament to the quality programmes and strong results delivered by these organisations.

While 2020 was not the year that we had anticipated, we look forward to 2021 full of optimism and hope. The Olympic and Paralympic Games, while maybe not the spectacular we would have expected, will take place and Irish athletes will represent their country with great pride and distinction. Plans are in place to support the growth of sports participation over the coming years. The governance of sport has improved exponentially. The roll-out of vaccines and the excellent adherence to public health guidelines by our sports means that our training grounds and playing fields will be full of activity once again. Sport Ireland will be there to support all of this.

I would like to thank Secretary General Graham Doyle & Assistant Secretary Ken Spratt of the former Department of Transport, Tourism and Sport, and Secretary General Katherine Licken and Assistant Secretary John Kelly of the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, and their staff for their ongoing assistance and support. The additional funding secured for 2021 will have a real impact on the Irish sports sector, providing much needed stability as we look forward to a brighter future.

I would also especially like to acknowledge the staff of Sport Ireland who, in very trying circumstances, maintained a high level of productivity to provide significant support to the entire sector in 2020 and thank them for their ongoing excellence in the discharge of their duties. I would also like to extend my thanks to the members of the Board of Sport Ireland for their continued support.

John Treacy

Sport Ireland Structure

3. Sport Ireland Board

Kieran Mulvey - Chairperson

Kieran Mulvey is Chairman of Sport Ireland and is the former Director General of the Workplace Relations Commission, a position he held from 1991 to 2016. He is a former General Secretary of the Association of Secondary Teachers, Ireland (ASTI) and Irish Federation of University Teachers (IFUT). He is a director of Independent News and Media and Chairman of Adare Human Resources. Kieran is a Fellow of the Educational Institute of Scotland and is an Honorary Fellow of the Chartered Institute of Personnel and Development (CIPD). Kieran holds Honorary Doctorates from the National University of Ireland and University College Dublin. He has undertaken a number of projects for the Government, the European Union and International Labour Organisation.

Lynne Cantwell

Lynne Cantwell is Ireland's most capped woman in Irish rugby and a former Vice-Captain and Captain for Ireland's 15s & 7s team. She has represented Ireland 86 times over a 13 year period and jointly led Ireland to their first ever Six Nations Triple Crown, Grand Slam title and victory over World Champions, New Zealand 2013/14. Since retiring she has continued to represent and help progress the game. Lynne is the Women's High Performance Manager with South Africa Rugby.

Mary Dorgan

Mary is serving a second term on the Board of Sport Ireland. Mary is a highly experienced board member across the public and private sectors. She was previously Assistant Chief Executive with the Health and Safety Authority (HSA). Mary is a CEDR accredited Mediator.

Jerry Grant**

Jerry Grant has a background in Civil Engineering and is an experienced Director and Executive Advisor in the Utilities and Construction sectors with 25 years at Director Level including roles as director of MC O'Sullivan Consulting Engineers (MCOS), and 10 years as Managing Director of RPS in Ireland. Jerry has held the roles of Specialist Advisor, Head of Asset Management and Managing Director with Irish Water from 2012 to 2018. He is currently Managing Director of Jerry Grant & Associates, Non-Executive Director of Murphy Surveys and External Member of the Governing Body of the Technological University

Dublin. Jerry is a member of the Institute of Arbitrators and is qualified in Law & Arbitration as well as being a Chartered Fellow of Engineers Ireland.

Olive Loughnane

Olive competed as a high performance athlete from 2000 – 2013. She represented Ireland at four consecutive Olympic Games and became World Athletics Champion in 2009. Since retiring from competitive sport in 2013, Olive has been a member of the Sport Ireland High Performance Committee. She is the current Chair of the Sport Ireland Research and Participation Committee and represents Sport Ireland on the FAI Nominations Committee. Olive has an MA in Leadership & Strategy. The research element of her MA focussed on the delivery of organisational change and implementation of governance reform in the aftermath of an organisational crisis.

John Maughan*

John Maughan served as Senior Football Manager of Mayo, Clare, Roscommon and Fermanagh and led his county to the 1996, 1997 and 2004 All-Ireland Senior Football Finals. John inspired Clare to win the Munster Football title for only the second time in 1992 and also managed NUI Galway in the Sigerson Cup. John held the position of Captain with the Defence Forces of Ireland and is currently employed by Mayo County Council as a Procurement Officer. John is also a football analyst for RTÉ Radio sport. John was a board member of the Irish Sports Council.

Padraic Moran

Padraic is a two-time Paralympian and a former world champion in the sport of Boccia. With over 20 year's national and international competitive experience, he possesses a wealth of knowledge across the sports disability sector. Apart from extensive experience in existing disciplines, more recently he has been assisting in developing Power Chair Football within Ireland. He has worked with Youth Sport Trust UK and is currently working with East Coast FM and Sky Ireland.

Caroline Murphy*

Caroline is a Broadcaster and Psychologist who runs her own Communications Consultancy. Caroline previously presented 'It Says in the Papers' on Morning Ireland and has many years' experience of Sports Broadcasting in both Radio and Television. She was a member of the National Sports Campus

Development Authority and its representative on the High Performance Committee of the Irish Institute of Sport.

Patrick O'Connor

Pat O'Connor is a Solicitor, Coroner, Arbitrator and Notary Public. Pat is a member of a number of professional and regulatory bodies and associations including The Law Society of Ireland, The Chartered Institute of Arbitrators, Mental Health Tribunal, and the World Rugby, Six Nations and IRFU Disciplinary panels. Patrick has previously served as member, chairman or director of a wide range of professional, sporting and philanthropic organisations including the Board of Management of St. Louis Community School, Hope House, the Irish Association of Suicidology, the Judicial Appointments Advisory Board, the Courts Service Board and the Press Council of Ireland. He has held various offices within the Law Society of Ireland most notably as President (1998-99).

Roger O'Connor

Roger is a highly qualified Sports Business Leader, having attained a Bachelor of Commerce Degree and a Master of Business Administration, both from UCD. He has been a full member of the Association of Chartered Certified Accountants since 1997. He has extensive experience working in elite professional sport, holding the positions of Managing Director and Head of Finance & Regulations at ERC, the organiser and rights holder of the Heineken Cup rugby tournament and as CFO of the newly redeveloped Curragh Racecourse Ltd. Roger's current position is Director, Commercial Affairs with ICON plc and is the Chair of the Sport Ireland Facilities DAC.

Iognáid Ó Muirheartaigh**

Iognáid's career has been in the fields of administration, research, academia and management. He is a former President of NUI Galway. During his term of office, he led the University to a period of unprecedented growth in student numbers, capital developments, research income and philanthropic fundraising. He served as Chair and Board member of the Irish Universities Quality Board (IUGB). His research has been published in international journals and he has served as a visiting professor at Stanford University, the US Naval Postgraduate School in Monterey California, the University of Connecticut and Glasgow University. He has also served on many Boards in the public, private and voluntary sectors. He has been involved in athletics as a competitor at national and international level and was selected as Captain of the first (united) Irish team since 1937 to compete internationally in the European Cup, which was held in Santry in 1967. He also coached athletics, and served on the Board of Athletics Ireland. He plays golf and is currently chairman and Board member of Golfing Union of Ireland, which he has helped guide

through the process of combining with the Irish Ladies Golfing Union leading to the establishment of Golf Ireland, a single body to promote the game of golf in Ireland.

Gary Ryan*

Gary Ryan is the UL Beo Project Manager at University of Limerick. He is atwice Olympic Athlete, a World Indoor medalist, a former Director of Coaching for Athletics Ireland and has coached athletes and teams at World European and Olympic level from youths to seniors. He was also Head of Fitness for the Tipperary Senior Hurlingteam for several years. In his current role he is developing partnerships and programmes in Sport and Physical Activity with high performance, community and industry engagements that benefit individuals, sporting organisations, communities and industry and on the University of Limerick’s teaching, service and research output.

Liam Sheedy

Liam Sheedy is Regional Manager with Bank of Ireland. A former Tipperary hurler he went on the manage his county to All-Ireland Minor glory in 2006 and delivered National League and two Munster titles at senior level before capturing All-Ireland success in 2010. Liam worked as an RTE hurling analyst on The Sunday Game prior to becoming Tipperary Manager for a second spell, leading to the 2019 All Ireland Senior Hurling title. Liam was a board member of the Irish Sports Council.

Member Attendance at Board Meetings in 2020

	Total
Kieran Mulvey	12
Lynne Cantwell	11
Mary Dorgan	12
Jerry Grant**	3
Olive Loughnane	12
John Maughan*	9
Padraic Moran	11
Caroline Murphy*	8
Pat O’Connor	12
Roger O’Connor	12
Iognáid Ó Muircheartaigh**	3
Gary Ryan*	3

Liam Sheedy	12
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Notes: *Gary Ryan resigned from the Board on 21st May 2020. John Maughan and Caroline Murphy's terms expired on 30th September 2020. Kieran Mulvey, Olive Loughnane and Roger O'Connor were re-appointed to the Board with effect from 1st October 2020. **Iognáid Ó'Muircheartaigh and Jerry Grant were appointed to the Board on 21st October 2020

4. Sport Ireland Staff

Office of the CEO	
John Treacy, Chief Executive Officer	
Finance & Corporate Services	
Jason McLoughlin	Director of Finance & Corporate Services
June Menton	Director of Financial Projects
Joanna Gurtman	Finance Manager
David Gash	Communications & Public Affairs Manager
Anne McCarthy	Marketing and Branding Manager
Caroline O'Mahony	Communications Executive
Nicola Connolly	Finance Executive
Colin Murphy	Procurement Executive
Miriam Browne	Receptionist
Governance, Risk, Compliance & Strategy Unit	
Colm McGinty	Director of Governance, Risk, Compliance & Strategy
Alan O'Hare	Director of HR, Organisational Development and Change
Sinead Gordon	Director of Governance & Strategy
Cian Spillane	Head of Risk and Compliance
Sarah Murphy	HR Manager
Participation & Ethics Unit	
Una May	Director of Participation and Ethics
Emma Jane Clarke	Director of Participation
Siobhan Leonard	Director of Anti-Doping and Ethics
Benny Cullen	Director of Research, Evaluation and Innovation

Ciara Munnely	Outdoor Recreation Manager
Cólleen Devine	Cross Collaborations Manager
Cormac Mac Donnell	Innovation Manager
Helen McHugh	Safeguarding, Diversity & Inclusion Manager
Melissa Morgan	Anti- Doping Testing and Quality Manger
Veda Muppavaru	Evaluation & Research Manager
Gerard Nowlan	AD Science Officer
Janine Merriman	Anti- Doping Executive
High Performance & NGB Unit	
Paul McDermott	Director of High Performance and NGBs
Shane Califf	Director of National Governing Bodies
Niamh O'Sullivan	Director of High Performance
Brian Staunton	National Governing Bodies Manager
Erika Murphy	Grants Manager
Peter Brosnan	HP Executive
Melanie Lettis	NGB Executive
Louise Carey	HP Admin
Coaching Unit	
Michael McGeehin	Director of Coaching
Deirdre Morrissey	PA to Director
Diarmaid Moloney	IT Technician
Sheelagh Quinn	Head of Corporate Services
Ann McMahon	Administrator
Helen Quain	Administrator

Declan O'Leary	Head of Coaching Services
Adrian Byrne	Coach Education and Development Officer
Fiona Larkin	Coach Education and Development Officer
Hayley Harrison	Coach Education and Development Officer
Yvonne Byrne	Coach Education and Development Officer
Tony Wright	Coach Education and Development Officer
Sport Ireland Institute	
Bernie O'Shea	Receptionist

5. Sport Ireland Committee Overview

Committee	Role	No. of Meetings
Audit & Risk Committee	To monitor and review the Sport Ireland internal control and risk management systems; To monitor the integrity of the financial statements, reviewing significant financial reporting judgments; To monitor and review the effectiveness of the Sport Ireland internal audit function.	5
High Performance Committee	To assist and advise Sport Ireland on strategic, investment and operational matters in relation to the High Performance Programme and Sport Ireland Institute.	5
NGB Grants Committee	To consider and recommend NGB grants on an annual basis.	2
Anti-Doping Committee	To assist and advise Sport Ireland in relation to the performance of its functions including providing assistance and advice to Sport Ireland on policy formulation relating to the three strands of testing, education and research required under the terms of the council of Europe Anti-Doping Convention, 1989 and providing assistance and advice to the Sport Ireland staff on policy execution.	2
Coaching Committee	To advise Sport Ireland on policy and strategy in relation to the development of Coaching on the island of Ireland.	1
Research & Participation Committee	The role of the Research and Participation Committee is to provide strategic guidance of research carried out by and on behalf of Sport Ireland and the participation plan developed by Sport Ireland in the context of the National Sports Policy and Sport Ireland's Strategy	5
Sport Ireland Campus Committee	The purpose of the Sport Ireland Campus Committee is to assist and advise Sport Ireland in relation to its functions relating to the development of a national sports campus on the site, in accordance with paragraph 6(4)(a) of Schedule 1 of the Sport Ireland Act, 2015.	6
Eligibility Committee	The role of the Eligibility Committee is to make recommendations to the Board as to whether applicant organisations satisfy eligibility criteria as agreed by the Board.	

Steering Group to Oversee Government Support for Ladies Gaelic Football and Camogie	To oversee the Government support for Ladies Gaelic Football and Camogie.	
Women in Sport Steering Group	To support the implementation of the Women in Sport Policy and to support and guide the work of the newly appointed Women in Sport Lead.	6

Performance Overview

6. National Governing Bodies

Unit Overview

The primary focus of the NGB Unit is to support the ongoing operations, governance and financial management of the NGB sector. The Unit also plays a key role in liaising with other operational units within Sport Ireland such as High Performance, Coaching, Participation and Anti-Doping.

Linkage to National Sports Policy 2018-2027

The National Governing Bodies of Sport (“NGBs”) recognised by Sport Ireland are at the centre of Irish sport. Sport Ireland is committed to developing a strong and diverse NGB sector that delivers for the sporting community in Ireland. A key focus of Sport Ireland is to assist NGBs to develop sustainable and effective structures to facilitate increased numbers of participants and volunteers in sport. The NGB Unit’s activity is central to achieving the overall objectives set out in the Government’s National Sports Policy, with a significant number of these objectives driven through the National Governing Bodies of Sport.

Linkage to Sport Ireland Strategy

The NGB Unit supports Governing Bodies as key delivery agencies in the achievement of the following Sport Ireland strategic goals.

Sport Ireland Statement of Strategy Action Item 04:

Greater access to participation opportunities, focused on reducing inequalities

Sport Ireland Statement of Strategy Action Item 05:

Build the performance pillar of Irish sport which is vital to active and competitive sportspeople

Sport Ireland Statement of Strategy Action Item 06:

Expanding the group of highly effective NGBs to 40

Sport Ireland Statement of Strategy Action Item 07:

Identify priority sports that are more likely to have lasting benefits over the life course to receive greater investment over the strategy period.

Sport Ireland Statement of Strategy Action Item 13:

Support Sport Ireland funded bodies in achieving uniformly high standards in the area of Corporate Governance.

Impact of Covid-19 on the NGB Sector

2020 has been an extraordinarily difficult and challenging year for organised sport. Significant levels of NGB activities including training, competition, coaching and mass participation events were scaled down, postponed or cancelled due to Covid-19. From March until May 2020, all organised sport ceased with sports only returning to phased activity from May onwards.

In May 2020 the Department of Sport announced the establishment of an Expert Group. The group chaired by the Department comprised of Medical Experts along with representatives from Sport Ireland and a number of sporting organisations. The primary aim of the Group was to provide ongoing guidance and support to NGBs and other sporting bodies as to how best to deliver sport and physical activity during Covid-19.

In addition to the safe resumption of sport, a key priority for the NGB Unit during this period was the protection of the NGB sector from any permanent financial or strategic harm. Sport Ireland recognised that for the sports sector to recover quickly from the public health crisis, it was critical for NGBs to continue to retain the requisite staff and structures.

During 2020, Sport Ireland distributed an unprecedented €85million Covid-19 funding package across Irish sport. €81.1 million of this funding was allocated to the Governing Body sector.

The funding aimed to address any immediate threat to National Governing Bodies and their club networks, allowing sports organisations to off-set any significant losses incurred due to the pandemic.

It cannot be underestimated the significance this investment played in protecting the existing physical and operational infrastructure of Irish sport and contributing to the overall public health response to the crisis. The initial announcement of the Schemes were effective in providing stability to the sector and acted as a valuable contribution in a time of high uncertainty.

Governing Bodies were better placed to retain key staff and infrastructure, plan & deliver activities, collect & retain club & affiliation fees, renegotiate sponsorships & commercial contracts and draw down on other financial and credit line supports.

Tens of thousands of sports teams and clubs received direct support from schemes established by the National Governing Bodies of Sport.

Dedicated funding was ring fenced to support the unique financial & sporting challenges faced in disability sport and those delivering opportunities to older adults.

A Sports Restart and Renewal Fund was also made available to support sports organisations develop and deliver innovative projects that aimed at contributing to improved public health during the pandemic.

Programme Overview & Highlights:

Governing Body Investment (Prior to Covid-19)

Many NGBs receive funding primarily to support core operations. The NGB Core Grant covers the implementation of strategic plans and participation programmes, coach development, the employment of professional staff and the administration costs associated with developing and delivering the sport. Core funding also supports the implementation of the Sport Ireland Code of Ethics and Anti-Doping Programmes. Sport Ireland takes into account the national significance of each sport, quality of programmes & operations, levels of participation, membership, volunteerism and social capital when investing in NGBs. Sport Ireland also wishes to see a diverse range of sports available to the Irish public and continues to invest in a wide variety of NGBs. Sport Ireland acknowledges that smaller NGBs will be limited in their capacity to deliver on wider government policy.

Sport Ireland expects that NGBs in receipt of significant levels of funding will deliver against Sport Ireland's stated aims and wider government policy at a community level. All NGBs are expected to demonstrate that they are fit for purpose and are in compliance with core legal, governance, ethical, operational, risk management and taxation/fiduciary policies.

Since the publication of the National Sports Policy 2018 – 2027, core funding to NGBs has grown from €10.8m in 2017 to €13.8m in 2020. This increased investment provides an opportunity for Sport Ireland to further strengthen the NGB sector to deliver on both Sport Ireland's strategic objectives and those identified in the government's sports policy.

Given the uplift on 2019 levels, Sport Ireland was in a position to provide the majority of performing governing bodies with an increase. These increases reflected the national significance of each sport, the quality of programmes & operations, past, present & potential levels of participation along with the opportunities available to increase volunteerism and social capital.

The National Sports Policy 2018 – 2027 also recognises that certain sporting activities are likely to have a greater impact on addressing the wider government agenda of life long sports involvement and health. The policy identifies swimming, cycling and running as three sports that merit particular attention and support.

Increased funding has also allowed Sport Ireland to provide additional investment to support and recognise the excellent work that has been done in expanding the participation base in a number of other sports.

In addition, the increased levels of overall funding provides Sport Ireland with an opportunity to strengthen and enhance the volunteer led bodies. Sport Ireland is committed to assisting NGBs make the transition from volunteer only based organisations to ones that are professionally led. In recent years Sport Ireland has identified a number of volunteer led sports that show the potential to make that transition. Sport Ireland will work closely with these sports over the coming years to further develop them. As overall funding increases into the future it is proposed to continue to identify and assist additional volunteer led sports to significantly expand.

Additional Focused Investment

During 2020, the NGB Unit continued its work with both the Department of Sport, and the Department of Health to identify additional investment opportunities for the NGB sector under both the Dormant Accounts and Healthy Ireland Funding Schemes. Dormant Accounts Funding continues to be made available to National Governing Bodies to develop innovative sport and physical activity initiatives that aim to engage with one or more of the following beneficiaries:

- The personal and social development of persons who are economically or socially disadvantaged
- The educational development of persons who are educationally disadvantaged
- Persons with a disability (within the meaning of the Equal Status Act 2000)

Healthy Ireland Funding seeks to support Governing Bodies in delivering innovative, cross-sectoral, evidence-based projects and initiatives that support the implementation of Ireland's National Physical Activity Plan.

Women in Sport Programme

Following an extensive project throughout 2018 Sport Ireland published its new Woman in Sport Policy in 2019. The Policy which serves as a guide for Sport Ireland's future work and investment in the area identified four key areas as current gaps & future opportunities for women in sport.

These four areas are as follows:

1. Coaching & Officiating
2. Active Participation
3. Leadership & Governance
4. Visibility

To support the implementation of the policy and recognising that effective and sustainable programmes require a long-term approach, Sport Ireland invested over €3million in the governing body sector to support the programme. That investment covered a period of two years (2019 & 2020).

The two year award was to enable NGBs to make significant progress in their strategic objectives for women in sport. NGBs will be invited to make new applications in 2021.

Recognition Programme

Sport Ireland operates a recognition process for organisations wishing to become eligible for support as National Governing Bodies of Sport. The recognition criteria establish minimum requirements for all organisations wishing to apply for Sport Ireland financial support.

The current Criteria is in place since October 2018. Sport Ireland recognised no additional governing bodies during 2020.

Governance

As outlined in Action 31 of the National Sports Policy 2018 -2027 all NGBs will be required to adopt the Governance Code by the end of 2021. Sport Ireland continues to support NGBs in building the Governance capability in their organisations ahead of this deadline. Throughout 2020 many Governing Bodies attended a range of our free sector-wide training events in Governance related areas of Cyber Security, Risk Management, Understanding the Governance Code, Data Protection and Good Governance Principles.

A number of NGBs also availed of free in-house Governance training for Board members in the areas of roles, responsibilities and governance best practice for Boards.

During 2020, NGBs continued to be provided access to a free of charge E-Learning programme that supports organisations who are adopting the Governance Code. This programme has been developed by the Carmichael Centre and features a range of governance training modules. In addition, it also includes access to a large number of templates for a range of the required organisational documents and policies referred to in the Code.

The comprehensive range of customisable templates combined with the ability to receive advice on the tailoring of these templates through Sport Ireland's free Governance Advisory service, is of great assistance to NGBs on their adoption journey.

Sport Ireland will continue to build the Governance capability in the sector and the following services will continue to be provided free of charge in that regard

- Governance and Risk Management Classroom based training for employees and Board members

- In house governance training for Board members on a tailored basis
- Seminars focusing on Governance Masterclasses in conjunction with the Institute of Public Administration
- Provision of E-learning support in relation to understanding and implementing The Governance Code (includes access to required templates and policy documents)
- Provision of a free Advisory Service (by phone or face to face) to deal with queries on Governance related matters

In addition, all Sport Ireland recognised NGBs have included a dispute resolution mechanism within their Constitution. Sports Dispute Solutions Ireland (previously Just Sport Ireland), a function of the Federation of Irish Sport is supported by Sport Ireland and is the mechanism of choice for many of the NGBs. Sports Dispute Solutions Ireland is an independent dispute resolution service for Irish Sport offering both a Mediation and Arbitration facility.

Continued monitoring and evaluation of the compliance requirements of NGB funding was carried out by the NGB Support Unit through its Annual Grants Process, Mid-Year Review and NGB Audit programme.

7. High Performance

Unit Overview

The Sport Ireland High Performance Unit (HPU) provides supports to athletes and programmes seeking to deliver performances at European, World, Olympic and Paralympic level. Based on its long-term High Performance Strategy, the HPU, with their stakeholders, aim to develop a world-class high performance system through funding; partnerships; governance of high performance sport; monitoring and evaluation; innovation and initiatives. Sport Ireland provides a cohesive funding model to facilitate the delivery of a world-class high performance system in Ireland. Support from Sport Ireland is directed to National Governing Bodies and includes High Performance (HP) Programme Funding, the international Carding Scheme, the Sport Ireland Institute, and a range of facilities at the Sport Ireland Campus.

Link to National Sports Policy 2018-2027

National Sports Policy 2018 - 2027 Action Item 24: "Under the aegis of the Sports Leadership Group, we will establish a High Performance Working Group chaired by Sport Ireland and comprising representatives of Sport Ireland, Sport Northern Ireland, National Governing Bodies, Olympic Federation of Ireland, Athletes Commission, Paralympics Ireland and the Department of Transport, Tourism, and Sport to develop a new HP Strategy for Ireland in line with the parameters set out in this policy. The new Strategy will be submitted to the Sports Leadership Group in the first instance and then to Government for approval."

Sport Ireland has developed the High Performance Strategy 2020-2032 following in-depth consultation with the HP Community and a robust strategy building process with the HP Strategic Working Group which included representatives from all key stakeholder organisations. This 12-year strategy supports the actions of the National Sports Policy 2018-2027 and is in alignment with the investment parameters set out in the National Sports Policy document. The High Performance Strategy 2020-2032 identifies medal targets for the next three Olympic and Paralympic cycles including Paris 2024, L.A 2028, and 2032 and is supported by seven key strategic pillars which, when achieved, will advance the high performance system in Ireland significantly. The strategy has been communicated within the high performance community and will be launched in 2021. Implementation and monitoring of the various actions from the High Performance Strategy will be overseen by Sport Ireland's High Performance Committee.

Link to Sport Ireland Strategy

Sport Ireland Statement of Strategy Action Item 9: More success and medals during the Olympic and Paralympic Cycle underpinned by a new investment framework for High Performance Sport.

2020 proved to be a challenging year for all, including the High Performance sporting community. The priority for Sport Ireland throughout the Covid-19 pandemic has been to protect the health and wellbeing of athletes and support personnel; and to ensure Irish athletes were not competitively disadvantaged in the build up to the rescheduled Olympic and Paralympic Games. Sport Ireland recognized its role in supporting

the high performance community throughout the pandemic and provided a commitment of funding to athletes and National Governing Bodies for 2020. Sport Ireland maintained High Performance Programme Funding to all National Governing Bodies in 2020. This provided stability and clarity for the high performance system and allowed National Governing Bodies to progress with plans for the year ahead.

Sport Ireland Statement of Strategy Action Item 11: Building and Maintaining a strong partnership approach between all key stakeholders in High Performance sport.

High Performance Committee

The High Performance Committee is a sub-committee of the Board of Sport Ireland. It operates to assist and advise on an ongoing basis on matters relating to Sport Ireland's function under section 6 (1) of the Sport Ireland Act 2015; "to encourage the promotion, development and co-ordination of competitive sport and the achievement of excellence in competitive sport". Both the Sport Ireland High Performance Unit and Sport Ireland Institute report to the High Performance Committee on a regular basis. The following areas were central to the work of the High Performance Committee throughout 2020:

- Support the high performance system through the Covid-19 pandemic including a commitment of funding through 2020 and 2021
- Review the Sport Ireland High Performance Strategy 2020-2032
- Support the recruitment of the Head of High Performance Coaching
- Provide recommendations to the Board on funding allocations to high performance sport
- Approve the development of the Athlete Welfare Policy, the Culture Evolution Programme, and the Dual Career Accreditation Programme

Olympic Federation of Ireland

Sport Ireland provides funding to the Olympic Federation of Ireland (OFI) to support its administration and programme costs (€420,000 in 2020). Funding from Sport Ireland is prioritised towards performance related activities that both directly and indirectly benefit Irish athletes. Through the Tokyo Working Group, collaboration between the OFI and Sport Ireland HPU has advanced the process of determining each NGBs specific needs for Tokyo.

Paralympics Ireland

Sport Ireland provides funding to Paralympics Ireland to support its administration and operational costs (€400,000 in 2020). Sport Ireland also provides High Performance Programme funding to Paralympics Ireland to support the delivery of its para programme, which supports Irish athletes in reaching finals and

achieving medals at European Championships, World Championships, and the Paralympic Games. This amounted to €700,000 in 2020. Paralympics Ireland directly manages the programmes of para swimming and para athletics. A Paralympic Performance Committee ensures communication between all relevant parties is maximised in the preparation of the Paralympic Programme and Paralympic Games.

Programme Highlights

Self-Assessments

As part of the Tokyo Review process, each National Governing Body (NGB) was asked to self-assess their HP programmes in order to provide an accurate evaluation of how it has developed and performed during the Tokyo cycle (2017-2020). Through this process Sport Ireland's goal was to gain a detailed understanding of what the NGB believes to be the strengths and areas of development of their sport in advance of the Games. External consultants appointed to assist this process, and in conjunction with the HPU, provided substantial analysis and feedback to each NGB.

Athlete Welfare Policy

In 2020, Sport Ireland developed an Athlete Welfare Policy which will ensure that Sport Ireland's philosophy and values remain central to the high performance system as it endeavours to achieve greater success. It serves to guide athletes and NGBs on best practice in relation to athlete welfare and support. This policy is reflective of the actions identified under Pillar 3 of the Sport Ireland High Performance Strategy 2020-2032.

Culture Evolution Programme

To support the Athlete Welfare Policy, the Culture Evolution Programme has been established. This programme aims to protect and improve the performance environment and experience for all programme members. Under the Sport Ireland High Performance Strategy 2020-2032, it has been identified that the pathway towards achieving our Olympic and Paralympic medal targets should not be at the expense of a team member's wellbeing. In 2021 Culture Reviews will form a key component of this programme.

High Performance Coaching

Stephen Maguire was appointed to the role of Head of High Performance Coaching. This position, which is a key strategic pillar under the Sport Ireland High Performance Strategy and has been identified as a

mechanism to advancing the coaching landscape within Ireland, specifically at high performance level. This will be a key role in supporting NGB's over the Paris Cycle.

Programme Overview

High Performance Programme funding is provided to NGB's to support the delivery of their performance programmes. In 2020 High Performance Programme funding was awarded to 21 NGBs for a total of €8,500,000 an increase of €30,000 from 2019.

Sport Ireland continues its partnership with the Olympic Federation of Ireland and Paralympics Ireland to support preparations for the postponed Tokyo 2020 Games. A funding package for Tokyo 2020 has been allocated to the Olympic Federation of Ireland and Paralympics Ireland throughout the cycle, 2017-2020. In 2020, Sport Ireland provided additional funding totalling €1,225,000 to support a number of the sports for specific projects in their preparations for Tokyo.

From the onset of the Covid-19 pandemic, Sport Ireland provided stability through the commitment of direct athlete support (International Carding Scheme). A total of €2,460,500 was awarded via the International Carding Scheme in 2020 which was an increase of over €500,000. The most important benefit from this change was that it enabled athletes to fully focus on Olympic & Paralympic qualification and subsequent performance.

Performances

Following the suspension of international sport in March 2020, and the postponement of the Tokyo Games, there were limited opportunities for athletes to compete on the world stage. However, there have been positive performances and results in the limited international competitions of 2020. There were 14 medals in Olympic/Paralympic disciplines (Cycling, Rowing, Taekwondo and Para-cycling) that were achieved by sports in receipt of High Performance Programme funding. There were a number of other notable performances achieved at non championship events.

Tokyo Qualification

Plans for Team Ireland's preparation and participation at the Tokyo Games in 2021 are ongoing. The Olympic Federation of Ireland and Paralympics Ireland continue to lead on this planning and engagement with the respective organising committees. Sport Ireland anticipates a number of sports will secure qualification in further opportunities in 2021 bringing the team size to 70-80 athletes.

Paralympics Ireland continues its efforts to secure qualification across 10 sports. The team size is estimated to be 24-30 athletes. Qualification to the Paralympic Games will largely depend on ranking positions and classification.

8. Sport Ireland Institute

Unit Overview

Under the Sport Ireland Act (2015) Sports Ireland's functions which are delivered in whole or in part by the Sport Ireland Institute are:

- to encourage the promotion, development and co-ordination of, and the achievement of excellence in, competitive sport;
- to support elite athletes in achieving excellence in sport;
- to disseminate information concerning competitive sport or recreational sport

The Sport Ireland Institute works directly with the High Performance National Governing Bodies and provides the following:

- Sport Science and Medicine services
- Athlete lifeskills and advisory support
- HP People Development programmes from our Capability & Expertise department
- Performance planning support
- High Performance Training Centre

The Sport Ireland Institute is the Official Performance Support Delivery Partner to the Olympic Federation of Ireland and Paralympics Ireland for the Tokyo 2020 Olympic & Paralympic Games.

Link to National Sports Policy 2018-2027

The Sport Ireland Institute is the performance support delivery unit of Sport Ireland, specifically focussed on supporting Irish High Performance Sports and their athletes targeting performances at Olympic and Paralympic Games. The National Sports Policy listed one principle action on the High Performance area – namely the development of a new High Performance Strategy for Ireland. With the pending publication of the strategy, the Institute will play a significant role in implementing the strategy across a number of the 7 pillars.

Link to Sport Ireland Strategy 2018-2022

Sport Ireland Institute is responsible (in conjunction with the High Performance Unit) for the implementation of Actions 9, 11 and 12 of the Sport Ireland Strategy 2018-2022 as follows:

Action 9: More success and medals during the Olympic and Paralympic Cycle underpinned by a new investment framework for High Performance Sport

Action 11: Building and Maintaining a strong partnership approach between all key stakeholders in High Performance sport

Action 12: Sport Ireland Institute will lead a system characterised by high standards in performance, leadership, coaching and services

Programme Highlights

Covid Safe Measures

The onset of Covid-19, the temporary closure for the High Performance Training Centre at the Sport Ireland Campus and the postponement of the Tokyo 2020 Olympic and Paralympic Games had a huge impact on the nature of the work of the Institute team. From a firm focus on preparation for performance at the games, we shifted to protecting the health and well-being of athletes and support staff while ensuring athletes could continue to train and prepare for those games. A large range of measures were adopted to ensure the Institute reopened safely and could continue to operate throughout the varied levels of restrictions for the remainder of the year. Some of these measures included:

- Transfer of Institute S&C equipment to homes of 22 athletes to support at home training during lockdown 1.
- Risk assessment and covid safe analysis of the Institute building and all services provided
- Multi-phase suite of measures implemented aligned to the 5 phase reopening & 5 levels of the *Living with Covid in Society* plan.
- Procurement of automated temperature monitors, PPE, hand sanitiser etc.
- Limit on staff travel overseas with squads
- Work at home policies applied, use of telehealth prioritised and skeleton staff on site for the duration of the pandemic.
- Daily Covid Screening Online Form, temperature check prior to entry and booking system to support effective contact tracing.

In addition to the specific measures adopted to mitigate the potential of transmission of Covid-19, a significant number of athletes and support staff across the high performance sports contracted the virus. A safe return to training protocol for athletes was developed and activated widely.

To support the re-emergence of essential athlete travel for competition and training later in the year, the Institute developed a Covid-19 Testing programme to ensure high performance athletes and teams could adhere fully to the safe travel guidelines developed for the sector by the Return to Sport Expert Advisory Group.

Annual Athlete Sentiment Survey

The use of this anonymised survey is to track sentiment annually of the support services and staff at the Institute by the core athlete user group to ensure we are meeting athlete needs.

The satisfaction rating target of 80% was achieved in all disciplines with the quality of support increasing to an average of 91% in 2020 despite the many challenges in performance support delivery during the pandemic.

Institute Usage & Support Service Days

Despite the closure for 75 days in 2020, the volume of users/visitors to the High performance centre remained steady in 2020* with 13,812 appointments, just slightly lower than the 2019 figure of 13,963.

* To account for the move to remote support during the pandemic, the figure for 2020 includes off-site/virtual consultations

The total number of direct service days from Institute practitioners in 2020 was 2,171. This figure included hugely reduced support days at camps (96.75) and competitions (23.5) due to non-essential travel ban in place.

Institute Statement of Strategy 2020-2024 Implementation

The unexpected emergence of Covid-19 had a large effect on the Institute operation. With all resources diverted to providing the virtual environment and support to athletes, the impact on planned implementation of the Institute Statement of Strategy was greatly delayed. Across the 6 Strategic Objectives, 26 actions were planned for 2020, however, the postponement of the Games resulted in the deferral of a number of these to 2021. 6 actions were completed, 14 remain on track with 6 deferred to 2021.

Programme Overview (Highlights per discipline)

Performance Lifeskills & Advisory Service

- The Dual Careers Accreditation Programme for third level institutes was developed for sectoral consultation and launch in 2021.
- Tokyo Ready Transition Programme was rolled out but paused during the pandemic with a re-boot scheduled for 2021.

- A new career support – LinkedIn Learning – was offered to athletes with high uptake during the lockdown periods.

Performance Analysis

- Lockdowns provided greater opportunities for coaches to engage with the performance analysis team on a range of projects such as boxing athlete profiling of opponents from footage taken at the suspended Olympic Qualifier in London, enhanced performance modelling systems in swimming and the development of an innovative support programme for the showjumping discipline with the eventing squad.

Rehabilitation

- The rehab team participated in a range of multi-disciplinary projects in 2020 including:
 - a. Relative Energy Deficiency in Sport (RED-S) project at SII
 - b. Novel CPD Sessions
 - c. Chest Wall Pain/Rib stress injury: Clinical Care Pathway
 - d. Concussion Project: Integrated practice
 - e. Cycling Position Optimisation Project

Physiology

- The physiology service supported athletes across 15 sports, which continued remotely throughout Covid-19 lockdowns. In the initial lockdown in the spring, the team specifically focused support with athletes and coaches who could no longer train in their normal environment and were utilizing new modes of training, setting training sessions, analyzing heart rate (HR) and rate of perceived exertion (RPE) data and engaging weekly via zoom to adjust training programs where needed. Remote workshops were held for athletes and coaches on topics of recovery, sleep, hydration and training. As athletes returned to training in the summer, we continued to monitor variables and adjust training programs.
- The physiology team trialled heat preparation strategies over the summer with individual athletes who continued to travel and compete in 2020. This allowed us determine the impact of remote support as well as evaluate our heat strategies including hot water immersion, training in heated rooms and sauna exposures.

Performance Nutrition

- A specialist GUT Health Service was offered to athletes in 2020. The goal is to minimise elite athletes reported GI symptoms, optimise their gut health and overall performance and to help them achieve their goals.

- PhD scholar Conor Raleigh commenced with the Institute in April 2021 with the support of the Irish Research Council. He is currently looking at the prevalence of dietary adaptations to reduce bony injuries in athletes.

Medicine

- The Covid-19 pandemic placed a large additional strain on our Medical Team with huge volumes of work conducted in supporting Sport Ireland on the Return to Sport Expert Group. This support has included monitoring, referral for Covid testing and advisory and case support for members of the high performance community who contracted Covid-19, and guidance on the appropriate implementation of the Safe Return to Play Protocol.
- The usual sports medical services to athletes by the Institute Medical Team continued throughout the pandemic.

Psychology

- A professional peer group of sport psychologists was created in 2020 with the purpose of developing of a mental skills curriculum for Tokyo-bound athletes across four distinct topics.
 1. Dealing With Selection
 2. Preparing For Japanese Cultural And Environmental Differences
 3. Games Contingency Planning
 4. Managing media and social media.
- The Skoosh athlete management system was adopted in 2020 which allows of a stronger collaboration across service providers and an improved ability to monitor ongoing demand for psychology supports across the system.

Strength & Conditioning

- In 2020 the S&C department increased service provision to support over 170 athletes across 14 Olympic and Paralympic Sports.
- In response to the Covid-19 crisis, the S&C department quickly pivoted to remote S&C support to athletes through from March through June.

Capability & Expertise

- A new Head of Capability & Expertise joined the Institute Team in 2020
- A Capability and Expertise Strategy to support the High Performance Sport sector has been drafted and due for further consultation and adoption in 2021.

- 22 coaches are currently participating on the 2020 Pursuit of Excellence Programme (PEP)

9. Sport Ireland Anti-Doping

Unit Overview

Under the Sport Ireland Act 2015, Sport Ireland's functions in relation to Anti-Doping include

- to facilitate, through the promulgation of guidelines and codes of practice, standards of good conduct, fair play and the elimination of doping in sport;
- to take such action as Sport Ireland considers appropriate, including testing, to combat doping in sport;
- to plan, implement, evaluate and monitor education and information programmes for good conduct, fair play and the elimination of doping in sport;
- in its capacity as the national anti-doping organisation in the State, to direct the collection of samples, to manage the testing and test results of samples and attend hearings, as required.

Link to National Sports Policy 2018-2027

The Anti-Doping Unit's is focused on integrity within sports sector organisations and the Unit's activities promote and foster fair play, respect, ethics, integrity and safety throughout the sports system.

Link to Sport Ireland Strategy

Sport Ireland Statement of Strategy Action Item 14: Sport Ireland Governance - Drive the development of a highly effective sports sector that will have an impact throughout the country. Continue to operate Anti-Doping & Ethics functions to the very highest international standards in testing, education and research.

Programme Highlights

- 1,045 blood and urine samples were collected from athletes.
- Over 5,000 individuals completed the online anti-doping e-learning course.
- Over 25,000 wallet cards were distributed to various NGBs and stakeholders.
- There were over 9,046 successful queries in 2020 on the medication checker website www.eirpharm.com.
- 7 Anti-Doping Rule Violations announced.

Programme Overview

Sport Ireland collected 1,045 blood and urine samples in 2020. The samples were collected from 27 different sports. Out of competition samples accounted for 83% of the samples collected.

User Pays

Sport Ireland conducted testing under the User Pays Programme. This is where sporting organisations pay for testing. During 2020, 118 tests were conducted under this programme – 106 urine tests and 12 blood tests.

The Anti-Doping Unit (ADU) developed drug testing protocols for testing to be conducted during Covid-19. These protocols followed Health Service Executive (HSE) and World Health Organization (WHO) guidelines when completing anti-doping testing. Sport Ireland was part of an eleven strong international working group of National Anti-Doping Organisations which developed a Modifications to Sample Collection Protocols for testing during the pandemic. These protocols were used as a foundation by WADA in relation to their protocols which was outlined in their COVID-19: ADO Guidance for Resuming Testing document.

Sample Collection Personnel completed online training regarding the modified sample collection procedures before they could complete anti-doping tests. Two training sessions took place on June 3rd and 22nd 2020 for Sample Collection Personnel (SCP) who were available to work. Sport Ireland's Anti-Doping Unit communicated the additional protective measures to Registered Testing Pool athletes and National Governing Bodies to ensure they understood and were aware of the new measures.

Seven Anti-Doping Rule Violation were announced in 2020, 3 from 2020 and 4 that were outstanding from 2019.

6,544 athletes and athlete support personnel were educated via face-to-face seminars (before the global Covid-19 pandemic began), online education sessions or via the Sport Ireland Anti-doping e-learning site. This total is an increase on 2019 figures (6,445 total) notwithstanding the Covid-19 restrictions. The increase in figures on those for 2019 is mainly due to the large numbers of athletes and athlete support personnel who completed anti-doping e-learning in 2020 as a result of the pandemic. It was not possible to conduct any anti-doping tutor training sessions in 2020.

During 2020 Sport Ireland revised the Irish Anti-Doping Rules to ensure compliance with the 2021 World Anti-Doping. Sport Ireland consulted with National Governing Bodies and athletes to receive feedback in relation to the implementation of the Irish Anti-Doping Rules. The 2021 Irish anti-Doping Rules came into effect on January 1st 2021.

Two National Anti-Doping Organisations (NADO) Leader Summits took place virtually on March 24th and September 2nd and 3rd 2020. The Leaders discussed matters including World Anti-Doping Agency (WADA) reforms, the situation at the Russian Anti-Doping Agency (RUSADA) and the impact that the global COVID-19 pandemic has had on the anti-doping system.

Sport Ireland continues to contribute to the Erasmus+ project on NADO governance. This is a benchmarking project to see the levels of governance in a number of National Anti-Doping Organisations. The project was due to be completed in autumn 2020 but due to the Covid-19 pandemic, has been extended to mid-2021. It is hoped that the final seminar for the launch of the project results will take place in June 2021.

In 2020, Sport Ireland continued its commitment to ensure that athletes are included in all aspects of anti-doping. As part of this commitment, Sport Ireland's Anti-Doping Unit actively contributed to the RESPECT Project. This research project sought to identify athlete's perspectives and experiences of anti-doping to further understanding of the barriers and enablers of clean sport. Patrick O'Leary, Para-Canoeist, was one of the athlete facilitators involved in the data collection phase of this research. The RESPECT Project concluded in 2020 with a 2-day virtual 'Clean Sport Insight Forum' on 8th and 9th December 2020. As part of this forum, the group presented their findings on what athletes felt was a best fit definition of the term 'clean' sport and why it is important.

Of the valid Therapeutic Use Exemption (TUE) applications made to Sport Ireland in 2020 (n=26) 18 were approved by the TUE Committee on receipt of an appropriate and up-to-date medical file. One application was rejected by the TUE Committee. Seven applications remained as incomplete applications by the end of 2020 due to some athletes opting to use Post-Test TUE route (under the Irish Anti-Doping Rules they do not need to get a TUE in advance), while a small number of applications are in process with the TUEC awaiting further medical assessment or reports necessary to complete their assessment of the application.

The annual surveillance audit for the Anti-Doping Unit's ISO 9001:2015 certification took place virtually on the 15th October 2020. This audit was conducted by EQA Ltd, the Anti-Doping Unit's External Auditors. One minor finding was raised. The Anti-Doping Unit's Internal Audit by KOSI took place virtually on 17th November 2020. The Unit received their final report in January 2021 with two minor procedural issues raised. These issues have since been rectified and KOSI commended the ADU that excellent assurance can be placed on the manner in which the ADU is managed internally in Sport Ireland.

Sport Ireland and Pharmaceutical Society of Ireland signed a Memorandum of Understanding to assist joint working between the agencies including information sharing, particularly when there are overlapping interests or areas of mutual concern.

10. Sport Ireland Campus

Unit Overview

The Campus Development Unit is responsible for the implementation of the campus masterplan; overseeing the development of individual facilities on the campus; the development of strategies and proposals for future facility development and use; and promoting the use of the campus at all levels from high performance to participation and by members of the public generally. Responsibility for the day-to-day operation of campus facilities rests with a wholly-owned subsidiary of Sport Ireland.

Links to the National Sports Policy

“The Sport Ireland Campus provides a high performance facility for Ireland’s top athletes with a world-class training environment to support them in their preparation for competition. Recognising the importance of promoting participation, we also see a wider role for the Campus in facilitating access for NGBs, clubs, communities and schools in a manner that accords with the core principle which ensures priority access across the year for our top athletes”. The work undertaken by the campus development unit will progress these goals through the development of a new masterplan and building strategy over the coming decade.

Link to Sport Ireland Strategy

"Sport Ireland Statement of Strategy Action Item 5:

A world class environment at the Sport Ireland National Sports Campus

Programme Highlights

Campus Masterplan – In 2020 Sport Ireland completed a review of the masterplan for the Sport Ireland Campus, setting out an ambitious future development strategy. Its publication was welcomed by all stakeholders including National Governing Bodies, local authority and Government.

Velodrome & Badminton Centre – In March 2020 Sport Ireland concluded Stage 1 in the development of designs and specification for a new Velodrome & Badminton Centre on the Campus. This process included a review of international best practice in velodrome design, including visits to a number of UK velodromes. The outcome of this process was the finalisation of proposals for this iconic new sports facility which is planned to progress to a planning application in 2021.

Sports Hotel – Sport Ireland concluded a number of preliminary assessments on the viability and design of a new Sports Hotel on the campus including detailed demand analysis and a strategic assessment

report. The outcomes were positive and this project will now progress in line with our overall masterplan development.

Programme Overview

The primary focus for 2020 was the review of the campus masterplan. As the statutory agency for sport in Ireland, Sport Ireland seeks to lead the national sports agenda. We do this through generating value from finite resources, realising the concept of ‘sport for life for everyone’ and supporting high performance success. To do this, we need a vibrant Sport Ireland Campus that is as much a home to recreational walkers and members of the local community as it is to Olympic athletes and world champions. Throughout 2020 Sport Ireland progressed a major update to its existing masterplan. This included consultations with National Governing Bodies, local authorities and Government. While Covid-19 had an impact on programmes the work continued into the autumn.

The updated masterplan sets out the broad scale of our ambition and has been welcomed by all stakeholders. The delivery of a National Velodrome & Badminton Centre has always been viewed as an important piece of sports infrastructure. Its inclusion on our campus masterplan in 2009 highlights this fact, and its development was always viewed as the next key priority after the completion of the National Indoor Arena. While planning permission was granted for a training velodrome in 2015, the intervening years has brought new knowledge on velodrome construction and operation. In 2019 Sport Ireland assembled a design team to review this important project. The outcome of this review was a revised and updated design that meets the needs of our cycling and badminton community. This review was concluded in March 2020 and resulted in an iconic new design including final layouts, specification and business case.

The delivery of a hotel on the campus is another important deliverable in the next two years. In January 2020 Sport Ireland commenced work on a demand analysis and strategic assessment for a new sports hotel on the campus. This work identified the strong demand for such a facility on the campus and its overall viability. This project will now be progressed in line with our overall masterplan strategy.

The development unit in Sport Ireland continues to engage with relevant stakeholders to examine the potential for the development of further, additional facilities on the campus to benefit sport at all levels from recreation to high performance, and in particular to develop new centres of excellence. The outcome of these discussions will be incorporated into the updated masterplan, forming part of the development programme in the years to come.

11. Sport Ireland Coaching

Unit Overview

Sport Ireland Coaching has the lead role for sports coaching in Ireland on an all-island basis. Working in partnership with the NGBs and the wider sporting sector we lead the development of sports coaching in Ireland through the implementation of a quality coach and tutor education support programme.

Link to National Sports Policy 2018-2027

Sport Ireland Coaching developed a new coaching plan by end 2020 and published in Q1 2021. It addresses the issues around encouraging greater diversity among the coaching workforce, making coaching qualifications at entry level more adaptable so that coaches can work across a range of sports and physical activities. It also places a greater focus on behaviour and attitudes rather than pure technical skills at entry level, promoting the greater use of technology in coach education, as well as coaching for people with disabilities.

Link to Sport Ireland Strategy

The Sport Ireland Statement of Strategy 2018 - 2022 sets out the following objectives for Coaching:

- A fully developed coaching development programme in over 60 National Governing Bodies
- To ensure accreditation of coaching qualifications in line with the National Framework of Qualifications and the QQI
- To develop Sport Ireland as the lead agency for sports education in Ireland.

Programme Highlights

The Coaching Development Programme for Ireland was reviewed and a report developed on issues to be addressed moving forward. These will be considered by stakeholders during 2021 supported by Dormant Accounts Funding.

Work is ongoing on completing the application to QQI to validate the Coach Developer Programme and include it on the National Framework of Qualifications.

Sport Ireland Coaching continued to work with NGB's in the development of their Coach Education Courses for their respective Coaching Pathways.

Blended Learning Guidelines have been developed for NGBs and Coach Developers to support them in their role in the delivery of blended learning programmes.

Sport Ireland Coaching continued to work on 3 Erasmus+ funded projects in 2020.

Programme Overview

Due to Covid-19, Sport Ireland Coaching has been delivering training online using available learner management systems such as Google Classroom and Zoom. Other learner management systems are also being investigated by Sport Ireland Coaching for online training.

Work is underway on identifying the requirements for a new Education and Training database for use across all Sport Ireland Units.

As well as being the lead for the Sport Ireland Policy on Participation in Sport by People with Disabilities, Sport Ireland Coaching is collaborating on the development of an e-learning course on Coaching People with Disabilities, for use by NGB and coaches (supported by Dormant Account Funding).

Sport Ireland Coaching continued their involvement in the area of Coaching Children and Youth in 2020.

12. Sport Ireland Participation – Local Sports Partnerships

Unit Overview

On the 25th July 2018 the Department of Transport, Tourism and Sport launched the 2018-2027 National Sports Policy. The 2020 programme for Government has clearly set out new and ambitious objectives for sport to deliver on, most notably in the sports participation goals, which increased from 50% of adults regularly playing sport, as set out in the 2018 National Sports Policy to 60% of adults regularly playing sport by 2027. To achieve this the policy highlights the need to tackle participation gradients by targeting groups in our society that participate significantly less than the overall average. These include people with disabilities, people from lower socio-economic backgrounds, women and girls and ethnic minority groups, such as the Traveller community.

Sport Ireland's Participation Unit supports a national network of 29 Local Sports Partnerships (LSPs) to coordinate and promote the development of sport at local level and increase levels of participation in sport and physical activity. The core work of the LSP Network is aligned to the objectives of the Sport Ireland Strategy and National Sports Policy and includes Strategic Community Sports Development, the delivery of National Programmes, Education & Training initiatives, the Sports Inclusion Disability programme, Women in Sport Programmes, Safeguarding and general participation programmes.

In 2020, every LSP had a minimum of four staff, namely:

- LSP Coordinator,
- LSP Administrator,
- Sports Inclusion Disability Officer (SIDO),
- Community Sports Development Officer (CSDO).

Link to National Sports Policy 2018-2027

The National Sports Policy has a total of 57 actions, 26 of which relate to Sports Participation. Fundamental to delivering on the Participation Actions of the National Sports Policy is increasing the capacity of the sports sector to deliver, especially the Local Sports Partnerships (LSPs) and the National Governing Bodies of Sport (NGBs). Thanks to an increase in government investment in 2020, Sport Ireland was in a position to increase LSP programme investment to develop, expand and rollout evidence informed projects targeting communities of disadvantage.

The National Sports Policy recognises the key roles played by the Local Sports Partnerships in sports participation and how they can assist in the delivery of the participation actions set out in this Policy.

“The LSP network plays a vital role and has been tasked, in particular, with increasing participation levels in sport and physical activity, especially among those sectors of society that are currently underrepresented in sport. Their capacity to remove barriers and ensure that opportunities for participation in sport are progressive, innovative and fully inclusive at a local level is a unique and valuable strength.” – National Sports Policy 2018-2027

Link to Sport Ireland Strategy

Sport Ireland Statement of Strategy Action Item 1:

Lead on the national ambition to increase the number of people participating in sport and physical activity.

Sport Ireland Statement of Strategy Action Item 2:

Promote the Value of Sport to include greater population awareness of the benefits of participation in sport through active and social participation, including volunteering.

Sport Ireland Statement of Strategy Action Item 3:

Build on existing proven structures whilst also seeking new and innovative approaches to increasing sport and physical activity and reducing inactivity

Sport Ireland Statement of Strategy Action Item 4:

Greater access to participation opportunities focused on reducing inequalities.

Programme Highlights

- 340,674 people participated in 1,132 locally delivered participation initiatives from the LSPs.
- 53% of LSP programme participants in 2020 were women.
- 109,302 girls and 64,975 women took part in LSP programmes. 18,161 females took part in 130 targeted Women in Sport programmes.
- Over 700,000 people took part in 535 events registered across the country for the European Week of Sport through the Sport Ireland website. Flagship events during European Week of Sport 2020 included the Great Dublin Charity Bike Ride, European School Sports Day, National Fitness Day, Virtual Family Mile, #BeActive Paddle Day, and National Walking Day
- 64,524 participants took part in interventions supported by the LSP network including Daily Mile, parkrun, Playground Markings, Active Homework initiatives, and provision of physical activity resources.
- 7,091 participants took part in initiatives targeting Older Adults.
- 16,243 people with a disability took part in LSP initiatives with an additional 2,037 people trained across Cara's Disability Awareness, Autism in Sport & Disability Inclusion Training and Education programmes.
- 29 Sport Inclusion Disability Officer positions were supported to encourage participation for people with disabilities in 29 LSPs.
- 29 Community Sports Development Officers were supported to activate local communities through targeted programmes, education and training for clubs and communities in 29 LSPs.

- 12 new Community Sport and Physical Activity hubs were established while providing continued support to 37 existing Community Sport and Physical Activity hubs across the country through Dormant Accounts Funding.
- 15 Urban Adventure projects were initiated across the country to create new opportunities for people living in disadvantaged communities to participate in outdoor adventure sports in urban settings.
- 26 LSPs were supported through Dormant Account Funding to deliver specialised Volunteer training to help empowered volunteers to deliver more physical activity/sport opportunities at community level and to targeted groups.
- 42 Youth Leadership courses were supported across 16 LSPs to enable young people to deliver physical activity sessions to their peers, under the National Sports Education and Training hub through Dormant Accounts funding.
- €4.1 Million was invested in the Local Sports Partnership network through a Covid-19 Restart and Renewal Fund. €1.9 million was allocated to the LSP network to administer a Covid-19 Club Small Grant Scheme, €449,905 was allocated to run Covid-19 Restart and Renewal Programmes and €725,000 was invested as part of a Community Support Scheme.

Programme Overview

In 2020, €8.2m was allocated to support the core work of the LSP network; including the delivery of National Programmes, Education & Training initiatives, Strategic Development, Community Sports Development Officers (CSDO), the Sports Inclusion Disability programme, Women in Sport programmes and general participation programmes. €916,000 was invested in the Sports Inclusion Disability Programme to maintain the network of 29 Sports Inclusion Disability Officers to facilitate participation for people with a disability. The Sports Inclusion Disability Programme encourages and facilitates people with disabilities to participate in sport and physical activity and develop sustainable clubs and programmes under the National Physical Activity Plan Action 49. This investment is aligned to the Sport Ireland Policy on Participation in Sport by People with Disabilities.

€867,726 was invested in the Community Sports Development Programme which supports 29 Community Sports Development Officers to develop locally led plans and sustainable physical activity programmes under the National Physical Activity Plan Actions 44 & 46. The Community Sports Development Programme also focus on broader inclusion initiatives delivering on the objectives of the Department of Justice and Equality Migrant Integration Strategy.

€265,000 was invested in the LSPs under the Women in Sport (WIS) Programme, which aims to increase women's participation in sport by providing and promoting participation opportunities for women, including women with a disability, women in disadvantaged communities, migrant women, older women

and teenage girls. This WIS investment is aligned to the Sport Ireland Policy on Women In Sport. In addition, Sport Ireland contributed a further €607,605 to support programmes for Older People through Age & opportunities “Go for Life” programme.

As well as delivering Sport Ireland initiatives the core funding of the Local Sports Partnerships underpins the nationwide rollout of Dormant Accounts Funding and many Healthy Ireland funded initiatives. For 2020, Sport Ireland successfully secured €8m in Dormant Accounts Funding, with over €4.1m directly benefiting Local Sports Partnerships across Ireland. Sport Ireland also secured €615,000 of Healthy Ireland funding for LSP and NGB initiatives.

Twelve new Community Sport and Physical Activity hubs were established while providing continued support to 37 existing Community Sport and Physical Activity hubs across the country. Community Sports and Physical Activity Hubs increase the number of people of all ages participating in sport and physical activity in their communities as identified under National Physical Activity Plan Action 41. The objective of the Community Sports and Physical Activity Hubs in disadvantaged areas is to bring local people together and provide a home for local clubs and sports organisations.

Fifteen Urban Outdoor Adventure Initiatives were rolled out nationally for a third consecutive year in 2020. Such initiatives ensure that there are opportunities for people living in disadvantaged communities to participate in outdoor adventure sports in urban settings supporting Action 37 within the National Physical Activity Plan. Opportunities for young people living in disadvantaged communities to experience outdoor adventure sports is limited due to natural environments, distance from traditional outdoor settings (forests, mountains etc.) where activities are usually offered, and need for equipment, supervision, training and support to engage in these sports.

Youth Leadership, which aligns with the National Physical Activity Plan Action Number 48 ‘Develop programmes to address transitions and drop out from physical activity and sport’, focuses on fundamental leadership qualities and includes, amongst other things, inclusive sport adaptations and culminates in a module on pathways in sport and recreation. This programme develops generic leadership skills that can be applied to a variety of sports and/or recreational situations as well as contributing to the personal development of the learner. The programme also has the potential to impact on both early school dropouts in disadvantaged areas and dropout rates from sport within the targeted age group, with many LSPs linking the programme closely to local School Completion Programmes in their areas. In 2020 42 Youth Leadership courses were supported across 26 LSPs to enable young people to deliver physical activity sessions to their peers, under the National Sports Education and Training hub through Dormant Accounts funding.

The Volunteer Supports initiative aims to successfully identify and assist targeted individuals who are volunteering in disadvantaged communities or with people with disabilities to gain community sport and physical activity leadership skills e.g. as coaches, leaders, referees, committee members etc. The intended outcomes of the initiative are to; increase the number of volunteer leaders in sport, produce a higher quality

of volunteer in sport leading to higher levels of participant engagement & empower volunteers delivering more physical activity/sport opportunities at community level and to targeted groups. 26 LSPs were supported through Dormant Account Funding to deliver specialised volunteer training to help empowered volunteers to deliver more physical activity/sport opportunities at community level and to targeted groups.

Covid-19 Restart and Renewal Fund

In response to the Covid-19 Pandemic, Sport Ireland invested €4.1 million in the Local Sports Partnership network through a Covid-19 Restart and Renewal Fund. €1.9 million was allocated to the LSP network to administer a Covid-19 Club Small Grant Scheme which was designed to reduce the risk of Covid-19 infection in club and community sports settings. The fund was developed to support clubs, which may not have the finances to implement Covid-19 related hygiene and social distancing protocols. 1,637 clubs were allocated funding through this scheme. A further €449,905 was allocated to run Covid-19 Restart and Renewal Programmes to promote and develop new programmes that can advance sport and physical activity in the Covid-19 public health era. €725,000 was invested as part of a Community Support Scheme which will be used to activate targeted programmes to support local communities remaining active during Covid-19. Supporting clubs in maintaining, recruiting and activating their membership and volunteer bases during Covid-19 will be critical for local participation to remain viable.

13. Sport Ireland Participation - Women in Sport

Unit Overview

Following an extensive project throughout 2018, Sport Ireland published its new Woman in Sport (WIS) Policy in March 2019. The policy outlines Sport Ireland's vision for women in sport as one where women have an equal opportunity to achieve their full potential, while enjoying a lifelong involvement in sport. Sport Ireland is committed to increasing women's sustained involvement in sport as coaches, volunteers, club members, athletes, advocates, leaders, and participants from grassroots to the podium. Through the WIS Policy, Sport Ireland identified four key areas, which have emerged as current gaps and future opportunities for women in sport.

1. Coaching and Officiating
2. Active Participation
3. Leadership and Governance
4. Visibility

To address each of these target areas, Sport Ireland is focused on achieving objectives assigned to each. These objectives are reflective of the National Sports Policy 2018- 2027 and National Strategy for Women and Girls 2017-2020.

To support the implementation of the policy, Nora Stapleton was employed in April 2019 as Sport Ireland's Women in Sport Lead. Her role is to oversee the successful implementation of the objectives and actions as outlined in the WIS Policy.

Link to National Sports Policy 2018-2027

Women in Sport is an integral part of all areas of the work of Sport Ireland and its various Units, particularly in relation to NGB, participation, governance, coaching, officiating, cross collaboration, OD&C, diversity and inclusion, marketing and communications. Therefore, the lens of Women in Sport is applied when fulfilling most of the actions outlined in the NSP.

Actions particularly relevant to gender, diversity or Women in Sport include actions; 5, 6, 9, 10, 27, 28, 30, 31, 32.

Link to Sport Ireland Strategy

[Sport Ireland Statement of Strategy Action Item 1:](#)

Lead on the national ambition to increase the number of people participating in sport and physical activity.

[Sport Ireland Statement of Strategy Action Item 2:](#)

Promote the Value of Sport to include greater population awareness of the benefits of participation in sport through active and social participation, including volunteering.

Sport Ireland Statement of Strategy Action Item 3:

Build on existing proven structures whilst also seeking new and innovative approaches to increasing sport and physical activity and reducing inactivity

Sport Ireland Statement of Strategy Action Item 4:

Greater access to participation opportunities focused on reducing inequalities.

Sport Ireland Statement of Strategy Action Item 08:

Develop Sport Ireland as the lead agency for sports education in Ireland

Sport Ireland Statement of Strategy Action Item 13:

Support Sport Ireland funded bodies in achieving uniformly high standards in the area of Corporate Governance

Sport Ireland Statement of Strategy Action Item 15:

Expand the Research & Evaluation Programmes as a vital resource in the progressive development of sport and physical activity

Programme Highlights

- The development of gender diversity toolkits and supports
- The establishment of an LSP WIS Working Group
- The continued delivery of a female specific mentoring programme through the Organisational, Development and Change Unit
- The development of a media training programme for female analysts & panellists
- The ongoing development of a WIS Coaching Toolkit for launch later this year
- The ongoing development of a Coaching Teenage Girls Workshop for launch later this year
- The delivery of an Athlete Leadership Programme (Podium Performance)

Programme Overview

In 2020, the WIS programme provided ongoing support to NGBs as well as concentrating on developing or implementing programmes at a national level to benefit stakeholders.

In Q3 2020, Sport Ireland commenced its Girls Get Active research project. Under this Dormant Account Funded project, Sport Ireland sought to develop a resource for use by the sports sector (Local Sports Partnerships (LSPs) and National Governing Bodies (NGBs)) to support them in their development and implementation of sports programmes targeting adolescent girls in disadvantaged areas to participate in sport and physical activity.

As part of European Week of Sport 2020, Sport Ireland hosted a series of webinars targeting groups sometimes marginalised when it comes to sport and exercise. This included, ‘Active During Pregnancy’ and ‘New Moms and Exercising’ webinars. The discussions covered topics such as guidelines for exercising while pregnant, recommendations for a safe return to exercising for newly postpartum women, things to be aware of/consider and a demonstration of safe exercises in both classes. Following the success of the webinars, a dedicated exercise series for expecting and new mothers was developed and delivered virtually by Sport Ireland.

In March 2020, Sport Ireland released its first snapshot of board composition figures from across the NGB sector and progress made towards gender balance on boards. This snapshot highlighted that the percentage of females currently serving on the boards of NGBs increased to 29%, up from 24% in March 2019. A second snapshot summarising women’s leadership roles in NGBs and LSPs was released in December 2020 with the same result, 29%.

In December 2020, Sport Ireland launched two resources for use by the sports sector (Local Sports Partnerships (LSPs) and National Governing Bodies (NGBs)) to guide and support them in developing more gender equal boards and committees. Part A outlines the business case for more gender diverse boards and uses examples from Ireland and the rest of the world to educate people on the topic. Part B is in the form of a toolkit and outlines practical measures and actions in the form of a ‘best practice framework’, which can be implemented in order to attract and retain female board members.

In June 2020, Sport Ireland undertook its first ever study exclusively targeting active and inactive female coaches across all sports on the island of Ireland. The specific aims of the research were to:

- Develop a more in-depth understanding of the status of females in coaching roles in Ireland,
- Investigate the challenges and opportunities to increase the numbers of females coaching across all sports and at all levels; and
- Use the feedback to develop good practice programmes, resources or strategies that NGBs and LSPs can use to recruit, retain, develop and progress female coaches.

14. Cross Collaboration

Unit Overview

As part of the Participation Unit, the recently established Cross Collaboration team are responsible for developing and promoting collaborative working across the sport sector to increase participation in sport. Particular areas of work that the Cross Collaboration team includes responsibility for Dormant Account funding, Healthy Ireland funding, delivery of European Week of Sport, and development of a Volunteer Strategy.

In order to progress this work it is vital that all Sport Ireland funded bodies work together to deliver on the objectives of the National Physical Activity Plan and the National Sports Policy. The Cross Collaboration team provide support to manage the continued growth in this area, further developing and deepening collaboration within the sports sector and between sport and other sectors, including NGBs and LSPs. It is critical to ensure that the collaboration across the sector continues to grow. The team also helps to bridge the work within Sport Ireland and the wider sports sector, and in addition, works to enhance the very important connection to the organisations that have a particular relationship with our various target audiences to deliver on relevant NSP actions.

Link to National Sports Policy 2018-2027

The Cross Collaboration team is responsible for developing and promoting collaborative working across the sport sector to increase participation in sport. As many of the strategic objectives throughout the National Sports Policy will ultimately be driven and achieved through cross collaboration and partnership working, the team's activity has the potential to make a significant impact in the delivery of many of those strategic objectives within the document.

Actions particularly relevant to the Cross Collaboration team include actions; 3, 5, 6, 9, 14, 28, 34, 45, 48.

Link to Sport Ireland Strategy

Sport Ireland Statement of Strategy Action Item 2:

Promote the Value of Sport to include greater population awareness of the benefits of participation in sport through active and social participation, including volunteering.

Sport Ireland Statement of Strategy Action Item 4:

Greater access to participation opportunities, focused on reducing inequalities.

Sport Ireland Statement of Strategy Action Item 6:

Expanding the group of highly effective NGBs to 40.

Sport Ireland Statement of Strategy Action Item 7:

Identify priority sports that are more likely to have lasting benefits over the life course to receive greater investment over the strategy period.

Programme Highlights

2020 Dormant Accounts Funding

Prior to the outbreak of Covid-19, Sport Ireland invited NGBs, LSPs and other funded bodies to apply for support under the Dormant Accounts Fund. The publication of the Governments Roadmap on May 1st was welcomed by the sector as it set out a framework for recovery. It was the goal of Sport Ireland to contribute to this recovery and support sports bodies to maintain their readiness for any opportunities of a return to sport. Approval of the various programmes under Dormant Accounts ensured that sporting bodies maintained their readiness for a return to sport and the gradients impacting hard to reach groups were not left to widen during the initial stages of return.

The Sport Ireland Participation Unit manages Dormant Accounts Funding for the 29 Local Sport Partnerships, Cara, Ireland Active, and Age and Opportunity. Under the total Dormant Accounts Funding allocation to Sport Ireland of €8,000,000 the total allocation awarded to the LSPs and other funded bodies for 2020 was €4,098,085. This funding covered a range of areas, such as Community Sports and Physical Activity Hubs, Urban Outdoor Adventure Initiatives, Active Cities, Innovation and Youth Leadership programmes.

Dormant Accounts Funding

In order to support the sector in what is an ever-changing environment due to Covid-19, Sport Ireland Participation unit will continue to manage and administer the Dormant Accounts Fund 2021. Overall funding of €10,000,000 was approved in principle under the Dormant Account Fund measure for 2021 to deliver a diverse range of sport and physical activity programmes which align with the National Sports Policy (NSP) and the National Physical Activity Plan (NPAP).

Recommendations to support Local Sports Partnership projects, and internal Sport Ireland projects were presented to the Sport Ireland Grants Committee on December 4th 2020. These recommendations were subsequently presented and approved by the Sport Ireland Board on December 15th 2020. Once approved by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, and by the Department of Rural and Community Development, this funding will be allocated to the relevant projects. This funding covers a range of areas, such as Community Sports and Physical Activity Hubs, Urban Outdoor Adventure Initiatives, Active Cities, Innovation and Youth Leadership programmes.

Due to the ever changing public health situation, there remains some uncertainty around National Governing Bodies (NGBs) business plans and programmes. On that basis the decision was taken to delay running the Dormant Accounts funding process for NGBs until Q1 2021. This process has allowed further time to better determine both the confirmed needs and the operational capacity of the Sector. In February

2021, Sport Ireland will invite National Governing Bodies of Sport (NGBs) and other funded bodies to apply for support under the Dormant Accounts Fund. All funding applications will be carefully reviewed, and appropriate recommendations will be brought to the Sport Ireland board and relevant Government Departments for approval.

It is the goal of Sport Ireland to contribute to the recovery of sport and support sports bodies to maintain their readiness for a return to sport. Approval of the various programmes under Dormant Accounts aim to ensure the gradients impacting hard to reach groups are not left to widen during the initial stages of return.

Healthy Ireland Keep Well Funding

As part of the Resilience and Recovery 2020-2021 Plan for Living with Covid-19, An Taoiseach Michéal Martin T.D launched the 'Keep Well' campaign. This campaign aimed to support communities and individuals to mind their mental and physical health.

The Keep Well Campaign focused on five main theme areas:

- Minding your mood.
- Eating Well.
- Switching off and being creative.
- Staying Connected.
- Keeping Active.

The Department of Health designated Sport Ireland as the lead on the Keeping Active theme of the campaign, and with the support of Local Sports Partnerships, National Governing Bodies, Get Ireland Walking, and Age & Opportunity, supported people to stay active throughout the winter months with a fund total of €1,800,000.

In October 2020, Sport Ireland identified funded bodies and agencies who were deemed suitable to deliver on the Keep Well Fund, and in November 2020, invited Local Sports Partnerships, Age & Opportunity, Get Ireland Walking, and a number of National Governing Bodies to apply for support under the Keep Well Fund. These applications were reviewed and recommendations put forward to the Grants Committee and the Board in December. Upon approval from the Board funding was issued to the successful applicants.

Operation Transformation

Sport Ireland began working with Operation Transformation in 2011 and have assisted in the development of a range of physical activity initiatives, which have been featured ever since. Series 13 started on Wednesday 8th January 2020 and a summary of Sport Ireland's involvement in the 2020 show is outlined below:

- The OT Nationwide Walks took place on the 17th January 2020. Over 135 Nationwide Walk events were organised by Local Sports Partnerships, with over 17,000 participants taking part.

- Operation Transformation 5k Run in Phoenix Park, The Chief Executive attended the Sport Ireland Operation Transformation 5k Run in the Phoenix Park on Saturday 22nd February alongside the Deputy Lord Mayor of Dublin, Tom Brabazon. The 5k, organised by Sport Ireland in partnership with Athletics Ireland, Dublin City Sport and Wellbeing Partnership, Dublin City Council and the OPW, was the main event of the 2020 Operation Transformation TV Show calendar and saw 5,000 members of the public registered to take part.
- The ‘Ireland Lights Up’ campaign, was launched through Operation Transformation on Wednesday 22nd January. This initiative promoted the physical & mental health benefits of walking & exercise, the fantastic facilities that local GAA grounds have on offer and the supports available to local community groups through Get Ireland Walking. ‘Ireland Lights Up’ see’s participating GAA clubs turn on their floodlights/lighting systems between 7pm-9pm in evening times over the course of the TV show.

European Week of Sport 2020

Sport Ireland is the designated National Coordinating Body by the European Commission for the European Week of Sport in Ireland. The European Week of Sport took place 23rd -30th September 2020.

The European Week of Sport is a weeklong celebration of sport and physical activity and in 2020 had 535 events taking place nationally throughout the week including #BeActive Paddle Day, National Walking Day, and the European School Sports Day as part of the 11 flagship events. 12 Local Sport Partnerships delivered innovative #BeActive events as part of European Week of Sport 2020; Clare, Cork, Fingal, Kerry, Leitrim, Longford, Mayo, Meath, Roscommon, Sligo, Wexford and Wicklow. A wide variety of events took place over the week consisting of outdoor and virtual activities including open water swimming, orienteering, yoga and outdoor fitness classes. Sport Ireland implemented an online registration process where clubs and organisations could register their own European Week of Sport event. In total, over 700,000 people took part in events during European Week of Sport.

Many of the planned events adapted and reverted to their ‘Plan B’ given the Covid-19 measures that were in place. All events adapted where required and ran in line with the most up to date public health guidelines from the Government and the HSE.

The European Week of Sport flagship events reflected Sport Ireland’s participation strategy by supporting and promoting flagship events which target specific population groups including; women, people with a disability, migrants, older adults, young people and families.

Programme Overview

Sport Ireland has been working through the support of Dormant Account Funding since 2015 to increase collaborative working across the sector to increase recreational participation in sport, with a particular focus on the harder to reach groups. The Dormant Accounts Fund is a scheme for the disbursement of unclaimed funds from accounts in credit institutions in Ireland. The fund is administered under the 2001 Dormant Accounts Act, together with the Unclaimed Life Assurance Policies Act 2003 and the Dormant Accounts (Amendment) Act 2012 and is under the statutory function of the Minister of the Environment, Community and Local Government with effect from the 1st January 2013. Sport Ireland seek innovative applications for Dormant Accounts Funding to support the Actions from the National Sports Policy and the National Physical Activity Plan to implement and support participation programmes with a focus on disadvantaged communities. Projects are encouraged to build on investments to date and demonstrate appropriate partnership working with other NGBs, LSPs or other relevant agencies. Sport Ireland aim to continue to support various programmes through Dormant Accounts funding, ensuring that sporting bodies maintain their readiness for a return to sport and the gradients impacting hard to reach groups continue to be addressed.

Healthy Ireland, A Framework for Improved Health and Wellbeing 2013-2025 is the national framework for action to improve the health and wellbeing of Ireland over the coming generation. Sport Ireland has been selected by the Department of Health and Healthy Ireland as a key delivery partner under Strand 2 of the Healthy Ireland Fund. Sport Ireland invites organisations to apply for funding to implement discrete and specific actions that align to the Healthy Ireland National Physical Activity Plan. The primary aim of the Fund is to support innovative, cross-sectoral, projects and initiatives that support the implementation of key national policies in areas such as health status, weight, obesity, tobacco use, alcohol consumption, physical activity, mental wellbeing, social connectedness, sexual health and access to green spaces. Sport Ireland aim to continue to support various programmes through Healthy Ireland funding, supporting innovative, cross-sectoral, projects and initiatives that support the implementation of key national policies to improve the health and wellbeing of Ireland.

Launched in 2015 the European Week of Sport runs every year from 23rd to 30th September. The European Week of Sport was created in response to the worsening inactivity crisis. Despite sport and physical activity substantially contributing to the well-being of European citizens, the level of physical activity is currently stagnating and even declining in some countries. The week is for everyone, regardless of age, background or fitness level. With a focus on grass roots initiatives, its purpose is to inspire Europeans to #BeActive more regularly and to exercise more throughout the year, but especially within the period of the campaign. Sport Ireland are the National Coordinating Body for the European Week of Sport in Ireland and are funded by the European Commission to deliver the initiative.

15. Sport Ireland Ethics

Unit Overview

In the area of safeguarding, Sport Ireland's remit is to develop and disseminate guidelines and codes of practice promoting best practice for the protection of children in sport consistent with child protection guidance and legislation.

In order to advance this function, Sport Ireland engages with over 60 autonomous National Governing Bodies of Sport to raise awareness of and promote behaviours to uphold good practice and fair play in all sport.

With regard to Diversity and Inclusion, the Ethics Unit leads on the development of inclusive sport, working across all Sport Ireland units to embed and implement inclusion and diversity programmes within the whole sporting community.

Link to National Sports Policy 2018-2027

Diversity and Inclusion: Action 6

Link to Sport Ireland Strategy

Diversity and Inclusion Sport Ireland Strategy Objective number 4

Safeguarding Sport Ireland Strategy Objective number 14

Programme Highlights

Safeguarding

Online delivery of safeguarding workshops

To ensure the continued delivery of safeguarding workshops in response to the Covid-19 pandemic, the Ethics Unit facilitated the adaptation of face-to-face safeguarding workshops for online delivery. Critical to the successful rollout of this adaptation was the engagement and input of key stakeholders from National Governing Bodies of Sport, Local Sports Partnerships, and safeguarding tutors.

Updated safeguarding workshop content

Following the completion of an extensive process to update the content of Sport Ireland's Safeguarding 1 workshop, the Ethics Unit delivered a number of Safeguarding 1 tutor upskill sessions in Q3 and Q4 to the network of Safeguarding tutors.

EU project

Sport Ireland (Ethics Unit) are currently part of the Council of Europe project entitled “Child safeguarding in Sport. Up your game, strengthen your squad!” (CSiS). Sport Ireland have been asked to perform the role of expert consultant given its level of experience with the implementation of best practice and legal requirements in the area of Safeguarding young people in sport, and also the establishment of a network of National Children Officers.

Sport Ireland Safeguarding Audit Framework

In Q1 of 2020 the Ethics Unit finalised feedback to all National Governing Bodies of Sport in relation to their 2019 audit submissions. Following the conclusion of that project, work commenced on the next phase of the Framework, which was the design of the Club Self-Assessment phase.

Young Voices in Sport Toolkit

The purpose of this toolkit is to give volunteers and members of staff in sporting organisations a clear understanding of what they need to do to involve their young members in decision-making from club level to National Governing Body. During 2020 the Ethics Unit commenced a mid-term evaluation of the project to date. It is expected that the insights gained from the evaluation will inform plans for the growth of the project going forward.

Diversity & Inclusion

In supporting the delivery of relevant actions in the National Sports Policy, Sport Ireland commenced the process of developing a Diversity and Inclusion policy to further broaden the scope of its diversity and inclusion remit. The intention is that the policy will build on the success and impact of both the Sport Ireland Policy on Participation in Sport by People with Disabilities and Sport Ireland Policy on Women in Sport.

The Diversity and Inclusion policy document will include tangible targets and actions areas against which Sport Ireland, its funded organisations and partners can work to promote inclusion and embrace diversity in relation to participation in sport and physical activity.

To aid Sport Ireland in further understanding the needs of the sector in this area, Sport Ireland commenced a widespread and comprehensive research and consultation process to identify barriers, challenges and enablers in relation to participation in sport.

Programme Overview

a. Safeguarding

Sport Ireland considers safeguarding of children in sport is of paramount importance. Sport Ireland continues to develop and invest in our ethics programme to ensure children and young people's experiences of sport are fun, enjoyable and conducted in the spirit of fair play.

Sport Ireland acts in a guidance and support capacity to over 60 recognised National Governing Bodies of Sport in the area of Safeguarding and Child Protection. Our remit is to develop and disseminate guidelines and codes of practice promoting best practice for the protection of children in sport consistent with child protection legislation.

In order to advance this function Sport Ireland provides a suite of tools and resources, including:

Sport Ireland's Safeguarding Guidance for Children and Young People in Sport:

Sport Ireland's Safeguarding Guidance for Children and Young People in Sport aims to help sporting bodies create a culture of safety that promotes the welfare of children and young people engaged in sporting activities. The guidance was developed to support National Governing Bodies of Sport and clubs to ensure they can meet their child safeguarding and child protection responsibilities. It was prepared in the context of the challenges that National Governing Bodies and their clubs face on a day-to-day basis, ensuring that current best practice is followed while also complying with today's relevant legislation.

The document contains guidance and information in relation to carrying out a risk assessment; the development of a Child Safeguarding Statement; and the development and implementation of policies and procedures for safeguarding and protection of children and young people.

Also included in the document are a number of policy and procedural templates, which an NGB can tailor to suit the specific needs of their sport and their membership.

Sport Ireland Safeguarding Workshops:

Sport Ireland's Safeguarding programme is aimed at sports leaders & adults who are involved in the organisation of sport for children and young people. The goal of the programme is to promote awareness of best practice and legal requirements in the area of safeguarding & child protection. To advance this function, Sport Ireland offers three workshops in the area of safeguarding & child protection. This encompasses a basic awareness workshop for all sports leaders, and role specific training for Club Children's Officers and Designated Liaison Persons.

Resources

Sport Ireland has produced a number of tools and resources to support safeguarding in sport. Staying Safe Online is an online resource targeted at all those involved in sport and physical activity. The Safe Sport App

is an information and guidance tool for everyone involved in sport for children and young people. The app is aimed at creating greater awareness and understanding about safeguarding and best practice principles in children's sport. Sport Ireland's Safeguarding Audit Framework was designed to support National Governing Bodies to strengthen adherence to safeguarding within their sport.

Leading in the Area of Safeguarding

The Ethics Unit continues to promote the importance of safeguarding children and young people in sport. Through our engagement with the sport sector, collaboration with our colleagues in Sport NI, and with other strategic partners, the Ethics Unit contributes our experience and expertise in raising awareness of the importance of safeguarding in sport.

In 2020 Sport Ireland Ethics Unit became part of the Council of Europe project entitled "Child safeguarding in sport. Up your game, strengthen your squad!" (CSiS). Sport Ireland were asked to perform the role of "good practice owner" given the level of experience with the implementation of best practice and legal requirements in the area of Safeguarding young people in sport, particularly the establishment of a network of National Children Officers.

b. Diversity and Inclusion

In order to advance Sport Ireland's commitment to Diversity and Inclusion, the Ethics Unit is involved in the delivery of the following:

In supporting the delivery of relevant actions in the National Sports Policy, and relevant actions in a range of other commenced the process of developing a Diversity and Inclusion policy to further broaden the scope of its diversity and inclusion remit.

The Diversity and Inclusion policy document will include tangible targets and actions areas against which Sport Ireland, its funded organisations and partners can work to promote inclusion and embrace diversity in relation to participation in sport and physical activity.

The Ethics Unit represents Sport Ireland on the Migrant Integration Monitoring and Coordination Committee, and contributes to the National Traveller and Roma Inclusion Strategy, the LGBTI+ Strategy and the LGBTI+ Youth Strategy.

The Ethics Unit continues to promote the importance of diversity and inclusion through our engagement with key stakeholders and strategic partners, seeking to ensure that diversity and inclusion is embedded across the organisation and the sport sector

16. Sport Ireland Outdoors

Unit Overview

Sport Ireland Outdoors plays a lead role in promoting and supporting participation in all forms of outdoor sport and physical activity in Ireland along with the sustainable development of this sector.

This includes the management of the National Trails Register and trail accreditation system in Ireland and supporting several infrastructure developments and participation initiatives such as Greenways, Blueways, Get Ireland Walking, and Get Ireland Cycling.

The unit works very closely with a wide range of national and local partners including National Governing Bodies of Sport and the Local Sports Partnership Network to create opportunities for people to participate in outdoor sports in Ireland.

Outdoor sports include all sport and physical activity that can be undertaken in natural outdoor settings and includes recreational walking, cycling, water sports, and land-based adventure sports

Link to National Sports Policy 2018-2027

The outdoors unit is focused on supporting several sporting bodies and other organisations to develop and promote outdoor sports. As well as this, the unit supports the development of recreational trails throughout Ireland, which are all developed to encourage more people to be active in the great outdoors.

There are many actions outlined within the National Sports Policy 2018-2027 which reference the importance of outdoor recreation and how the wider natural and built environment can facilitate participation in sport and physical activity in particular action 13.

The work that the outdoors unit is currently undertaking and the work the unit will work on over the next number of years will certainly contribute to ensuring these actions are achieved.

Link to Sport Ireland Strategy

Sport Ireland Statement of Strategy Action Item 1:

Lead on the national ambition to increase the number of people participating in sport and physical activity.

Sport Ireland Statement of Strategy Action Item 2:

Promote the Value of Sport to include greater population awareness of the benefits of participation in sport through active and social participation, including volunteering.

Sport Ireland Statement of Strategy Action Item 3:

Build on existing proven structures whilst also seeking new and innovative approaches to increasing sport and physical activity and reducing inactivity

Sport Ireland Statement of Strategy Action Item 4:

Greater access to participation opportunities focused on reducing inequalities.

Programme Highlights

- New policy on Sport and Physical Activity in the Outdoors launched
- National Digital Database pilot phase completed
- Digital Trail Inspection System Launched
- Listing of 900+ trails on the National Trails Register
- #OutdoorsforEveryone communication campaign
- 180 Technical Trail assessments undertaken on walking and cycling infrastructure in Ireland
- Continued management of National Trails Insurance Policy
- 15 Urban Outdoor Adventure Initiatives delivered through the Local Sports Partnership Network

Programme Overview

Sport Ireland Outdoor Policy on Sport & Physical Activity in the Outdoors

Sport Ireland published its Policy on Sport and Physical Activity in the Outdoors in 2020, with a vision to create opportunities for everyone to participate in and enjoy sport and physical activity in the outdoors. The policy builds on Sport Irelands work in the outdoor sector and sets out our priorities for the coming years.

National Digital Database

Sport Ireland's National Database of Sport & Recreation Amenities project gained further momentum in 2020. Acting on the recommendations of the Feasibility Study, a Pilot Phase was established, which incorporated a proof-of-concept of the technical aspects of a Sport and Recreation Amenities database and a consultation programme. This phase was funded by Healthy Ireland and was led by Sport Ireland. The pilot phase was completed in November.

Infrastructure Development & Support

Sport Ireland Outdoors continued to support the sustainable development of Irelands recreational trails network in 2020, which includes walking, cycling and water trails (Blueways). The programme promotes standards and good practice for trails and maintains a National Trails Register.

Sport Ireland Outdoors launched their new digital trails inspection system in 2020. Registration Inspections and Trail Audits will now be undertaken using this GIS-based system, improving accuracy and detail, while reducing report processing times significantly. It will also allow Sport Ireland, trail managers and other stakeholders to access live key data thorough online interactive dashboards.

Sport Ireland Outdoors carried out 180 Technical Trail assessments undertaken on walking and cycling infrastructure in Ireland.

Sport Ireland Outdoors continued to build capacity and support agencies and communities through its education and training programme in 2020 through the delivery of a range of short courses. Four courses were delivered in Q1 of 2020 and were then postponed due to the Covid-19 pandemic to follow government guidelines.

#Outdoorsforeveryone campaign

Sport Ireland Outdoors led on their own inter-agency social media communication campaign in 2020 called #OutdoorsforEveryone. This campaign was developed to address challenges faced by the sector which were raised in an outdoor stakeholder meeting hosted by Sport Ireland. The campaign lasted for over 3 months during Covid-19 and comprised of messages around safe, sustainable use of the outdoors. The campaign was supported by a number of agencies including the Department of Transport, Coillte, Waterways Ireland, Leave No Trace, Failte Ireland, a Garda Síochána, and National Parks.

Participation Programmes & Initiatives

Sport Ireland Outdoors continued to lead the Get Ireland Walking initiative in 2020 which aims to promote and encourage recreational walking for health, fitness, and leisure in Ireland. Due to the unprecedented number of people heading outdoors during the Covid-19 pandemic, there was a huge increase in the number of people taking part in recreational walking. There was an increase in the number of walking groups affiliated with Get Ireland Walking in 2020 with 2000 groups registered including community groups, schools, GAA clubs, and other organisations. As part of European Week of Sport, Get Ireland Walking delivered their annual flagship event 'National Walking Day' with over 700,000 walkers participating on the day with their social media ads been viewed over 3 million times. Get Ireland walking received funding from Healthy Ireland to develop a "Get Ireland Walking" app. The app provides a platform for participants to engage in the 21-day challenge in addition to incorporating a mechanism to facilitate the "Ireland Lights Up Campaign".

Sport Ireland Outdoors continued to work with Cycling Ireland and other stakeholders in the cycling sector in 2020 to develop the Get Ireland Cycling Initiative. This project aligns with the Department's Cycling policy. Sport Ireland has also continued to work in partnership with the Greenway development unit in the Department of Transport, to support the development and evaluation of Greenways in Ireland.

Sport Ireland Outdoors supported fifteen Local Sports Partnerships to deliver Urban Outdoor Adventure Initiative in 2020. This Dormant Account Funded programme aims to create new opportunities for people to participate in outdoor sports in urban settings.

Programme Overview

Sport Ireland supported a new Government of Ireland campaign which was launched on August 6th to tackle a growing littering issue throughout the country, particularly in some of our most scenic locations which have recently become littering hotspots during Covid-19. It was a joint initiative of the National Parks and Wildlife Service (NPWS), Waterways Ireland, Inland Fisheries Ireland, Fáilte Ireland, Sport Ireland, The Department of Community and Rural Development, the Office of Public Works, Coillte, and Leave No Trace Ireland.

Sport Ireland Outdoors is a core member of Comhairle na Tuaithe which is a national outdoor recreation stakeholder forum supporting the sustainable development and promotion of outdoor recreation. As part of this membership, Sport Ireland is involved in two key working groups delivering on a National Outdoor Recreation Strategy and a Comhairle na Tuaithe Communications plan.

The unit continues to be a part of the Blueway Partnership with Sport NI, Tourism NI, Fáilte Ireland, and Waterways Ireland. This partnership coordinates and supports all Blueway development on the island of Ireland. At the end of 2020, there were 13 applications submitted to the partnership for their stage 1 Blueway accreditation. Blueways are approved and branded multi-activity trails aiming to encourage and support recreation on or near water

Sport Ireland continued to support the Leave No Trace Ireland programme in 2020. This programme seeks to promote responsible outdoor recreation by providing research, education, and outreach so every person who ventures outside can protect and enjoy the outdoors responsibly.

Sport Ireland Outdoors continues to build on its relationship with CARA in 2020 to increase awareness and promote the Accessibility in the Outdoors Guidelines and ensure outdoor environments are more accessible and inclusive for people with disabilities to engage in outdoor sports.

Sport Ireland Outdoors acts as national coordinator for the development of the Irish sections of the international cycle routes in the EuroVelo network. The route passes through 10 counties on the western and southern coast. In 8 of the counties the route is in place with signposting erected or in the process of being erected. Work is continuing with the remaining 2 counties to progress the signposting.

17. Organisational Development & Change

Unit Overview

Sport Ireland's Organisational Development and Change (ODC) Unit is primarily focused on providing support to the sports organisations which receive funding from Sport Ireland, including National Governing Bodies and Local Sports Partnerships. Several aspects of the unit's work include Capability Building, Organisational Development & Change Interventions and Networks.

Link to National Sports Policy 2018-2027

In a general sense, the ODC Unit's activity is focused on developing the overall effectiveness of the sports sector organisations, and specifically the board members and employees who work within them. As many of the strategic objectives throughout the National Sports Policy will ultimately be driven and achieved in part through these individuals, the Units activity has the potential to make a contributing impact throughout many of those strategic objectives within the document and in related strategies such as the Sport Ireland Strategy 2018 – 2022.

In a specific sense, the ODC Units activity has a substantial impact on the following:

National Sports Policy Action Item 31: Sport Ireland will oversee a process to have all NGBs and LSPs adopt the Governance Code for the Community, Voluntary and Charity Sector by the end of 2021. As part of this process, Sport Ireland will also identify and put in place the training and supports needed by different organisations to assist with the adoption process.

National Sports Policy Action Item 34: We will foster and encourage collaboration within the sports sector and between sport and other sectors through training and development initiatives and through the provision of financial and other incentives to stimulate collaborative behaviour at all levels of sport. We will work on an all-island basis in this regard. We will seek to develop a stronger relationship with the education system in particular in our efforts.

Link to Sport Ireland Strategy

Sport Ireland Statement of Strategy Action Item 5: Build the performance pillar of Irish sport, which is vital to active and competitive sportspeople

Sport Ireland Statement of Strategy Action Item 13: Support Sport Ireland funded bodies in achieving uniformly high standards in the area of Corporate Governance

Sport Ireland Statement of Strategy Action Item 16: Sport Ireland will invest in its own organisational development and the development of its staff to ensure that all of its activities are carried out to the highest standards.

Link to Department of Health/HSE “Connecting For Life Strategy”

Connecting for Life Strategy Action Item 5.4.2: Deliver training in suicide prevention to staff in government departments and agencies who are likely to come into contact with people who are vulnerable to/at risk of suicidal behaviour.

Programme Highlights

- The ASPIRE Graduate Employment programme ran with graduates placed in nine Sport Ireland funded organisations.
- The second round of the ACCELERATE Management Development programme commenced with three streams of 22 participants each (66 in total) from 36 different organisations.
- The Find Your Fit programme was further developed to empower organisations to support the wellbeing of their employees. 18 organisations nominated an employee to take on the role of Wellbeing Champion.
- The second cycle of the M-Power Mentoring programme ran with 22 mentors and 22 mentees. The third cycle of the programme commenced in October with 22 mentors and 22 mentees.
- The new GOV-ENHANCE Governance Development Programme launched in July 2020 and saw a range of programme activity take place, including –
 - Breakfast Webinars focused on topics such as “Board Effectiveness”
 - The first Chairpersons Networking Event in October
 - The annual Governance Evening Seminar in November on the subject of “Good Governance: An enabler of improved performance”
 - The first Secretaries Networking Event in December
 - The 2nd cycle of the QQI Level 9 IPA Certificate in Governance commenced in September with 57 participants
- Organisational Development and Change Interventions were completed in 2 organisations on a tailored and specific basis.
- 48 hours of executive coaching were provided to 12 sectoral employees from a range of organisations.
- 25 psychometric reports were completed, and feedback sessions were undertaken with sectoral employees from a range of organisations.
- 896 sector-based employee’s/board members in total were trained in an array of business skill areas.

Programme Overview

Organisational Capability Building

This refers to the strategic management of Organisational Capability Building (OCB) in client sports organisations across eight capability areas:

- Organisational Leadership
- Change Management
- Risk Management
- Strategic Planning
- Employee Performance Management
- Project Management
- Corporate Governance
- Stakeholder Engagement

Organisational Capability was built through a range of Learning, Advisory & Systems support services which included:

- Training Courses, Workshops and Seminars
- E-Learning
- Executive Coaching
- Psychometric & Behavioural Assessments
- Expert Advice – HR & Employment Law
- Expert Advice - Capability Building
- Senior Level Recruitment Support

Organisational Development and Change Interventions

Sport Ireland managed several interventions which were delivered on a specific & tailored basis with client sports organisations. Such interventions took place at Individual, Group and Organisation wide level. The underlying purpose of the activity was the continual improvement of organisational effectiveness within the client sports organisations. Such interventions focused on areas including Organisational Assessment, Team Building, Intergroup Relations, Organisational Design and Cultural Change.

Networks

Sport Ireland facilitated a range of networks that comprised of professionals operating in various career/role types. The purpose of each network is to support peer learning, idea sharing and networking between participants. There are currently five such groups in operation:

Leadership (for NGB Chief Executives, LSP Co-ordinators and other sector-based Senior Managers)

- **Human Resources** (for sector-based Human Resource Management professionals)
- **Coaching & Mentoring** (for sector-based Executive Coaches and Mentors)
- **Gov-Enhance Board Chairpersons** (for sector-based Board Chairpersons)
- **Gov-Enhance Board Secretaries** (for sector-based Board Secretaries)

18. Research

Unit and Programme Overview

The Research Unit's goal is to encourage high quality research that contributes to greater evidence-based decision making in Irish sport and to ensure that the results of this research are disseminated widely through the sport and public policy systems.

Link to National Sports Policy 2018-2027

The Research Unit's activity is focused on developing insights for the sport sector, Government and local and national agencies. As many of the strategic objectives throughout the National Sports Policy will ultimately be driven and achieved in part through these areas, the Unit's activity has the potential to make a contributing impact throughout many of those strategic objectives within the document and in related strategies such as the Sport Ireland Strategy 2018 –2022.

Link to Sport Ireland Strategy

Sport Ireland Statement of Strategy Action Item 4:

Greater access to participation opportunities, focused on reducing inequalities.

Sport Ireland Statement of Strategy Action Item 7:

Identify priority sports that are more likely to have lasting benefits over the life course to receive greater investment over the strategy period.

Sport Ireland Statement of Strategy Action Item 15:

Expand the Research & Evaluation Programmes as a vital resource in the progressive development of sport and physical activity.

Programme Highlights

Sport Ireland has been conducting the Irish Sports Monitor (ISM) since 2007. The research survey gives insight into participation in sport and physical activity among adults aged 16+. It helps monitor progress towards meeting policy targets around active and social participation in sport including in relation to the gender, age and socio-economic gradients in that participation. The 2019 ISM survey was completed with the core survey administered to almost 8,500 respondents. In 2019, ISM flexible modules also allowed insights into topical issues such as mental health and wellbeing and sport, the habitual nature of participation in sport and physical activity, volunteering in sport, women in sport, disability in sport, and behaviour change around sport.

2019 ISM report was launched in September 2020 by Ministers Martin and Chambers. Findings show progress being made on targets set in the National Sport Policy with 46% regularly playing sport. The gender gradient in sports participation has reduced to 3.4%. 47% of adults socially participated in sport in 2019. There was an overall decrease in non-participation in sport or recreational walking to 20%.

In 2020, bespoke research was completed tracking the impact of Covid-19 restrictions on sport and recreational walking. These replicated the questions asked on the ISM and were representative of the population aged 15 and older. Data collection was undertaken by telephone. This featured time points of Delay Phase (March), Stay at Home Phase (April-May) and Reopening Roadmap for Reopening of Society and Business Phase (May-September). Recreational walking was higher in all three time points as compared to 2019 ISM findings (65%). Sport participation fell below 2019 ISM level (47%) for both the Delay and Reopening Phases. Overall physical activity levels were higher in all three phases as compared to 2019 ISM levels (33%).

The Research Unit commissioned four research projects revolving around (i) behavioural science research interventions aimed at increasing participation in physical activity among individuals in disadvantaged communities, (ii) the value of sport and the returns it provides across relevant policy areas – physical and mental health, education, community development, economic activity, tourism, etc. (iii) data mining national databases such as the ISM, Children’s Sport Participation and Physical Activity (CSPPA) and TILDA to garner new policy insights into sport and physical activity participation, and (iv) aide the Sport Institute’s understanding of transition supports for junior to senior level high performance athletes.

To support the Women in Sport (WIS) policy the Unit led research on female coaches. 2,374 coaches responded to a survey with a breakdown of 1,825 active and 549 inactive female coaches. Further in-depth conversations took place with 28 participants via a focus group setting. Nine themes were identified: coaching network, barriers to progression, role models/mentoring, NGB/Club support, personal commitment, coaching culture, confidence, re-engaging inactive coaches and learning structures. The findings were launched alongside WIS lead and Sport Ireland Coaching Unit as part of Women’s Week in March.

Research support was also provided for a project aiming to develop a consensus statement on physical literacy for the island of Ireland.

19. Sport Ireland Policy on Participation in Sport by People with Disabilities

Headline Policy Actions

- **Return to Sport Expert Group:** In May 2020 the Minister for Transport, Tourism and Sport, Shane Ross and the Minister of State with responsibility for Sport, Brendan Griffin TD announced the establishment of an Expert Group. This group was established to provide guidance to Ireland's sporting bodies as they prepared for the phased return to sporting activity during Covid 19. Sport Ireland recommended that CARA be included in the Group to ensure that any return to sport protocols be inclusive in their nature.
- Development of a Sport Ireland annual report for 2020, which fed into the overall Sport Ireland annual reporting process.
- National Sports Policy 2018-2027: Sport Ireland has been assigned direct responsibility for the delivery of Action 9, which addresses inequalities in sports participation, focusing on those groups with lower levels of participation, particularly those in "lower socio-economic groups, persons with a **disability** and older people".
- On-going support of and investment via Sport Ireland grants (Core, Dormant Accounts and Women in Sport) to LSPs, NGBs, Paralympics, athletes, Cara and other agencies (Total = €7,981,405).
- The support and success of para-athletes across a number of sports in qualifying for the Paralympic Games in Tokyo (deferred to 2021).
- The development of new coach education awards by IWA-Sport and rollout of awards by Special Olympics.
- Representation on the DTTAS Accessibility Consultative Committee (ceased with the re-structuring of the new government).
- The online hosting of the National Inclusion Seminar by Cara, with over 600 delegates representing 23 different countries.
- The sign-up of agencies to the Disability Sport Inclusion Charter – 1137 in total (managed by Cara). This includes NGBs, LSPs, clubs and other agencies.

Participation Unit

Local Sport Partnerships – Sport Inclusion Disability Programme

As part of the National Sports Policy 2018-2027, there was an investment to support and maintain the Sports Inclusion Disability Programme across the LSP network with Sports Inclusion Disability Officers (SIDO) appointed in 29 LSP areas. The aim of the Sports Inclusion Disability Programme is to encourage and facilitate more people with disabilities to participate in sport and physical activity and develop sustainable clubs and programmes in all settings.

Through the LSP Annual Report 2020, LSPs were afforded the opportunity to showcase the work they are doing on the ground in the inclusion space. In 2020, 340,674 people participated in 1,132 locally delivered participation initiatives. 16,243 of these participants were people with disabilities.

Activities for All – A 4-week physical activity plan for people with a disability

Sport Ireland and the network of LSPs rolled out a 4-week physical activity plan for people with a disability in October and November to empower them to be more active. A resource was developed by Sport Ireland, a working group of LSP Sport Inclusion Disability Officers (SIDOs) and Cara. The resource aims to improve an individual's Gross Motor Skills (core strength, balance, bilateral movement & ball skills) in a fun way while also helping people to reach their minimum recommended daily physical activity, as recommended in Ireland's National Physical Activity Plan.

Be Moved was another national promotion campaign led by Sport Ireland encourages everyone to continue to be moved into 2021 in a safe and healthy way.

European Week of Sport

The European Week of Sport (EWOS) is a weeklong celebration of sport and physical activity and in 2020 had 535 events taking place nationally throughout the week. EWOS flagship events reflected Sport Ireland's participation strategy by supporting and promoting events which target specific population groups including people with a disability.

Accessibility in the Great Outdoors Workshops

From 2019 Dormant Account Funding, Cara delivered a number of online workshops around accessibility in the Great Outdoors in 2020. These workshops were open to Local Authorities and local development groups to attend and were based on the [Great Outdoors- A guide for accessibility](#) document which was created by the Irish Wheelchair Association in partnership with Sport Ireland.

Participation Unit Investment in Disability Sport 2020

- **Sport Inclusion Disability Officers: €916,000** was allocated across the 29 LSPs.
- **Dormant Accounts funding:** 24 LSPs were allocated a total of **€287,715** in support.
- **Cara:** Cara were allocated **€130,000** in Core Grant and **€180,000** for the Sports Disability Training Framework.
- **Covid-19 Funding:** The Restart and Renewal Programme fund was provided to promote and develop new programmes that can advance sport and physical activity in the Covid-19 public health era. **€564,905** was allocated to LSPs and many of the programmes funded had a disability focus.

Ethics Unit

- Work commenced on the development of Sport Ireland's Diversity and Inclusion Policy. People with a disability were identified as a key target group for engagement and consultation during policy

development. This will have a significant impact on the promotion of inclusive sport and the implementation of relevant actions in the National Sports Policy.

- As part of the research and consultation phase of the policy, Sport Ireland through the appointed researchers on this project have established a working group focused specifically on people with a disability. This will ensure meaningful and impactful engagement with people with disability; those who work with them; and advocacy groups alike.
- Continued to raise awareness of the Sport Ireland Policy on Participation in Sport by People with Disabilities at various Safeguarding meetings/CPD workshops. This includes Safeguarding information days for National Children’s Officers and Safeguarding tutors and North/South DSCO (Designated Safeguarding Children’s Officers) meetings/workshops.
- The Ethics unit engaged with Cara on the design phase of the “Young Voices in Sport” toolkit. Cara played a valuable role helping to shape the toolkit so that it can be easily adapted by the disability sports sector.

NGB Unit

- Nearly €4million financial investment was made in disability focused NGBs and disability focused projects in mainstream NGBs:

Core Funding	1,798,000
Women in Sport	60,000
Covid 19 Resilience Fund	1,133,500
Dormant Accounts	912,285
Healthy Ireland	10,000
Special Projects	85,000
Total	3,998,785

- Continued engagement with CARA to explore opportunities for them to work with NGBs.
- Organisation of NGB / LSP Disability Focused Networking Days with the Participation Unit.

Covid 19 Funding Support

In 2020 Sport Ireland distributed an unprecedented €70 million Resilience Funding Package across the Irish sport sector. Sport Ireland ring-fenced a proportion of the Scheme to directly target the disability sport sector.

A specific Disability Sport Working Group was established to identify & quantify the unique financial & sporting challenges for organisations delivering in this sector. The Working Group was comprised of representatives from Special Olympics Ireland, Irish Wheelchair Association, Vision Sports Ireland &

Paralympics Ireland. Disability focused programmes in mainstream National Governing Bodies and the broader sports and physical activity sector were represented by both CARA and the LSP Network. Over €1million was provided directly to support disability sporting bodies.

High Performance Unit

- Continue to support Paralympics Ireland's High Performance Programme and their Strategic Plan 2019-2025.
- Provided High Performance Funding to Paralympics Ireland. This funding supports the delivery of its swimming, athletics, and cycling programmes, as well as other smaller sports such as badminton and table tennis.
- Provided Operations and Administration Funding to Paralympics Ireland. This funding supports the operations of the organisation and is targeted towards the delivery of its strategic plan.
- Supported preparations for the now rescheduled Tokyo 2020 Games. This support is underpinned by the work of the Paralympic Performance Committee in which Sport Ireland and Paralympics Ireland are members.
- Supported para athletes through the provision of funding under the International Carding Scheme. In 2020, Sport Ireland supported 27 para athletes from 6 sports, totalling €604,000.
- The total investment to Paralympics Ireland for 2020 was €1,650,000.
- The total investment from HPU to Para Sport in 2020 was €1,904,000.

Sport Ireland Institute

The core purpose of the Sport Ireland Institute is to support Irish athletes to succeed at the Olympic and Paralympic Games. Our support, in partnership with the OFI and Paralympics Ireland has been greatly affected due to the postponement of the Tokyo Games until the summer of 2021. Nevertheless, the Institute team with our partners continue to prepare diligently for the delayed Games and have made use of the additional year of preparation time. These include strengthening of the medical team, strong developments in performance analysis support for Team Ireland and further detailed investigation and modification of the heat preparation programme for athletes.

Other initiatives, although commenced in early 2020, have been deferred to 2021 such as the Tokyo Ready Transition Programme and the various team building initiatives planned.

Paralympics Ireland and the Sport Ireland Institute formally extended their performance support partnership agreement to cover the additional year of the Tokyo Games cycle. The 5 Institute appointees to the Irish Paralympic Team have also been reconfirmed.

Despite the disruption in 2020 with remote working now the norm, the parties continued to formally engage via the agreed groups including the Paralympic Performance Committee and Paralympic Science and Medicine Group.

Support to Disability Sport 2020

Sport Ireland Institute provided 301.05 days performance support to Paralympics Ireland in 2020. This represented 13.87% of total days provided to the HP system in 2020. (Cycling Ireland received 184.5 days (8.5%) in 2020, a significant amount of which was provided to Para Cycling programme).

Institute Access

The primary access point and central spine corridor in the Sport Ireland Institute building from front entrance all the way through to the athlete zone/S&C facility is now barrier free with the addition of an automatic door in the reception area in late 2020.

Organisational Development & Change Unit

- Support has been provided in the organisational development of a range of disability-focused organisations such as the CARA Centre, the Irish Wheelchair Association, Paralympics Ireland and Special Olympics. This has included a range of capability building support for staff in areas such as management development, soft and technical skills training.
- We have also invested in the development of governance standards and capability within these organisations in line with the objectives of the code of governance policy.
- In addition, we provided professional development support of a range of employees across the sector whose work is focused on disability activity such as Sports Inclusion Disability Officers (SIDOs) and other relevant professionals.
- We specifically ensured that disability awareness has been embedded in the ACCELERATE 2020/2021 Management Development as a core module element, ensuring increased awareness for managers across the sector.

Sport Ireland Campus

The work of the Sport Ireland campus in support of the policy on participation in sport by people with disabilities is included in the Works Planner.

Coaching Unit

Sport Ireland Coaching are collaborating on the development of an e-learning course on Coaching People with Disabilities, for use by NGBs and coaches (supported by Dormant Accounts Funding).

NGB Coach Education Stats 2020

NGB	Courses Run	Coaches	Courses (N-New/R-Reviewed)
IWA-Sport	1	13	Wheelchair Basketball (N)
Special Olympics	6	36	Intro to Coaching Practices (R)

Research and Innovation

The LSP Insights report highlighted some of the local programmes, obstacles and opportunities in participation in sport by people with disabilities. This report indicated that LSPs are reaching about 5% of people with disabilities through their programmes. Among the Irish population, 13.5% of people are reported to have a disability according to Central Statistics Office (CSO) figures. Although not all people registering for LSP initiatives will declare their disability, there is a significant difference between the percentage of the population with a disability and the percentage of people with a disability engaging in LSP initiatives. This an area of focus for LSPs, over the next four years LSPs should aim to increase engagement with people with a disability to 15% of total reach. With increased investment in the SIDO network in recent years, Sport Ireland expect to see an increased reach and engagement in this area in the near future.

Innovative Solutions for the Disability Sector during the Covid-19 Pandemic within Sport & Physical Activity Sector

Sport Ireland worked with the NDA to capture and collate information on a wide range of innovations/adaptations that have been developed and adopted by both specialist disability and mainstream services in response to the Covid-19 Pandemic. Sport Ireland has consulted with our sport and physical activity partners and captured a broad range of innovative projects and “work-around” solutions that organisations working in the sport and physical activity sector have come up with to encourage continued engagement and participation in sport and physical activity during the pandemic. Out of the 54 solutions identified in the report, 24 were led by the Local Sports Partnerships.

20. Corporate Activity

A total of 28 Parliamentary Questions were answered by Sport Ireland in 2020

Sport Ireland provided sponsorship to the 2020 Irish Times/Sport Ireland Sportswoman of the Year Awards

Sport Ireland again provided support to Operation Transformation in 2020, including the organisation of the Operation Transformation 5k Run in Phoenix Park in conjunction with Athletics Ireland

Sport Ireland Communications Unit continued to provide support in the areas of media, public affairs, corporate communications, events, marketing and digital

Sport Ireland ran a number of communications campaigns in 2020:

Your Personal Best Campaign

Sport Ireland developed a national communications campaign to encourage men aged 45+ living in disadvantage areas to participate in physical activity. Your Personal Best Month took place for the month of November and encouraged men aged over 45 to say, “no more excuses” and to take part in thirty minutes of moderate physical activity five days a week. The campaign was created by Sport Ireland in response to repeated studies, including Sport Ireland’s most recent Irish Sports Monitor, which have consistently shown that males aged over 45, particularly those from disadvantaged communities, are amongst those least likely to be active.

BeMoved

The Sport Ireland ‘Be Moved’ digital campaign celebrated real people from all walks of life who turned to exercise and movement to help them during Covid-19. The campaign encouraged everyone to continue to be moved into 2021 in a safe and healthy way. The campaign was promoted across digital platforms and encouraged the nation to be active on a daily basis under the current Government guidance.

Keep Well

Sport Ireland was a key partner in the Government’s ‘Keep Well’ campaign, which was launched on October 29th. The Keep Well campaign was aimed at showing people of all ages how we can mind our own physical and mental health and wellbeing by adding healthy and helpful habits to our daily and weekly routines. With a particular focus on keeping people active during the winter months and being mindful of the challenges posed to that by Covid-19 restrictions, Sport Ireland devised a range of projects and initiatives to support the Keep Well campaign. A suite of online exercise content was created specifically for children with autism and their parents/guardians/carers, a post-natal keep well programme for new mothers and senior strength keep well programme for the over 70s.

21. FAI Governance Oversight Group

The Memorandum of Understanding established the framework for the restoration of funding from the Government of Ireland to the FAI, the provision of additional funding over the period 2020-2023 and the responsibilities of each party.

The Governance Oversight Group was established pursuant to the Memorandum of Understanding (MOU) between the Minister of Transport, Tourism & Sport and the FAI to oversee, review and critically assess the FAI's implementation of and adherence to the requirements of the MOU for the period 2020-2023.

The Group has established a Financial Liaison Group to oversee, review and critically assess the FAI's adherence to the financial and internal control requirements of the MOU. The Financial Liaison Group met ten times in 2020 and comprised of members of the Sport Ireland and FAI Executive and was chaired by Sport Ireland Board member Roger O'Connor.

Membership of the Governance Oversight Group

- Mary Dorgan (Chair and Sport Ireland Board Member)
- Michael Kavanagh (Vice Chair and Independent Member)
- Angelo McNeive (Independent Member)
- Bernard Allen (Sport Ireland Nominee)
- Catherine Guy (FAI Board Member)
- Gerry McAnaney* (FAI Board Member)
- John Treacy (CEO, Sport Ireland)
- Colm McGinty (Director of Governance, Risk, Compliance & Strategy, Sport Ireland)
- Gary Owens (Interim CEO, FAI)
- Jonathan Hill* (CEO, FAI)

Meetings

Despite the extremely challenging financial, economic and wider social impact of COVID-19, the FAI made substantial progress on its reform agenda. The Governance Oversight Group met six times in 2020. The Group considered progress to date and further work planned by the FAI in the following areas:

A. Financial Reform

- Regular reports and recommendations were received and considered from the Financial Liaison Group including their review of the FAI Procurement Policy and a meeting with the FAI's Internal Auditors.
- Progress on the external audit by Grant Thornton on the FAI's 2019 Financial Statements.

- The FAI's 2019 Financial Statements and previous year adjustments.
- Progress by the FAI on implementation of the terms of the MOU and on completion of the recommendations of the Governance Review Group and the KOSI reports.
- Updates on the FAI Financial Transformation plan.

B. Constitutional Reform

- Major rule and constitutional reforms to give effect to the decision of FAI Members at the EGM on 31st August 2020.

C. Organisational Reform

- The organisational restructure of the FAI Executive.
- The development of a new FAI Strategy.
- The work of the FAI's Audit, Risk & Compliance Committee.
- Development of the FAI Assurance Map and Assurance Framework.
- Development of the FAI's new Travel and Match Ticketing policy.
- The Development of the FAI's organisational values and progress on cultural reform.

Notwithstanding the very substantial work done to date, the Group is aware that there remains a considerable body of work still required to be completed by the FAI into 2021. The Group acknowledged the challenges presented to the FAI by COVID-19 from a financial and operational perspective throughout 2020.

In accordance with the MOU, the Group welcomed the attendance of a representative from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media at a Group meeting in December 2020. The Group welcomed the Department's recognition of the progress to date and the encouragement to Sport Ireland and the FAI to continue the process of engagement as set out in the MOU and to maintain the momentum built up.

Plan for 2021

The Group will continue to meet throughout 2021 with a continued focus on the key elements of the FAI Reform agenda. The Group recognise the leadership of both the FAI and Sport Ireland will have key roles in embedding the required reforms throughout 2021. The Group anticipate that the Financial Liaison Group will continue to meet in 2021 to oversee progress against the recommendations contained within the KOSI report.

**Became a Member of the Group in December 2020*

22. Strategy & Annual Planning

Sport Ireland's Statement of Strategy was approved by the Minister and laid before the Houses of the Oireachtas on the 24th June 2019. Sport Ireland's Statement of Strategy closely aligns with the relevant policies of Government namely the National Sports Policy and the National Physical Activity Plan. The National Sports Policy, in particular, provides the policy context in which Sport Ireland and the wider sports sector operates over the next number of years. The Board of Sport Ireland as part of their 2020 work programme considered the Strategy Implementation Plan in February and November 2020.

As part of the Annual Planning process in 2020 Sport Ireland defined 75 high level objectives across 13 departments. These were monitored regularly by the Sport Ireland Executive and in April there was an initial assessment on the impact of COVID-19 on delivery of these goals. For most units it was recognised that the impact would be minimal with work continuing remotely and likely only resulting in small (if any) delays.

Updates were provided to the Board in April (after re-assessment due to the impact of COVID-19, July 2020 and an end of year update which can be seen below.

Annual Plans 2020 End of Year Update

Annual Plan 2020 End of year Update							
Summary Of Status							
<u>Strategic Pillar</u>	Unit	Complete	On Track	Further Attention	At Risk	Deferred	Total
High Performance	High Performance	0	2	1	0	2	5
	Sport Ireland Institute	0	3	0	0	3	6
	Sport Ireland Facilities	2	3	0	0	0	5
	Campus	1	3	0	1	0	5
Performance	National Governing Bodies	0	6	0	0	0	6
	OD&C	4	0	2	0	0	6
	Coaching	0	4	2	0	0	6
Participation	Research	2	2	0	0	3	7
	Participation & Outdoors	5	0	1	0	0	6
	Women in Sport	0	2	3	1	0	6
Sport Ireland Governance	Communications	4	0	1	0	1	6
	Anti-Doping & Ethics	2	2	3	0	0	7
	Finance	0	3	1	0	0	4
	Total	20	30	14	2	9	75

Note: The At Risk Items relate to

1. The Velodrome & Badminton Centre where we await a direction from the parent Department
2. The Visibility element of Women in Sport.

Deferred items primarily relate to the impact of COVID-19 creating operational difficulties or making 2020 goals linked to the Olympic/Paralympic Games unattainable.

Many of the items that are On Track and Further Attention will continue to be a focus in 2021.

2021 Outlook

Sport Ireland has again in 2021 developed annual plans for our various business functions. 82 high level objectives have been defined across 15 business departments. These high level objectives will link and align with our Statement of Strategy. Some key focus areas in 2021 will include

- Launch of Campus Master Plan and progress on the delivery of the Velodrome
- New Sport Ireland Facilities DAC Strategy 2021-24
- Supporting the sector on a Return to Sport
- Successful Tokyo Olympics and Paralympics
- Governance Code adoption by the sector
- Implementation of Participation Plan

Internal Audit

Sport Ireland has an outsourced internal audit function. The contract for the previous internal auditors expired in 2020 and a new competitive procurement process was undertaken under the Office of Government Procurement (OGP) framework for the provision of accounting, audit and financial services. As part of Sport Ireland's Internal Audit plan for 2020, a number of Business Units of Sport Ireland, National Governing Bodies and Local Sports Partnerships were selected for audit. The Audit & Risk Committee continue to monitor the status of all audits to ensure recommendations are implemented in a timely manner. With specific regard to the audits of NGBs and LSPs, the Executive continue to monitor progress on the implementation of required recommendations from the relevant NGBs and LSPs that were audited between 2015 and 2020 and have scheduled liaison meetings where appropriate.

23. Protected Disclosures

Section 22 of the Protected Disclosures Act 2014 requires the publication of a report each year relating to the number of protected disclosures made in the preceding year and any actions taken in response to such disclosures.

No protected disclosures were received by Sport Ireland in the reporting period up to 31 December 2020.

24. Sport Ireland Compliance

Sport Ireland has agreed to ensure that all necessary corporate governance obligations (including obligations under the Code of Practice for the Governance of State Bodies), including those for risk management, internal audit and the Public Spending Code are fully complied with.

Statement on How the Board of Sport Ireland Operates

- The Board is collectively responsible for leading and directing Sport Ireland's activities. While the Board may delegate particular functions to management or Committees the exercise of the power of delegation does not absolve the Board from the duty to supervise the discharge of the delegated functions.
- The Board should fulfil key functions, including: reviewing and guiding strategic direction and major plans of action, risk management policies and procedures, annual budgets and business plans, setting performance objectives, monitoring implementation and Sport Ireland's performance and culture, and overseeing major capital expenditure and investment decisions.
- The Board conducts its business through a culture of integrity and ethical behaviour and in accordance with Sport Ireland's 'Code of Governance and Business Conduct' and any procedures referenced therein. The primary role of the Board in plenary session shall be to decide matters of policy, strategy finance and procedure, to analyse and review the various activities of Sport Ireland and its Staff, to consider recommendations from Committees or other delegated authorities concerning the criteria for awarding financial assistance and to consider applications for financial assistance.
- The Board will at all times comply with the principle of the collective responsibility and authority of Sport Ireland as a body corporate.
- The Board will take appropriate steps to ensure that it is supplied in a timely fashion with such information as is necessary or desirable to enable Members to discharge their duties satisfactorily.
- The Board ensures that decisions on major items of expenditure, are aligned with medium and long-term strategies so as to ensure that such expenditure is focused on clearly defined objectives and outcomes.
- The Board shall adopt a statement of strategy for a period of five years ahead. Implementation of the strategy by Sport Ireland shall be supported through an annual planning and budgeting cycle.
- The Board, through the Chairperson, annually consults with the Minister to:

- define the expectations that the Minister has of Sport Ireland (and Sport Ireland's own expectations);
- clarify Sport Ireland's role in relation to policy development in the area of sport; and
- define the parameters surrounding Sport Ireland's resources/income.
- Consistent with governance best practice and the requirements of the Code of Practice for the Governance of State Bodies (2016) the Board undertakes an annual evaluation of its performance.

Board Decision Making & Functions

The Board of Sport Ireland determines from time to time a formal schedule of matters specifically reserved to it for decision to ensure that leadership, direction and control of the organisation is firmly in hands of the Board. The functions reserved to the Board shall include (save to the extent otherwise determined by the Board) the following matters:

- establishing the processes whereby it recruits a Chief Executive.
- delegation of authority to the Chief Executive to perform the functions and assessment of his/her performance
- receiving and considering regular reports from the Chief Executive on all major elements of Sport Ireland's activities
- approval of expenditure where such expenditure in any one year is expected to be more than:
 - €10,000 in the case of an individual grantee, or
 - €100,000 in the case of an NGB or other organisation in receipt of a grant, or
 - €25,000 on the purchase of goods or equipment from, or in respect of the provision of professional services by, any single supplier
- approval of all capital projects, Schedule of Frameworks and Contracts and expenditures above a threshold of €100,000 including professional fees (e.g. project management, design fees) both in terms of selection of the provider and the budget to be assigned to the provider, in accordance with Sport Ireland's Gated Approval Process.

Note: Capital Projects and expenditures above the €25,000 but below the €100,000, and for which total expenditure can be met from within the current year's capital budget, will require the approval of the Sport Ireland Campus Committee only (with the Board notified of the decision). All projects above this €100,000 threshold, and all projects which will lead to multi-annual contractual commitments, will require full Board approval.

- approval of strategic priorities and the terms of the strategy, business and implementation plans prepared by Staff
- adoption of an annual budget and corporate plan

- adoption of audit and risk management policies and monitoring and reporting
- approval of annual reports, Statements on Internal Control and Assurance Frameworks and financial statements
- approval of all major contracts, leases and arrangements in excess of the limits set out in Sport Ireland's financial procedures
- approval of significant amendments to the pension benefits of the CEO and staff;
- establishing a policy on senior management remuneration in line with Government guidelines
- approval of assurances of compliance with statutory and administrative requirements in relation to the approval of the appointment, number, grading, and conditions of all staff, including remuneration and superannuation.
- appointing and directing as many committees or working groups as necessary to assist in the performance of its functions and approving/amending the terms of reference of such committees or working groups as required.
- approval of a decision to suspend, withhold or restore funding to a NGB or other organisation in receipt of a grant as set out at paragraph 6.4.
- approval or rejection of an application for recognition of a NGB.
- setting and monitoring Sport Ireland's culture, in terms of the values and behaviours which deliver the strategy, and obtaining assurance that Sport Ireland's operations are aligned with its culture.
- reviewing on an annual basis, the implementation of arrangements set out in the Code of Governance and Business Conduct and propose and approve, if appropriate, any changes to the Code.
- determining the procedures to be followed at the Board's meetings
- approval of significant acquisitions, disposals and retirement of assets of Sport Ireland and its subsidiaries above a threshold of €25,000

Board & Committee Evaluation

The annual Board Effectiveness and Evaluation Review process commenced in October 2020 and was completed in December 2020. The Board also formally reviews written reports from each Committee at least annually.

Promoting Diversity & Inclusion

There are a number of areas of Sport Ireland's work that promote Diversity & Inclusion and these are detailed in the relevant sections of this Report including Sport Ireland's Policy on Participation in Sport by people with Disabilities, Women in Sport and Ethics.

Gender Balance in the Board membership

As at 31 December, the Board had 7 (70)% male and 3 (30)% female members, with 3 positions vacant.

The Board therefore does not meet the Government target of a minimum of 40% representation of each gender in the membership of State Boards. Sport Ireland did maintain the target levels set by Government for large portions of 2020.

The following measures are planned to introduce better gender balance on this board:

- The appointment process to the Board of Sport Ireland is a matter for the Minister in accordance with the Sport Ireland Act.
- Sport Ireland has advised the Minister in relation to current vacancies as to the need to promote better gender balance in Board membership.
- Sport Ireland stated a desire in relation to the current vacancies to at least return to the overarching 40% gender balance requirement

Risk Assessment

The Board has identified and carried out a robust assessment of the principal risks facing Sport Ireland. These include those that may cause Sport Ireland to suffer loss, damage or disadvantage, or not benefit from opportunities available or not achieve its objectives due to unwanted or uncertain internal or external events or actions. Key risks are categorized into one of the following four categories:

- Strategic Risks: the inability to achieve Sport Ireland's strategic objectives as set out in the Strategic Plan and also, not availing of opportunities when they arise
- Operational Risks: the inability to achieve Sport Ireland's operational objectives including the inability to prevent a loss resulting from inadequate internal processes and systems
- Financial Risks: exposure to financial losses arising as a result of inadequate controls or the need to improve the management of Sport Ireland's financial assets
- Reputational and Compliance Risks: exposure to losses arising as a result of adverse publicity, negative public image and the need to improve stakeholder relationship management. Compliance risk is the threat posed to Sport Ireland's organisational, or reputational standing resulting from violations of laws, regulations, codes of conduct, or organisational standards of practice.

Sport Ireland's Risk Appetite Statement specifies the amount of risk the organisation is willing to seek or accept in the pursuit of its long term objectives.

It depicts the areas where the organisation has a low tolerance for risk (Anti-Doping, Safeguarding, Health & Safety) and the areas where the Board of Sport Ireland recognise the need to be innovative and accept a degree of risk (High Performance, Women in Sport, Organisational Development & Change). Business Units within Sport Ireland maintain Risk Registers that capture the risks relevant to their operations and associated mitigation measures.

Risks are measured using two dimensions i.e. the probability of the event occurring (likelihood) and the effect on Sport Ireland should the risk materialise (impact), using the process outlined in Sport Ireland's Risk Management Policy. Risk Management is a Standing Item at each Board and Audit & Risk Committee meeting.

During the course of 2020, the staff and Board of Sport Ireland were actively engaged in seeking to sustain business as usual and provide as much certainty as possible to our stakeholders. Risk and Opportunity Management was an important component of that approach. Opportunities and Threats were identified across all business units and Unit level and Corporate Risk Registers were completely reviewed in light of Covid-19 in April 2020.

Separately, the Board and Audit & Risk Committee (in September 2020) also considered a separate paper on 'Covid-19 Risks & Opportunities'. The Board noted the risks and opportunities to the organisation both in the short-term and the longer-term given that a level of social restrictions is likely to impact on Sport Ireland's work. Whilst Covid-19 has negatively impacted all those in society and sport, opportunities have emerged for Sport Ireland. Some of these are accelerated opportunities which were identified pre-Covid by Sport Ireland.

In 2020, Sport Ireland moved very suddenly from very modest levels of 'working from home' towards it becoming the organisational norm due to the Covid-19 pandemic and associated Government restrictions. In response to the large scale of working from home, and the very substantial departure from normal practice, Sport Ireland responded as follows to maintain an effective internal control environment:

- Sport Ireland developed a tailored Business Continuity Plan as part of our response to Covid-19. The timely development of the plan ensured that all IT systems were tested and any issues with remote access identified prior to the Taoiseach's announcement on 12th March 2020 on the introduction of restrictions. The Business Continuity Plan was revised by the management team periodically, particularly in Q1 & Q2.
- In March 2020 critical financial activities and the employees and inputs required to maintain them were identified. A continuity plan was put in place with regard to the completion of the following critical activities off-site: Payroll Process, Grant and supplier payments, IT Support, HR.
- Secure remote access to the SAGE financial management system was provided by IT to identified staff in the Finance Unit. A review of the Financial Procedures was undertaken and revised financial procedures were implemented for the payment of grants and suppliers.
- Practical guidance on Data Protection issues when remote working issued to all staff by the Data Protection Officer. Supplementary Data Protection training on remote working was rolled out to staff.
- There was an on-going rollout of Cybersecurity and IT awareness training to all staff.

- Sport Ireland continued to monitor all guidance from relevant authorities on workplace safety.
- HR provided a suite of guidance documents and resources to staff to support them throughout remote working arrangements.
- All staff complete a 'temporary working from home' form to assess the suitability of staff's home office from a Health & Safety perspective.

In 2020 the principal risks and uncertainties affecting Sport Ireland were:

- The risk of negative impact of legacy legal and financial issues on Sport Ireland's ability to achieve its core objectives. (Strategic Risk)
- The risk that the financial and staff resources required to deliver on, oversee and control Sport Ireland's broad functions are not provided. The capacity of Sport Ireland to deliver on relevant objectives within the Sport Ireland Statement of Strategy and National Sports Policy will be significantly reduced if a prolonged period of restrictions remain in place. It is unclear how sport will re-emerge from the current Covid-19 crisis. (Strategic Risk)
- Loss of Organisational Cohesion when Working From Home (Operational Risk)
- Increased Health & Safety obligations (Operational Risk)
- A Covid-19 cluster at a Sport Ireland site or activity. (Reputational and Compliance Risk)
- Uncertainty amongst our stakeholders around funding for existing programmes and initiatives, and also a need for additional funding requirements. (Financial Risk)
- The risk of inconsistent engagement with NGBs on Sport Ireland Campus matters. (Strategic/Operational Risk)

Emergent opportunities were also discussed at Board level and these included

- An altered participation outlook – more flexibility in peoples schedules due to less time commuting or more emphasis on active commuting.
- Increased engagement with outdoor recreation by the public
- Expedited uptake/rollout of delivery on online services.

Some of the key actions taken in 2020 which underpin Sport Ireland's Risk Management approach are included below

- Sport Ireland's Risk Management framework defines a risk event as an incident or a near miss that would result in Sport Ireland suffering loss, damage or disadvantage. Risk events and near incidents are recorded in a log along with mitigating and follow up actions and these were presented to the Audit & Risk Committee periodically throughout 2020. The risk incident log was also reported to the Board.
- The Corporate Risk Register was formally reviewed by the Audit & Risk Committee on three occasions and by the Board on two occasions.
- Unit level risk registers were presented at Audit & Risk Committee meetings throughout 2020.
- The management team considered and reviewed Corporate and Unit Level Risk Registers throughout the year
- The risks associated with the Covid-19 funding scheme were considered and documented as part of the business planning process. It was identified that certain sports would have additional financial challenges in 2021 if restrictions remained in place for a long period.

Public Sector Duty

Section 42 of the Irish Human Rights and Equality Commission Act 2014 places a statutory obligation on public bodies to have regard to eliminating discrimination, promoting equality of opportunity and protecting the human rights of persons to whom they provide services and staff when carrying out their daily work. This Public Sector Equality and Human Rights Duty has the potential to embed equality and human rights in the centre of policy making, service provision and employment within the public sector in Ireland.

The State has already committed to progressing human rights and equality through a number of national plans and strategies. Sport Ireland has a complimentary suite of policy documents that align and support some of the national plans and strategies including Sport Ireland's Policy on Women In Sport, Sport Ireland's Policy on Participation in Sport by People with Disabilities, and Sport Ireland's Customer Service Charter. There are other areas and national policies and strategies where Sport Ireland has a key role to play including the Migrant Integration Strategy and the LGBTI Strategy. The associated activity in 2020 within these areas are detailed within the relevant section of this report.

Furthermore, Sport Ireland notes the three step approach to implementing the Public Sector Equality and Human Rights Duty recommended by the Irish Human Rights and Equality Commission to assess, address and report. Sport Ireland adopts a similar approach in identifying gradients that exist in sports participation, designing and supporting programmes that address those gradients and reporting on our progress through our annual report. Action 6 of the National Sports Policy tasks Sport Ireland with addressing the participation gradients that exist in sport.

The Duty is a permanent and ongoing obligation, and Sport Ireland will continue to monitor and report on its activities in this regard.

Sport Ireland

FINANCIAL STATEMENTS

For the year 1 January 2020 to 31 December 2020

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Sport Ireland

Governance Statement and Board Members' Report

For the year ended 31 December 2020

Governance

The Board of Sport Ireland was established on a statutory basis on the 1st October 2015 pursuant to the Sport Ireland Act 2015. The functions of the Board are set out in section 8 of this Act. The Board is accountable to the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media and is responsible for ensuring good governance and performs this task by setting strategic objectives and targets, and by taking strategic decisions on all key business issues. The regular day-to-day management, control and direction of Sport Ireland are the responsibility of the Chief Executive Officer (CEO) and the senior management team.

The CEO and the senior management team must follow the broad strategic direction set by the Board and must ensure that all Board members have a clear understanding of the key activities and decisions related to the entity, and of any significant risks likely to arise. The CEO acts as a direct liaison between the Board and the management of Sport Ireland.

Board Responsibilities

The work and responsibilities of the Board are set out in the Sport Ireland Code of Governance and Business Conduct, which also contains details of the matters specifically reserved for Board decision.

Key items considered by the Board include:

- disclosure of interests,
- reports from committees,
- financial reports/ management accounts,
- performance reports, and
- reserved functions.

Section 16 of the Sport Ireland Act 2015 requires the Board of Sport Ireland to keep, in such form as may be approved by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media, with the consent of the Minister for Public Expenditure and Reform, all proper and usual accounts of money received and expended by it.

In preparing these financial statements, the Board of Sport Ireland is required to:

- select suitable accounting policies and apply them consistently,
- make judgements and estimates that are reasonable and prudent,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that it will continue in operation, and
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The Board is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables them to ensure that the financial statements comply with section 16 of the Sport Ireland Act 2015. The maintenance and integrity of the corporate and financial information on Sport Ireland's website is the responsibility of the Board.

The Board is responsible for approving the annual plan and budget. An evaluation of the performance of Sport Ireland by reference to the annual plan and budget is carried out by the Board on an ongoing basis with a formal budgetary review being completed at the September 2020 Board meeting.

The Board is also responsible for safeguarding its assets, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board considers that the financial statements of Sport Ireland give a true and fair view of the financial performance and the financial position of Sport Ireland at 31 December 2020.

Board Structure

The Board consists of a Chairperson and 13 ordinary members, all of whom are appointed by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media for terms of between three to five years. There are three vacancies to be filled in 2021.

Board Member	Role	Date Appointed
Kieran Mulvey	Chairperson	1 October 2015
Liam Sheedy	Ordinary Member	1 October 2015
Mary Dorgan	Ordinary Member	1 October 2015
Patrick O'Connor	Ordinary Member	1 October 2015
Lynne Cantwell	Ordinary Member	19 October 2018
Olive Loughnane	Ordinary Member	10 August 2018
Roger O'Connor	Ordinary Member	10 August 2018
Padraic Moran	Ordinary Member	10 August 2018
Iognaid O Muircheartaigh	Ordinary Member	21 October 2020
Jerry Grant	Ordinary Member	21 October 2020

The Board has established 10 Committees which are as follows:

- 1. Audit and Risk Committee:** As of year-end, this Committee comprises three Board members and three external members. The role of the Audit and Risk Committee (ARC) is to support the Board in relation to its responsibilities for issues of risk, control and governance and associated assurance. The ARC is independent from the financial management of the organisation. In particular, the Committee ensures that the internal control systems including audit activities are monitored actively and independently. The ARC reports to the Board periodically as required and formally in writing annually. The Audit & Risk Committee consists of Mary Dorgan (Chairperson), Roger O'Connor, Padraic Moran, Frances Kavanagh, Bernard Allen and Walter Johnston. There were 5 meetings of the ARC in 2020.

2. **Anti-Doping Committee:** As of year-end, this Committee comprises three Board members and seven independent members. The role of this Committee is to assist and advise Sport Ireland in relation to the performance of its functions under section 8 (1)(d) to (g) of the Sport Ireland Act 2015, including:
- to provide assistance and advice to Sport Ireland on policy formulation relating to the three strands of testing, education and research as required under the terms of the Council of Europe Anti-Doping Convention, 1989 and UNESCO's International Convention against Doping in Sport and the World Anti-Doping Code.
 - to provide assistance and advice to Sport Ireland's staff on policy execution.
- The members of this Committee are Roger O'Connor (Acting Chairperson), Patrick O'Connor, Brendan Buckley, Bill Cuddihy, Pat Guiry, Elaine Breslin, David Gillick, Wendy Henderson, Ruth Wood Martin. There were two meetings of this Committee in 2020. Note: Caroline Murphy served as Committee Chair from January to the end of September 2020.
3. **High Performance Committee:** As of year-end, this Committee comprises three Board members and six independent members. The role of the High Performance Committee is to assist and advise Sport Ireland in relation to the performance of its functions under Section 8(1) of the Sport Ireland Act 2015, relevant to the achievement of excellence in competitive sport.
- The members of this Committee are Liam Sheedy (Chairperson), Olive Loughnane, Lynne Cantwell, Peter Sherrard, Miriam Malone, Peter McCabe, Roy Dooney, Mike Heskin, Joy Neville. There were five meetings of this Committee in 2020.
4. **Coaching Committee:** As of year-end, this Committee comprises three Board members and four independent members. The purpose of the Coaching Committee is to assist and advise Sport Ireland in relation to its functions under Section 8(1) of the Sport Ireland Act 2015, relating to the development of coaching and coaches. The members of this Committee are Iognáid Ó'Muircheartaigh (Acting Chairperson), Padraic Moran, Patrick O'Connor, Mary O'Connor, Henry Shefflin, Ruud Dokter, Alan Curran. There was one meeting of this Committee in 2020. Note: John Maughan served as Committee Chair from January to the end of September 2020.
5. **Sport Ireland Campus Committee:** As of year-end, this Committee comprises two Board members and three independent members. The purpose of the Sport Ireland Campus Committee is to assist and advise Sport Ireland in relation to its functions relating to the development of a Sport Ireland Campus on the site, in accordance with paragraph 6(4)(a) of Schedule 1 of the Sport Ireland Act 2015. The members of this Committee are Patrick O'Connor (Chairperson), Jerry Grant, John Maughan (Board member until 30 September 2020), Ciaran McGivern, Roy Dooney and Sean Benton. There were six meetings of this Committee in 2020.
6. **Grants Committee:** As of year-end, this Committee comprises three Board members and one independent member. The role of the Grants Committee is to consider and recommend National

Governing Body and Local Sports Partnership grants (including Women in Sport grants) on an annual basis. The members of this Committee are Mary Dorgan (Chairperson), Olive Loughnane, Jerry Grant and Bernard Allen. There were two meetings of this Committee in 2020.

7. **Eligibility Committee:** As of year-end, this Committee comprises two Board members and two independent members. The role of this Committee is to make recommendations to the Board as to whether organisations applying for grants satisfy eligibility criteria. The members of this Committee are Kieran Mulvey (Chairperson), Mary Dorgan, Frances Kavanagh and Jerry O'Dwyer. There were no meetings of this Committee in 2020, as Sport Ireland did not receive any formal applications for recognition during the year.

8. **Research & Participation Committee:** As of year-end, this Committee comprises two Board members and two independent members. The role of the Research Committee is to oversee Sport Ireland's research programme and to report to the Board on matters relating to the programme. The participation function of the Committee is to provide advice and guidance to the Sport Ireland Board and Executive regarding the development and monitoring of a Participation Plan for sport and physical activity, under the Sport Ireland Strategy.
The members of this Committee are Olive Loughnane (Chairperson), Iognáid Ó'Muircheartaigh, Sheila O'Flanagan, Frances Kavanagh. There were five meetings of this Committee in 2020.

9. **Women in Sport Steering Committee:** As of year-end, this Committee comprises two Board members and eight independent members. The role of this group is to support the implementation of the Women in Sport Policy, and to support and guide the work of the Women in Sport Lead. The members of this Group are Lynne Cantwell (Chairperson), Mary Dorgan, Mary O'Connor, Sarah Keane, Joanne Cantwell, John Fulham, John Sweeney, Frances Kavanagh, Jenny Egan, Claire Lambe. There were six meetings of this Committee in 2020.

10. **Education & Training Council:** The Education & Training Council was established in September 2019 as part of Sport Ireland's application to Quality & Qualifications Ireland as a Higher Education Provider. The Committee will oversee the implementation of quality assurance in the education & training programmes offered by Sport Ireland. Membership of the Committee is to be approved by the Board. There was no meeting of this Committee in 2020.

Schedule of Attendance, Fees and Expenses

There were 12 Board meetings during 2020. A schedule of attendance at the Board and Committee meetings for 2020 is set out below including the fees and expenses received by each member:

Sport Ireland

Year Ended: 31 December 2020

LEAD SCHEDULE: Board Meetings and Members Fees

Board Member	Board Meetings Attended	Audit & Risk Committee	Anti-Doping Committee	High Performance Committee	Coaching Committee	National Sports Campus Committee	NGB Grants Committee	Eligibility Committee	Research Committee	Women in Sport Advisory Group	Board Members Emoluments Year ended 31 December 2020	Vouched Expenses 31 December 2020
											€	€
Kieran Mulvey	12										11,970	-
John Maughan	9				1	4	1				-	716
Liam Sheedy	12			5							7,695	430
Mary Dorgan	12	5					2			5	7,695	576
Caroline Murphy	8		2				1				-	-
Patrick O'Connor	12		1		1	6					7,695	-
Bernard Allen	N/A										-	224
Lynne Cantwell	11			5						6	7,695	-
Gary Ryan	3			2					2		-	-
Olive Loughnane	12			4			1		5		-	1,984
Roger O'Connor	12	5	2								7,695	306
Padraic Moran	11	5			1						7,695	-
Iognaid O Muircheartaigh	3										1,283	-
Jerry Grant	3					1	1				1,283	-
Total											60,706	4,236

Under the One Person One Salary (OPOS) principle John Maughan, Caroline Murphy, Gary Ryan and Olive Loughnane did not receive a Board fee in 2020. Note: Caroline Murphy waived her right to receive a Sport Ireland Board fee for the part-period when the ‘One Person One Salary’ principle did not apply during 2020.

Key Personnel Changes

Gary Ryan resigned from the Board on 21st May 2020. John Maughan and Caroline Murphy’s terms expired on 30th September 2020. Kieran Mulvey, Olive Loughnane and Roger O’Connor were re-appointed to the Board with effect from 1st October 2020. Iognáid Ó’Muircheartaigh and Jerry Grant were appointed to the Board on 21st October 2020

Disclosures Required by Code of Practice for the Governance of State Bodies (2016)

The Board is responsible for ensuring that Sport Ireland has complied with the requirements of the Code of Practice for the Governance of State Bodies (“the Code”), as published by the Department of Public Expenditure and Reform in August 2016. The following disclosures are required by the Code:

Employee Short-Term Benefits Breakdown

Employees’ short-term benefits in excess of €60,000 are categorised into the following bands:

Annual Salary Bands at the end of the year	Year ended 31 December 2020	Year ended 31 December 2019
60,000-69,999	3	2
70,000-79,999	2	3
80,000-89,999	4	2
90,000-99,999	4	4
100,000-109,999	-	-
110,000-119,999	-	-
120,000-129,999	-	-
130,000-139,999	-	-
140,000-149,999	-	1
150,000-159,999	-	-
160,000-169,999	1	-

Note: For the purposes of this disclosure, short-term employee benefits in relation to services rendered during the year include salary, overtime allowances and other payments made on behalf of the employee, but exclude the employer's PRSI.

Consultancy Costs

Consultancy costs include the cost of external advice to management and exclude outsourced 'business-as-usual' functions.

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Legal Advice	378,505	341,763
Technical advice	836,350	442,641
Financial/Actuarial advice	180,641	472,871
Human Resources	61,412	11,510
Business improvement	111,225	73,240
Other	418,419	109,318
Total Consultancy Cost	1,986,552	1,451,343
Consultancy Costs Capitalised	805,816	439,822
Consultancy Costs charged to the Income & Expenditure and Retained Revenue Reserves	1,180,736	1,011,521
Total Consultancy Cost	1,986,552	1,451,343

Legal Costs and Settlements

The table below provides a breakdown of amounts recognised as an expenditure in the year in relation to legal costs, settlements, conciliation and arbitration proceedings relating to contracts with third parties. This does not include expenditure incurred in relation to general legal advice received by Sport Ireland which is disclosed in Consultancy costs above.

Legal fees of €55,878 specifically relate to costs incurred in relation to the legacy legal case taken against the National Sports Campus Development Authority (NSCDA now dissolved) by Dublin Waterworld Limited.

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Legal Fees – Legal Proceedings	58,878	312,748
Conciliation and Arbitration Payments	-	-
Settlements	-	-
Total Legal Cost	58,878	312,748

Travel and Subsistence Expenditure

Travel and subsistence expenditure is categorised as follows:

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Domestic		
- Board	4,236	31,679
- Employees	22,047	155,993
International		
- Board		9,277
- Employees **	18,390	110,150
Total Travel Cost	44,673	307,099

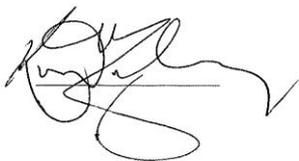
Hospitality Expenditure

The Income and Expenditure Account includes the following hospitality expenditure:

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Staff hospitality	281	252
Client hospitality	-	6
Total Hospitality	281	258

Statement of Compliance

The Board has adopted the Code of Practice for the Governance of State Bodies (2016) and has put procedures in place to ensure compliance with the Code. Sport Ireland was in full compliance with the Code of Practice for the Governance of State Bodies for the year ended 2020.



Kieran Mulvey,
Chairman
Date: 2nd March 2021



John Treacy,
Chief Executive Officer
Date: 2nd March 2021

Sport Ireland

Statement on Internal Control

Scope of Responsibility

On behalf of Sport Ireland I acknowledge the Board's responsibility for ensuring that an effective system of internal control is maintained and operated. This responsibility takes account of the requirements of the Code of Practice for the Governance of State Bodies (2016).

Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a tolerable level rather than to eliminate it. The system can therefore only provide reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded and that material errors or irregularities are either prevented or detected in a timely way.

The system of internal control, which accords with guidance issued by the Department of Public Expenditure and Reform has been in place in Sport Ireland for the year ended 31 December 2020 and up to the date of approval of the financial statements.

Capacity to Handle Risk

Sport Ireland has an Audit and Risk Committee (ARC) comprising of three Board members (as of year-end) and three external members, with financial and audit expertise, one of whom is the Chair. The ARC met five times in 2020.

Sport Ireland has also established an internal audit function which is adequately resourced and conducts a programme of work agreed with the ARC.

The ARC has developed a risk management policy which sets out its risk appetite, the risk management processes in place and details the roles and responsibilities of staff in relation to risk. The policy has been issued to all staff who are expected to work within Sport Ireland's risk management policies, to alert management on emerging risks and control weaknesses and assume responsibility for risks and controls within their own area of work.

Risk and Control Framework

Sport Ireland has implemented a risk management system which identifies and reports key risks and the management actions being taken to address and, to the extent possible, to mitigate those risks.

A risk register is in place which identifies the key risks facing Sport Ireland and these have been identified, evaluated and graded according to their significance. The Unit and Corporate Risk Registers are reviewed by the ARC on an ongoing basis.

The risk register details the controls and actions needed to mitigate risks in Sport Ireland. The risk register also assigns responsibility to specific staff for the operation of controls. I confirm that a controlled environment containing the following elements is in place:

- procedures for all key business processes have been documented,
- financial responsibilities have been assigned at the management level with corresponding accountability,
- there is an appropriate budgeting system with an annual approved budget which is kept under review by senior management,
- there are systems aimed at ensuring the security of the information and communication technology systems,
- there are systems in place to safeguard the assets, and
- control procedures over grant funding to outside agencies ensure adequate control over approval of grants and monitoring and review of grantees provides assurance that grant funding has been applied for the purpose intended.

Sport Ireland Facilities DAC Oversight function

As part of the ongoing oversight of Sport Ireland Facilities DAC, which is the subsidiary company to Sport Ireland, the Chief Operations Officer reports to the Board of Sport Ireland at every Board meeting with regard to the performance of the campus facilities and any other material issues. Campus facilities activity reports are also examined at every Sport Ireland Facilities DAC Committee meeting. Sport Ireland also agreed to inter-company charges through a service level agreement with Sport Ireland Facilities DAC in 2019 and an oversight agreement has been in place since Q4 2020.

The draft annual financial statements of the subsidiary are also reviewed by the Sport Ireland Audit & Risk Committee prior to submission to the Sport Ireland Board for approval each year.

Ongoing Monitoring and Review

Formal procedures have been established for monitoring control processes. Control deficiencies are communicated to those responsible for taking corrective action and to management and the Board in a timely manner. I confirm that the following ongoing monitoring systems are in place.

- key risks and related controls have been identified and processes have been put in place to monitor the operation of those key controls and report any identified deficiencies,
- reporting arrangements have been established at all levels where responsibility for financial management has been assigned, and
- there are regular reviews by senior management of periodic and annual performance and financial reports which indicate performance against budgets/ forecasts.

Procurement

Sport Ireland received additional funding of €1,800,000 through Healthy Ireland in Quarter 4, 2020. Sport Ireland was tasked with the immediate roll-out of a national public health communications campaign in relation to Covid 19 which formed a significant part of the planned activities to be activated under this funding. The purpose of this campaign was to promote physical activity and encourage people to get outdoors over the winter months. To comply with the timeframe requested, Sport Ireland applied Regulation 32(2)(c) of the European Union (Award of Public Authority Contracts) Regulations 2016, to engage the services required and ensure the campaign was completed in the time frame as required by Government. The total cost of the communications campaign was €393,250.

I can also confirm that Sport Ireland has procedures in place to ensure compliance with current procurement rules and guidelines and that during 2020 Sport Ireland complied with those procedures with the exception as detailed above.

The impact of Covid 19 on the control environment

Sport Ireland took immediate steps at the onset of the Covid pandemic to mitigate the risks in relation to remote working and specifically the lack of a staff presence on-site at Sport Ireland HQ. The risk register was reviewed by the ARC and the Board to ensure Covid related risks were reflected and ranked accordingly. The modified control environment included a revision of all the processes in relation to grant and supplier payments to reflect the new remote working environment. Actions taken by Sport Ireland include:

- Initiate a Covid 19 Business Continuity Plan
- Transition the Board of Sport Ireland to a remote environment for the purpose of making business decisions.
- Make necessary adaptations to the Sport Ireland physical office environment in line with published guidance and expert assessment.
- Ongoing Covid 19 risk assessment for staff and stakeholders.
- Continual assessment of significant risks pertaining to the Covid-19 pandemic and the agility of Sport Ireland to respond effectively.
- Ensuring robust segregation of duties remains and the adequate cover is in place should specific approving authorities be unavailable.
- Ensuring all existing data protection and records management policies and procedures continue to apply as normal.
- Assess the potential for weaknesses in internal controls resulting from Covid19 and took measures to monitor and update internal controls where necessary

Covid-19 Internal Control Considerations

The onset of the Covid-19 pandemic from early 2020 has significantly impacted the operations of Sport Ireland, posing operational, health and safety and financial risks and challenges. New activities, reprioritisation of work and pressure to deliver services have impacted Sport Ireland operations and staff. These risks have been assessed, documented on the Risk Register and mitigating actions have been put in place. The risks and required actions are being continually monitored. The resultant challenges in maintaining effective internal controls were assessed by the board, incorporating guidance issued by the Chartered Institute of Internal Auditors and the Office of the Comptroller and Auditor General. The Board is of the opinion that there has been no material change to the operation of the internal control environment in Sport Ireland as a result of Covid-19

Review of Effectiveness

I confirm that Sport Ireland has procedures to monitor the effectiveness of its risk management and control procedures. Sport Ireland's monitoring and review of the effectiveness of the system of internal control is informed by the work of the internal and external auditors, the Audit and Risk Committee which oversees their work, and the senior management within Sport Ireland responsible for the development and maintenance of the internal control framework.

I confirm that the Board conducted an annual review of the effectiveness of the internal controls in line with the requirements of the code.

On behalf of the Board of Sport Ireland:



Kieran Mulvey,
Chairman

Date: 3rd March 2020



Ard Reachtaire Cuntas agus Ciste Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas

Sport Ireland

Opinion on the financial statements

I have audited the financial statements of Sport Ireland for the year ended 31 December 2020 as required under the provisions of section 16 of the Sport Ireland Act 2015. The financial statements comprise

- the statement of income and expenditure and retained revenue reserves
- the statement of comprehensive income
- the statement of financial position
- the statement of cash flows, and
- the related notes, including a summary of significant accounting policies.

In my opinion, the financial statements give a true and fair view of the assets, liabilities and financial position of Sport Ireland at 31 December 2020 and of its income and expenditure for 2020 in accordance with Financial Reporting Standard (FRS) 102 — *The Financial Reporting Standard applicable in the UK and the Republic of Ireland*.

Basis of opinion

I conducted my audit of the financial statements in accordance with the International Standards on Auditing (ISAs) as promulgated by the International Organisation of Supreme Audit Institutions. My responsibilities under those standards are described in the appendix to this report. I am independent of Sport Ireland and have fulfilled my other ethical responsibilities in accordance with the standards.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Report on information other than the financial statements, and on certain other matters

Sport Ireland has presented certain other information together with the financial statements. This comprises the annual report including the governance statement and Board members' report and the statement on internal control. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

I have nothing to report in that regard.

Seamus McCarthy
Comptroller and Auditor General

10 November 2021

Appendix to the report

Responsibilities of Board members

As detailed in the governance statement and Board members' report, the Board members are responsible for

- the preparation of financial statements in the form prescribed under section 16 of the Sport Ireland Act 2015
- ensuring that the financial statements give a true and fair view in accordance with FRS102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Responsibilities of the Comptroller and Auditor General

I am required under section 16 of the Sport Ireland Act 2015 to audit the financial statements of Sport Ireland and to report thereon to the Houses of the Oireachtas.

My objective in carrying out the audit is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement due to fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the ISAs, I exercise professional judgment and maintain professional scepticism throughout the audit. In doing so,

- I identify and assess the risks of material misstatement of the financial statements whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.

- I conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on Sport Ireland's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my report. However, future events or conditions may cause Sport Ireland to cease to continue as a going concern.
- I evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Information other than the financial statements

My opinion on the financial statements does not cover the other information presented with those statements, and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, I am required under the ISAs to read the other information presented and, in doing so, consider whether the other information is materially inconsistent with the financial statements or with knowledge obtained during the audit, or if it otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

Reporting on other matters

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation. I report if I identify material matters relating to the manner in which public business has been conducted.

I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if I identify any material instance where public money has not been applied for the purposes intended or where transactions did not conform to the authorities governing them.

I also report by exception if, in my opinion,

- I have not received all the information and explanations I required for my audit, or
- the accounting records were not sufficient to permit the financial statements to be readily and properly audited, or
- the financial statements are not in agreement with the accounting records.

Sport Ireland
STATEMENT OF INCOME AND EXPENDITURE AND RETAINED REVENUE RESERVES
For the year ended 31 December 2020

For the year ended 31 December 2020

	Notes	Year ended 31 December 2020 €	Year ended 31 December 2019 €
Income			
Oireachtas Grants	2	165,444,988	63,529,577
Dormant Account Grants	2	7,975,000	5,000,000
Own Resources	3	693,640	958,672
Net Deferred Pension Funding	10c	729,583	740,628
Other Income	4	282,661	362,387
Total Income		175,125,872	70,591,264
Expenditure			
Current Grants Payable	5a	149,236,702	48,280,650
Dormant Account Grants	5b	7,779,591	4,740,773
Healthy Ireland Grants	5c	2,267,888	628,225
Other Programmes	6	6,314,390	6,982,450
Administration	7	774,329	613,733
Staff Costs	8	4,720,050	4,265,866
Retirement benefit costs	10a	822,000	742,000
Depreciation	11	4,867,730	4,695,523
Total Expenditure		176,782,680	70,949,220
Deficit for the year before transfer from Capital Reserve		(1,656,808)	(357,956)
Transfer from the Capital Reserve	9	3,360,878	489,367
Surplus for the year after transfer from Capital Reserve		1,704,070	131,411
Balance Brought Forward at 1 January		2,677,744	2,546,333
Balance Carried Forward at 31 December		4,381,814	2,677,744

All income and expenditure for the year relate to continuing activities at the Statement of Financial Position date.

The Statement of Cash Flows and notes 1 to 21 form part of these financial statements.

On behalf of the Board of Sport Ireland:



Kieran Mulvey,
Chairman
Date: 2nd March 2021



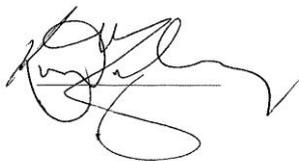
John Treacy,
Chief Executive Officer
Date: 2nd March 2021

Sport Ireland
STATEMENT OF COMPREHENSIVE INCOME
For the year ended 31 December 2020

		Year ended 31 December 2020	Year ended 31 December 2019
	Notes	€	€
Surplus for the year after transfer from Capital Reserve		1,704,070	131,411
Experience (loss)/gains on retirement benefit	10b	(1,046,000)	107,000
Change in assumptions underlying the present value of retirement benefit obligations	10b	(1,535,000)	(849,000)
Total actuarial (loss)/gain in the year		(2,581,000)	(742,000)
Adjustment to deferred retirement benefits funding		2,581,000	742,000
Other Comprehensive Income for the year		1,704,070	131,411

The Statement of Cash Flows and notes 1 to 21 form part of these financial statements.

On behalf of the Board of Sport Ireland:



Kieran Mulvey,
Chairman
Date: 2nd March 2021



John Treacy,
Chief Executive Officer
Date: 2nd March 2021

Sport Ireland
STATEMENT OF FINANCIAL POSITION
For the year ended 31 December 2020

		Year ended 31 December 2020	Year ended 31 December 2019
	Notes	€	€
Fixed Assets			
Property, Plant & Equipment	12	147,835,734	151,143,576
Financial Assets	13	1	1
Total Fixed Assets		147,835,735	151,143,577
Current Assets			
Receivables	14	860,055	956,587
Cash and cash equivalents		6,247,887	4,230,844
		7,107,942	5,187,431
Current Liabilities (amounts falling due within one year)			
Payables	15	(2,726,129)	(2,509,688)
Net Current (Liabilities)/Assets		4,381,813	2,677,743
Retirement Benefits			
Retirement benefit obligations	10d	(19,274,000)	(15,968,000)
Deferred retirement benefit funding asset	10b	19,274,000	15,968,000
Total Net Assets		152,217,548	153,821,320
Representing			
Capital Account	9	147,835,734	151,143,576
Retained revenue reserves		4,381,814	2,677,744
Equity		152,217,548	153,821,320

The Statement of Cash Flows and notes 1 to 21 form part of these financial statements.

On behalf of the Board of Sport Ireland:



Kieran Mulvey,
Chairman
Date: 2nd March 2021



John Treacy,
Chief Executive Officer
Date: 2nd March 2021

Sport Ireland
STATEMENT OF CASH FLOWS
For the year ended 31 December 2020

		Year ended 31 December 2020	Year ended 31 December 2019
	Notes	€	€
Reconciliation of Net Operating Surplus			
Surplus for the year after transfer from Capital Reserve		1,704,070	131,411
Loss/(Gain) on Disposal of Tangible Fixed Assets		-	-
Depreciation	11	4,867,730	4,695,523
Bank Interest Received	4	-	-
Taxation Paid		-	-
Transfer (from) Capital Reserve	9	(4,867,730)	(4,695,523)
(Increase)/Decrease in Receivables	14	96,532	(262,928)
Increase/(Decrease) in Payables	15	216,441	584,853
		2,017,043	453,336
Net Cash Inflow from Operating Activities			
Cash Flow Statement			
Net Cash Inflows from Operating Activities		2,017,043	453,336
Returns on Investments and servicing of finance			
Bank Interest	4	-	-
Capital Expenditure			
Payments to acquire Fixed assets		(1,559,888)	(4,206,156)
Receipts from disposal of Fixed Assets		-	-
Net Cash Flows from Capital Expenditure		(1,559,888)	(4,206,156)
Cash Flows from Financing Activities			
Capital Grants		1,559,888	4,206,156
Net Cash Flows from Financing Activities		1,559,888	4,206,156
(Decrease)/Increase in Cash		2,017,043	453,336
Movement in net funds for the year		2,017,043	453,336
Cash at Bank 1 January		4,230,844	3,777,508
Cash at Bank 31 December		6,247,887	4,230,844

Notes to the Financial Statements

For the year ended 31 December 2020

1. Accounting Policies

The basis of accounting and significant accounting policies adopted by Sport Ireland are set out below. They have all been applied consistently throughout the year.

a) General Information

Sport Ireland's primary objectives as set out in Part II of the Sport Ireland Act 2015 are as follows:

- To encourage the promotion, development and co-ordination of competitive sport and the achievement of excellence in competitive sport;
- To develop strategies for increasing participation in recreational sport and to co-ordinate their implementation by all bodies (including public authorities and publicly funded bodies) involved in promoting recreational sport and providing recreational facilities;
- To take such action as is considered appropriate, including testing, to combat doping in sport;
- Where the Board considered it appropriate to do so, to initiate and encourage research concerning either or both competitive sport and recreational sport;
- Where the Board considered it appropriate to do so, to facilitate research and disseminate information concerning either or both competitive sport and recreational sport;
- To develop, promote, operate and maintain Sport Ireland Campus;

Sport Ireland is a Public Benefit Entity (PBE).

b) Statement of Compliance

The financial statements of Sport Ireland for the year ended 31 December 2020 have been prepared in accordance with generally accepted accounting practice including FRS 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC), as promulgated by Chartered Accountants Ireland.

c) Basis of Preparation

The financial statements have been prepared under the historical cost convention, except for certain assets and liabilities that are measured at fair values as explained in the accounting policies below. The financial statements are in the form approved by the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media with the concurrence of the Minister for Public Expenditure and Reform under the Sport Ireland Act 2015.

The following accounting policies have been applied consistently in dealing with items, which are considered material in relation to Sport Ireland's financial statements.

d) Consolidated Financial Statements

Sport Ireland Facilities DAC is wholly owned by Sport Ireland and operates and maintains the facilities on the Sport Ireland Campus.

Notes to the Financial Statements

For the year ended 31 December 2020

Sport Ireland is exempt from the requirement to present the annual financial statements as consolidated with the subsidiary. Under Section 9 (g) of FRS102, this is not required under the statutory framework or as part of the format agreed with the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media.

The financial statements of Sport Ireland Facilities DAC are presented separately. Further information in respect of the subsidiary is given in Note 13 to the financial statements.

e) Revenue

Oireachtas Grants

Oireachtas grants are generally recognised on a cash basis with the exception of unspent capital grants provided for specific purposes, which are deferred and recognised in the year the expenditure is incurred.

Refunds of grants paid

Grants paid become refundable in certain circumstances, such as liquidation/dissolution of the recipient company, or if the conditions of the grant are not met. Grant refunds are recognised when it is probable that the money will be received by Sport Ireland and the amount can be estimated reliably; therefore they are accounted for on an accruals basis. There were no Grant refunds in 2020.

Interest income

Interest income is recognised on an accruals basis.

Other Revenue

Other revenue is recognised on an accruals basis.

f) Grants Paid

Sport Ireland charges Grant payments to the Income and Expenditure Account when grants are paid. Grants are paid to grantee organisations based on the Sport Ireland funding application process, which commences in Quarter 3 each year. Grantee organisations have been made aware of the reporting requirements under circular 13/2014, Management of and Accountability for Grants from Exchequer Funds and Sport Ireland reviews all grantee bodies financial statements to ensure compliance in this regard.

g) Property, Plant and Equipment

Property, Plant and Equipment are stated at cost less accumulated depreciation, adjusted for any provision for impairment. Depreciation is provided on all property, plant and equipment, at rates estimated to write off the cost less the estimated residual value of each asset on a straight line basis over their estimated useful lives, as follows:

NAC & Campus Facilities	2%	per annum
Campus Facilities (30 Years lifecycle)	3.33%	per annum
Campus Facilities (10 Years lifecycle)	10%	per annum
Campus Facilities (5 Years lifecycle)	20%	per annum

Notes to the Financial Statements

For the year ended 31 December 2020

Infrastructure, Master Planning & Design	15%	per annum
Campus Capital Projects Strategy	100%	per annum
Land & Buildings (50 Years lifecycle)	2%	per annum
Buildings (30 Years lifecycle)	3.33%	per annum
Office Fit out /Fixtures & Fittings	20%	per annum
Computers & IT Equipment	33.33%	per annum
Motor Vehicles	20%	per annum

Land on the Sport Ireland Campus, Abbotstown House and any assets that are under construction are not depreciated. Once projects under construction are completed, relevant depreciation rates are applied.

Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting estimated costs of disposal, if the asset were already of an age and in the condition expected at the end of its useful life.

If there is objective evidence of impairment of the value of an asset, an impairment loss is recognised in the Statement of Income and Expenditure and Retained Revenue Reserves in the year.

h) Financial assets

Other Financial Assets

Sport Ireland Facilities DAC is wholly owned by Sport Ireland and its share capital represents one ordinary share of one Euro par value. Sport Ireland Facilities DAC operates and maintains the facilities on the Sport Ireland Campus.

i) Receivables

Receivables are recognised at fair value, less a provision for doubtful debts. The provision for doubtful debts is a specific provision, and is established when there is objective evidence that Sport Ireland will not be able to collect all amounts owed to it. All movements in the provision for doubtful debts are recognised in the Statement of Income and Expenditure and Retained Revenue Reserves.

j) Payables

Payables are initially recognised at fair value. Payables are classified as current if payable within one year or less. If not, they are presented as non-current liabilities.

k) Employee Benefits

Short-term Benefits

Short term benefits such as holiday pay are recognised as an expense in the year, and benefits that are accrued at year-end are included in the Payables figure in the Statement of Financial Position.

Notes to the Financial Statements

For the year ended 31 December 2020

Retirement Benefits

Sport Ireland operates a defined benefit pension scheme, funded annually on a pay-as-you-go basis from monies provided by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and from contributions deducted from staff and members' salaries. Sport Ireland also operates the Single Public Services Pension Scheme ("Single Scheme"), which is a defined benefit scheme for pensionable public servants appointed on or after 1 January 2013. Single scheme employee contributions are transferred to the Department of Public Expenditure and Reform. All other employee pension contributions are transferred to the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.

Pension costs reflect pension benefits earned by employees, and are shown net of staff pension contributions. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable, and offset by grants received in the year to discharge pension payments.

Actuarial gains or losses arising on scheme liabilities are reflected in the Statement of Comprehensive Income, and a corresponding adjustment is recognised in the amount recoverable from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.

The financial statements reflect, at fair value, the assets and liabilities arising from Sport Ireland's pension obligations and any related funding, and recognises the costs of providing pension benefits in the accounting periods in which they are earned by employees. Retirement benefit scheme liabilities are measured on an actuarial basis using the projected unit credit method.

I) Critical Accounting Judgements and Estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the Statement of Financial Position date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on amounts recognised in the financial statements.

Impairment of Property, Plant and Equipment

Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost to sell and value in use. For the purpose of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash generating units). Non-financial assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

Notes to the Financial Statements

For the year ended 31 December 2020

Provisions

Sport Ireland makes provisions for legal and constructive obligations, which it knows to be outstanding at the year-end date. These provisions are generally made based on historical or other pertinent information, adjusted for recent trends where relevant. However, they are estimates of the financial costs of events that may not occur for some years. As a result of this and the level of uncertainty attaching to the final outcomes, the actual out-turn may differ significantly from that estimated.

Depreciation and Residual Values

The Board have reviewed the asset lives and associated residual values of all fixed asset classes, and in particular, the useful economic life and residual values of fixtures and fittings, and have concluded that asset lives and residual values are appropriate.

Retirement Benefit Obligation

The assumptions underlying the actuarial valuations for which the amounts recognised in the financial statements are determined (including discount rates, rates of increase in future compensation levels and mortality rates) are updated annually based on current economic conditions, and for any relevant changes to the terms and conditions of the pension and post-retirement plans.

The assumptions can be affected by:

- (i) the discount rate, changes in the rate of return on high-quality corporate bonds.
- (ii) future compensation levels, future labour market conditions.

Notes to the Financial Statements

For the year ended 31 December 2020

2. Oireachtas Grants

As outlined in Accounting Policy Note 1(e) Oireachtas grants are recognised as income on the basis of the amount of cash received. The Oireachtas Grants received by Sport Ireland from Vote 33 – Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media as shown in the financial statements consist of:

	Sub-head	Year ended 31 December 2020 €	Year ended 31 December 2019 €
Recurrent Grant	D.5	160,756,600	57,811,000
Less Refundable Employee Pension Deductions		(133,000)	(122,000)
Total Recurrent Grant		160,623,600	57,689,000
Department of Health - Healthy Ireland Fund		2,524,177	615,000
Capital Funding		2,297,211	5,225,577
Total Oireachtas Grants		165,444,988	63,529,577
Dormant Account Grants: Current	D.6	6,617,000	4,220,010
Dormant Account Grants: Capital	D.6	1,358,000	779,990
Total Dormant Account Grants		7,975,000	5,000,000

Recurrent Grants:

Sport Ireland charges Grant payments to the Income and Expenditure Account when grants are paid. Grants are paid to grantee organisations based on the Sport Ireland funding application process, which commences in Quarter 3 each year. Grantee organisations have been made aware of the reporting requirements under circular 13/2014, Management of and Accountability for Grants from Exchequer Funds and Sport Ireland reviews all grantee bodies financial statements to ensure compliance in this regard. This grant is used for pay, general administration, programme costs and grants to National Governing Bodies and Local Sports Partnerships. The amount of recurrent grant received in 2020 was €72,256,600. In addition Covid resilience funding of €88,500,000 was also received in 2020 bringing the total recurrent grant received figure received in 2020 to €160,756,600. The Board have adhered to the terms of the Performance Delivery Agreement with the Department. The Board have adequate financial control systems in place to manage grants received from the Department.

Covid Resilience Funding:

Sport Ireland also secured an additional €88,500,000 from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media as a Covid Resilience Fund to provide additional financial support for the sector. A Covid relief grant scheme was developed by Sport Ireland during 2020 in relation to this additional funding and all grant allocations were made to the sector before year-end in line with Board approval.

Notes to the Financial Statements

For the year ended 31 December 2020

Capital Grants:

Capital grants of €2,297,211 were also received from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media in 2020 to maintain and enhance the facilities on the Sport Ireland Campus.

Dormant Account Grants:

Dormant Account Grant received from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media was €7,975,000 for projects including Community Sports Hub, Community Coaching, Jobseekers Courses, Sports Disability Training and Youth Leadership Training.

Healthy Ireland Grants:

Healthy Ireland Grant received from the Department of Health was €2,524,177 for projects including Get Ireland Swimming, Walking and Running, GAA Healthy Clubs and the Keep Well Campaign.

3. Own Resources

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Rental Income	336,783	362,154
Rent from Sports HQ*	88,821	114,753
Anti-Doping Testing Income	59,569	97,673
Player Athlete Services	133,449	255,452
Sport Ireland Institute	30,990	51,339
Sport Ireland Outdoors	6,778	35,201
Sport Ireland Coaching	37,250	42,100
Total Own Resources	693,640	958,672

4. Other Income

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Bank Interest Received	-	-
Income from EU	26,689	56,748
Great Dublin Bike Ride	-	65,000
European Week of Sport	253,432	161,982
Other Income	2,540	78,657
Total Other Income	282,661	362,387

Notes to the Financial Statements

For the year ended 31 December 2020

Notes to the Financial Statements

For the year ended 31 December 2020

5. Grants Payable

a) Current Grants

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
National Governing Bodies of Sport *	13,615,000	12,817,000
Covid Resilience Scheme ****	88,498,500	-
International Carding Scheme *	2,459,700	1,931,000
Local Sports Partnerships *	7,715,644	7,026,508
Youth Field Sports *	9,640,497	5,898,200
Aviva Stadium Grant ***	2,544,600	
High Performance Grants *	9,445,000	9,357,500
Womens Participation in Sport *	1,641,000	1,786,213
Team Ireland Golf Trust	275,000	440,000
Student Sport Ireland	70,000	60,000
Morton Stadium Grant	150,000	150,000
Olympic Federation of Ireland	620,000	420,000
Paralympic Council	600,000	400,000
Irish Special Schools Sport	25,000	25,000
Federation of Irish Sport	115,000	100,000
Recreational Sports Grant Scheme	40,000	40,000
Great Dublin Bike Ride Grant	-	115,000
Sport Ireland Facilities Capital Grant **	914,156	931,624
Sport Ireland Facilities Operational Grant **	6,260,000	2,175,000
Older People and Sport	607,605	607,605
University of Limerick - 50 Metre Pool	300,000	300,000
GAA - Inter County Players Support Scheme	3,000,000	3,000,000
Inter County Ladies Football & Camogie Scheme	700,000	700,000
Total Grants Payable	149,236,702	48,280,650

* Analysis of Grants figures are set out in the Appendices to Annual Report.

** Transactions with Sport Ireland Facilities DAC.

*** In recognition of the importance of the continued operation of the Aviva Stadium, the Department of Transport, Tourism and Sport agreed to provide a recoupable grant to the FAI for the total sum of €7,633,800, to cover the license fee payable by the FAI to New Stadium DAC over the three-year period 2020-2022.

This grant is payable by Sport Ireland in three equal instalments over the three year period concerned and will be recoupable by Sport Ireland from the FAI, from 2024 (inclusive) in the form of grant reduction of €1,000,000 per annum, until the full amount of €7,633,800 is recouped. As the grant is being recouped from monies provided by the Exchequer, it being recognised as current expenditure.

**** Covid Resilience Scheme. Please see Note 2.

Notes to the Financial Statements

For the year ended 31 December 2020

b) Dormant Account Grants

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Community Sport Hub *	1,415,086	1,289,623
Youth Leadership *	277,500	200,000
Community Coaching *	1,333	1,333
Sports Disability Training	535,817	370,787
Volunteer Support	522,591	275,000
Evaluation	127,675	220,863
Administration	450,000	450,000
Disadvantaged Communities	-	6,500
Ypath	-	5,000
Get Ireland Cycling	135,000	100,000
Get Ireland Walking	112,500	99,000
Get Ireland Swimming	145,000	100,000
Get Ireland Running	135,000	100,000
NGB Participation Funding	1,029,500	808,800
Various Programmes	2,892,589	713,867
Total Dormant Account Grants	7,779,591	4,740,773

*Analysis of Grants figures are set out in the Appendices to Annual Report.

c) Healthy Ireland Grants

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Special Olympics	11,000	25,000
Great Dublin Bike Ride	-	6,000
LSP Grants	311,000	18,300
NGB Grants	150,500	-
National Fitness Day	20,000	22,000
Age & Opportunity	360,000	-
Get Ireland Swimming	119,500	115,500
Get Ireland Walking	177,650	118,000
Get Ireland Cycling	-	103,000
Get Ireland Running	154,100	70,000
Keep Well Campaign	393,250	-
Cycle Right	11,000	11,000
GAA Healthy Clubs	517,000	23,000
Children Sport Participation and Physical Activity	-	74,307
Outdoors National Digital Database	22,888	22,118
Administration Fee	20,000	20,000
Total Healthy Ireland Grants	2,267,888	628,225

Notes to the Financial Statements

For the year ended 31 December 2020

6. Other Programmes

*These represent running costs. Income which is directly linked to these costs is shown under “Own Resources” see Note 3.

	RESEARCH	ANTI DOPING	NGB	PUBLIC RELATIONS	PARTICIPATION	HIGH PERFORMANCE	INSTITUTE OF SPORT	COACHING IRELAND	CAMPUS	TOTAL	TOTAL
	2020	2020	2020	2020	2020	2020	2020	2020	2020	31 Dec 2020	31 Dec 2019
	€	€	€	€	€	€	€	€	€	€	€
Anti-Doping Testing	-	1,045,555	-	-	-	-	-	-	-	1,045,555	1,132,761
Research Projects	204,567	-	-	-	-	-	-	-	-	204,567	203,210
NGB Development	-	-	51,743	-	-	18,450	-	-	-	70,193	255,098
Programme Development	-	-	300,182	-	260,570	-	-	-	-	560,752	307,192
EU European Week of Sport	-	-	-	-	260,745	-	-	-	-	260,745	145,783
SI Outdoors Inspections	-	-	-	-	122,796	-	-	-	-	122,796	103,129
SI Outdoors Grants	-	-	-	-	10,000	-	-	-	-	10,000	55,000
Institute Development	-	-	-	-	-	-	1,709,313	-	-	1,709,313	1,605,509
Sports HQ *	-	-	221,697	-	-	-	-	-	-	221,697	213,743
Contractors/Outsourced	-	-	-	-	103,016	-	216,677	-	-	319,693	333,037
Tutor Training	-	-	-	-	-	-	-	17,934	-	17,934	39,750
Campus Maintenance	-	-	-	-	-	-	-	-	164,923	164,923	203,405
Staff and Training	-	94	100	7,799	12,275	2,046	3,326	1,196	410	27,246	22,171
Office Administration Costs	-	23,373	19,068	7,968	37,395	17,591	239,865	63,120	133,674	542,054	537,406
Travel, Subsistence & Meetings	-	6,814	2,949	3,274	8,714	7,858	1,858	16,398	1,781	49,646	276,500
Professional Fees	-	344,150	-	13,396	-	-	517	8,098	77,711	443,872	1,011,911
Computer Software & Support	-	18,359	-	26,098	2,065	19,259	54,604	23,939	400	144,724	191,698
PR, Printing and Stationery	-	17,136	290	326,187	20,906	103	16,237	404	13,747	395,010	335,893
Postage and Courier	-	1,472	63	91	232	-	89	1,723	-	3,670	9,254
Total Other Programmes	204,567	1,456,953	596,092	384,813	838,714	65,307	2,242,486	132,812	392,646	6,314,390	6,982,450

Notes to the Financial Statements

For the year ended 31 December 2020

7. Administration

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Staff Expenses and Training	58,075	67,745
Rent and Property	49,526	23,126
Maintenance and Repairs	-	8,876
Insurance	8,494	4,272
Telephone	3,644	1,183
Light and Heat	6,371	(12,526)
Board Members, Travel, Subsistence and Meetings	77,477	153,687
Audit Fees	166,776	58,196
OC&AG Audit Fee	17,900	26,400
Professional Fees	88,965	24,589
Computer Software and Support	188,606	200,358
Printing and Stationery	25,268	25,404
Postage and Courier	9,645	8,471
Sundry	73,582	23,952
Total Administration	774,329	613,733

(a) Aggregate Employee Benefits

The total staff complement approved by the Minister at 31 December 2020 was 64 permanent. The average number of employees excluding the agency was 48. The aggregate employee and related costs were as follows:

	Year ended 31 December 2020	Year ended 31 December 2019
Salaries	2,491,758	2,221,777
Employers PRSI contributions	261,250	227,120
Staff Holiday Pay Accrual	37,091	16,893
Agency Staff	1,929,951	1,800,076
Total Staff Cost	4,720,050	4,265,866
DAF/Hi Salaries/PRSI Allocation	220,053	153,582
DAF/Hi Operational Support Allocation	290,047	224,653
	5,230,150	4,644,101

Notes to the Financial Statements

For the year ended 31 December 2020

Staff Costs by Unit

	Salaries	ER PRSI	Staff Holiday	Agency Staff	31 December	31 December
	Contributions		Pay Accrual		2020	2019
Administration	580,120	61,772	37,091	274,796	953,780	794,539
Research	60,384	1,108	-	86,277	147,768	157,253
Anti Doping	371,858	39,788	-	129,313	540,959	498,881
NGB	113,894	12,454	-	298,778	425,126	438,162
PR	104,381	11,462	-	56,719	172,562	135,075
Participation	232,461	24,938	-	201,634	459,034	388,636
High Performance	326,839	35,095	-	-	361,934	363,347
Sport Ireland Institute	-	-	-	465,533	465,533	458,323
Coaching Ireland	679,757	72,194	-	116,308	868,259	754,636
DAF / HI Projects	199,609	20,444	-	290,047	510,100	378,235
Campus	22,065	2,438	-	300,593	325,095	277,014
TOTAL	2,691,368	281,693	37,091	2,219,998	5,230,150	4,644,101

The Dormant Account and Healthy Ireland salaries and PRSI figure of €220,053 represent staff cost allocated against both grant schemes as approved by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department of Health respectively.

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Basic Pay	2,973,061	2,602,479
Overtime	-	-
Allowances	-	-
Total Short Term Benefits	2,973,061	2,602,479

(c) Termination Benefits

There were no termination benefits paid in 2020.

(d) Key Management Personnel

Key management personnel in Sport Ireland consists of the Chief Executive Officer and Sport Ireland Board members. The total value of employee benefits for key management personnel is set out below.

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Key Management Personnel	223,656	204,922
Total Key Management Personnel	223,656	204,922

Notes to the Financial Statements

For the year ended 31 December 2020

This does not include the value of retirement benefits earned in the year. The CEO is the only member of the Sport Ireland pension scheme included in Key Management and his entitlements in that regard do not extend beyond the terms of the model public service pension scheme.

(e) Chief Executive Officer Salary and Benefits

The CEO remuneration package for the year was as follows:

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Basic Pay	162,951	141,011
Total Salary	162,951	141,011

The CEO is a member of the Sport Ireland pension scheme. The value of retirement benefits earned in the year is not included above.

The CEO received recoupment of travel and subsistence expenses of €772 in the 12 months ended 31 December 2020 (€7,900 in the 12 months ended 31 December 2019).

9. Capital Account

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
At 1 January	151,143,576	151,632,943
Transfer from Income and Expenditure Account:		
Amortisation in line with fixed asset depreciation	(4,867,730)	(4,695,523)
Funds Allocated to acquire Fixed Assets	1,559,888	4,206,156
Net Movement for the year	(3,307,842)	(489,367)
Amount Released on Disposal of Fixed Assets	-	-
OPW Funding Allocated to acquire Fixed Assets	(53,036)	-
Net Amount of Transfer for the year	(3,360,878)	(489,367)
OPW Funding Released To Fixed Assets	53,036	-
At 31 December	147,835,734	151,143,576

Notes to the Financial Statements

For the year ended 31 December 2020

10. Retirement Benefit Costs

(a) Analysis of total retirement benefit costs charged to the Statement of Income and Expenditure and Retained Revenue Reserves

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Current service cost	733,000	586,000
Interest on retirement benefit scheme liabilities	222,000	278,000
Employee Contributions	(133,000)	(122,000)
Total Retirement Benefit Cost	822,000	742,000

(b) Movement in net retirement benefit obligations during the financial year

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Net retirement benefit obligation at 1 January	15,968,000	14,485,000
Current service cost	733,000	586,000
Interest cost	222,000	278,000
Experience loss/(gain)	1,046,000	(107,000)
(Gain)/loss arising from change in assumptions	1,535,000	849,000
Pensions paid in the year	(230,000)	(123,000)
Net retirement benefit obligation at 31 December	19,274,000	15,968,000

(c) Deferred funding for retirement benefits

The net deferred funding for retirement benefits recognised in the Statement of Income and Expenditure and Retained Revenue Reserves was as follows:

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Funding recoverable in respect of current year retirement benefit costs	955,000	864,000
Pensions paid in the year	(225,417)	(123,372)
Funding Recoverable	729,583	740,628

The deferred funding asset for retirement benefits at 31 December 2020 amounts to €19,274m.

Notes to the Financial Statements

For the year ended 31 December 2020

(d) History of defined benefit obligations

	2020 €'000	2019 €'000	2018 €'000	2017 €'000
Defined Benefit Obligations	19,274	15,968	14,485	13,389
Experience losses/(gains) on defined benefit scheme liabilities	1,046	(107)	769	540

(e) General description of the scheme

Sport Ireland also operates the Single Public Services Pension Scheme (“Single Scheme”), which is a defined benefit scheme for pensionable public servants appointed on or after 1 January 2013. All single scheme employee contributions are transferred to the Department of Public Expenditure and Reform and all current retirement benefit costs are recoverable from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media through the pay allocation grant.

This membership rule prevails regardless of the form of the employment contract. Both full-time and part-time staff and permanent and temporary staff join the Single Scheme if their employment commences from 2013 onwards.

The valuation used for FRS102 disclosures has been based on a full actuarial valuation performed on 25 January 2021 by a qualified independent actuary, taking account of the requirements of the FRS in order to assess the scheme liabilities at 31 December 2020.

The principal actuarial assumptions were as follows:

	Year ended 31 December 2020	Year ended 31 December 2019
Rate of increase in salaries	2.60%	2.65%
Rate of increase in retirement benefits in payment	2.10%	2.15%
Discount rate	1.00%	1.40%
Inflation rate	1.45%	1.50%

Mortality

58% of PNML00 for males with improvements (see below).

62% of PNFL00 for females with improvements (see below).

Notes to the Financial Statements

For the year ended 31 December 2020

Year of attaining age 65	2020	2040
Life expectancy - Male	24 years	21.7 years
Life expectancy - Female	26.1 years	24.1 years

11. Depreciation of Fixed Assets

	Year ended	Year ended
	31 December 2020	31 December 2019
	€	€
Depreciation of Property, Plant and Equipment	4,867,730	4,695,523
Total Depreciation	4,867,730	4,695,523

	National Aquatic Centre	Infrastructure & Design	Campus Facilities	Land & Buildings	Office Equip / Computers / Fixtures & Fittings Furnitures / Med Equipment	Motor Vehicle	Total
	€	€	€	€	€	€	€
Cost							
At beginning of the year	74,005,032	9,716,310	83,469,386	26,742,538	1,904,982	22,286	195,860,534
Additions for the year	-	471,186	797,826	122,318	168,558	-	1,559,888
Disposals during the year	-	-	-	-	-	-	-
At 31 December 2020	74,005,032	10,187,496	84,267,212	26,864,856	2,073,540	22,286	197,420,422
Depreciation							
At beginning of the year	25,089,600	8,109,895	5,159,402	4,690,600	1,645,175	22,286	44,716,958
Charge for the year	1,480,104	471,186	2,117,535	618,370	180,535	-	4,867,730
Disposals during the year	-	-	-	-	-	-	-
At 31 December 2020	26,569,704	8,581,081	7,276,937	5,308,970	1,825,710	22,286	49,584,688
Net Book Value							
At 1 January 2020	48,915,432	1,606,415	78,309,984	22,051,938	259,807	-	151,143,576
Net Movement for the year	(1,480,104)	-	(1,319,709)	(496,052)	(11,977)	-	(3,307,842)
At 31 December 2020	47,435,328	1,606,415	76,990,275	21,555,886	247,830	-	147,835,734

Notes to the Financial Statements

For the year ended 31 December 2020

12 (b). Property, Plant & Equipment 2019

	National Aquatic Centre	Infrastructure & Design	Campus Facilities	Land & Buildings	Office Equip / Computers / Fixtures & Fittings / Furnitures / Med Equipment	Motor Vehicle	Total
	€	€	€	€	€	€	€
Cost							
At beginning of the year	74,005,032	9,456,368	79,757,973	26,553,566	1,859,153	22,286	191,654,378
Additions for the year	-	259,942	3,711,413	188,972	45,829	-	4,206,156
Disposals during the year	-	-	-	-	-	-	-
At 31 December 2019	74,005,032	9,716,310	83,469,386	26,742,538	1,904,982	22,286	195,860,534
Depreciation							
At beginning of the year	23,609,496	7,365,807	3,495,439	4,079,576	1,448,831	22,286	40,021,435
Charge for the year	1,480,104	744,088	1,663,963	611,024	196,344	-	4,695,523
Disposals during the year	-	-	-	-	-	-	-
At 31 December 2019	25,089,600	8,109,895	5,159,402	4,690,600	1,645,175	22,286	44,716,958
Net Book Value							
At 1 January 2019	50,395,536	2,090,561	76,262,534	22,473,990	410,322	-	151,632,943
Net Movement for the year	(1,480,104)	(484,146)	2,047,450	(422,052)	(150,515)	-	(489,367)
At 31 December 2019	48,915,432	1,606,415	78,309,984	22,051,938	259,807	-	151,143,576

13. Financial Assets

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Sport Ireland Facilities DAC		
Ordinary Share Value	1	1
Total Financial Assets	1	1

Name	Registered Office	Company	Ownership	Issued Share
Sport Ireland Facilities DAC	IIS Building Sport Ireland Campus Blanchardstown Dublin 15	419329	1	One Ordinary Share of one Euro Par Value

A summary of the subsidiary's results are set out below.

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Surplus/(deficit) for the year	2,080,576	(25,908)
Accumulated Surplus/(Deficit)	333,010	(1,747,566)

Notes to the Financial Statements

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14. Receivables

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Debtors	454,299	556,680
Accrued Income	51,360	36,000
OPW Suspense Account	70,273	123,308
Prepayments	284,123	240,599
Total Receivables	860,055	956,587

15. Payables

	Year ended 31 December 2020	Year ended 31 December 2019
	€	€
Creditors	1,099,022	1,654,280
Other Accruals	1,172,798	249,674
Due to Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media	70,273	123,308
PAYE/PRSI	115,764	107,928
Value Added Tax	57,348	162,516
Relevant Contract Tax	16,876	93,716
Professional Services Withholding Tax	194,048	118,266
Total Payables	2,726,129	2,509,688

16. Lease Commitments

At 31 December 2020 Sport Ireland had no lease commitments.

Sport Ireland has a Memorandum of Understanding with the University of Limerick dated 15 September 2001, this covers accommodation, light & heat and security provided by the University of Limerick to Sport Ireland Coaching.

17. Related Party Disclosures

Please refer to Note 8(e) for a breakdown of the remuneration and benefits paid to key management personnel.

Sport Ireland adopts procedures in accordance with the guidelines issued by the Department of Public Expenditure and Reform covering the personal interests of Board members. In the normal course of

Notes to the Financial Statements

For the year ended 31 December 2020

business, Sport Ireland may approve grants or enter into other contractual arrangements with entities in which Sport Ireland members are employed or are otherwise interested.

In cases of potential conflict of interest, Board members do not receive Board documentation or otherwise participate in or attend discussions regarding these transactions. A register is maintained and available on request of all such instances.

In the normal course of business, the Board may approve grant payments to undertakings in which Board members are employed or may otherwise have an interest. The Board adopted procedures in accordance with guidelines issued by the Department of Public Expenditure and Reform in relation to the disclosure of interests by Board members and these procedures have been adhered to during the year.

The following Board members disclosed an interest in organisations to which grants were approved in 2020:

- John Maughan and Liam Sheedy declared an interest with regard to the agenda item discussing the 2020 Government Grant for Inter-County GAA Players to the Gaelic Athletic Association.
- John Maughan is an employee of Mayo County Council. Mayo Local Sports Partnership is part of Mayo County Council, Mayo Local Sports Partnership received a total of €585,002 under Local Sports Partnership, Dormant Account grants, COVID-19 etc.
- Iognáid Ó'Muircheartaigh was chairman and a Board member of Golfing Union of Ireland. The Confederation of Golf in Ireland received €3,040,500 (from 21st October 2020- 31 December 2020) including COVID- 19 support.
- Patrick O'Connor is a member of the IRFU Connacht Branch. The IRFU were awarded €68,534 under Dormant Accounts in 2020 and €18,200,000 COVID-19 funding in November 2020.
- Kieran Mulvey, on behalf of the Government, was previously the author of a report on the regeneration of Dublin's North East Inner City. Dublin City Local Sports Partnership (LSP) (which is part of Dublin City Council) received €56,250 for a project in Dublin's North East Inner City under Dormant Accounts.
- Sport Ireland Facilities DAC is a wholly-owned subsidiary of Sport Ireland and received €914,156 of Capital Grant and €6,260,000 of Operational Grant in 2020.

Sport Ireland has availed of the exemption afforded by paragraph 33.1A from the provisions of FRS 102 'Related Party Transactions' from disclosing transactions with wholly-owned subsidiaries.

18. Contingent Liabilities

Sport Ireland is involved in a small number of legal proceedings as follows:

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For the year ended 31 December 2020

Section 34(2) of the Sport Ireland Act 2015 provided that legal proceedings relating to the National Sports Campus Development Authority (NSCDA now dissolved) would be continued, with the substitution in the proceedings of Sport Ireland, in so far as they so relate, for the Authority. Accordingly, Sport Ireland has commitments and contingent liabilities in relation to legal costs and potential exposure in relation to claims as follows:

In 2010, in its ruling on the legal proceedings concerning the non-payment of a VAT invoice issued by the former Campus Stadium Ireland Development Company on the creation of the lease on the National Aquatic Centre, the Supreme Court awarded costs in the matter against NSCDA. In June 2013, Dublin Waterworld Limited (DWW) then initiated legal proceedings in the Commercial Court against NSCDA seeking damages pursuant to the VAT proceedings referred to above (i.e. on foot of the actions taken by Campus Stadium Ireland Development/NSCDA to recover VAT on the lease of the NAC).

Sport Ireland made a full provision for its expected legal costs in relation to this case but did not provide for the claim for damages as the outcome of the case was uncertain at the time and the costs could not be reliably estimated. In 2017, the High Court ruled in favour of NSCDA (now Sport Ireland) in this case taken by Dublin Waterworld Limited (DWW), in which that company had sought damages pursuant to the VAT proceedings referred to above.

In 2019 the Plaintiff initiated an appeal process disputing the 2017 High Court ruling. Following this, in July 2019 Ms Justice Irvine gave judgment on behalf of the three member Court of Appeal upholding the essential part of the 2017 decision of the High Court, in that it found that the Board of CSID was justified in issuing the proceedings it did to seek to recover VAT from DWW. The Court of Appeal subsequently awarded NSCDA/Sport Ireland the costs of the appeal and Sport Ireland continue to consult with the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media in relation to the award of costs issue and the pursuance of same from the plaintiff. On this basis, no provision for any further costs in relation to this matter has been made by Sport Ireland as currently, no contingent liability exists.

Note: 'CSID' refers to Campus Stadium Ireland Development Ltd, the legal precursor to the National Sports Campus Development Authority (NSCDA).

The Board has been notified of a contractual claim in relation to The Courtyard Office capital project. The Board disputes the validity of the claim and Sport Ireland continue to negotiate the final account with the contractor under their terms of the contract.

Sport Ireland Facilities DAC, a subsidiary of Sport Ireland is also involved in a number of legal cases taken by customers in relation to incidents which occurred in the facilities as operated by the company. The estimated list of claims outstanding at year end as provided by the insurance providers of Sport Ireland

Notes to the Financial Statements

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Facilities DAC amounted to €303,349. This amount has been fully provided for in the 2020 financial statements of Sport Ireland Facilities DAC.

19. Commitments

Under a Sports Partnership Strategy for the development of the field-sport elements of the Campus Master Plan, Sport Ireland has entered into separate agreements with the GAA, FAI, Hockey Ireland and IRFU whereby Sport Ireland, subject to certain conditions, is committed to granting 99 year leases on certain of its lands (as identified in the Master Plan), at peppercorn rents, to the bodies concerned. The agreements also commit to the provision of matching funding up to €500,000 for the development by each of the bodies of these facilities, totalling €2 million, of which €1,450,000 was paid to the sports bodies up to 31 December 2020.

Capital Commitments:

An amount of €1,080,527 has arisen as a result of contractual commitments for construction works on the Sport Ireland Campus facilities in 2020.

20. Events After the Reporting Date

The revised control environment due to the Covid pandemic is detailed in Note G on page 20. There are no other events to report after the reporting date.

21. Approval of the financial statements

The financial statements were approved by the Board of Sport Ireland on the 2nd of March 2021.



Ard Reachtaire Cuntas agus Ciste Comptroller and Auditor General

Report for presentation to the Houses of the Oireachtas

Sport Ireland

Opinion on the financial statements

I have audited the financial statements of Sport Ireland for the year ended 31 December 2020 as required under the provisions of section 16 of the Sport Ireland Act 2015. The financial statements comprise

- the statement of income and expenditure and retained revenue reserves
- the statement of comprehensive income
- the statement of financial position
- the statement of cash flows, and
- the related notes, including a summary of significant accounting policies.

In my opinion, the financial statements give a true and fair view of the assets, liabilities and financial position of Sport Ireland at 31 December 2020 and of its income and expenditure for 2020 in accordance with Financial Reporting Standard (FRS) 102 — *The Financial Reporting Standard applicable in the UK and the Republic of Ireland*.

Basis of opinion

I conducted my audit of the financial statements in accordance with the International Standards on Auditing (ISAs) as promulgated by the International Organisation of Supreme Audit Institutions. My responsibilities under those standards are described in the appendix to this report. I am independent of Sport Ireland and have fulfilled my other ethical responsibilities in accordance with the standards.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Report on information other than the financial statements, and on certain other matters

Sport Ireland has presented certain other information together with the financial statements. This comprises the annual report including the governance statement and Board members' report and the statement on internal control. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

I have nothing to report in that regard.

Seamus McCarthy
Comptroller and Auditor General

10 November 2021

Appendix to the report

Responsibilities of Board members

As detailed in the governance statement and Board members' report, the Board members are responsible for

- the preparation of financial statements in the form prescribed under section 16 of the Sport Ireland Act 2015
- ensuring that the financial statements give a true and fair view in accordance with FRS102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Responsibilities of the Comptroller and Auditor General

I am required under section 16 of the Sport Ireland Act 2015 to audit the financial statements of Sport Ireland and to report thereon to the Houses of the Oireachtas.

My objective in carrying out the audit is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement due to fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the ISAs, I exercise professional judgment and maintain professional scepticism throughout the audit. In doing so,

- I identify and assess the risks of material misstatement of the financial statements whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.

- I conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on Sport Ireland's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my report. However, future events or conditions may cause Sport Ireland to cease to continue as a going concern.
- I evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Information other than the financial statements

My opinion on the financial statements does not cover the other information presented with those statements, and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, I am required under the ISAs to read the other information presented and, in doing so, consider whether the other information is materially inconsistent with the financial statements or with knowledge obtained during the audit, or if it otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

Reporting on other matters

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation. I report if I identify material matters relating to the manner in which public business has been conducted.

I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if I identify any material instance where public money has not been applied for the purposes intended or where transactions did not conform to the authorities governing them.

I also report by exception if, in my opinion,

- I have not received all the information and explanations I required for my audit, or
- the accounting records were not sufficient to permit the financial statements to be readily and properly audited, or
- the financial statements are not in agreement with the accounting records.

25. Appendices

Appendix A: Freedom of Information

Programme Area	Total Number of Requests	Grant	Part-Grant	Refused	Withdrawn	Handled Outside FOI
National Governing Bodies	44	3	13	12	11	5
Anti-Doping	1				-	1
Corporate Services	8	1	5	1	1	-
Total 2020	53	4	18	13	12	6

Appendix B: National Governing Body Grants

NGB	Amount €
Angling Council of Ireland	20,000
Athletics Ireland	1,000,000
Badminton Ireland	410,000
Basketball Ireland	740,000
Baton Twirling Sport Association of Ireland	35,000
Bol Chumann na hÉireann	39,500
Bowling League	40,000
Canoeing Ireland	305,000
Confederation of Golf in Ireland	320,000
Cricket Ireland	480,000
Croquet Association of Ireland	13,000
Cycling Ireland	420,000
GAA Handball Ireland	105,000
Gymnastics Ireland	340,000
Horse Sport Ireland	930,000
Irish Amateur Boxing Association	500,000
Irish Amateur Wrestling Association	30,000
Irish American Football Association	37,000
Irish Clay Target Shooting Association	48,000
Irish Deaf Sports Association	65,000
Irish Fencing Federation	59,000
Irish Hockey Association	340,000

Irish Ice Hockey Association	17,500
Irish Judo Association	107,000
Irish Martial Arts Commission	90,000
Irish Olympic Handball Association	51,000
Irish Orienteering Association	65,000
Irish Sailing Association	430,000
Irish Squash	200,000
Irish Surfing Association	80,000
Irish Table Tennis Association	115,000
Irish Taekwondo Union	25,000
Irish Tenpin Bowling Association	37,000
Irish Tug of War Association	58,000
Irish Underwater Council	76,500
Irish Waterski & Wakeboard Federation	32,000
Irish Wheelchair Association Sport	295,000
Ladies Gaelic Football Association	485,000
Motor Cycling Ireland	48,000
Motor Sport Ireland	180,000
Mountaineering Ireland	235,000
National Community Games	260,000
ONAKAI	15,000
Pentathlon Ireland	20,000
Pitch and Putt Union of Ireland	84,000
Racquetball Association of Ireland	25,000
ROI Billiards & Snooker Association	75,000
Rowing Ireland	325,000
Rugby League Ireland	20,000
Special Olympics Ireland	1,400,000
Special Projects & Programmes	-
Speleological Union of Ireland	20,000
Swim Ireland	960,000
Tennis Ireland	475,000
The Camogie Association	435,000
Triathlon Ireland	235,000
UCC (Boston College)	40,000
Vision Sports Ireland	48,000
Volleyball Association of Ireland	227,500
Weightlifting Ireland	47,000
TOTAL 2020	13,615,000

Appendix C: High Performance Programme Funding

NGB	Amount €
Athletics Ireland	840,000
Badminton Union	185,000
Canoeing Ireland	80,000
Confederation of Golf in Ireland	450,000
Cricket Ireland	265,000
Cycling Ireland	440,000
Gymnastics Ireland	270,000
Hockey Ireland	930,000
Horse Sport Ireland	865,000
IRFU	300,000
Irish Athletic Boxing Association	870,000
Irish Clay Target Shooting Association	30,000
Irish Judo Association	75,000
Irish Sailing Association	850,000
Irish Taekwondo Union	70,000
Paralympics Ireland	720,000
Pentathlon Ireland	290,000
Rowing Ireland	770,000
Swim Ireland	660,000
Snowsports	25,000
Tennis Ireland	200,000
Triathlon Ireland	250,000
Onaki	10,000
Total	€9,445,000

Appendix D: International Carding Scheme

NGB	Athlete	Category	Amount €
Athletics Ireland	Thomas Barr	Podium	40,000
Athletics Ireland	Ciara Mageean	World Class	40,000
Athletics Ireland	Fionnula McCormack	World Class	20,000
Athletics Ireland	Leon Reid	World Class	20,000
Athletics Ireland	Brian Gregan	World Class	16,000
Athletics Ireland	Mark English	World Class	20,000
Athletics Ireland	Alex Wright	International	12,000
Athletics Ireland	Brendan Boyce	International	40,000
Athletics Ireland	Phil Healy	International	12,000
Athletics Ireland	Marcus Lawlor	International	12,000
Athletics Ireland	Women's 4 x 100m Relay	International	12,000
Athletics Ireland			244,000
Badminton Ireland (Para)	Niall McVeigh	World Class	20,000
Badminton Ireland	Chloe Magee	International	20,000
Badminton Ireland	Sam Magee	International	20,000
Badminton Ireland	Nhat Nguyen	International	12,000
Badminton Ireland			72,000
Canoeing Ireland (Para)	Patrick O'Leary	World Class	20,000
Canoeing Ireland	Jennifer Egan	World Class	20,000
Canoeing Ireland	Liam Jegou	International	12,000
Canoeing Ireland	Robert Hendrick	International	12,000
Canoeing Ireland			64,000
Cycling Ireland	Felix English	World Class	20,000
Cycling Ireland	Lydia Boylan	World Class	20,000
Cycling Ireland	Lydia Gurley	World Class	20,000
Cycling Ireland	Robyn Stewart	World Class	20,000
Cycling Ireland	Mark Downey	World Class	20,000
Cycling Ireland	Kelly Murphy	World Class	20,000
Cycling Ireland	Shannon McCurley	World Class	20,000
Cycling Ireland	Marc Potts	International	12,000
Cycling Ireland	Fintan Ryan	International	12,000
Cycling Ireland	Ben Healy	International	12,000

Cycling Ireland	Jack Murphy	International	12,000
Cycling Ireland	Lara Gillespie	International	12,000
Cycling Ireland	Mia Griffin	International	12,000
Cycling Ireland (Para)	Katie George Dunlevy & Eve McCrystal	Podium	60,000
Cycling Ireland (Para)	Martin Gordon & Pilot	World Class	30,000
Cycling Ireland (Para)	Ronan Grimes	World Class	20,000
Cycling Ireland (Para)	Gary O'Reilly	World Class	20,000
Cycling Ireland (Para)	Peter Ryan & Pilot	International	18,000
Cycling Ireland (Para)	Damien Vereker & Pilot	International	18,000
Cycling Ireland (Para)	Richael Timothy	International	12,000
Cycling Ireland (Para)	Chris Burns	International	12,000
Cycling Ireland (Para)	Declan Slevin	International	12,000
Cycling Ireland	Emily Kay	Podium	15,000
Cycling Ireland			429,000
Gymnastics Ireland	Rhys McClenaghan	Podium	40,000
Gymnastics Ireland	Pool Funding	International	20,000
Gymnastics Ireland	Adam Steele	International	12,000
Gymnastics Ireland			72,000
Irish Athletic Boxing Association	Aoife O'Rourke	Podium	40,000
Irish Athletic Boxing Association	Kellie Harrington	Podium	40,000
Irish Athletic Boxing Association	Brendan Irvine	World Class	20,000
Irish Athletic Boxing Association	Kurt Walker	World Class	40,000
Irish Athletic Boxing Association	Michaela Walsh	World Class	40,000
Irish Athletic Boxing Association	Amy Broadhurst	World Class	20,000
Irish Athletic Boxing Association	Christina Desmond	World Class	20,000
Irish Athletic Boxing Association	Michael Nevin	International	20,000

Irish Athletic Boxing Association	Grainne Walsh	International	20,000
Irish Athletic Boxing Association	Kieran Molloy	International	12,000
Irish Athletic Boxing Association	Kiril Afansev	International	12,000
Irish Athletic Boxing Association	IABA		5,000
Irish Athletic Boxing Association			289,000
Irish Clay Target Shooting Association	Aoife Gormally	World Class	20,000
Irish Clay Target Shooting Association			20,000
Irish Judo Association	Benjamin Fletcher	World Class	20,000
Irish Judo Association	Megan Fletcher	World Class	20,000
Irish Judo Association	Nathon Burns	World Class	20,000
Irish Judo Association	Joshua Green	International	12,000
Irish Judo Association	Eoin Fleming	International	12,000
Irish Judo Association			84,000
Irish Sailing Association	Ryan Seaton	International	12,000
Irish Sailing Association	Finn Lynch	International	12,000
Irish Sailing Association	Aoife Hopkins	International	12,000
Irish Sailing Association	Seaфра Guilfoyle	International	12,000
Irish Sailing Association	Liam Glynn	International	12,000
Irish Sailing Association	Sean Waldilove	International	12,000
Irish Sailing Association	Robert Dickson	International	12,000
Irish Sailing Association	Ewan McMahon	International	12,000
Irish Sailing Association	Annalise Murphy	CEO Paper 4	15,000

Irish Sailing Association				111,000
Irish Taekwondo Union	Jack Woolley	World Class		20,000
Irish Taekwondo Union				20,000
Paralympics (Athletics) Ireland	Jason Smyth	Podium		30,000
Paralympics (Athletics) Ireland	Michael McKillop	Podium		30,000
Paralympics (Athletics) Ireland	Niamh McCarthy	Podium		30,000
Paralympics (Athletics) Ireland	Noelle Lenihan	Podium		30,000
Paralympics (Athletics) Ireland	Orla Barry	Transition		10,000
Paralympics (Athletics) Ireland	Greta Streimikyte	World Class		15,000
Paralympics (Athletics) Ireland	Patrick Monahan	World Class		15,000
Paralympics (Athletics) Ireland	Orla Comerford	International		9,000
Paralympics (Athletics) Ireland	Jordan Lee	World Class		15,000
Paralympics (Athletics) Ireland	David Leavy	International		9,000
Paralympics (Swimming) Ireland	Ellen Keane	Podium		30,000
Paralympics (Swimming) Ireland	Nicole Turner	Podium		30,000
Paralympics (Swimming) Ireland	Barry McClements	International		9,000
Paralympics (Swimming) Ireland	Patrick Flanagan	International		9,000
Paralympics (Swimming) Ireland	Jonathon McGrath	International		79,000
Paralympics Ireland				350,000
Pentathlon Ireland	Arthur Lanigan O'Keeffe	Podium		40,000
Pentathlon Ireland	Natalya Coyle	Podium		40,000

Pentathlon Ireland	Eilidh Prise	International	3,000
Pentathlon Ireland	Sive Brassil	International	12,000
Pentathlon Ireland			95,000
Rowing Ireland	Paul O'Donovan	Podium	40,000
Rowing Ireland	Gary O'Donovan	Podium	40,000
Rowing Ireland	Sanita Puspure	Podium	40,000
Rowing Ireland	Aifric Keogh	World Class	20,000
Rowing Ireland	Emily Hegarty	World Class	20,000
Rowing Ireland	Ronan Byrne	Podium	40,000
Rowing Ireland	Philip Doyle	Podium	40,000
Rowing Ireland	Fintan McCarthy	Podium	40,000
Rowing Ireland	Monika Dukarska	World Class	20,000
Rowing Ireland	Aileen Crowley	World Class	20,000
Rowing Ireland	Tara Hanlon	World Class	20,000
Rowing Ireland	Eimear Lambe	World Class	20,000
Rowing Ireland	Claire Feerick	World Class	5,000
Rowing Ireland			365,000
Swim Ireland (Diving)	Oliver Dingley	World Class	20,000
Swim Ireland	Shane Ryan	World Class	20,000
Swim Ireland (Diving)	Clare Cryan	World Class	20,000
Swim Ireland (Diving)	Tanya Watson	International	12,000
Swim Ireland	Brendan Hyland	International	12,000
Swim Ireland	Jordan Sloan	International	12,000
Swim Ireland	Darragh Greene	International	12,000
Swim Ireland	Mona McSharry	International	12,000
Swim Ireland	Niamh Coyne	International	12,000
Swim Ireland	Conor Ferguson	International	12,000
Swim Ireland	Jack McMilAn	International	12,000
Swim Ireland	400m Medley Relay	International	12,000
Swim Ireland	800m Freestyle Relay	International	12,000
Swim Ireland			180,000
Table Tennis (Para)	Colin Judge	International	12,000
Table Tennis (Para)			12,000
Triathlon Ireland	Russell White	World Class	20000
Triathlon Ireland	Carolyn Hayes	World Class	20000
Triathlon Ireland	Con Doherty	International	12000

Triathlon Ireland		52,000
TOTAL CARDING		€2,459,000

Appendix E: Local Sports Partnership Grants

Local Sports Partnership	Amount €
Carlow	222,444
Cavan	223,968
Clare	281,900
Cork	409,982
Donegal	312,573
Dublin City	351,904
Dun Laoghaire Rathdown	239,258
Fingal	279,820
Galway	279,946
Kerry	259,668
Kildare	264,464
Kilkenny	273,814
Laois	277,416
Leitrim	166,457
Limerick	379,124
Longford	218,264
Louth	211,048
Mayo	276,789
Meath	264,875
Monaghan	188,412
Offaly	233,420
Roscommon	216,035
Sligo	294,604
South Dublin	282,016
Tipperary	269,332
Waterford	336,595
Westmeath	241,772
Wexford	237,048
Wicklow	222,696
Total	€7,715,644

Appendix F: Women in Sport Grant 2020

National Governing Body/ Local Sports Partnership	Amount €
Athletics Ireland	75,000
Badminton Ireland	40,000
Basketball Ireland	50,000
Bol chumann na hEireann	5,000
Bowling League of Ireland	5,000
Canoeing Ireland	40,000
Cricket Ireland	35,000
Croquet Association of Ireland	5,000
Cycling Ireland	50,000
Deaf Sports Ireland	5,000
Fencing Ireland	10,000
GAA Handball	10,000
Gymnastics Ireland	75,000
Hockey Ireland	75,000
IRFU	120,000
Irish Athletic Boxing Association	35,000
Irish Ice Hockey Association	5,000
Irish Judo Association	20,000
Irish Olympic Handball Association	10,000
Irish Orienteering Association	10,000
Irish Sailing	40,000
Irish Squash	10,000
Irish Surfing	10,000
Irish Tug of War	10,000
Irish Waterski & Wakeboard Federation	5,000
Irish Wheelchair Association - Sport	40,000
Ladies Gaelic Football Association	40,000
Motorsport Ireland	35,000
Mountaineering Ireland	25,000
National Community Games	25,000
Olympic Federation of Ireland	20,000
Paralympics Ireland & CARA	15,000
Rowing Ireland	50,000

Special Projects	23,000
Swim Ireland	75,000
Tennis Ireland	75,000
The Camogie Association	20,000
Triathlon Ireland	50,000
Volleyball Association of Ireland	25,000
Confederation of Golf	100,000
Weightlifting Ireland	3,000
Carlow Sports Partnership	8,400
Cavan Sports Partnership	5,000
Clare Sports Partnership	11,000
Cork	8,400
Donegal Sports Partnership	5,000
Dublin City	14,500
Dun Laoghaire Rathdown	8,000
Fingal Sports Partnership	10,000
Galway LSP	10,000
Kerry LSP	-
Kildare Sports Partnership	10,000
Kilkenny Sports Partnership	10,000
Laois	11,000
Leitrim Sports Partnership	8,000
Limerick City	10,000
Longford	8,400
Louth	12,000
Mayo	12,000
Meath Sports Partnership	14,500
Monaghan	-
Offaly Sports Partnership	10,000
Roscommon	8,400
Sligo Sports Partnership	15,000
South Dublin County Council	8,500
Tipperary Sports Partnership	15,000
Waterford Sports Partnership	-
Westmeath Sports Partnership	8,400
Wexford	8,500

Wicklow	15,000
TOTAL	€1,641,000

Appendix G: Youth Field Sport Grant

National Governing Body	Amount €
Irish Rugby Football Union	2,250,843
Football Association of Ireland	5,800,000
Gaelic Athletic Association	1,589,654
Aviva Stadium Loan (FAI)	2,544,600
TOTAL	€12,185,097

Appendix H: Growth in Grant Expenditure / Analysis of Grants 2016-2020

Grants	2016	2017	2018	2019	2020	Total
	'000	'000	'000	'000	'000	'000
International Carding Scheme	1,788	1,767	1,920	1,931	2,460	14,591
National Governing Bodies of Sport	10,813	11,236	11,098	12,817	13,615	92,070
Federation of Irish Sport	100	100	100	100	115	815
Local Sports Partnerships	5,431	5,757	5,824	7,027	7,716	46,686
Youth Field Sports	7,226	7,226	8,077	5,898	12,185	62,670
Gaelic Players Association Men	900	1,600	2,300	3,000	3,000	13,500
Gaelic Players Association Women	-	500	500	700	700	2,400

Older People and Sport	608	608	608	608	608	4,862
Irish Special Schools Sport	25	25	25	25	25	200
Student Sport Ireland	50	50	50	60	70	430
Recreational Sports	-	-	-	40	40	208
Paralympics Ireland	615	375	398	400	600	3,521
Olympic Federation of Ireland	520	277	475	420	620	3,514
Team Ireland Golf Trust	200	200	200	440	275	1,849
Morton Stadium Grant	150	150	150	150	150	1,200
Grants under High Performance	7,301	7,306	8,935	9,358	9,445	62,992
Performance Review Grant	103	-	-	-	-	103
University of Limerick- 50 Metre Pool	300	300	300	300	300	2,400
Women's Participation in Sport	971	972	972	1,638	1,641	9,071
Ladies Soccer Team	-	-	-	148	-	148
Institute of Sport PEP's Grants	-	-	-	-	-	24
Cycling Series Grant	115	-	4	-	-	414
Get Ireland Active	-	-	-	-	-	80

Bike4Life	15	-	-	-	-	15
Operation Transformation	-	17	-	-	-	49
Great Dublin Bike Ride	218	117	115	115	-	812
Campus Capital Grants	676	650	871	932	914	6,214
Sports Partnership Grants	25	-	475	-	-	1,450
Sport Ireland Facilities Operational Grant	1,320	2,095	2,095	2,175	6,260	17,270
Irish Open	250	-	1,250	-	-	2,700
Covid	-	-	-	-	88,499	88,499
Total:	€39,719	€41,327	€46,742	€48,281	€149,237	€440,755

Appendix I: National Anti-Doping Testing Programme

National Governing Body	Comp	OOB	Blood	Total
Athletics Ireland	20	52	40	112
Badminton Ireland	5	0	0	5
Basketball Ireland	4	0	0	4
Camogie Association	4	0	0	4
Canoeing Ireland	0	12	6	18
Cricket Ireland	4	0	0	4
Cycling Ireland	17	94	80	191

Football Association of Ireland	26	28	0	54
Gaelic Athletic Association	51	63	24	138
Gymnastics Ireland	0	4	1	5
Hockey Ireland	0	11	0	11
Horse Sport Ireland	7	0	0	7
Irish Athletic Boxing Association	0	31	8	39
Irish Judo Association	0	6	0	6
Irish Martial Arts Commission	3	0	0	3
Irish Rugby Football Union	2	73	39	114
Irish Sailing Association	0	13	1	14
Irish Taekwondo Union	0	4	1	5
Irish Wheelchair Association Sport	0	3	1	4
Ladies Gaelic Football Association	6	0	0	6
Motorsport Ireland	7	0	0	7
Paralympics Ireland	0	46	13	59
Pentathlon Ireland	0	12	6	18
Rowing Ireland	0	56	48	104
Swim Ireland	9	47	29	85
Triathlon Ireland	2	10	8	20
Weightlifting Ireland	6	2	0	8
Total	173	567	305	1045

Appendix J: User Pays Anti-Doping Programme

National Governing Body	Comp	OOC	Blood	Total
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Anti-Doping Norway	0	1	1	2
International Boxing Association (AIBA)	0	1	0	1
Athletics Ireland	5	0	0	5
Canadian Centre for Ethics in Sport	0	1	0	1
Irish Rugby Football Union	16	0	0	16
Tug of War International Federation	8	0	0	8
Six Nations	14	0	0	14
UK Anti-Doping	0	3	0	3
United States Anti-Doping Agency	0	3	1	4
World Rugby	0	54	10	64
Total	43	63	12	118

Appendix K: Anti-Doping Violations

2019

Sport	Type of Test	Rule violated	Substance	Substance category	Sanctions
Wrestling	In Competition	2.1 Presence of a Prohibited Substance or its Metabolites or Markers in an Athlete's sample	Epi-stanozolol glucuronide (stanozolol); 4-methylhexan-2-amine (methylhexaneamine) and 5-methylhexan-2-amine (1,4-dimethylpentylamine)	S1 Anabolic Agents	4 years
Swimming	Out Of Competition	2.1 Presence of a Prohibited Substance or its Metabolites or	Clostebol	S1 Anabolic Agents	1 year

		Markers in an Athlete's sample			
Motorsport	In Competition	2.3 Evading, Refusing or Failing to Submit to Sample Collection	NA	NA	4 years
Cycling	In Competition	2.1 Presence of a Prohibited Substance or its Metabolites or Markers in an Athlete's sample	Epioxandrolone, Oxandrolone, 18-noroxandrolone and Boldenone and/or boldenone metabolite(s)	S1 Anabolic Agents	4 years

2020

Sport	In/OOCT	Rule violated	Substance	Substance category	Sanctions
GAA	Out Of Competition	2.1 Presence of a Prohibited Substance or its Metabolites or Markers in an Athlete's sample	Meldonium	S4 Hormone and Metabolic Modulators	4 years
Triathlon	Out Of Competition	2.1 Presence of a Prohibited Substance or its Metabolites or Markers in an Athlete's sample	LGD-4033 (ligandrol)	S1 Anabolic Agents	4 years
Weightlifting	In Competition	2.2 Use of a prohibited substance and 2.3 Evading, Refusing or Failing to Submit to Sample Collection	Nandrolone	S1 Anabolic Agents	4 years

Appendix L: Covid-19 Grant

Local Sports Partnership & NGB	Amount €
Age and Opportunity	40,000
American Football	58,000
Archery Ireland	101,000
Athletics Ireland	930,000
Badminton Ireland	554,000
Basketball Ireland	1,402,500
Bol Chumann na hEireann	12,500
Bowling League	94,828
Canoeing Ireland	140,000
Confederation of Golf	2,830,000
Cricket Ireland	1,768,500
Cycling Ireland	533,000
Football Association Of Ireland	13,200,000
Fencing Ireland	59,000
GAA	29,200,000
Gymnastics Ireland	1,380,000
Hockey Ireland	640,500
Horse Sport Ireland	1,240,000
IABA	725,000
Ireland Active	3,275,000
IRFU	18,200,000
Irish Ice Hockey	20,000
Irish Judo Association	78,000
Irish Martial Arts	272,500
Irish Orienteering Association	77,000
Irish Sailing	650,000
Irish Squash	142,000
Irish Surfing	50,000
Irish Tug of War	24,000
Irish Underwater Council	105,000
Irish Wheelchair	244,000
Ladies Gaelic Football Association	1,000,000
Motor Cycling Ireland	50,000
Motor Sport Ireland	465,000

Mountaineering Ireland	180,000
National Community Games	118,000
Onakai	67,500
Pitch & Putt Union of Ireland	49,000
Racquetball Association	41,000
Rowing Ireland	389,000
Rugby League	19,000
Snowsports Association	30,000
Special Olympics	734,000
Student Sport Ireland	95,000
Swim Ireland	830,000
Tennis Ireland	950,000
The Camogie Association	795,000
Triathlon Ireland	333,500
Vision Sports	155,500
Volleyball Association Of Ireland	71,500
Carlow LSP	107,225
Cavan LSP	118,794
Clare LSP	95,276
Cork LSP	264,281
Donegal LSP	130,648
Dublin City LSP	369,065
Dun Laoghaire Rathdown LSP	332,925
Fingal LSP	275,000
Galway LSP	166,037
Kerry LSP	120,567
Kildare LSP	73,509
Kilkenny LSP	62,167
Laois LSP	137,370
Leitrim LSP	59,651
Limerick LSP	124,126
Longford LSP	77,423
Louth LSP	127,247
Mayo LSP	113,850
Meath LSP	179,195

Monaghan LSP	87,419
Offaly LSP	82,996
Roscommon LSP	58,654
Sligo LSP	112,377
South Dublin LSP	330,898
Tipperary LSP	131,038
Waterford LSP	127,426
Westmeath LSP	77,981
Wexford LSP	70,148
Wicklow LSP	65,879
Total	€88,498,500



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