

Spotlight #1

Putting inclusion at the heart of sport and physical activity.

Paul Downes, Strategic Partnership Advisor (Yorkshire and Humber),
Activity Alliance.

#GetDoncasterMoving

Activity Alliance -Mini Leading Inclusion Workshop

Improving your organisation
for disabled people

Paul Downes

Dawn Hughes

Andrew Whitaker

activityalliance.org.uk

**activity
alliance**

disability
inclusion
sport



Welcome and introduction

Activity Alliance is the leading voice for disabled people in sport and activity.

- Deaf/Disabled people and People with Long term health conditions.
- We exist to support organisations, like yours, to tackle inequalities and improve your inclusion of disabled people.
- Embed Disabled inclusion and challenge the perceptions of disabled people.
- Together, we can improve the access and offering of sports and physical activity to disabled people
- Your organisation is unique, and you know it best, so, honest self-assessment of where you currently stand, and where you want to go is key.



What does success look like at the end of our session today?

- Firstly, it's important to understand what success means to you and your organisation.
- Does it mean using this time and space to reflect?
- Does it mean you have a solid plan in place for next steps?
- Does it mean you need to connect with someone in the room to understand how?
- Perhaps it means you know what change needs to happen?
- Or something completely different...



5 Pillars of Leading Inclusion



1.

Leadership



2.

Culture



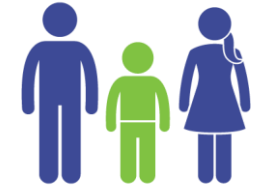
3.

Communication



4.

Disabled
people's
experience



5.

People/Work
force



5. People/Workforce

Understanding our workforce

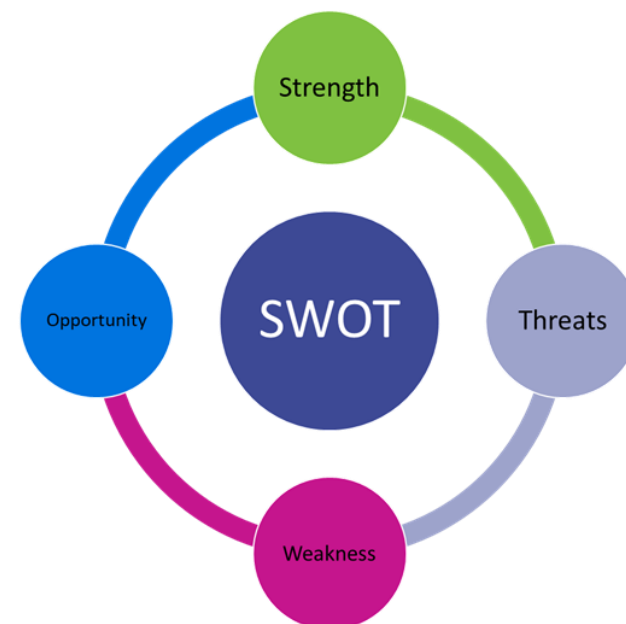
- 33. We understand the workforce/people's current demographic profile and how many of these are disabled people.
- 34. We adopt and embed tactics to engage, listen and learn from disabled people. This includes our current and prospective workforce/people, so that we can understand barriers and make improvements to our practice.

Developing disabled people in the workforce

- 35. Our workforce/people development plans develop opportunities to support disabled people within our workforce.
- 36. We are proactive in our recruitment processes, ensuring disabled people feel confident and supported to apply for roles with our organisation.
- 37. We know which of our approaches positively impact disabled people and develop them to build on this success.
- 38. Our venues and training opportunities are accessible and suitable for disabled people.

Increasing confidence and competence

- 39. We understand our workforce/people's training needs to work confidently and competently with disabled people.
- 40. Our workforce/people development plans regularly support our workforce with the skills and confidence to provide disabled people with a high quality and inclusive experience.



Strength

Weakness

Opportunity

Threats

My Action Plan - Idea (from statements)			
Objective (SMART)	How will we make this happen?	What resources do we need to make this happen?	
When will we do this?	Who do we need to make this happen? Who will take the lead?	How will we know when we have achieved this?	
Anything else?			<ul style="list-style-type: none">NowNextLater

Useful resources - page 1

<p>33. We understand the workforce/people's current demographic profile and how many of these are disabled people.</p>	<p>34. We adopt and embed tactics to engage, listen and learn from disabled people. This includes our current and prospective workforce/people, so that we can understand barriers and make improvements to our practice</p>	<p>35. Our workforce/people development plans develop opportunities to support disabled people within our workforce.</p>	<p>36. We are proactive in our recruitment processes, ensuring disabled people feel confident and supported to apply for roles with our organisation</p>
<p>Resources:</p>	<p>Resources:</p> <ul style="list-style-type: none"> • Creating a workforce that gets me! (getoutgetactive.co.uk) • Volunteer management toolkit • Inclusive Activity: Taking a person-centred approach • Haringey - Get Out Get Active: 10 inclusive workforce practices Resources News (activityalliance.org.uk) 	<p>Resources:</p> <ul style="list-style-type: none"> • Employability Leisure Guide - Leisure factsheet 3 Workforce Development • Purple Space • WMCA - Inclusive leadership pledge • https://thedisabilitypolicycentre.org/disabilityimpactpledge • Volunteer management toolkit 	<ul style="list-style-type: none"> • Inclusive Employers • Disability Confident • Purple Space • Bias and inclusive recruitment • IAT Unconscious Bias Test • Developing inclusive leaders in Haringey Resources Get Out Get Active • Meaningful Employment of Autistic People • Employability Leisure Guide

Useful resources - page 2

37. We know which of our approaches positively impact disabled people and develop them to build on this success

Resources

- <https://theinclusivityproject.co.uk/#>
- <https://theinclusivityproject.co.uk/wp-content/uploads/2022/10/SO5246-Policy-resource-Aug-2022-v5-PRINT.pdf>

38. Our venues and training opportunities are accessible and suitable for disabled people.

Resources:

- https://www.activityalliance.org.uk/assets/000/004/408/Activity_Alliance_Leisure_Factsheet_4_-Accessible_venues_original.pdf?1659107448
- <https://www.cornwallmuseumspartnership.org.uk/our-journey-to-more-diverse-and-inclusive-recruitment/>
- [Sport England Accesible Facilities](#)
- [Quest Accessible Facilities - GPlus 39](#)
- <https://www.levelplayingfield.org.uk/support-information/accessible-venues/>
- <https://www.scope.org.uk/advice-and-support/checking-event-venue-accessibility/>
- <https://www.britishfencing.com/explore-fencing/fencing-101/disability-fencing-101/accessible-venues/>
- <https://www.scie.org.uk/co-production/supporting/making-events-accessible/choosing-a-venue>
- <https://www.makevenues.co.uk/news/all->

39. Our venues and training opportunities are accessible and suitable for disabled people.

Resources:

- [Employability Leisure Guide - Leisure factsheet 3 Workforce Development](#)
- <https://www.activityalliance.org.uk/how-we-help/research/4730-delivering-activity-to-disabled-people-january-2019>
- <https://www.activityalliance.org.uk/how-we-help/research/3512-encouraging-more-disabled-people-to-volunteer-december-2017>
- <https://www.activityalliance.org.uk/how-we-help/research/1904-impact-of-coaching-on-disabled-peoples-participation-january-2015>

40. Our workforce/people development plans regularly support our workforce with the skills and confidence to provide disabled people with a high-quality and inclusive experience.

Resources:

- [IAP](#)
- [Customer Service Training](#)
- [UK Coaching](#)
- [CIMPSA](#)