

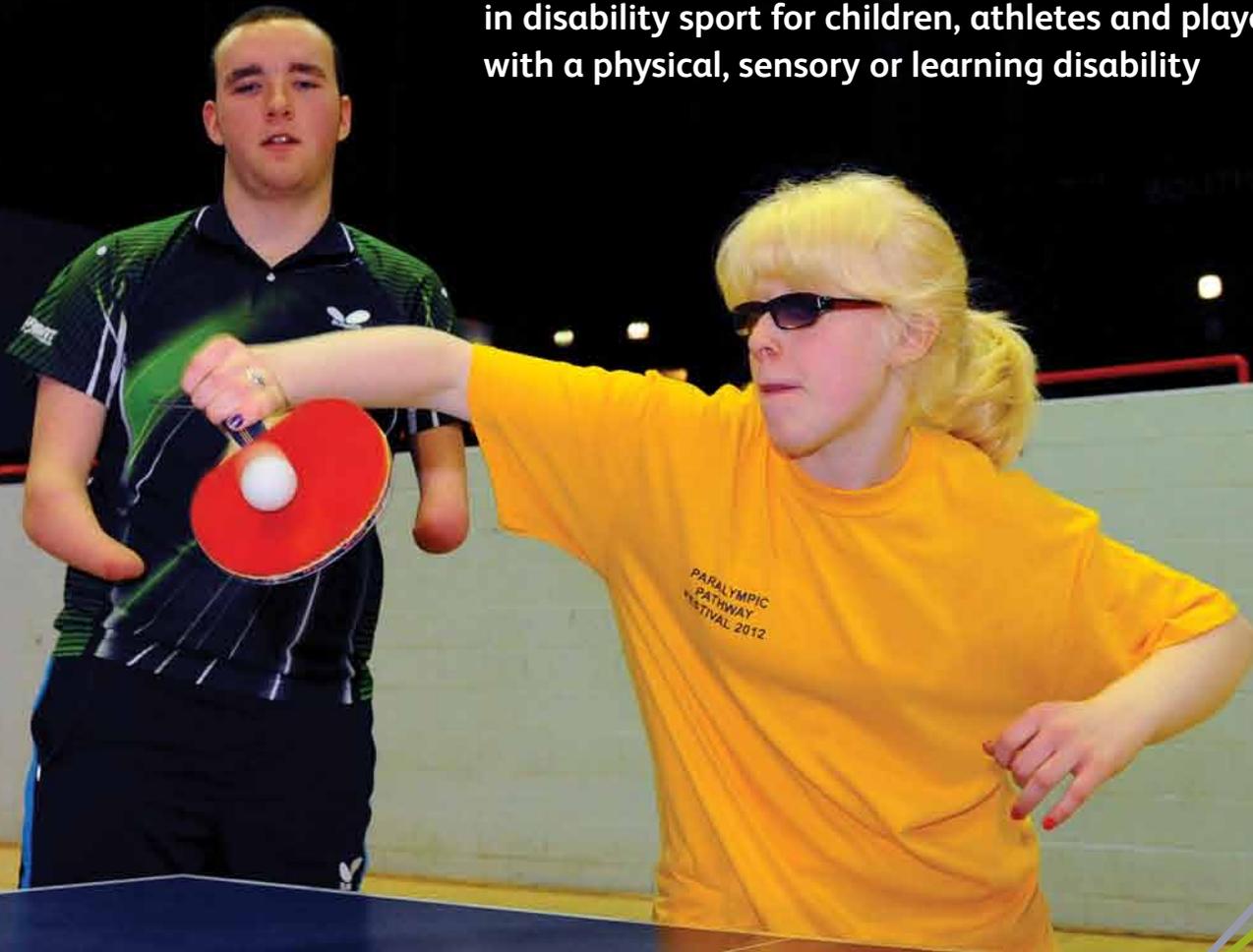


SCOTTISH DISABILITY
SPORT

Scottish Disability Sport Strategic Plan 2012–2017

Inspiring through Inclusion

Developing opportunities and improving performance
in disability sport for children, athletes and players
with a physical, sensory or learning disability



Developing Opportunities and Improving Performance in Disability Sport

Challenges

Disability sport is growing and developing rapidly. SDS will plan and prepare to meet the challenge of change; there is no room for complacency:

- ✦ Standards and performances improve with every major Championship and Paralympic Games
- ✦ Increased leisure and wider selection of activities
- ✦ Rapidly changing methods of communication
- ✦ Numbers of young disabled people engaged in physical activity including sport are now significantly lower
- ✦ Increasing the number of Scots athletes and players qualifying for Paralympic teams and national events
- ✦ A changing political, demographic and economic landscape in Scotland
- ✦ There are higher expectations all round and appropriately so
- ✦ Building a legacy after London 2012 and Glasgow 2014

SDS has a unique role to provide strategic and operational guidance on all matters relating to children, athletes and players with a disability in Scotland.

The SDS strategic plan “Inspiring through Inclusion” sets out the following for the next 5 years 2012–2017:

What we will do, **how** we are going to make it happen and **what** impact we will have.

Our plan builds on past success and challenges all of us in SDS to create and deliver more quality opportunities going forward. SDS recognises that it must work with significant others at Local, Regional, National and International level if we are to provide the opportunities for athletes/players with a disability to participate in the sport of their choice, at a level of their choosing. One size does not fit all and by working together the end product will be much more attractive and far more productive.

Our partners and stakeholders are critical. SDS will work with:

- ✦ SDS Branches
- ✦ **sportscotland**
- ✦ Scottish Governing Bodies of Sport
- ✦ Local Authorities and Leisure Trusts
- ✦ UK and Home Country Disability Sport Organisations, British Paralympic Association, Commonwealth Games Scotland, Glasgow 2014 Organising Committee
- ✦ Tertiary Education Establishments
- ✦ Any organisation that wants to contribute to sports development for children, athletes and players with a disability in Scotland – SkillsActive Scotland, Youth Sport Trust, Sports Leaders UK, Sports Coach UK, NHS, Armed Forces, disability organisations, Special Olympics etc.

SDS will work with key partners and stakeholders to promote the principles of inclusive sport.....



Scottish Disability Sport: Strategic Plan 2012–2017 Overview

WHAT WE WILL DO

Develop Sports
Opportunities

Improve Sports
Performance

SPORTS EQUITY

PEOPLE

INCLUSIVE SPORT

PARTNERSHIPS

HOW WE ARE GOING TO MAKE IT HAPPEN

✦ Branch, Local and Regional
sporting opportunities

✦ Developing Talent and Performance

✦ Communication and Leadership

✦ Education and Coaching

✦ Governance and Infrastructure

SAFEGUARDING SPORT

PATHWAYS

Inspiring through Inclusion.

Developing Opportunities and Improving Performance in Disability Sport

Scottish Disability Sport is well established as the governing body for disability sport in Scotland as it enters its fiftieth year. Member Branches cover 80% of Scotland. The current period is billed as the Decade of Sport with the London Paralympic Games 2012 and the Glasgow Commonwealth Games 2014 being held in the UK. SDS will influence and lead the legacy for disability sport in Scotland. SDS will work closely with key partners to ensure pathways and infrastructures are in place to allow athletes and players to reach their full potential.

During the last decade there have been many significant achievements and successes:

- ❖ **Performance Sport:** 19 Gold, 22 Silver and 14 Bronze Paralympic Medals since Sydney 2000; 2 Commonwealth medals; Gold and Silver Team Medals at World Championships (Curling and Bowls respectively); 68 World Championship and 45 European Championship individual medals won since 2006; Performance Plans in place for 6 key sports; Establishment of SDS Athlete Academy.
- ❖ **Developing Sport:** Introduction of Regional Development Manager Network; Appointment of 6 Sport Specific Development Officers; Establishment of the SDS Summer Sports Camp; Introduction of Branch Minimum Operating Requirements; Hosting Talent days throughout Scotland to identify new athletes and players with potential; Consolidation and growth of the national programme of events.
- ❖ **Governance:** Move to a Company Limited by Guarantee; Staffing restructuring moving from 3 to 18 members of staff; Achieved Equity Standard for Sport at Foundation and Preliminary Level; Efficient computerised accounting and database processes in place; Robust Safeguarding in Sport Policies and Procedures; Strategic and Operational Plans guiding the organisation.
- ❖ **Communication:** Effective working partnerships in place with Local Authorities, SGB's, sportscotland and UK Sports Organisations; Establishment of the SDS Website; Championing disability sport with Government and Parliament.
- ❖ **Education and Training:** Establishment of UK Disability Sport Coaching, Learning and Leadership Group, Disability Sport Coaching and Education Group: Scotland and Scottish High Performance Coaches Group; creation of the UK Disability Inclusion Training course; Development of Sport Specific Disability training courses either in Partnership with or through Scottish Governing Bodies; Annual Education and Training Calendar; Establishment of Professional Officer's Group and Active Schools Inclusion Network.

None of the above could have been achieved without working together with partner organisations and key individuals.

Committed people create quality Disability Sport.

Sports Inclusion Model (SIM)

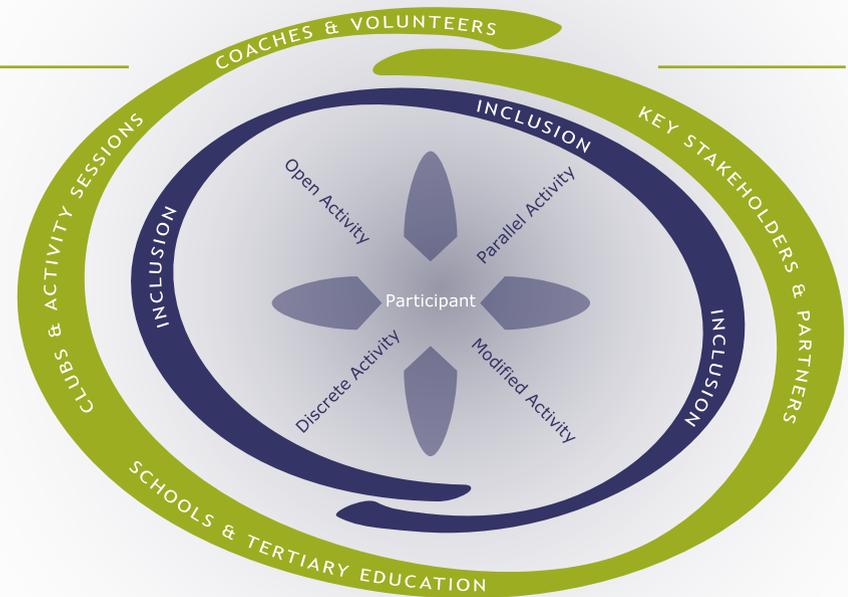
Inclusive Sports offers ALL children, athletes and players with a disability, the opportunity to realise their full potential in physical activity including sport and PE, by providing open, modified, parallel and separate sports options appropriate to their individual needs, abilities and environment. The Sports Inclusion Model (SIM) for physical activity, including sport and PE, supports children, athletes and players of all levels of ability. Engagement and transition within the model will be by choice or as part of a planned programme of sports participation, training or competition.

Clubs and Activity Sessions - Clubs and activity sessions that promote inclusive principles.

Coaches and Volunteers - Ensuring coaches and volunteers are prepared, confident and competent to meet the needs of all participants including children, athletes and players with a disability.

Schools and Tertiary Education - Children entitled to participate in play, physical activity or sport every day, and two hours PE a week in primary or 2 periods of PE per week in S1-S4, plus ensuring teachers are prepared, confident and competent to meet the needs of all students.

Key Stakeholders and Partners Working in Physical Education, Physical Activity and Sport - Adopting policies and procedures that impact on delivery and ensure that children, athletes and players with a disability are considered and included.



Open - Sports participation, training or competition without concession, modification or change.

Modified - Sports participation, training or competition with appropriate adaptations to rules, equipment or setting to facilitate the inclusion of children, athletes and players of all abilities.

Parallel - Sports participation, training or competition where children, athletes and players are grouped according to ability.

Discrete - Sports participation, training or competition that is unique, developmental, meaningful and meets the needs of all participants.

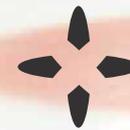
The Power of Inclusion through Sport.

How we are going to make it happen

What impact we will have

<p>Branch, Local and Regional Sporting Opportunities Encourage a range of quality sporting opportunities</p>	<ul style="list-style-type: none"> ❖ Encouraging a comprehensive network of opportunities linking local, regional and national networks across 13 priority sports. ❖ Working in partnership with Branches, Local Authorities, Leisure Trusts, SGBs, Active Schools, sports development, schools, clubs and other key agencies to deliver quality programmes. ❖ Maintaining and increasing children, athlete and player opportunities delivered by branch, local and regional networks. ❖ Developing an inspired sporting pathway incorporating clubs, activity sessions, coaches, squads and competitions. 	<ul style="list-style-type: none"> ❖ Increased number of sport specific opportunities, inclusive clubs and activity sessions throughout Scotland across 13 priority sports. ❖ Increased number of regional events. ❖ Increased numbers of children, athletes and player accessing regional squads. ❖ Increased number of Local Authorities, Leisure Trusts and SGB regional managers engaged with SDS. ❖ Increased number of regional events that offer competition opportunities for regional squad level athletes and above. ❖ All SDS branches meet the minimum operating requirements (MOR). ❖ All Branches and key Branch personnel receive annual support from SDS staff and Board members.
<p>Developing Talent and Performance Developing individuals with performance potential</p>	<ul style="list-style-type: none"> ❖ SDS's Regional Development Managers supporting children, athletes and players transitioning to national programmes. ❖ Accurately signposting of athletes to sports appropriate to their classification, disability and talent. ❖ Engaging with SGBs to ensure inclusion is implicit at all levels of the performance pathway. ❖ Support networks to ensure the transition of more children, athletes and players onto performance programmes. 	<ul style="list-style-type: none"> ❖ Increased number of athletes and players with a disability selected and medals won than ever before at Glasgow 2014 Commonwealth Games. ❖ Increased number of Paralympians from Scotland selected for GB teams for Summer and Winter Games. ❖ Increased number of athletes and players represented at European and World Championships. ❖ Increased number of national programme children, athletes and player within priority sports to have progressed from a regional network. ❖ Increased number of children, athletes and players achieving standards enabling access to SDS Academy. ❖ Increased number of athletes and players selected to world class programmes or equivalent and accessing sportsScotland Institute of Sport support. ❖ Comprehensive national programme of 17 Scottish events across 6 sports delivered.
<p>Education and Coaching Providing opportunities for all coaches, officials, volunteers and staff to gain further skills, knowledge, expertise and understanding</p>	<ul style="list-style-type: none"> ❖ Implementing appropriate actions from the Coaching Scotland and Volunteering in Sport frameworks. ❖ Working towards embedding inclusion in all education, development and delivery. ❖ Supporting the training, development and learning of all facilitators within the delivery network. ❖ Supporting the expansion and development of performance coaches. ❖ Creating development opportunities for staff, coaches, officials and volunteers. ❖ Further developing links with tertiary education. ❖ Supporting SGBs to embed inclusive principles and practice in their coaching qualifications. ❖ Raising the profile and importance of classification as a tool for development in disability sport. 	<ul style="list-style-type: none"> ❖ 750–850 coaches, leaders, officials and volunteers will have participated in training, education and development on an annual basis. ❖ UKDIT delivered to the education and sports sectors in all Scottish local authorities. ❖ Increased number of performance coaches and volunteers at regional and national level, supporting athletes and players with a disability. ❖ More tertiary education establishments accessing disability education and development. ❖ Quality assured tutor workforce. ❖ Research conducted to influence practice.
<p>Governance and Infrastructure Robust and sound planning, policy and procedures, with the infrastructure to translate policy into practice</p>	<ul style="list-style-type: none"> ❖ Building a modern, vibrant, accountable organisation. ❖ Auditing and reviewing of priority sports. ❖ Increasing financial support. ❖ Implementing the 2011 Audit recommendations and ensuring over the next four years that the assurance level is maintained. ❖ Well governed, appropriately managed organisation that attracts skilled people who provide quality sport for children, athletes and players of all abilities. 	<ul style="list-style-type: none"> ❖ Fully implemented and evaluated 2012–2017 strategic plan. ❖ 2017–2021 strategic plan produced. ❖ All audit recommendations implemented and audit rating maintained. ❖ Equity action plan fully implemented. ❖ Influencing safeguarding in sport across Scottish sport. ❖ The correct workforce in place to support delivery of the plan. ❖ Find and maintain the resources required for delivery of the plan. ❖ 13 whole sport plans produced identifying a clear pathway for the participants to access quality coaching, education and performance opportunities.
<p>Communication and Leadership The ability to communicate effectively and efficiently and influence disability sport</p>	<ul style="list-style-type: none"> ❖ Consistently and regularly communicating our key messages to members, stakeholders and partners. ❖ Recognising, celebrating, publicising and communicating success. ❖ Developing and delivering a concise communications and marketing plan. ❖ Influencing and managing strategic partnerships. ❖ Leading the development of sport for people with a disability in Scotland. 	<ul style="list-style-type: none"> ❖ Communications and Marketing Plan successfully implemented. ❖ Key messages delivered to members, stakeholders and partners. ❖ Alternative communication channels implemented and connecting. ❖ Focused and targeted media coverage. ❖ Successes recognised, celebrated and publicised. ❖ Disability sport and inclusion are explicit within the policy development of strategically placed bodies.

Sports Equity: Fairness, justice, respect for each other, addressing inequalities and removing barriers are just some of the principles of equity that influence SDS development, delivery and decision making. SDS believes that everybody should have the opportunity to participate in physical activity, including sport, and no individual should be discriminated against for reasons such as gender, race, disability, age, religious or political belief, sexual orientation or social background. **Safeguarding in Sport:** providing safe and secure environments for all children, athletes, players, coaches, volunteers, officials and spectators to enjoy sport and physical activity. **Inclusive Sport** is about a commitment to ensuring that ALL children, athletes and players with a disability have the opportunity to meet their full potential in physical activity and sport through open, modified, parallel and discrete provision appropriate to the individual's needs, ability and environment.



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Photographs courtesy of Rob Eyton-Jones