



What was it?

- Training to improve skills, knowledge and confidence in delivering sports based activities to disabled people
- 3 hour practical workshop
- Supported by an interactive eLearning module
- Covered:
 - Practical tools to support inclusive delivery
 - Creative ideas to support disabled people to take part in physical activity and sport
 - Local groups, activities and further training opportunities
- Cost a maximum of £10 per person
- Delivered by experienced UK Coaching tutors

Who was it for?

- Introductory training for those who:
 - Support disabled people of all ages within the community
 - Have an opportunity to put the training into practice

E.g.

- Volunteers
- Community organisations
- Parents
- Carers
- Support workers
- Healthcare professionals

Why was it important

- 7 in 10 disabled people want to do more sport
- Psychological barriers and knowledge of opportunities play the biggest role in preventing disabled people from taking part in sport
- Educates those who support disabled people in the community to create new entry points
- Connects community, disability and sporting landscapes together

Why was it important cont..

- EFDS Deliverers Perceptions research (2018) has shown that only 24% of individuals who have not run a physical activity session for disabled participants, would feel confident including them in their sessions.
- In addition, 71% of individuals reported that training in how to adapt sport and physical activity for disabled people would help increase their confidence; therefore reinforcing the need for the Inclusive Activity Programme.

Impact of the training

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    graph TD
      A[Over 750 workshops delivered] --> B[Over 10,650 people trained]
      B --> C[Over 106,000 disabled people reached]
      B --> D[Learning shared with over 95,000 colleagues]
      C --> E[Reach to even more disabled people]
      D --> E
  
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Impact on participants immediately post workshop

- 39% increase in participants who rated their confidence, skills and knowledge as 'good' or 'excellent'
- 94% felt ready to support disabled people to access sport or physical activity opportunities

"I didn't know anything before, but now I know how to communicate with [disabled people], know how to be around them, I didn't feel uncomfortable like before when I didn't really know what to do." (Student volunteer, Chichester)



"Thank you! It [the Inclusive Community Training] has increased my confidence and knowledge!"
Parent / Guardian

Impact on participants immediately post workshop

- 98% learnt practical ways to support inclusive delivery
- 95% learnt new ideas and strategies they could apply immediately in their role
- 95% learnt about local opportunities for themselves and the people they work with / support

"I was surprised that I could use some of the things I learnt in everyday tasks. To be able to apply stuff you learnt at a sporty event in real life, I did not expect that!" (Volunteer, Leonard Cheshire).



Impact on participants 3-6 months later

- 45% of participants rated their confidence, skills and knowledge as 'good' or 'excellent'
- 96% stated they felt confident delivering an activity that everyone could take part in
- 59% reported that the disabled people they supported were either 'more active' or 'far more active' than before

"The things we learnt have now been embedded in our weekly activities. We have [new] equipment as a result of the training and can now just deliver it much better." (Employee, Glo-Active from Gloucestershire)



"The disabled people we support are now doing more for themselves in their homes and holding more social activity sessions within their housing schemes" Community worker

Impact on participants 3-6 months later

- 78% said all individuals were now included in their sessions and 72% felt disabled participants enjoyed their activities more
- 69% had used the STEP tool and Inclusion Spectrum to support their delivery
- 73% had encouraged the disabled people they work with to access physical activity sessions in the local community.



Impact on disabled people

- Improvements in physical and mental health
- Increased confidence
- Social benefits – physical activity has helped to connect disabled people and support new friendships

"Every single young person that attends our service now does some form of sport or physical activity every time they come to us. If they do no other physical activity in their week they at least do some with us!" Care Worker



"The disabled people we support are now doing more for themselves in their homes and holding more social activity sessions within their housing schemes" Community worker

Case Study - Donna

- Donna is a Senior Care and Support Worker
- Attended a workshop organised by County Durham Sport
- Supported people with a variety of disabilities for almost 20 years
- Never delivered any activities herself, supported others
- Decided to do the training so she could facilitate activities herself
- Training helped her to overcome her childhood fears around sport, learning its not all about winning or losing

"The training has given me the knowledge, skills and confidence to assist staff and clients in reaching their full potential. I now feel that there is no activity that I or the people I support cannot be part of because I know there is always a creative way to ensure everyone who wants to be, is involved."



Case study – Chris

- Chris has a number of disabilities, through Northumberland Sport been involved in volunteering and young leader roles
- Attended workshop to continue and develop his skills to be able to encourage more people to be active
- Now plays an integral role delivering inclusive sessions
- Applies his new skills to volunteer and lead sessions at 'Ability 2 Play' programme

"The training was excellent and it showed me how to adapt sessions and what could be delivered in a limited space with limited equipment. I would recommend the training to anyone who is interested or is working with young people with disabilities even if you are not sporty yourself. It will definitely help me with supporting sessions in the future and hopefully help me become a better leader"



Success Factors - Key Principles of the training

- 3 hour, practical workshop
- Low cost training offer
- Delivered by experienced inclusion practitioners
- Introduction to and application of inclusion tools to aid delivery – STEP tool and Inclusion Spectrum
- Signposting learners to relevant opportunities
- Access to resources to support learners' delivery after the training



Success factors - Partnership working

• County Sports Partnerships (CSPs)

- 80% of workshops organised through CSPs
- Over the 4 years all CSPs engaged as partners at one point
- To help broaden and support CSPs to work with different organisations and provide wider reach to disabled people
- Energize Shropshire, Telford and Wrekin

"Without the programme we would have struggled to engage with a number of these organisations and the relationships established through the ICT programme mean we are now in regular contact with those organisations to promote participation opportunities for disabled people." Lancashire Sport



Success factors - Partnership working

• National Organisations

- MIND, 4 hour workshop offer, training 128 participants
- Sense, 11 workshops delivered to 119 participants
- Riding for Disabled Association (RDA) and British Equestrian Federation, 7 workshops to 86 participants
- The Scout Association, 5 districts hosted and 22 districts expressed interest in hosting if programme continues

"The Sainsbury's Inclusive Community Training is not about saying to people what they have been doing is bad or wrong, but rather encouraging them to think in a slightly different way."
The Scout Association



Challenges

- Time taken for behaviour change / building relationships
- Workshop dropouts / no shows at workshops
- Ability to measure impact of the training on end users i.e. disabled people
- Training not for coaches under funding agreement
 - The high interest rates from this audience highlights the gap in provision



Sainsbury's Inclusive Community Training Video

<https://www.youtube.com/watch?v=aLOIQLzg1Og>

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