



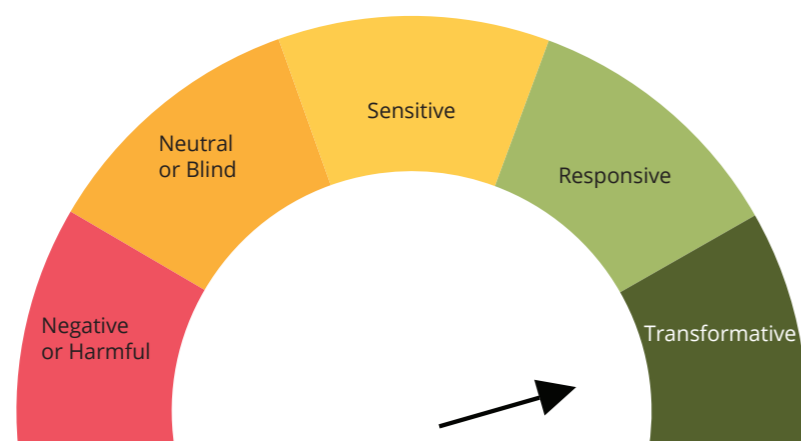
TRUST Ireland aims to socialise sport, human rights, and the Sustainable Development Goals (SDGs) among government, the sports sector, and rightsholders in Ireland. Funded by IHREC - the Irish Human Rights and Equality Commission, TRUST Ireland is a partnership of the UNESCO Chair Munster Technological University, the Federation of Irish Sport, Sport Against Racism Ireland, the Gaelic Athletic Association, the Central Statistics Office, and Sport Ireland with the Northern Ireland Human Rights Commission as an advisory partner. We wish to create a society in which everyone is included and has the opportunity to participate in physical education, sport, fitness, and recreation regardless of who they are, as we know that these activities have the potential to trigger social change while empowering people with flourishing health and well-being.

## Sport and Human Rights

Throughout the TRUST project, reference is made to “human rights in and through sport”. This term encapsulates three linked concepts. Firstly, everyone has the right to participate in sport. Secondly, while sport can be a source of good and an implementer of human rights, there is also the potential for human rights abuses in sport. Therefore, rights need to be protected in sport. Finally, sport also has the potential to contribute to other human rights such as health, employment, non-discrimination, and education. These are human rights through sport.

Ireland has obligations to human rights in and through sport from the Charter of Fundamental Rights of the European Union and the UN human rights treaties. Under Public Sector Equality and Human Rights Duty, the responsibility for promoting, protecting, and respecting these rights sits not just with the State apparatus itself but all those engaged in service provision or in receipt of any public funds. Therefore, the State and the sport sector have duties to ensure human rights in and through sport are being implemented. Many national policies in sport, physical education, physical activity, health and inclusion include commitments that relate to human rights in and through sport.

Marginalised groups in Ireland experience barriers to accessing sport resulting in lower participation. Traditional approaches to the design and delivery of sport programmes and policies did not have human rights at their core. We want Ireland to shift the dial to a sports landscape where all policies and programmes promote the position of marginalised groups and seek transformative change to the underlying social structures, policies and norms that perpetuate inequalities.



TRUST Ireland has a comprehensive understanding of inclusion that goes beyond just getting participants onto the playing ground or into the gym to take part in an activity. Sport should reflect universality and inclusivity through the inclusion of people who experience barriers, exclusion, marginalisation or are underserved. This means participation in sporting activities, inclusion in the social activities around sport, coaching and training, leadership positions, co-design of training materials that draw from lived experiences, employment in sport and access to stadia and facilities. This fuller understanding of inclusion in sport has the potential to have greater knock-on effects for inclusion across Irish society, with greater engagement and visibility with and of members of marginalised groups. By reorienting sport to respect, protect and fulfil human rights, TRUST Ireland believes we can change outcomes for the betterment of all.

## Methodology

The TRUST Ireland project highlights the roles different groups have in implementing human rights in and through sport and recognises that momentum around sport as a human right and of rights in and through sport needs a multi-stakeholder approach. To this end, the TRUST project held national dialogues with the following groups:

- Sport Sector including Local Sports Partnerships and National Governing Bodies
- Rightsholders: Dedicated dialogues were held with each of the following rightsholder groups:
  1. Women and girls
  2. Migrants, including Refugees and Asylum Seekers
  3. LGBTI+ community
  4. People with disabilities
  5. People with intellectual disabilities
  6. Travellers
- Government departments with responsibilities related to sport and human rights and state bodies.

For the rightsholders, each workshop opened with an introduction to TRUST and human rights in and through sports. A general discussion followed among rightsholders on their experiences of sport in Ireland, primarily focusing on the barriers and facilitators and areas requiring improvement. The rightsholders' concerns and priorities guided the discussions.

Sport sector workshops began with a presentation on the concepts of human rights in and through sport, an introduction to public sector duty and a summary of the findings from the rightsholders. The participants were then invited to discuss the relevance and applicability of the concepts of human rights in and through sport and public sector duty to their own work, respond to the rightsholders' concerns, and reflect on the extent to which they recognised these issues. The findings of these two workshops were supplemented by an online survey in February 2022.

## Findings

The TRUST Ireland workshops, supplemented by research, identified the main concerns of rightsholder groups regarding the issues they face in accessing sport in Ireland, changes needed from the sport sector and changes required from the State.

The issues raised can broadly be categorised under the following themes:

<b>Governance:</b>	the legislative and policy changes needed
<b>Financial:</b>	the financial supports and changes to funding structures required
<b>Environmental:</b>	the changes to public infrastructure and broader societal changes needed to create a more supportive environment for inclusive sport
<b>Educational:</b>	the educational and training supports needed and changes to official qualifications
<b>Attitudinal:</b>	the shifts in attitudes that are needed to create a more inclusive environment
<b>Programmatic:</b>	the changes in programme design and delivery needed.

Table 1 Six Categories for Rights Redress (TRUST Ireland)

## The primary issues for rights holders

Women and girls	Migrants, refugees and asylum seekers	LGBTI+	People with disabilities	People with intellectual disabilities	Travellers
Non-competitive options	Obstacles in direct provision	Non-engagement at policy level	Engage PwD at all levels	Fear	Discrimination in society
Safety concerns	Ghettoisation	Poor diversity at the governance level	Understanding Disability	Patronised	Racism in sport
Lack of Women and girls in leadership	Infrastructure/ Transport	Spectrum of inclusion choices	Use of sport as treatment	Child-focused	Conditions on halting sites
Prioritising male access to facilities	Racism	Access issues	Visibility at all levels	Volunteer driven	Membership nominations
Exclusion in mixed settings	Cultural consideration	Homophobia	Social Accessibility	Intellectual access	Affordability
Harassment and sexist language	Parental pressure	Visibility	Employment	Social inclusion	
Time constraints	Choice of sports	Lag in sports provision	Adaptation of rules		
	Role-models	Trans-gender gaps			
	The business case	Poor understanding			
	Cultural appeal	The business case			

Table 2 Main issues by rightsholder group



## Rightsholder perspectives on what is needed from the sport sector

Women and girls	Migrants, refugees and asylum seekers	LGBTI+	People with disabilities	People with intellectual disabilities	Travellers
Invest in female coaches	Education for coaches	Recognise LGBTI+ clubs	Inclusion officers	Co-production	Build trust and relationships
Access to facilities	Include Provision in Club Constitutions	Access to facilities	Visibility campaigns	Multisport NGB	Consider dedicated to integrated options
Language and gender sensitivity	Local awareness	Dedicated LGBTI+ inclusion body	Uptake of educational resources	Community of practice	
Acknowledge women's work	Consider sports on offer	Guidance on gender identity	Visibility at all levels	Education at all levels	
More varied options	Discretion		Access to facilities	Guide on language	
				Transition to adulthood	

Table 3 Actions needed by the sports sector per rightsholder group



## Rightsholder perspectives on what is needed from the State

Women and girls	Migrants, refugees and asylum seekers	LGBTI+	People with disabilities	People with intellectual disabilities	Travellers
Better safety measures	Funding	Funding	Implementation of CRPD	Funding	Hate crime legislation
Gender-neutral vs gender-conscious	End direct provision	International engagement	Access to official qualifications for people with Disabilities	Increasing volunteers sustainably	Training for service providers
	Public transport			Co-production of training	Improve living conditions
	Hate crime legislation			Training and apprenticeships	Spend budgeted funds

Table 4 Actions needed from the State per rightsholder group



A full overview of the issues raised by each rightsholder group as well as an exploration of common themes can be found in the long form version of this report.

## Where to next?

Reflecting on the discussions held and engagement with national and international research, TRUST Ireland have developed the following recommendations for the Irish state and sports ecosystem. We have also identified the primary actors needed to progress this agenda and shift the dial towards full inclusion in Irish sport.

	Recommendation	Actors needed
1.	Align the definition of sport embraced in the national sport strategy and Irish Sports Council Act with governance, structures and funding, and the expressed need of the entire population. This may involve culture and system change, diversifying the current pivoting of sport predominately orientated around NGBs to policy-oriented priorities reflecting the expansive definition of sport. This approach may deliver the bold and transformative change called for in Agenda 2030 and across the global sport sector.	Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media; Sport Ireland
2.	Expand the understanding of what inclusion in sport looks like and requires. Inclusion means having people from marginalised groups participating in playing sports themselves but also included in leadership structures, and as officials, coaches, players, and spectators/audiences. Inclusion of all groups needs to be mainstreamed and resourced as part of a balanced, participatory approach in Irish sport.	Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media; Department of Children, Equality, Disability, Integration and Youth; Sport Ireland
3.	Prioritise #FurthestBehindFirst in all sports related planning, including the National Sports Policy, its action plans, and all other policy areas that use sport from now to 2030. Ensure rights-based and outcomes-driven approaches to sport provision at all levels in line with Public Sector Duty and Equality legislation. We suggest that the TRUST Ireland partnership with an independent human rights consultant should be resourced to support this recommendation.	Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media. All other departments with sports-related policies. Support from IHREC on Public Sector duty.
4.	Prioritise retrofitting existing structures to establish participatory approaches to cross-sector sports policy and planning at all levels and functions of sport. Ensure broad representation of underserved groups (consider quota systems) and diversify stakeholders involved in the process to reflect the diverse impact of sport across the SDGs.	Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, Sport Ireland Rightsholder stakeholders groups e.g. Sporting Pride, Access Earth
5.	Consider the creation of an independent monitoring body to receive and oversee complaints and concerns in relation to conduct in sport in Ireland. Such a body should operate in a rights-based and trauma informed manner in line with legal processes.	Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media; Department of Children, Equality, Disability, Integration and Youth; Department of Justice.
6.	Prioritise capacity building and workforce development and call on education and training providers to deliver a skilled workforce for human rights-based approaches to sport delivery.	Department of Further and Higher Education
7.	Increase volunteer understanding of the priorities of inclusion and participation in sport in Ireland, in recognition of the significance of the contribution of volunteers to sport in Ireland. Consider mechanisms (e.g. codes of practice, regional/ local trainings) and staffing to support volunteers to fulfil expectations of inclusion in sport in Ireland.	National Governing bodies, Local Sports Partnerships, Higher education and further training bodies; Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media
8.	Expand cross-sectoral funding access and allocations (beyond capital and equipment emphasis) to support the elimination of barriers for marginalised and underserved groups. Examine social outcomes contracts to access capital, accelerate action, and grow necessary capacity in the sector to deliver broader grassroots opportunities to diverse stakeholder groups.	Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media; Department of Finance; Department of Public Expenditure, NDP Delivery and Reform
9.	Invest in a public awareness and education campaign on the TRUST Ireland strapline "Sport As It Should Be Fun Fair Clean, Safe and Accessible to All" to increase public awareness on the value and role of sport in society.	Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media; Sport Ireland
10.	Invest in robust, outcome-oriented disaggregated data to inform evidence-based policymaking, advocacy, and impact assessment across the multiple policies in Ireland that focus on or use sport, physical activity, health, education, and inclusion of specific groups. This will help orient sports investments as an enabler of sustainable development. Convergence with cross-cutting data developments on SDGs, Well-being Index and Equality should be examined. As part of this process add sexual orientation, ethnicity, and disability data to the Irish sport Monitor research.	Central Statistics Office, Sport Ireland