

## Armagh, Banbridge and Craigavon Sports Grant Aid Scheme Guidance Notes 2023/24

#### Aim:

The purpose of the Sports Grant Aid scheme is to provide financial support to help athletes, coaches/volunteers and sports clubs from the Armagh City, Banbridge and Craigavon Borough Council area attain their full potential. The finances for this will be made available through the Armagh City, Banbridge and Craigavon Borough Council and administered by the Armagh, Banbridge and Craigavon Sports Forum.

#### **Club Development Grants:**

The four elements focus on increasing quality opportunities provided by the Borough's sports clubs and recognition of success.

#### National Governing Body (NGB) Quality Accreditation/Reaccreditation Grant and Advancement Grant

To recognise Clubs that have achieved the minimum operating standards as set out by their National Governing of Body.

Initial Accreditation will be a maximum award of £500.

Reaccreditation/Advancement Grant will be a maximum award of £300.

#### • Volunteer Development Grant

To assist clubs with the development of volunteers through the hosting of/or attending generic courses including First Aid, Child Protection or specialist coaching to develop coaches (not players).

Up to a maximum of £500 per club per annum (up to 50% of eligible costs).

Clubs can apply for Cost of Course, Tutor Fees, External Facility Hire, Accommodation Costs.

#### Grant Aid for Coaches & Umpires/Referees

To assist Clubs with the cost of their coaches, umpires/referees undertaking a relevant Governing Body Coaching/Umpiring/Refereeing Award

Up to a maximum of £1000 per club per annum (up to 50% of eligible costs).

Clubs can apply for Cost of Course, Accommodation Costs.

#### Representative Sporting Teams

To recognise teams who have competed at a Northern Ireland, Ulster, or All-Ireland final or higher (only the top 2 teams will be recognised)

The grant award will depend on the location of the final i.e.:

- Within Northern Ireland/Ulster £1,000 maximum grant award
- Within Ireland £1,500 maximum grant award
- Outside of Northern Ireland and Ireland £2,000 maximum grant award

County Squads with at least 50% of players who live within the ABC Borough are eligible to apply under this element.

General League Competitions are ineligible.

Applicants can apply for Travel Costs (e.g.Bus/Boat/Flights), Entry Fees and will be paid up to 50% of eligible costs once per annum.

#### **Individual Grants:**

These are focused on improving the performance and sporting achievements of local sports people. The elements are:

#### Talented Athlete Grant

To assist with travel to training and competition costs for individuals who have qualified and represented at Northern Ireland level or above. Where National Teams are not selected in non-team sports, individual applicants who have attained a high standard will be considered e.g., Northern Ireland, Ulster/Provincial or Irish Champion.

**Individuals may hold one successful grant per financial year** for **up to** 50% of eligible costs up to a maximum of £400 and must apply after they have taken part the competition.

The Armagh, Banbridge and Craigavon Sports Forum is committed to promoting equality of opportunity for all. In recognition of the fact that certain categories of persons (e.g., those with a disability) might incur additional costs in participating in sport, any such individual will be paid a grant of up to 50% of eligible costs, plus up to 50% of relevant additional costs i.e., costs that enable the athlete to compete, up to a maximum overall grant of £400.

#### Leisure Access Card

To assist individuals selected, in the last 12 months, by their National Governing Body to compete at Northern Ireland, Ulster/Provincial/equivalent, Ireland, GB or County GAA level, with access to gym and swim facilities operated by Armagh City, Banbridge and Craigavon Borough Council. Where National Governing Bodies do not select National Teams, individuals who have attained a high standard will be considered e.g., Northern Ireland, Ulster/Provincial or Irish Champion. Provincial or above development squads may be considered.

Please note that only **one** facility can be selected. Age restrictions will apply for gym use for athletes under 16 years of age. The Leisure Access Card will be valid for one year from the date of issue, and any renewal will be subject to a re-application process.

Individuals must also be affiliated, either individually or by Club, to the Sport Northern Ireland, Sport Ireland or UK Sport recognised Governing Body. Individuals must belong to a Club who is affiliated to the Sport Forum, otherwise they will need to affiliate themselves as an individual.

#### Criteria for all sports grant aid applications:

- Financial assistance will only be offered to sports clubs that are affiliated to the Armagh, Banbridge and Craigavon Sports Forum and individual participants in sporting activities, which are not for profit.
- The sports grant award scheme aims to provide assistance and not to fund the activity in its entirety.

- All requests must be submitted on official application forms (there are separate forms for club and individual applications).
- All relevant sections must be fully completed with requested letters confirming selection from the respective National Governing Body of Sport included.
- Individuals must be affiliated, either individually or by Club, to the Sport Northern Ireland, Sport Ireland or UK Sport recognised Governing Body.
- Clubs must be affiliated to the Sport Northern Ireland, Sport Ireland or UK Sport recognised Governing Body.
- All applicants must be involved in an amateur capacity in their sport.
- All coaches/umpires/referees should be voluntary i.e. not be receiving payment for their coaching services.
- The Armagh, Banbridge and Craigavon Sports Forum will acknowledge all requests.
- The amount of financial assistance received or applied for in the previous twelve months from other sources such as Lottery Sports Fund, Mary Peter's Trust, National Governing Body, Education Authority and sponsorship must be declared.
- The Armagh, Banbridge and Craigavon Sports Forum must relate the amount of grant applied for to their financial resources and needs at the time of an application.
- The Armagh, Banbridge and Craigavon Sports Forum will require the applying club/applicant to submit a current constitution, most recent independently approved accounts and the Child Protection Policy (if applicable) at the time of application.
- Application for financial assistance will only be considered from:
  - Clubs based within the Armagh City, Banbridge and Craigavon Borough Council area.
  - Individual members of clubs based within the Armagh City, Banbridge and Craigavon Sports Council area and who have a permanent home address within this area.
  - Individuals not attached to a club within the Armagh City, Banbridge and Craigavon Borough Council area must have a permanent home address within this area.
- At the discretion of the committee, special awards may be made in exceptional circumstances to assist applicants outside the above criteria. In such circumstances, the Armagh, Banbridge and Craigavon Sports Forum will document the rationale for making the award.

- Any member of the Armagh, Banbridge and Craigavon Sports Forum must declare his or her interest in a submission for financial assistance.
- Financial assistance must be used for the purpose for which the application was initially
  made otherwise the Armagh, Banbridge and Craigavon Sports Forum will recover the
  award.
- It is in the interest of the applicant to ensure that all relevant sections of the form are fully completed. Failure to do so will result in the application not being considered.
- Proof of expenditure will be required before grant aid is released.
- All grants will be subject to audit by the Armagh City, Banbridge and Craigavon Borough Council.
- Each affiliated sports club submitting an application to the grant aid scheme must have good governance and appropriate control procedures for financial management.
- No grant will be paid until all the conditions of any previous funding to you as an individual or sports club have been met where applicable.
- To ensure that the Grant Aid Scheme is properly and adequately administered, an individual or sports club applicant agrees to co-operate with any requests from the Sports Forum or Council, for additional information or clarification.
- The Sports Forum have the right to enquire and seek further clarification about any financial information or any item of income or expenditure, detailed in a club's bank statement, submitted as part of an application for Club Grant Aid.
- All applications meeting the criteria will be funded, although the Armagh, Banbridge and Craigavon Sports Forum may choose to reduce the amount per club/individual to maintain the allocation within grant budgets.

#### Other Financial Assistance available:

Sports clubs are also eligible to apply under the following Armagh City, Banbridge & Craigavon Borough Council Grant Programmes:

- Seeding Grants
- Community Development Grants
- Capital
- · Community Events Fund
- Good Relations Grants

If you have any questions regarding the grant aid programme please contact Laura O'Hagan, Sports Development Assistant via email; laural.ohagan@armaghbanbridgecraigavon.gov.uk

#### **Appendix 1 Equality Screening Form**

#### **Policy Scoping**

Policy Title: ABC Sports Forum Sports Grant Aid Scheme

Brief Description of Policy (please attach copy if available). Please state if it is a new, existing or amended policy.

#### **Amended Policy**

The ABC Sports Forum is a voluntary organisation that provides a voice for local sport, assisting the Armagh City, Banbridge and Craigavon Borough Council by advising on the collective opinions of local sports interests.

The purpose of the Sports Grant Aid Scheme is to provide financial support to help athletes, coaches/volunteers and sports clubs from the Armagh City, Banbridge and Craigavon Borough Council area attain their full potential.

The finances for this will be made available through the Armagh City, Banbridge and Craigavon Borough Council and administered by Armagh, Banbridge and Craigavon Sports Forum.

#### Intended aims/outcomes. What is the policy trying to achieve?

To support talented sporting individuals who have been recognised by their National Governing Body in their pursuit of excellence through the provision of Grant Aid and/or Leisure Access Card.

To support sports clubs through provision of Grant Aid for

- Coach Development
- Volunteer Development
- Recognition of achieving a National Governing Body Quality Accreditation
- Recognition of Teams who have reached a Northern Ireland Final or higher.

#### **Policy Framework**

Has the policy been developed in response to statutory requirements, legal advice or on the basis of any other professional advice? Does this affect the discretion available to Council to amend the policy?

The Policy was developed by the ABC Sports Forum in conjunction with Council.

Are there any Section 75 categories which might be expected to benefit from the policy? If so, please outline.

This policy is intended to benefit anyone who is affiliated to the ABC Sports Forum and this will include a range of section 75 categories

## Who initiated or wrote the policy (if Council decision, please state). Who is responsible for implementing the policy?

Who initiated or wrote the policy?	ABC Sports Forum in conjunction with	
	Council Officers	
Who is responsible for implementation?	n? ABC Sports Forum	

## Are there any factors which might contribute to or detract from the implementation of the policy (e.g. financial, legislative, other)?

Financial – Through a Service Level Agreement with Council the ABC Sports Forum receives a £60,000 grant to carry out its core work including the distribution of Club and Talented Athlete Grant Aid, Talented Athlete Leisure Access Cards, the organisation of the Junior and Senior Sports Awards, the development of a Club and Coach Education Programme

#### Main stakeholders in relation to the policy

Please list main stakeholders affected by the policy (e.g. staff, service users, other statutory bodies, community or voluntary sector, private sector)

- Council
- Talented Athletes from the Borough
- Sports Clubs from the Borough

Are there any other policies with a bearing on this policy? If so, please identify them and how they impact on this policy.

Armagh City, Banbridge and Craigavon Community Plan Armagh City, Banbridge and Craigavon Borough Council Corporate Plan Get Moving ABC Framework

#### **Available Evidence**

Council should ensure that its screening decisions are informed by relevant data. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories. For up to date <a href="S75 Borough Statistics">S75 Borough Statistics</a>

Section 75 category	Evidence
Religious belief	<ul> <li>The 2021 Census showed that in Armagh City, Banbridge and Craigavon Borough</li> <li>41.7% identified as belonging to a Protestant or other Christian religion</li> <li>41% identified as Catholic</li> <li>14.7% identified as having no religion and</li> <li>1.1% other religion.</li> </ul>
Political opinion	In terms of elected representatives, members of ACBCBC (May 2019 elections) belong to a range of parties across

Racial group	the political spectrum: DUP 11, UUP 10, AP 3, SDLP 6, SF 10. Other 1. Turnout for the elections in 2019 was 53.6% of the borough  Census 2021 results identified approximately 3.3% of the borough population from a minority ethnic grouping with 8.6% of the population born outside of the UK. 6.8% don't have English as their main language. The most prevalent main languages spoken other than English are Polish (1.7%) and Lithuanian (1.2%). The main ethnic minority groups identified in the census were Mixed, Black African
Age	and Chinese.  2021 Census results on the age of Borough citizens identified. 0-15 years 22.1%, 16 – 24 years 10%, 25 – 49 years 32.9%
	50 – 64 years 19% 65 and over 16% This represented a 26.7% increase in the 65+ age group and a 25.62% increase in the 50-64yr age group since the last census in 2011.
Marital status	2021 census results identified 49.0% of Borough citizens were married, 0.2% were in a civil partnership, 33.6% were single, 6.5% were widowed, 5.2% were divorced and 3.6% were separated
Sexual orientation	The question on sexual orientation was new for the 2021 Census and was asked of all people aged 16 and over. However, while completing the census is a legal obligation, there was no statutory penalty for those people who failed to provide an answer to the question on sexual orientation.
	Just 1.5% of the population aged 16 and over in the borough identified as lesbian, gay, bisexual or other (LGB+) while 90.5% identified as straight or heterosexual and 8% did not provide an answer to the question.
Men and women generally	The 2021 Census showed that in Armagh City, Banbridge and Craigavon Borough 49.5% (108,268) of usual residents were male and 50.5% (110,388) were female
Disability	2021 Census results identified 22.3% of Borough citizens as having a limiting long term health problem or disability, affecting 36,488 households. Of those citizens in the Borough with a limiting long term health problem or disability, 56.8% are in the 65+ age group.
Dependants	The 2021 Census showed that 32% or 27,192 households in the borough contained dependent children.  Results from the 2021 Census also show that 12% of the borough's population aged 5 years old and over (or

24,741 individuals) provided unpaid care. Of those who provided unpaid support:
<ul> <li>46% provided 1 – 19 hours per week</li> <li>24% provided 20 – 49 hours per week</li> </ul>
<ul> <li>30% provided 50+ hours per week.</li> </ul>

#### Needs, experiences and priorities

Taking into account the information gathered above, what are the different needs, experiences and priorities of each of the following categories in relation to this particular policy/decision?

Section 75 category	Needs, experiences and priorities
Religious belief	N/A
Political opinion	N/A
Racial group	N/A
Age	In recognition that certain categories of persons might incur additional costs in participating, relevant additional costs e.g. costs that enable the athlete to compete will be permitted
Marital status	N/A
Sexual orientation	N/A
Men and women generally	N/A
Disability	In recognition that certain categories of persons might incur additional costs in participating, relevant additional costs e.g. costs that enable the athlete to compete will be permitted
Dependants	N/A

#### **Screening Questions**

## 1. What is the likely impact on equality of opportunity for those affected by this policy for each of the Section 75 categories?

Category	Policy Impact	Level of impact (Major/minor/none)
Religious belief	The proposed project will have a positive impact on a range of section 75 categories.	Positive Minor
Political opinion		Positive Minor
Racial group		Positive Minor
Age		Positive Minor
Marital status		Positive Minor
Sexual orientation		Positive Minor
Men and women generally		Positive Minor
Disability		Positive Minor
Dependents		Positive Minor

## 2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?

Category	If yes, provide details	If no, provide reasons
Religious belief		The Policy aims to promote equality of opportunity for all people within the section 75 categories across the Borough
Political opinion		-
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependents		

## 3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion, or racial group?

Category	Details of Policy Impact	Level	of	impact
		(major/mi	nor/none)	
Religious belief	N/A	None		
Political opinion	N/A	None		
Racial group	N/A	None		

## 4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Category	If yes, provide details	If no, provide reasons
Religious belief		No
Political opinion		No
Racial group		No

#### **Multiple Identity**

Generally speaking, people fall into more than one Section 75 category (for example: disabled minority ethnic people; disabled women; young Protestant men; young lesbian, gay and bisexual people). Provide details of data on the impact of the policy on people with multiple identities. Specify relevant s75 categories concerned.

The Policy will have a positive impact on a range of section 75 categories as well as those with multiple identities.

#### **Disability Discrimination (NI) Order 2006**

Is there an opportunity for the policy to promote positive attitudes towards disabled people?

Yes – those with a disability	are eligible to apply for funding	

Is there an opportunity for the policy to encourage participation by disabled people in public life?

N/A
-----

#### **Screening Decision**

#### A: NO IMPACT IDENTIFIED ON ANY CATEGORY - EQIA UNNECESSARY

Please identify reasons for this below

It is recommended that the ABC Sports Forum Sports Grant Aid Scheme is not subject to an EQIA. The Policy has been developed to support talented athletes and clubs from the Borough including those from a range of section 75 categories. In recognition that certain categories of persons might incur additional costs in participating, relevant additional costs e.g. costs that enable the athlete to compete will be permitted. This may include those falling within the age and disability categories.

### B: MINOR IMPACT IDENTIFIED - EQIA NOT CONSIDERED NECESSARY AS IMPACT CAN BE ELIMINATED OR MITIGATED

Where the impact is likely to be minor, you should consider if the policy can be mitigated or an alternative policy introduced. If so, an EQIA may not be considered necessary. You must indicate the reasons for this decision below, together with details of measures to mitigate the adverse impact or the alternative policy proposed.

#### C: MAJOR IMPACT IDENTIFIED - EQIA REQUIRED

If the decision is to conduct an equality impact assessment, please provide details of the reasons.

#### **Timetabling and Prioritising**

If the policy has been screened in for equality impact assessment, please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3 with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Policy Criterion Rating (1-3)

Effect on equality of opportunity and good relations Social need Effect on people's daily lives

The total rating score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the council in timetabling its EQIAs.

Is the policy affected by timetables established by other relevant public authorities? If yes, please give details.

#### Monitoring

Effective monitoring will help the authority identify any future adverse impact arising from the policy. It is recommended that where a policy has been amended or an alternative policy introduced to mitigate adverse impact, monitoring be undertaken on a broader basis to identify any impact (positive or adverse).

Further information on monitoring is available in the Equality Commission's guidance on monitoring (www.equalityni.org).

Identify how the impact of the policy is to be monitored

#### **Approval and Authorisation**

A copy of the screening form for each policy screened should be signed off by the senior manager responsible for that policy. The screening recommendation should be reported to the relevant Committee/Council when the policy is submitted for approval.

Screened by	Position/Job title	Date
Sarah Aiken	Assistant Sports	02/05/2023
	Development Manager	
Approved by	Position/Job Title	Date
Gillian Dewart	Sports Development	02/05/2023
	Manager	

Please forward a copy of the completed policy and form to:

mary.hanna@armaghbanbridgecraigavon.gov.uk

who will ensure these are made available on the Council's website.

The above officer is also responsible for issuing reports on a quarterly basis on those policies "screened out for EQIA". This allows stakeholders who disagree with this recommendation to submit their views. In the event of any stakeholder disagreeing with the decision to screen out any policy, the screening exercise will be reviewed.

#### **Appendix 2 Rural Needs Impact Assessment (RNIA)**

SECTION 1					
Defining the activity subject to Section 1(1) of the Rural Needs Act (NI) 2016					
1A. Name of Public Authority: Armagh City, Banbridge & Craigavon Borough Council					
1B. Please provide a short title which describes the activity being undertaken by the Public Authority that is subject to Section 1(1) of the Rural Needs Act (NI) 2016.					
ABC Sports Forum Sports Grant Aid Scheme					
1C Please indicate which category the activity specified in Section 1B above relates					
to:					
Developing a					
Adopting a					
Implementing a					
Revising a	Policy				
Designing a Public Service					
Delivering a Public Service					
1D. Please provide the official titl	e (if any) of the Policy, Strategy, Plan or Public Service				
document or initiative relating to the category indicated in Section 1C above					
ABC Sports Forum Sports Grant Aid Scheme					
1E. Please provide details of the aims and/or objectives of the Policy, Strategy, Plan or Public Service					

The ABC Sports Forum is a voluntary organisation that provides assisting the Armagh City, Banbridge and Craigavon Borough Cocollective opinions of local sports interests.	•
The purpose of the Sports Grant Aid Scheme is to provide financia coaches/volunteers and sports clubs from the Armagh City, Barough Council area attain their full potential	• •
The finances for this will be made available through the Arma Craigavon Borough Council and administered by Armagh, Banbrid Forum.	
The aim is to support talented sporting individuals who have be National Governing Body in their pursuit of excellence through the and/or Leisure Access Card.	
To support sports clubs through provision of Grant Aid for	
<ul><li>Coach Development</li><li>Volunteer Development</li></ul>	
<ul> <li>Recognition of achieving a National Governing Body Qualit</li> <li>Recognition of Teams who have reached a Northern Irelan</li> </ul>	
1F. What definition of 'rural' is the Public Authority using i	<u> </u>
Strategy, Plan or Public Service?	
Population Settlements of less than 5,000 (Default definition	
Other Definition (Provide details and the rationale below)	
A definition of 'rural' is not applicable	$\boxtimes$
Details of alternative definition of 'rural' used	
Rationale for using alternative definition of 'rural'.	
Reasons why a definition of 'rural' is not applicable.	
The purpose of the Sports Grant Aid Scheme is to provide financial coaches/volunteers and sports clubs from the Armagh City, Be Borough Council area attain their full potential. It is not a rural policy	anbridge and Craigavon

# SECTION 2 Understanding the impact of the Policy, Strategy, Plan or Public Service 2A. Is the Policy, Strategy, Plan or Public Service likely to impact on people in rural areas?

Yes No  $\boxtimes$ If response is No go to 2E 2B. Please explain how the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas. 2C. If the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas differently from people in urban areas, please explain how it is likely to impact on people in rural areas differently. 2D. Please indicate which of the following rural policy areas the Policy, Strategy, Plan or Public Service is likely to primarily impact on. **Rural Businesses** Rural Tourism  $\Box$ **Rural Housing** Jobs or Employment in Rural Areas  $\Box$ Education or Training in Rural Areas Broadband or Mobile Communications in Rural Areas Transport Services or Infrastructure in Rural Areas Health or Social Care Services in Rural Areas П Poverty in Rural Areas П Deprivation in Rural Areas Rural Crime or Community Safety Rural Development Agri-Environment  $\Box$ Other (Please state)

If the response to Section 2A was YES GO TO Section 3A.

2E. Please explain why the Policy, Strategy, Plan or Public Service is NOT likely to impact on people in rural areas.

The purpose of the Sports Grant Aid Scheme is to provide financial support to help athletes, coaches/volunteers and sports clubs from the Armagh City, Banbridge and Craigavon Borough Council area attain their full potential. It is not a rural policy.

Identify		ial and Econd	mic N	eeds of Persons in Ru	ral Areas	
				s to identify the social the Policy, Strategy, P		
Yes		No		If response is	No go to 3E	
				ing methods or inform social and economic		
Consulta Published Research Surveys Other Pu Other Me	tion with Ot d Statistics n Papers or Question blications ethods or Int	iral Stakehold her organisati naires formation Sou uestion 3C be	ons			
social an organisa	d economi	c needs of pe s of publica	ople in	ds and information sou rural areas including website references,	relevant date	es, names of
		details of the		I and economic needs : Authority?	of people i	n rural areas

If the response to Section 3A was YES GO TO Section 4A.

SECTION 3

3E. Please explain why no steps were taken by the Public Authority to identify the social and economic needs of people in rural areas?

The purpose of the Sports Grant Aid Scheme is to provide financial support to help athletes, coaches/volunteers and sports clubs from the Armagh City, Banbridge and Craigavon Borough Council area attain their full potential. It is not a rural policy.

SECTIO Conside		cial and Eco	nomic I	Needs of Persons in Rural Areas
	•	details of the eople in rura		ies considered in relation to the social and
N/A				
SECTION Influence		y, Strategy, Pla	an or Pu	blic Service
	or the desig			elementation or revising of the Policy, Strategy Public Service, been influenced by the rura
Yes		No	$\boxtimes$	If response is No go to 5C
Policy, S	trategy or		design	nt, adoption, implementation or revising of the or delivery of the Public Service, has been

If the response to Section 5A was YES go to 6A.

5C. Please explain why the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or the delivery of the Public Service, has NOT been influenced by the rural needs identified.

The purpose of the Sports Grant Aid Scheme is to provide financial support to help athletes, coaches/volunteers and sports clubs from the Armagh City, Banbridge and Craigavon Borough Council area attain their full potential. It is not a rural policy.

#### **SECTION 6**

#### **Documenting and Recording**

6A. Please tick below to confirm that the RNIA Template will be retained by the Public Authority and relevant information on the Section 1 activity compiled in accordance with paragraph 6.7 of the guidance.

I confirm that the RNIA Template will be retained,	and relevant info	rmation	compiled.	☑
Rural Needs Impact Assessment undertaken by	: Sarah Aike	en 🗋		
Position:	Assistant	Sports	Developme	∍nt
Manager				
Department / Directorate:	Health	&	& Recreation	
Neighbourhood Services				
Signature:	Sarah Aiken			
Date:	02/05/2023			
Rural Needs Impact Assessment approved by:	Gillian Dev	vart)		
Position:	Sports Development Manager			
Department / Directorate:	Health	&	Recreation	/
Neighbourhood Services				
Signature:	Gillian Dewart			
Date:	02/05/2023			