



Learning from the Stockport Moving Together Local Pilot.

Working with organisations to embed inclusivity for children and young people with a disability or additional needs, to improve access and opportunity to physical activity and be active.

Creating the conditions for change

Values

The organisation has to own the value of inclusion and commit to a journey of embedding inclusion at all levels of the organisation. The commitment needs to be owned and agreed by the executive teams who oversee the strategic direction and delivery of the organisation.

Communication

The organisation has to lead on the development of their own action plan to embed inclusivity and lead on its implementation being clear with stakeholders and partners what part they play to help them on their journey.

Engagement

Engagement with communities of lived experience from a position of co-production and design is critical to help develop the action plan and communicate to communities your intention and keep them engaged within the process. Regarding children and young people with SEND, parent and carer engagement is key as they are the experts in knowing their children. Parents and Carers are a good source of a recommendation within communities and as a signpost to your provision. Parents and Carers whose children have a disability or additional needs are often loyal to provision when it works and where you have enabled access and opportunity.

Feedback and Learning

Receptiveness is critical to success. As a provider, you need to be receptive to your customers needs and access requirements, accepting difference and provide good customer service, demonstrating empathy, listening skills and willing to learn. You will not immediately know everything about a child or young person and how to include them or how to provide person centred inclusion. By demonstrating receptiveness with your customers indicates you are open to learning and that their inclusion matters.

Internally organisations should publish their Equality, Diversity and Inclusion Action plans. All staff teams within their structures of management and communication should be able to flag up issues or areas where inclusion in practice is not working or areas for development and discussion. It should be a standard agenda item for all organisation and department meetings.

Policies

Every organisation needs to publish an equality policy or commitment to inclusion on their website. Communities of lived experience when they read your website or information need to see and understand your values.



Proactive

An Access Officer within your organisation is a critical resource to secure the participation of inactive populations and tackle inequalities in the community you serve. Telling people they need to be active or what activity you have on offer is not as effective as supporting them to be active. An access officer helps to connect somebody to the activity option within your organisation and help meet their needs and access requirements. The learning from a customer's journey to being active can be celebrated and shared within the organisation and additional resources developed for another person's journey.

Confidence

Organisations committed to embedding inclusion for disability can be enthusiastic about the mission, purpose and engagement with communities to begin with. Each organisation has its own journey of development and learning that needs to be respected whilst they work at their own the pace of change. When making changes and developing new pieces of work or organisation culture, there can be a dip of confidence with the realisation of what is required in terms of capacity and commitment to make that change. At times the change can be overwhelming. Celebration is key, capturing and sharing the learning from each milestone journey and being accountable to your plan helps not lose sight of where you aim to be.

Awareness

Organisations need to have a process of noticing 'Who is not in the room' from a disability and inclusion perspective and 'Who has left the room' to understand the reasons why your provision is not suitable for a person and build that feedback into a continuous loop of improvement.

Investment and Training

Standardised mandatory training for all staff regarding disability and inclusion training is essential in communicating your value and intention to be inclusive of people with a disability within your provision.

For staff that have a closer, contact role whether that is coaching, facilitating or supporting people to be active require additional training specific to their role. The training must include real life case studies, modifications and adaptations people can make to include people with a range of needs or a disability. Where possible, shadowing an inclusive provider of physical activity and for staff to ask questions can help transfer knowledge, tools and confidence between providers and staff.

In-depth training offered to an Access Officer or EDI lead within an organisation means that the knowledge, skills, understanding and insight can be cascaded throughout all levels of the organisation and secure that essential buy in from staff teams, develop a culture of accountability and celebrate diversity and inclusion.

Accessible information

Accessible communication is vital in all of your external publication material. Images of people with a disability being active. Redesigning and framing activity for people with a disability can be effective for a person with lived experience seeing themselves choosing you as a provider for activity. Virtual Tours are effective in helping reduce anxiety for visiting a new venue and what it looks like and helping to plan their visit.