

**Inclusive and Active**  
A Sport and Physical Activity Action Plan  
for Disabled People in London  
2007 – 2012



July 2007



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**Front cover** Boccia teams at the Youth Games

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## **Acknowledgements**

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## Foreword by Ken Livingstone, Mayor of London

I warmly welcome *Inclusive and Active*, its recommendations and Action Plan. It raises the profile and possibilities of what disabled people can achieve in this great city. However there is still much to do by public, private and third sector agencies to ensure that the current lack of support and provision for disabled sports participants, professionals and volunteers is truly tackled.

Inclusive sport and physical activity provision for the majority of Londoners generally has not received enough investment over much of the last 20 years. Many older facilities struggle to keep pace with the needs and demands of the population, in spite of sport lottery funding within the last ten years.

To improve the inclusive and active environment where future sporting champions are nurtured requires not only world -class facilities across London, but also highly skilled coaches and sustainable sporting pathways for Londoners to progress and develop their talents. Thus providing the platform for world-class athletes, as well as a healthy inclusive and active culture for all in London by 2012 and beyond.

The Inclusive and Active strategy is part of the strategic framework for sport in London, connecting national and regional sports strategies with sub-regional and local delivery plans. But it is not just for sports providers. As well as achieving sporting objectives and targets, increasing participation in sport by disabled people has the potential to make a real difference in improving the health and wellbeing of individuals and communities.

A clear and inspiring vision for the London 2012 Olympic and Paralympic Games, coupled with our Paralympic heritage, were central to us winning the right to host the Games in 2012. An important part of that legacy vision was increasing sports participation.

The Inclusive and Active Strategy is a key part of delivering this legacy for Londoners, especially disabled Londoners. I thank all those who have already committed to assist delivering this plan and will work with you, and urge you and others to work with us, to make the disabled sports legacy for Londoners something of which we can all be proud.



**Ken Livingstone**  
Mayor of London



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## Foreword by Sport England

Sport England London Region welcomes *Inclusive and Active* and is fully committed to playing its role in tackling the challenges and barriers that disabled people face with regards to sport and physical activity.

The recent Active People survey showed that in London only nine per cent of disabled people aged 16 and above participate in 30 minutes of sport or active recreation at least three times a week, compared to 21.3 per cent of all adults. It is imperative that we use this plan to engage and encourage at least one per cent more disabled people to regularly participate in sport and physical activity year on year, in order to start narrowing this gap.

*Inclusive and Active* provides a perfect opportunity to open the debate with partners and stakeholders in order to raise the profile and secure much needed investment and resources for the area.

**Sean Holt**

Director

Sport England London Region



## Foreword by London Sports Forum for Disabled People

London Sports Forum for Disabled People believes that all disabled Londoners have the right to access the sport and physical activity opportunities of their choice, in the venue of their choice and at the level of their choice. 'Inclusive and Active' is a major milestone in the journey towards achieving this vision of full equality with regards to sport and physical activity. For the first time all the major agencies and organisations delivering and coordinating sport and physical activity in London have come together to create a clear action plan to increase the participation level of disabled people. London Sports Forum for Disabled People emphatically welcomes the challenges that 'Inclusive and Active' set and feels that we have a real opportunity to make a significant and sustainable difference to the lives of over one million disabled people living London.

**Trevor Wood MBE**

Chair

London Sports Forum for Disabled People



*Inclusive fitness equipment in use at a London gym*

## Executive summary

- 1 *Inclusive and Active* is about sport and physical activity, opportunity, choice and realising potential. It is an action plan to help more disabled people become physically active and participate in sport at any level. It is for everyone in London who is or wants to be involved in sport and physical activity. The *Inclusive and Active* vision is: **'More active disabled Londoners achieving their full sporting potential.'**
- 2 *Inclusive and Active* was commissioned by the Greater London Authority, Sport England London Region and London Sports Forum for Disabled People to help achieve our shared aim of achieving a significant increase in participation in sport and physical activity by disabled people. It also responds to the 2006 Economic Development, Culture, Sport and Tourism Committee report London Olympic and Paralympic Games: A sporting legacy for people with disabilities. This identified significant weaknesses in the provision of sport for disabled people in London and highlighted a serious concern that disabled people will not reap the benefits of the London 2012 Games legacy unless action is taken now.

**Our aim is a one per cent increase in regular participation by disabled people in sport and physical activity each year for the next five years. This is a demanding target, equivalent to an additional 8,000-9,000 disabled people participating each year or 40,000-45,000 between now and 2012.**

- 3 The *Inclusive and Active* action plan ('the plan') is part of the strategic framework for sport in London, connecting national and regional sports strategies with sub-regional and local delivery plans. But it is not just for sports providers. As well as achieving sporting objectives and targets, increasing participation by disabled people has the potential to make a real difference in improving the health and well-being of individuals and communities and in contributing to social, economic and environmental agendas and priorities.
- 4 The climate for sport and physical activity in the UK is changing. Getting people more active is a higher political priority now that the health benefits are widely accepted. The success of London's bid to host the Olympic and Paralympic Games in 2012 has projected sport into the political and media spotlight. The new Disability Equality Duty<sup>1</sup> has raised the profile of the rights of disabled people in sport. Tough questions are now being asked about all aspects of sport and how people can get involved. This high profile brings with it both opportunities and challenges for those who provide and participate in sport.

- 5 Disabled people do not have the same opportunities or choice of sports, activities or facilities that others already enjoy. Fewer than one in five of disabled adults in London participate regularly in any sport and physical activity. Young disabled people participate significantly less frequently than their non-disabled peers.
- 6 This is why we have set out clear actions in this plan and challenging targets for the next five years. We expect this plan to result in:
  - **more disabled people in London participating regularly in sport and physical activity**
  - **more disabled people in London achieving sporting success in competitions at every level (local, sub-regional, regional, national and international).**
- 7 We will measure overall success by the percentages of:
  - disabled adults in London who are participating in at least 30 minutes of moderate intensity sport and active recreation on three or more days a week, with a target of 14 per cent by 2012
  - young people aged 5-16 years receiving at least four hours of sport and physical activity, made up of at least two hours of high-quality physical education within the curriculum and at least two hours of sport and physical activity out of school, with a target of 100 per cent by 2010
  - athletes in the Paralympic squad for London 2012 who are Londoners, with a target of 10 per cent.
- 8 We have set specific targets for each action in the plan that underpins these overarching performance indicators. Performance against the actions and targets will be reviewed annually and additional targets set as appropriate.
- 9 If we are to succeed, we must make a sustained investment of time and resources in five key areas:
  - **changing the culture**
  - **being inclusive**
  - **getting people active**
  - **creating sporting pathways**
  - **developing people.**



- 10 We have also identified actions that need to be taken in a sixth area, **taking the lead and being accountable**, which is about how we ensure the *Inclusive and Active* vision is realised.
- 11 Our top ten priorities:
- **Start the *Inclusive and Active* debate** with politicians, decision makers and delivery organisations across London, generating discussion at every level about provision for disabled people and asking individuals and organisations to sign up to specific commitments to help deliver the *Inclusive and Active* vision and targets.
  - **Implement an *Inclusive and Active* advocacy and profile-raising campaign**, creating a London-wide identity for *Inclusive and Active*, engaging high-profile and influential advocates, keeping disabled sport on the political agenda, dispelling myths about sport for disabled people and running a positive communications campaign.
  - **Develop an *Inclusive and Active* network of nominated sports officers, leaders, coaches and teachers** within the Pro-Active Partnerships, London boroughs, school sports partnerships and community sport and physical activity networks, who have clear responsibility and time and resources to increase opportunities for disabled people to access sport and physical activity.
  - **Increase the number of existing sport and leisure facilities (indoor and outdoor) that are fully accessible and inclusive to disabled people**, by securing the commitment of local authorities, leisure trusts and private sector providers to work with disabled people in implementing improvements based on audits of current provision.
  - **Develop an *Inclusive and Active* web portal** to provide comprehensive information on the sport and physical activity opportunities and quality of provision available to disabled people in London.
  - **Develop more inclusive mainstream sports clubs providing high-quality sports opportunities for disabled people**, through small grants and advice. Encouraging clubs to include disabled people in sports programmes, training, coaching, leagues and competitions.

- **Improve the sporting pathways for disabled young people and adults** by mapping out the sporting pathways for key sports in London, developing new sports programmes and competition structures for disabled people, providing teachers, sports leaders and coaches with training and information on talent identification and sporting pathways, and matching player and coach pathways.
  - **Recruit and train more disabled and non-disabled people as sports coaches**, through the London delivery of the UK Coaching Framework and Pathways for Disabled People as Coaches project, and recruit more sports leaders and volunteers to support disabled activities and events through Step into Sport and other volunteering programmes being implemented across London.
  - **Train more teachers** to deliver high-quality physical education and sport to disabled pupils and students in both special and mainstream schools, by implementing the performance pathways programme in all school sports partnerships.
  - **Implement a programme of *Inclusive and Active* workforce training** for decision makers, service providers and volunteers already working in sport and physical activity.
- 12 *Inclusive and Active* is about realising a fundamental culture change and delivering action that will make a significant difference to disabled Londoners. This means action that will deliver choice and opportunities to participate in sport and physical activity at a local level. It also means action that will deliver sporting pathways and competition structures at local, sub-regional, regional and national levels to enable sporting potential to be fulfilled and sporting success achieved.
- 13 Above all, *Inclusive and Active* is an ‘action’ plan. It requires many individuals and organisations to commit to it – and to provide and pool the necessary resources – to deliver its actions. We are asking every individual and organisation involved in providing sport and physical activity opportunities and in meeting the needs of disabled people in London to sign up to delivering the *Inclusive and Active* vision and actions. We are also asking them to sign up to three specific commitments:

- Include within your own delivery plans and future work programmes specific *Inclusive and Active* actions.
  - Include disability impact assessments as standard in every review, initiative, programme or project supported or funded by your organisation directly or indirectly related to sport and physical activity.
  - Set specific *Inclusive and Active* targets for your organisation, for the partnerships that you are engaged in and for the organisations that you fund or contract with (where applicable) and measure performance against them on at least an annual basis.
- 14 Additional commitments are identified that key partners are also asked to sign up to, including the London boroughs, the five London Pro-Active Partnerships and Sport England London Region.
- 15 Some pledges have already been made and resources secured to support delivery of this plan. But much more effort and resources are needed to make the difference and make it happen quickly. Ultimately it is up to you – and the people you know and work with – whether the vision set out in this plan is achieved.

### References and notes

- 1 In 2005, a new Disability Discrimination Act introduced amendments and extensions to existing legislation, in particular a duty on public bodies to promote equality of opportunity for disabled people (the Disability Equality Duty).



Participants at the London Youth Games





Images of participation by disabled people in football and basketball



## Statements of support

'London Councils welcomes *Inclusive and Active* and its vision to increase sporting and physical activity opportunities for disabled people. Working at the heart of the community, boroughs already deliver excellent and innovative work in this sector, such as Tower Hamlets Community Sports Coaches and the plethora of activities and tournaments developed in Ealing.

London Councils is keen to build on best practice and work with boroughs in delivering more inclusive opportunities across a wide range of sports. This document has challenges for us all but by working in partnership with disability organisations, Sport England's Pro-Active Partnerships, the London Sports Forum for Disabled People, local clubs and the private sector we can achieve significant improvements in the lives of disabled people and link this to the opportunities and benefits that the London Olympic Games and Paralympic Games offer to create a lasting legacy of better sporting opportunities in London for all our residents.'

### **Cllr Merrick Cockell**

Chairman  
London Councils

'If London can create the right environment at every level for disabled people to excel in sport it gives us a real opportunity to unlock potential talent for those who wish to perform at the highest level. With the increasingly sophisticated talent identification initiatives that can now be deployed, the right athletes for the right sports can be identified quickly and fast-tracked to success. London can play a key role in supporting this drive and help ParalympicsGB towards the top of the medal table in 2012.'

### **Liz Nicholl**

Director of Elite Performance  
UK Sport

'The Youth Sport Trust supports the need for *Inclusive and Active - A Sport and Physical Activity Action Plan for Disabled People in London* and welcomes the clear direction proposed in the strategy. As the development landscape progresses & delivery mechanism change the Youth Sport Trust will be a key partner in shaping and enhancing the Action Plan.'

### **Steve Grainger**

Chief Executive  
Youth Sport Trust

‘The English Federation of Disability Sport sees *Inclusive and Active* as an incredibly important development in the provision of sport for disabled people in London. We will do all we can to ensure that it links into national initiatives and strategies, so in partnership with organisations in London we can really begin to make a difference to how disabled people access sport and physical activity opportunities.’

**Colin Chaytors**

Chief Executive

English Federation of Disability Sport

‘The British Paralympic Association fully supports the role of *Inclusive and Active* in creating new opportunities for people with a disability/impairment to participate in sport. It hopes this important initiative will create better pathways into sport that will ultimately lead to more Paralympians from London.’

**Phil Lane**

Chief Executive

British Paralympic Association



*Disabled young people enjoy the London Youth Games*

# 1 What is it all about?

- 1.1 *Inclusive and Active* is about sport and physical activity<sup>2</sup>, opportunity, choice and realising potential. It is an action plan to help more disabled people become physically active and participate in sport at any level. It is for everyone in London who is or wants to be involved in sport and physical activity, whether they are disabled or not.
- 1.2 The climate for sport and physical activity in the UK is changing. Getting people more active is a higher political priority now that the health benefits are widely accepted. The success of London's bid to host the Olympic Games and Paralympic Games in 2012 has projected sport into the political and media spotlight. The new Disability Equality Duty<sup>3</sup> has raised the profile of the rights of disabled people in sport. Tough questions are now being asked about all aspects of sport and how people can get involved. This high profile brings with it both opportunities and challenges for those who provide and participate in sport.
- 1.3 Our aspirations for London 2012 are clear. We want to host a spectacular, safe and successful world event where our top sportsmen and women perform well. We also want to use the Olympic Games and Paralympic Games to help to achieve a lasting increase in participation in sport across the whole population at community and grassroots level. We have set targets for increasing participation in London. We want to achieve a one per cent increase in regular participation by disabled people in sport and physical activity each year for the next five years.

**A one per cent increase in regular participation in sport and physical activity is a demanding target – this is equivalent to an additional 8,000-9,000 disabled people participating each year or 40,000-45,000 between now and 2012.**

- 1.4 Increasing regular participation in sport by everyone, including disabled people, is quite a challenge. Participation rates among disabled people living in London, particularly adults, are much lower than among non-disabled people. Disabled people do not have the same choice of sports or activities available to them. Disabled people with sporting talent are not spotted early enough and the sporting pathways needed to help them to succeed are seldom there. All this has to change if we are to achieve our aspirations and participation targets.
- 1.5 We must find and build on what is already done well in London, using the knowledge and expertise of the more forward thinking local authorities, sports clubs, governing bodies of sport, disability sports organisations and the London Sports Forum for Disabled People. We must bring about a change in attitudes and culture so that we create accessible facilities,

programmes and events that cover all of London, as well as a whole range of accessible sports and activities. We must make better use of existing human and financial resources to make provision more inclusive. And we must harness the commitment of many individuals and organisations to enable us to do this.

- 1.6 *Inclusive and Active* sets out what needs to be done. It establishes the priorities for achieving a vision for sport for disabled people in London for the period 2007-2012 and beyond. It identifies what actions disabled people, non-disabled people, sports organisations and other service providers need to take over the next five years to ensure that everyone in London can access sport and physical activity. It also gives examples of 'what works', demonstrating that it is possible – and not that difficult – to provide sport and physical activity opportunities for everyone.

#### References and notes

- 2 Sport throughout this action plan refers to a comprehensive and modern range of sport and physical activity. This includes traditional sports like football, rugby, netball, tennis, swimming, horse riding etc; lifestyle sports such as ten-pin bowling, roller blading and skateboarding; adventurous sports such as caving, rock climbing or white water kayaking; active recreation including cycling, walking, frisbee or body boarding; and health- and fitness-related activities such as fitness circuits, dance exercise, weight training or yoga.
- 3 In 2005, a new Disability Discrimination Act introduced amendments and extensions to existing legislation, in particular a duty on public bodies to promote equality of opportunity for disabled people (the Disability Equality Duty).

## 2 How does it fit?

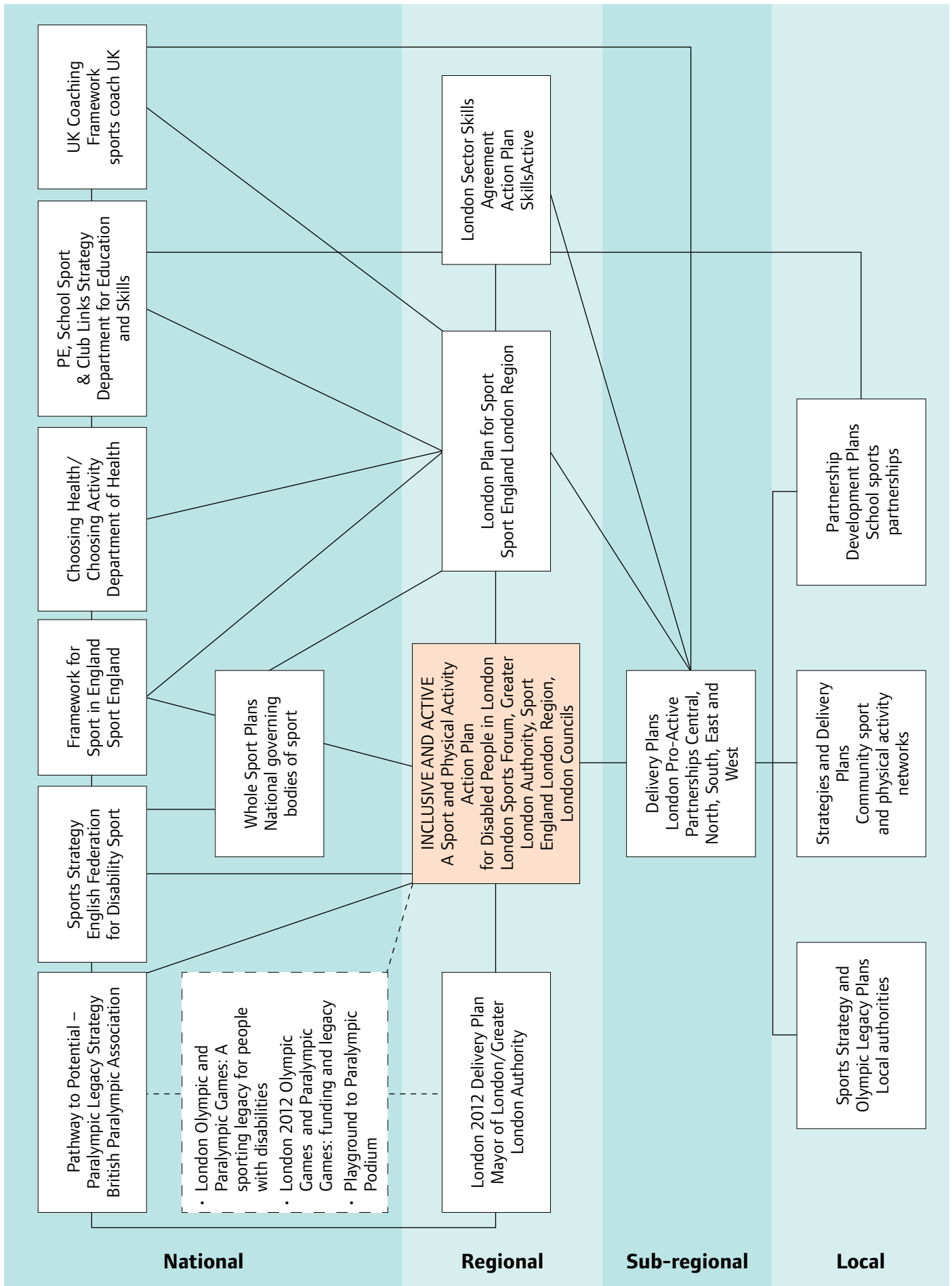
- 2.1 *Inclusive and Active* was commissioned by the Greater London Authority, Sport England London Region and London Sports Forum for Disabled People to help achieve our shared aim of achieving a significant increase in participation in sport and physical activity by disabled people. It also responds to the 2006 Economic Development, Culture, Sport and Tourism Committee report *London Olympic and Paralympic Games: A sporting legacy for people with disabilities*. This identified significant weaknesses in the provision of sport for disabled people in London and highlighted a serious concern that disabled people will not reap the benefits of any London Games legacy unless action is taken now.
- 2.2 *Inclusive and Active* connects national and regional sports strategies with sub-regional and local delivery plans. It translates wider agendas and issues into specific actions that need to be delivered at a local level to help disabled people become physically active and participate in sport.
- 2.3 Diagram 1 shows how this action plan fits within the strategic framework for sport in London. Each strategic plan is accompanied by a number of programmes and initiatives to get more people involved in sport and physical activity. Many new ideas are also being developed. *Inclusive and Active* links to both existing and proposed opportunities, identifying where provision for disabled people can be integrated and how disabled people can be at the forefront of developments.

*Boccia players in action*





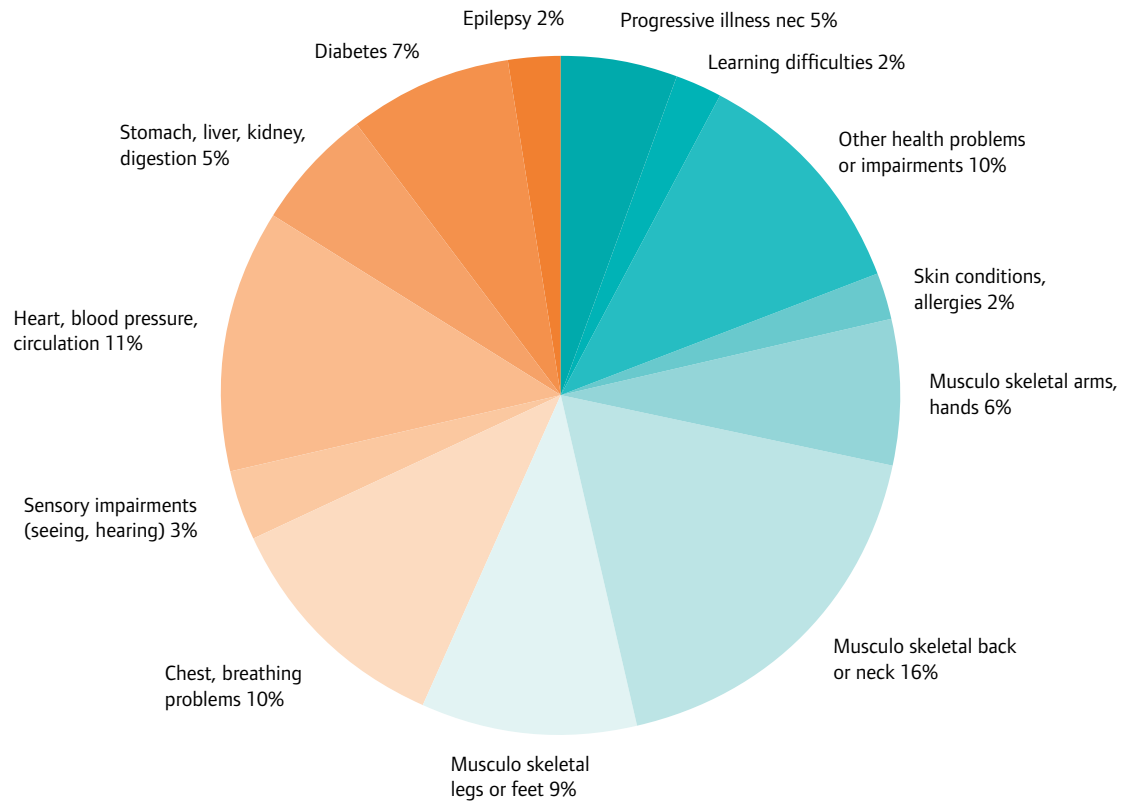
**Diagram 1 The strategic framework for sport in London**



## 3 Who should get involved?

- 3.1 This plan is for everyone, not just disabled people, disability organisations and sports providers. Disabled people make up a large proportion of London's population. They are also a significant latent market for sport and physical activity with substantial spending power<sup>4</sup>. Increasing participation by disabled people has the potential to make a real difference in improving the health and well-being of individuals and communities, in achieving sporting objectives and targets, and in contributing to non-sporting – social, economic and environmental – agendas and priorities.
- 3.2 Over one million people – 15.1 per cent of the whole population of London – have a long-term illness, health problem or disability that limits their daily activity or the work they can do<sup>5</sup>. The Annual Population Survey 2005<sup>6</sup> indicates that 759,700 – or 15.8 per cent – of the population in London who are of working age are disabled. One in twenty children aged under 16 are disabled, with at least 61,000 disabled children living in London<sup>7</sup>.
- 3.3 Disabled people are not a homogeneous group. The population of disabled people includes wheelchair users, blind and partially sighted people and deaf people; these are an important minority of the total but the majority of disabled people have other (often less visible) impairments (such as learning impairments). Diagram 2 shows the breakdown of disabled people of working age by main health problem or impairment for Greater London in 2005.
- 3.4 Trends in impairment show increasing numbers of adults reporting mental illness and behavioural disorders, with one in eight Londoners suffering from mental health problems<sup>8</sup>, while the number of adults reporting physical impairments is decreasing.
- 3.5 The prevalence of disability increases with age. Of young Londoners aged 16-24, 8 per cent are disabled compared to one third (33 per cent) of those aged 55 to retirement age. The strong association between disability and age is evident in both men and women although women have slightly higher rates of disability than men across most age groups. Overall, 16 per cent of women aged 16-59 are disabled compared to 14 per cent of men aged 16-59.
- 3.6 Although older people are more likely to be disabled than younger people, trends show an increasing number of children reported as having complex needs, autistic spectrum disorders or mental health issues<sup>9</sup>.

**Diagram 2 Disabled people of working age by impairment, Greater London, 2005**



Annual Population Survey 2005 (January to December).

Figures of 7 per cent or less are based on relatively small samples (i.e. 50-200) and are subject to high levels of sampling variance.

- 3.7 Data on the proportion of disabled people of working age in London by ethnic group and age is only available under two broad ethnic categories<sup>10</sup>, white and BAME (black, Asian and minority ethnic). Figures adjusted to take account of the different age structures of the white and BAME populations indicate that disability is slightly more prevalent among the BAME population (17 per cent) than the white population (15 per cent). This difference is particularly marked among the over 45s, where the proportion of BAME Londoners who are disabled is considerably higher.
- 3.8 Increasing participation by disabled people in sport and physical activity has a wide range of benefits both for individuals and communities. Sport and physical activity are valued and important activities in their own right, improving quality of life, providing fun and enjoyment and encouraging social contact. Accessible facilities, programmes and events, and sports and activities that enable disabled people to participate fully will make these benefits available to everyone.



- 3.9 More active disabled people will contribute to the overarching sporting objective for London of achieving an active and successful sporting capital. It will help to deliver an increase in participation in sport and physical activity, including by under-represented groups, and improve levels of sporting performance.
- 3.10 It is not just individual benefits and sporting objectives that this action plan will help to deliver. Making sport more inclusive and engaging disabled people in voluntary and paid roles in sport can help organisations to fulfil their statutory obligations under the Disability Discrimination Act (DDA) and other equality legislation, meet the requirements of the Equality Standard and contribute to wider social, economic and environmental objectives, as shown in Diagram 3.



*Table cricket*



*Celebrating after completing the London Marathon*

**Diagram 3 The contribution that inclusive sports provision can make to social, economic and environmental objectives**

Inclusive sports provision, contributing to...					
Equality	Children and young people	Health	Social inclusion and respect	Employment and skills	Sustainable communities
<ul style="list-style-type: none"> <li>• Accessible goods, facilities and services</li> </ul>	<ul style="list-style-type: none"> <li>• Positive activities for young people</li> <li>• Well-being of children and young people (Five <i>Every Child Matters</i> outcomes)</li> </ul>	<ul style="list-style-type: none"> <li>• Physical, mental and emotional well-being of adults/young people</li> <li>• Reduction in health inequalities</li> <li>• Reduction in obesity</li> <li>• More independent lives</li> </ul>	<ul style="list-style-type: none"> <li>• Social inclusion</li> <li>• Personalisation of opportunities</li> <li>• Supporting families</li> <li>• Strengthening communities</li> </ul>	<ul style="list-style-type: none"> <li>• Increasing skills and employability</li> <li>• Getting more disabled people into work</li> <li>• Creating healthy workplaces</li> </ul>	<ul style="list-style-type: none"> <li>• Regeneration and economic development</li> <li>• Securing participation of citizens</li> <li>• Devolved community management</li> </ul>
Disability Equality Plan	Children and Young People Plan	Health Improvement Plan	Sustainable Community Strategy and Local Area Agreement		
<ul style="list-style-type: none"> <li>• Disability Discrimination Act 2005 (and DDA 1995)</li> <li>• Equality Act 2006</li> <li>• Sex Discrimination Act 1975</li> <li>• Race Relations Act 1976 and Race Relations Amendments 2000</li> <li>• Human Rights Act 1998</li> </ul>	<ul style="list-style-type: none"> <li>• Children Act 2004</li> <li>• Education Act 2006</li> <li>• Every Child Matters: Change for Children, 2004</li> <li>• outh Matters, 2005 and Youth Matters: Next Steps, 2006</li> </ul>	<ul style="list-style-type: none"> <li>• Our Health, Our Care, Our Say: A new direction for community services, 2006</li> <li>• Choosing Health, 2004</li> <li>• Choosing Activity: A physical activity action plan, 2005</li> </ul>	<ul style="list-style-type: none"> <li>• Improving the Life Chances of Disabled People, 2005</li> <li>• Reaching Out: An action plan on social inclusion, 2006</li> <li>• Respect Action Plan, 2006</li> </ul>	<ul style="list-style-type: none"> <li>• A New Deal for Welfare: Empowering people to work, 2006</li> </ul>	<ul style="list-style-type: none"> <li>• Strong and Prosperous Communities, the Local Government White Paper, 2006</li> </ul>

### References and notes

- 4 Estimated by the Department for Work and Pensions in 2006 to be in the region of £80 billion across Britain (based on the Family Resource Survey 2003-04).
- 5 Census 2001.
- 6 Annual Population Survey, April 2005, taken from Disabled people and the labour market: key facts, Greater London Authority, 2007.
- 7 Census 2001.
- 8 Disabled people and the labour market: key facts, Greater London Authority, 2007.
- 9 Improving the life chances of disabled people, Prime Minister's Strategy Unit, 2005.
- 10 Due to small sample sizes, the data was aggregated into the two groups of white and black, Asian and minority ethnic groups. Disabled people and the labour market: key facts, Greater London Authority, 2007.

*London Youth Games 2007  
Boccia Champions*







*Top left: athletes at the London Youth Games. Top right: celebrating success at the Panathlon Challenge. Bottom: football is a sport that can be enjoyed by all, regardless of impairment.*

## 4 What is happening now?

- 4.1 Levels of participation in sport and physical activity by disabled people generally and in London specifically are lower than average participation rates, particularly among young people aged 16-19 and adults. The *Taking Part* survey commissioned by the Department for Culture, Media and Sport (DCMS) in 2005 found that among people aged 16 years and over:
- Only 32.3 per cent of those with a limiting disability had participated in at least one active sport during the past four weeks. This is compared to 53.7 per cent of all adults and was the lowest of all the priority groups<sup>11</sup>.
  - Only 9.5 per cent of those with a limiting disability had participated in moderate intensity sport for at least 30 minutes on at least three separate occasions during the past week. This is compared to 20.9 per cent of all adults and again was the lowest of all the priority groups.
- 4.2 The *Active People* survey results published by Sport England in 2006 show that in London:
- Only 9 per cent of people aged 16 years and over with a limiting disability<sup>12</sup> had participated in at least 30 minutes of moderate intensity sport and active recreation (including recreational walking) on three or more days a week. This is compared to 21.3 per cent of all adults across London and 21 per cent across England as a whole.
- 4.3 Participation levels by disabled people vary across London, with marked differences both between the sub-regions and the London boroughs. Table 1 shows average participation rates in the five London Pro-Active Partnership areas<sup>13</sup>, and the lowest and highest rates in the corresponding local authorities. This shows that participation rates by disabled people are as low as 4 per cent or 5 per cent in some London boroughs and as high as 17 per cent in others, notably in some that are taking positive action and allocating resources to increasing participation by disabled people. However, even within the best performing authorities, fewer than one in five disabled people are participating regularly in sport and physical activity.

**Table 1 Participation rates in sport and physical activity in London by sub-region**

Sub-region	Average participation rate all adults	Average participation rate <sup>1</sup> for adults with limiting long-term illness, disability or infirmity	Lowest average participation rate <sup>1</sup> for adults with limiting long-term illness, disability or infirmity by a London borough	Highest average participation rate <sup>1</sup> for adults with limiting long-term illness, disability or infirmity by a London borough
Central	24.69%	10.39%	5.5%	17.9%
East	18.77%	8.18%	5.8%	12.2%
North	20.86%	7.75%	6.0%	10.6%
South	22.73%	8.33%	5.6%	12.5%
West	20.58%	10.22%	4.2%	16.7%
Pan-London	21.33%	9.0%		

1 The percentage of adults participating in at least 30 minutes of moderate intensity sport and active recreation (including recreational walking) on three or more days a week.

- 4.4 Volunteering levels are also lower among disabled people aged 16 years and over. The *Active People* survey found that across London only 2.4 per cent of disabled adults participated in at least one hour of volunteering a week to support sport compared to 3.7 per cent of all adults. The recent workforce development analysis for London<sup>14</sup> identified that out of a total of 20,568 volunteers only 681 (3.3 per cent) were disabled.
- 4.5 The picture of participation by young disabled people under 16 years in London is less clear. The last major survey by Sport England on participation in sport by young disabled people aged 6-16 years was in 2000 and data from the survey is not available specifically for London.
- 4.6 The 2000 survey does, though, provide an overall indication of participation levels. It found lower levels of participation in sport by young disabled people than non-disabled people. Three quarters (75 per cent) of young disabled people, compared to 94 per cent of all young people, had participated in sport in or out of school at least ten times in the last year. The number of sports that young disabled people had participated in at least once during the last year was just under half that of all young people.
- 4.7 The survey also showed that the proportion of young disabled people spending two or more hours in physical education (PE) lessons was significantly lower than for all young people. Primary school age children

were just as likely to spend two or more hours in PE lessons a week, but only half as many secondary school age children spent two or more hours a week in PE compared to all secondary school children.

- 4.8 The results of a survey of 13-14 year olds (Year 9) published by the North Pro-Active Partnership in 2007<sup>15</sup> provide some information on London. The summary in Table 2 shows that disabled young people are much less likely to achieve the recommended level of one hour a day physical activity<sup>16</sup> than non-disabled young people of this age group. But the gap between disabled and non-disabled young people is much narrower in their use of leisure centres, participation in extra-curricular activities and club membership.

**Table 2 Participation by Year 9 pupils, North Pro-Active Partnership**

	Disabled young people	Non-disabled young people
Participation in seven hours or more of physical activity each week	16.2%	20.7%
Use of leisure centres	71.3%	73.1%
Participation in extra-curricular activities	56.5%	57.2%
Members of clubs	46%	47.2%

- 4.9 Data from the Youth Sport Trust 2005-2006 survey of schools indicated that 82 per cent of young people attending a special school were achieving the target of two hours of PE and school sport each week, which was comparable to participation by all young people attending mainstream schools.
- 4.10 Data on participation by young disabled people in mainstream schools is not available. However, anecdotal evidence suggests that participation levels by disabled young people are lower than among their non-disabled peers, particularly in secondary schools.
- 4.11 There is little accurate data available on the sport and physical activity facilities, activities and events accessible to disabled people in London. Some local authorities have carried out audits of facilities or activities but these do not always reflect the different needs of disabled people. Many local authorities do not have up-to-date or comprehensive information. Only some school sports partnerships have audited provision for young disabled people and few national governing bodies of sport have complete listings of their inclusive clubs. London Sports Forum for Disabled People (LSF) estimates that there are around 82

disability-specific clubs across London, compared to over 20,000 clubs that are not disability specific.

- 4.12 This lack of accurate data makes it difficult to draw firm conclusions about the level and quality of current provision. But there is a widespread view that provision for disabled people is inconsistent across London and across sports. The opportunities and choices available to disabled people generally, or with a particular type of impairment, are extremely limited in some parts of London.
- 4.13 Although provision may be inconsistent, it is not all bad news. There are some very positive examples in London of inclusive facilities, programmes, clubs and other organisations that have taken positive action to increase the involvement of disabled people in sport.
- 4.14 For the past 15 years, London Sports Forum for Disabled People (LSF) has been working with disabled Londoners and sport and community organisations to increase provision. Developments instigated by LSF include a network of football clubs for deaf people and out-of-school sport opportunities for blind and partially sighted children and young people. Such developments have been instrumental in ensuring that these children and young people get an opportunity to access sport and physical activity and do not become inactive adults.
- 4.15 Local authorities and schools have an important role to play, not just in providing opportunities for disabled people but also in changing attitudes. The London Borough of Newham has a strategic level disability sports officer. Their remit is to work across the borough and with external partners to increase access to sport and physical activity for disabled people and to ensure that the London 2012 legacy for disabled people is delivered through an integrated approach. Although the officer has not been in post long, action is already being taken in a number of areas. These include developing disability awareness training across the whole authority, linking provision for disabled people into sports club service level agreements and developing sporting pathways for young people with talent in association with the school sports partnerships.
- 4.16 Sport does not have to be provided by sporting organisations or groups alone. Disabled people are part of community, voluntary, youth and disability organisations that can also make a difference. The Active London project is a joint initiative between five borough-based Mencaps/ Advocacy Services<sup>17</sup>, LSF and Sport England London Region. Sustainable locally based activity has been created, aimed specifically at increasing access by learning disabled people to sport and physical activity. The



project also includes developing learning disabled people as sports leaders and training leisure centre staff so they can better meet the needs of disabled users.

4.17 These are just a few examples that demonstrate what can be achieved.

### References and notes

- 11 Priority groups are people from black and minority ethnic groups, people with a limiting disability, people in a lower socio-economic group and women.
- 12 Defined as people self reporting as having a limiting long-standing illness, disability or infirmity.
- 13 The Central, East, West, South and North Pro-Active Partnerships. For information on the area that each sports partnership covers, go to [www.sportengland.org/00065rh\\_london\\_sub\\_regional\\_partnerships.jpg](http://www.sportengland.org/00065rh_london_sub_regional_partnerships.jpg)
- 14 Workforce Development Analysis for London, Sport England and the London Pro-Active Partnership, 2007.
- 15 North London Pro-Active Partnership Strata Survey, KKP, 2007.
- 16 Chief Medical Officer recommendations, At Least Five a Week, 2004.
- 17 Barnet, Ealing, Haringey and Sutton Mencaps and Hammersmith and Fulham Advocacy Service.



Left and top right: Goalball, an inclusive Paralympic sport designed for visually impaired people.  
Bottom right: the Great Britain Visually Impaired Rowing Team in action.



*Sports such as football and athletics can be easily adapted to include disabled people.*



## 5 What do we want to achieve?

### 5.1 Our vision is:

**More active disabled Londoners achieving their full sporting potential.**

### 5.2 The key outcomes that this action plan is expected to deliver are:

- more disabled people in London participating regularly in sport and physical activity
- more disabled people in London achieving sporting success in competitions at every level (local, sub-regional, regional, national and international).

### 5.3 We have identified five key themes where time and resources need to be invested by a wide range of organisations across London – and over several years – to deliver the vision and key outcomes. These are:

- changing the culture
- being inclusive
- getting people active
- creating sporting pathways
- developing people.

### 5.4 A sixth theme, 'taking the lead and being accountable', identifies key roles and responsibilities and seeks specific commitments from individuals and organisations to help to deliver the *Inclusive and Active* vision and actions. It also identifies key actions to be taken to hold decision makers and service providers to account.

### 5.5 Under each of the themes, we have identified priority aims and actions to be implemented.

The top ten priority actions:

- Start the *Inclusive and Active* debate and secure commitment from individuals and organisations across London to delivering the *Inclusive and Active* vision and targets.
- Implement an *Inclusive and Active* advocacy and profile-raising campaign.
- Develop an *Inclusive and Active* network of nominated sports officers, leaders, coaches and teachers.
- Increase the number of existing sport and leisure facilities (indoor and outdoor) that are fully accessible and inclusive to disabled people.



- Develop an *Inclusive and Active* web portal.
- Develop more inclusive mainstream sports clubs providing high-quality sports opportunities for disabled people.
- Improve the sporting pathways for disabled young people and adults.
- Recruit and train more coaches, to coach disabled people in sport at every level, and more sports leaders and volunteers to work with disabled people in sport.
- Train more teachers to deliver high-quality physical education and school sport to disabled pupils and students in special and mainstream schools.
- Implement a programme of *Inclusive and Active* workforce training.

5.6 Full details of all the priority aims and actions for implementation are set out in the following pages.



*Swimming is one of the most popular sports with disabled people.*

## 6 How are we going to get there?

- 6.1 This section sets out what we are trying to achieve, the key issues to be addressed and the recommended actions.

### Theme 1 Changing the culture

Priority aims:

- **Change attitudes** among sport and physical activity providers and groups in London so that disabled people are viewed as significant and valued customers/member groups.
- **Raise awareness** among strategic decision makers of how sport for disabled people can help deliver non-sporting objectives.
- **Raise the profile** of sport for disabled people, and of disabled sports personalities and teams, within the general and sports-specific media in London and beyond.

- 6.2 Disabled people are substantial in number and have significant spending power. They are an important and valuable customer group that should be able to access and benefit from sport and physical activity. But the experiences of disabled people indicate that this is not recognised by many sports and other service providers. Negative or inappropriate attitudes to disabled people and their participation in sport remain. Responsibilities under the Disability Discrimination Act (DDA) to make provision inclusive are not widely understood.
- 6.3 The contribution that increasing participation by disabled people in sport and physical activity can make to strategic priorities – including those for health, social inclusion, skills, regeneration and sustainable communities – is not fully appreciated. Sport for disabled people is often seen as an ‘add-on’ and is not well integrated in service planning and delivery. There is also a lack of information and knowledge about how to make provision more inclusive and meet local needs.
- 6.4 Disabled people are not yet at the forefront of informing and influencing decisions and priorities, and the differing needs of disabled people as customers and users of services and facilities are not always known about or acted upon. Sport for disabled people, and disabled sports people and teams, have a low profile in the mainstream media and in sports-specific publications.

### Key actions

#### 1.1 Start the *Inclusive and Active* debate.

Use this action plan as the catalyst to engage in debate with politicians, decision makers and delivery organisations across London and to secure commitment to sport and physical activity provision for disabled people as a corporate responsibility.

The key agencies represented on the *Inclusive and Active* steering group<sup>18</sup> should lead by example. They should do this by ensuring that opportunities for disabled people to participate in sport and physical activity feature routinely on the agenda at key meetings and events and by getting the commitment of other national, Londonwide and sub-regional organisations to do the same. An official launch of *Inclusive and Active* would provide a starting point for the process.

The *Inclusive and Active* debate should take place at every level from national through to sub-regional and local. It must involve and, wherever possible, be led by disabled people, both from within and outside the sports sector (see action 1.4). It must also engage individuals and organisations in the health, youth, education and skills sectors and in planning, transport and regeneration, as well as in sport and physical activity.

The debate needs to link into the work being undertaken across London by all public authorities on the implementation of their disability equality plans or schemes, and to Olympic and Paralympic legacy planning.

**Targets** *Inclusive and Active* is discussed between July 2007 and December 2008 at a minimum of:

- ten key national or London-wide strategic meetings or events
- fifteen sub-regional or local meetings or events.

Three quarters of London boroughs have included sport and physical activity provision for disabled people as part of an internal review or scrutiny by April 2009.

See also action 3.5.

**Links** Existing networks and events; disability equality schemes and plans of all major organisations.

**Lead** London Sports Forum for Disabled People.

**Partners** Sport England London Region, Greater London Authority and London Councils (regional level); Pro-Active Partnerships (sub-regional level); London boroughs; community sport and physical activity networks; *Inclusive and Active* Steering Group and action fora (local level) and all decision makers and service providers.

**Resources** Within existing resources.

**1.2 Implement an *Inclusive and Active* advocacy and profile-raising campaign.** Create a London-wide identity for *Inclusive and Active*, and run an advocacy, profile-raising and communications campaign.

An *Inclusive and Active* advocacy, profile-raising and communications campaign should be implemented. Key elements of the campaign should include:

- Identifying and engaging high profile and influential advocates for sport for disabled people – political, strategic and celebrity – who will contribute to the *Inclusive and Active* debate, carry out specific actions and lobbying, and raise the profile of sport for disabled people and disabled sports people.
- Identifying and engaging disabled Londoners who will contribute to the *Inclusive and Active* debate at local, sub-regional and regional levels and carry out specific actions and lobby for the rights of disabled people to be able to access sport and physical activity (see action 1.4).
- Preparing a short advocacy document aimed at dispelling the myths about sport for disabled people. This should include key facts and figures for London, the business case for catering for the needs of disabled people, links to the delivery of other agendas and signposting to sources of advice and financial support.
- Keeping disabled sport on the political agenda, for example through parliamentary questions and early day motions, continually reinforcing the message among politicians that London 2012 is the Olympic Games and Paralympic Games and encouraging people in the public eye to talk about the Paralympics and disabled sports people.
- Implementing a communications campaign at local and regional levels to increase the use of positive stories and images of disabled people in sport and extend coverage of the achievements of our top disabled teams and individual sportsmen and women.

The communications campaign should target key London media, national governing bodies of sport, and local authorities and sports providers that market and promote sport at a local level. The campaign should link to the London 2012 Organising Committee of the Olympic Games and Paralympic Games (LOCOG) Paralympic communications plan and proposals in the *Pathway to Potential: Ensuring a Sustainable Paralympic Legacy* strategy of the British Paralympic Association.

**Targets** Communications campaign to be ready to launch by April 2008.

Eight key advocates identified and contributing to the campaign by April 2008; 15 by January 2010.

Advocacy document produced and circulated by December 2008.

**Links** Paralympic communications plan; London Employment and Skills Taskforce for 2012 (LEST) report/*Ability Plus* programme; English Federation for Disability Sport *Count Me In* campaign; British Paralympic Association *Pathway to Potential* strategy; disability equality schemes and plans of all major organisations.

**Lead** London Sports Forum for Disabled People.

**Partners** *Inclusive and Active* steering group; London Councils; London boroughs; Greater London Authority; Pro-Active Partnerships; *Inclusive and Active* action fora; London media.

**Resources** Additional resources required to provide expertise and capacity to co-ordinate and implement the campaign – potential sources of funding include Greater London Authority, Sport England, London boroughs, sponsorship.

### 1.3 **Develop an *Inclusive and Active* network of sports officers, leaders, coaches, teachers and volunteers across London.**

As a minimum, this should include each of the following organisations having a nominated lead officer for sport and physical activity for disabled people who will help take forward the *Inclusive and Active* agenda, with time and resources allocated to fulfil the role:

- the five Pro-Active Partnerships
- the 33 London boroughs
- the 56 school sports partnerships, initially starting with five sub-regional school sports partnership leads
- each community sport and physical activity network (voluntary role), as and when they are developed.



London Sports Forum for Disabled People (LSF) has already completed a review of its future functions and roles, and agreement has been reached that each Pro-Active Partnership will host a member of LSF staff for three days each week. They, and the Pro-Active Partnership directors and staff teams, will need to be able to link into a network of other sports officers, leaders, coaches, teachers and volunteers across London who can help to bring about culture change at every level.

Local community, youth and sports development officers, funded by the local authority and other organisations, can play an important role in changing the culture, increasing opportunities for disabled people to access sport and physical activity and helping other organisations to do the same. Each London borough should have a nominated lead officer responsible for taking forward the *Inclusive and Active* agenda with time and resources allocated to this strategic role. In addition, either through officers directly employed by the borough or through funded partner organisations working on behalf of the borough, dedicated development time and resources should be allocated to improve sport and physical activity for disabled people and help deliver the *Inclusive and Active* action plan.

Across four of the five sub-regions, there are already lead officers from school sports partnerships engaged in the *Outside these walls* programme. This has involved a broad needs analysis and development plan related to the provision of opportunities for young disabled people in the sub-region, and delivery of a number of priority actions. Strengthening this sub-regional role and then working to create a network of lead officers in every school sports partnership should be a priority.

As and when community sport and physical activity networks are developed in London, each should have a nominated *Inclusive and Active* lead, ideally a representative from the community/voluntary sector.

Further issues and actions related to the development of the network of sports leaders, coaches, teachers and volunteers are identified under the 'Developing people' theme.

**Targets** LSF officers in place in all five Pro-Active Partnerships, with agreed work programmes and targets by October 2007.

Twelve London boroughs identifying a lead officer responsible for taking forward the *Inclusive and Active* agenda, with agreed work programmes, targets and resources by December 2008, a further 11 by December 2009 and the remaining ten by December 2010.

Five sub-regional leads for school sports partnerships in place with work programmes and targets by December 2007.

Twenty school sports partnerships with a nominated lead officer with agreed work programmes and targets by December 2008, 20 by December 2009 and the remaining 16 by September 2010.

Each community sport and physical activity network to have an *Inclusive and Active* lead officer from clubs or community groups by April 2011.

See also actions 5.1 to 5.6.

**Links** The strategies and work plans of each organisation, including workforce development plans.

**Lead** London Sports Forum for Disabled People.

**Partners** Pro-Active Partnerships; London boroughs; school sports partnerships; Youth Sport Trust; community sport and physical activity networks; *Inclusive and Active* action fora; national governing bodies of sport; disability sports organisations; sports coach UK; Sports Leaders UK; SkillsActive; Sport England.

**Resources** Combination of existing and additional resources required. In particular, resources from London boroughs to support the work of the nominated lead officer and delivery of an *Inclusive and Active* work programme.

**1.4 Develop an *Inclusive and Active* action forum in each Pro-Active Partnership sub-region that includes disabled people from every local authority or community sport and physical activity network area.**

It is essential to engage disabled Londoners in *Inclusive and Active* debate at a local level – and in every local authority area or community sport and physical activity network area. *Inclusive and Active* action fora should be developed, either as stand-alone groups or as subgroups of existing sports or disability fora or councils, to give disabled people a strong voice and to lobby for the rights of disabled people to be able to access sport and physical activity.

Work should also take place with each *Inclusive and Active* action forum to identify how more disabled people can be supported to take on decision-making roles within sport, including as committee and board members.

**Targets** Five *Inclusive and Active* action fora in place at a sub-regional level by March 2008.

At least one disabled person from every local authority area or community sport and physical activity network on a sub-regional *Inclusive and Active* action forum by March 2009.

**Links** Existing sports, disability and access fora and councils.

**Lead** Pro-Active Partnerships.

**Partners** London Sports Forum for Disabled People; London boroughs; community sport and physical activity networks.

**Resources** Mainly within existing resources.

### 1.5 **Develop an *Inclusive and Active* knowledge bank of good practice and expertise in London on providing access to sport and physical activity for disabled people.**

The *Inclusive and Active* knowledge bank should be developed by LSF to raise the profile, change attitudes and inspire participation. It should build on good practice examples from across the public, not-for-profit and commercial sectors and link to the Pro-Active Partnership websites. Good practice examples and success stories are needed across a range of sports, at different levels within sport and for disabled people from different impairment groups. A bank of copyright-free positive images available to all organisations could also be included.

**Targets** Web-based knowledge bank for London established by March 2009, and continually updated.

**Links** Proposed London web portal (see action 3.1) and the websites of other organisations that hold good practice – Sport England; Pro-Active Partnerships; London Sports Forum for Disabled People; London Cultural Consortium; Youth Sport Trust; Sports Leaders UK and others.

**Lead** London Sports Forum for Disabled People.

**Partners** Pro-Active Partnerships; London boroughs; all sports providers.

**Resources** Combination of existing resources and some additional resources required to manage the project, promote the knowledge bank and potentially to collect positive images. Possible sources of funding include sponsorship (web-based); Greater London Authority.

## Theme 2 Being inclusive

Priority aims:

- **Offer disabled people greater choice** by providing more fully inclusive sport and physical activity programmes, projects, facilities and events in London.
- **Create more opportunities within mainstream sports clubs for disabled people** to participate and progress in sport, both integrated and disability specific.
- **Create more opportunities within existing disability-specific clubs** for disabled people to participate and progress in sport.
- **Give all young people the opportunity to participate regularly in sport and physical activity at school** as part of the curriculum and in out-of-hours activities.

- 6.5 Disabled people would like to choose the type of sport or activity they can participate in, where they can participate and with whom. They want the choice of participating with both disabled and non-disabled friends and family, or as part of a disabled team or group in a club, community or school-based setting.
- 6.6 Across London, there is a huge variety of sport and physical activity clubs, facilities, activities and events that, with a bit of thought and a different approach, could provide that choice. There are currently over 320 private health and fitness clubs with a further 171 planned, and more than 330 public sports facilities with a further 96 planned<sup>19</sup>. Many of these facilities – whoever they are owned and managed by – are not programmed or equipped to be inclusive. New facilities, although designed to be physically accessible, may not be accessible to disabled users with other impairments. In some cases where physical access meets required standards, organisational and staff attitudes and behaviour create a barrier to disabled people accessing the provision.
- 6.7 The majority of the 20,000 plus sports clubs in London do not provide opportunities for disabled people to participate in fun or competitive sport. Disabled people are often not invited to be a part of sports activities and events as participants or volunteers. Disability or impairment-specific clubs, and impairment-specific activities and events, are limited. Even within some disability-specific clubs, not everyone is made to feel welcome.

6.8 Choice is also important within a school environment. The majority of young disabled people are now being educated in mainstream schools. But not all of these young people are being given the opportunity to participate in curriculum and out-of-school sports and physical activities. Some have very limited options to choose from.

### Key actions

#### 2.1 **Audit the opportunities available to disabled people in sports facilities, clubs, activities and events provided in the community and in schools in each of the five Pro-Active Partnership areas.**

An audit of current provision is needed to establish:

- existing inclusive provision
- existing non-inclusive provision with the potential to develop
- key gaps in provision.

It should include facilities, schools, youth and club provision and identify whether provision meets the needs of all disabled users, including disabled users from different priority and impairment groups. Attention should also be given to the range of sports provided, adopting a wide definition of sport and physical activity.

**Targets** Audits of school provision, sport and leisure facilities and programmes, clubs and sports completed for all Pro-Active Partnerships by December 2008.

**Links** Positive activities for young people audits; extended schools audits; initial *Outside these walls* audits; school sports partnership audits; local authority access audits and disability equality plans.

**Lead** London Sports Forum for Disabled People.

**Partners** Pro-Active Partnerships; Youth Sport Trust; London boroughs; school sports partnerships; *Inclusive and Active* action fora; community sport and physical activity networks; public, private and not-for-profit facility providers; national governing bodies; disability sports organisations.

**Resources** Within existing resources.



## 2.2 Increase the number of existing sport and leisure facilities (indoor and outdoor) that are fully accessible and inclusive to disabled people through working with disabled people to implement improvements based on the audit findings.

Commitments should be secured from local authorities, leisure trusts and private sector providers to work with local disabled people to implement improvements to the existing sports and leisure facilities and services provided, including health and fitness facilities, based on the audit findings.

- Targets** Twenty-five existing sports and leisure facilities implementing significant improvements for all disabled people each year.
- Links** DDA requirements; local authority and other organisations' access audits and disability equality plans; facility/organisational quality and equality accreditation schemes and improvement plans.
- Lead** London boroughs.
- Partners** Sport England; Leisure trusts; private leisure management/health and fitness companies; London Sports Forum for Disabled People; *Inclusive and Active* action fora.
- Resources** Many improvements can be delivered using existing resources and through budget re-prioritisation. Where significant additional investment is required, potential sources may include Community Investment Fund; London Development Agency; National Sports Foundation.

## 2.3 Increase the number of health and fitness centres across London that have obtained the Inclusive Fitness Mark.

- Targets** Twenty new accredited facilities in London each year.
- Links** Inclusive Fitness Initiative; DDA requirements; local authority access audits and disability equality plans; facility quality accreditation schemes and improvement plans.
- Lead** London boroughs.
- Partners** Inclusive Fitness Initiative team; Sport England; Pro-Active Partnerships; leisure trusts; private leisure management/health and fitness companies.
- Resources** Some from within existing resources, some from Inclusive Fitness Initiative National Sports Foundation Programme. Additional resources will need to

be identified if this is to be expanded significantly across London and at a faster rate.

**2.4 Building on the learning from the design and build of the London 2012 venues, incorporate a specific requirement for all new publicly funded facilities and programmes for sport and physical activity in London to:**

- actively involve disabled people and groups in their design and programming
- incorporate, as part of their long-term sustainability, inclusive design.

Incorporating inclusive design is one of the key strands of the *Equality and Diversity* strategy of the Olympic Delivery Authority and a set of generic 'inclusive design principles' is being developed as part of the Olympic Delivery Authority's plans. Once the design principles are published, these should be adopted as standard across all of London and any lessons learnt from the development of the London 2012 facilities shared.

In addition, all organisations involved in funding and developing new facilities and programmes for sport and physical activity should commit to involving disabled people and organisations in designing and planning facilities and developing programmes. This is a role that the *Inclusive and Active* action fora (see action 1.4) and/or existing 2012 Games and local access groups could contribute to.

Organisations receiving public funding should be required to provide evidence that these criteria have been met.

**Targets** Inclusive design principles adopted across London as standard for all new publicly funded facilities for sport and physical activity by June 2009.

All London boroughs involving disabled people in the design, planning and programming of new sports facilities by June 2009.

**Links** London 2012 Delivery Plan 4.7 Sustainability; 2012 Games access forum; *Building Schools for the Future* programme; primary schools capital programme; Sport England and national governing bodies capital programmes; London boroughs' local development frameworks and planning guidance.

**Lead** Sport England London Region

**Partners** Greater London Authority; Olympic Delivery Authority; London boroughs, in particular planning departments; London Development Agency;

architects, project managers and all other partners working on London facility projects; UK Sport and other Lottery funding agencies.

Resources Within existing resources.

**2.5 Develop more inclusive mainstream sports clubs providing high-quality sports opportunities for disabled people and ensure that all multi-sport/hub clubs developed in London are inclusive.**

Advice and small grants should be provided to encourage and support mainstream sport-specific clubs and multi-sport clubs to include disabled people in sports programmes, training, coaching, leagues and competitions. This could be through integrating disabled people into existing club activities and/or through developing disability-specific sections within clubs. Disabled people from other priority groups under-represented in sport – in particular women and girls, people from black and ethnic minority communities and those on low income – should be included.

Clubs should be provided with information and support to encourage them to become accredited Clubmark clubs. Latest developments in Clubmark include specific accreditation for clubs that are inclusive for disabled people. Up-to-date guidance should also be developed for clubs with their own facilities on making them inclusive for disabled people and on completing disability audits.

The development of club opportunities for disabled people should be targeted where there is currently least provision.

Development of more high-quality sports opportunities will also depend on having sufficient volunteers, leaders and coaches (see 'Developing people' theme).

Target Fifteen additional clubs each year across London (averaging three in each Pro-Active Partnership) from April 2008 onwards, providing new opportunities for disabled people to train and develop their skills. Of these, five to cater for people with sensory impairments, five for people with physical impairments and five for people with learning difficulties.

Ten mainstream sports clubs each year obtaining accreditation under the new Clubmark scheme, recognising inclusive club provision.

See also targets in 2.7, 4.2 and 5.6.

- Links** Sport England's Community Club Development Programme; Clubmark; London 2012 Delivery Plan 4.5; school sports partnerships performance pathways for young disabled people; Whole Sport Plans; UK Coaching Framework.
- Lead** Pro-Active Partnership.
- Partners** London boroughs; community sport and physical activity networks; National governing bodies; school sports partnerships; London Sports Forum for Disabled People; national disability sports organisations; SkillsActive; sports coach UK.
- Resources** Some from within existing resources plus some additional resources required, potentially from Sport England's Community Investment Fund; London Councils grants; Awards for All; Youth Sport Trust and PESSCL (PE, School Sport and Club Links); National Sports Foundation.

## 2.6 **Develop more opportunities for disabled people to participate in existing disability sports clubs** by:

- ensuring that all clubs provide high-quality and inclusive sports opportunities
- strengthening their infrastructure and support networks.

Disability-specific sports clubs need to lead by example and expand the opportunities they provide for disabled people. Advice and small grants should be provided to encourage and support disability-specific clubs to expand their provision for disabled people, to include adults and young people, disabled people from other priority groups under-represented in sport and different impairment groups.

Clubs should be encouraged to become accredited Clubmark clubs and, wherever possible, action taken to strengthen the infrastructure and networks underpinning club delivery.

Development of more high-quality and inclusive sports opportunities will also depend on having sufficient volunteers, leaders and coaches (see 'Developing people' theme).

- Target** Ten existing disability sports clubs each year across London (averaging two in each Pro-Active Partnership) from October 2008 onwards, providing new opportunities for disabled people to participate and develop their skills.

Five disability sports clubs each year obtaining accreditation under the new Clubmark scheme, recognising inclusive club provision.

See also targets in 2.7 and 4.2.

**Links** Sport England's Community Club Development Programme; Clubmark; London 2012 Delivery Plan 4.5; school sports partnerships performance pathways for young disabled people; Whole Sport Plans; UK Coaching Framework.

**Lead** Pro-Active Partnerships.

**Partners** London boroughs; community sport and physical activity networks; London Sports Forum for Disabled People; national governing bodies; national disability sports organisations; Sport England; school sports partnerships; SkillsActive; sports coach UK; Sports Leaders UK.

**Resources** Additional resources required. Possible sources of funding include Sport England's Community Investment Fund; London Councils grants; National Sports Foundation; SkillsActive; Awards for All.

### **2.7 Develop more clubs linked to schools and sports sessions in out-of-school hours, providing opportunities for disabled young people to develop basic sporting skills and receive regular high-quality coaching.**

As part of the school sports partnerships performance pathways for young disabled people and club links programmes, new school club links should be developed to provide opportunities for young disabled people and/or new opportunities should be created by working with existing linked clubs.

The Youth Sport Trust is already working with a number of school sports partnerships to develop better performance pathways for young disabled people, with sponsorship from London Metro newspaper. This is supported by national and regional resources, including web-based information and advice on progression, talent identification and sporting pathways for young disabled people, and guidance on developing multi-skill opportunities. The programme and supporting resources need to be fully implemented in the proposed school sports partnerships and further expanded across London.

Schools need to be challenged to make inclusive sporting provision – and, where appropriate, to include specific provision for disabled people – as part of the extended schools programme.

Activities and events for young disabled people should also be included in London multi-sport festivals that take place each summer.

Development of more school club links and opportunities for young disabled people to receive high-quality coaching will also depend on having sufficient teachers, coaches and sports leaders (see 'Developing people' theme).

**Targets** Twenty school sports partnerships in London engaged in the school sports partnerships performance pathways programme between April 2007 and December 2009, each delivering the Youth Sport Trust targets for additional school club links and access by young people to dedicated or inclusive multi-skills clubs that can develop their basic sporting skills and provide high-quality coaching.

The remaining 36 school sports partnerships to engage in the programme between January 2008 and December 2009.

**Links** School sports partnerships performance pathways for young disabled people and club links programmes; *Extended Schools*; *Positive Activities for Young People*; London 2012 Delivery Plan 4.5; UK Coaching Framework.

**Lead** Youth Sport Trust.

**Partners** School sports partnerships; community sport and physical activity networks; London boroughs; Pro-Active Partnerships; national governing bodies; national disability sports organisations; sports coach UK; Sports Leaders UK; SkillsActive.

**Resources** Mainly from within existing resources, although some additional funding may be required. Possible sources of funding include Youth Sport Trust; sponsors; Sport England's Community Investment Fund; London Councils grants; Awards for All; National Sports Foundation.



### Theme 3 Getting people active

Priority aim:

- **Get more inactive disabled adults and young people active** and taking the first steps towards regular participation in physical activity and sport.

- 6.9 Participation levels among disabled people in sport and physical activity are much lower than among non-disabled people in London, particularly among adults. Committing to change and taking the first steps towards becoming more physically active can be difficult. But if you are disabled, these difficulties can be even greater.
- 6.10 Social attitudes and the lack of accessible provision have meant that, among some disabled people, there is a perception that sport and physical activity is 'not for them'. In many cases, this attitude extends to the professionals and carers who work with them. For some, the first step is not about activity itself but about changing mind-sets and demonstrating that everyone can be active or take part in sport in some way.
- 6.11 Even when an individual has made a decision to try to become more active, it can be more difficult for a disabled person to make a start. Support and encouragement can play a big part in getting people more active. But the individuals and organisations that can provide that support, such as sports development officers and coaches, often find it difficult to identify and reach disabled people both in schools and the wider community.
- 6.12 Activities aimed at getting people to take the first steps – such as health walks or exercise classes – do not always cater for disabled people or only accommodate those with certain types of impairment. Getting to and from sports facilities, activities and events can also be difficult for some disabled people, particularly when there is no access to personal transport.
- 6.13 There is also a lack of information for disabled people on the sports and physical activity facilities, activities and events available to them and on the quality and accessibility of existing provision.

*Key actions***3.1 Develop an *Inclusive and Active* web portal.**

A website should be developed, providing comprehensive information on the sport and physical activity opportunities available to disabled people in London and the quality of such provision, either directly or through signposting to other high-quality websites.

The five Pro-Active Partnerships, Sport England London Region and the London Sports Forum for Disabled People have already commissioned a feasibility study on the development of a sport and physical activity web portal for London to provide and signpost people towards accurate and up-to-date information on all sporting opportunities in London. Discussions are underway to develop this as part of the GLA-led Your London website.

This project should be progressed with particular attention given to ensuring that information on inclusion and accessibility, including transport, is provided in relation to both mainstream and disability-specific provision.

**Targets** Fully inclusive web portal available from October 2008.

**Links** Existing web portal project group; London 2012 Delivery Plan 4.5; existing websites able to provide high-quality links.

**Lead** London Sports Forum for Disabled People.

**Partners** Sport England London Region; Pro-Active Partnerships; Greater London Authority; websites of organisations able to provide high-quality links including Active Places; B-Active; British Paralympic Association; SkillsActive; sportsearch and some national governing bodies and London boroughs.

**Resources** Additional resources required. Potential sources of funding include the Greater London Authority and Sport England London Region.

**3.2 Target information about sport and physical activity and the *Inclusive and Active* web portal to the parents, carers and professionals who work with and support disabled people.**

Existing infrastructures and support networks for the parents, carers and professionals who work with and support disabled people should be used

to share information on the benefits of participating in sport and physical activity. They should also be used to raise awareness of the opportunities available to disabled people in London and break down barriers that may be preventing involvement. Representatives of such groups and networks could also be invited to sports networking meetings or events.

**Targets** Every Pro-Active Partnership provides information and advice at five network meetings or events for parents, carers and professionals of disabled people between January 2008 and December 2009.

**Links** Existing networks.

**Lead** Pro-Active Partnerships.

**Partners** London Sports Forum for Disabled People; *Inclusive and Active* action fora; existing groups and networks supporting parents, carers and professionals working with and supporting disabled people; London boroughs; community, health and youth agencies; GLA.

**Resources** Within existing resources.

### 3.3 **Include information on provision for young people who are disabled in the Positive Activities for Young People programme local directories.**

Since legislation changes in force from January 2007, Children's Trusts are required to provide young people with access to and information on positive activities in their local area. These directories should include information for disabled young people and be produced in formats that meet the needs of people with different forms of impairment.

**Targets** Every Children's Trust directory of positive activities for young people to include specific information for young disabled people by September 2008.

**Links** *Positive Activities for Young People* directories.

**Lead** Children's Trusts.

**Partners** London boroughs; community sport and physical activity networks.

**Resources** Within existing resources.

### **3.4 Incorporate within key strategic plans or partnership agreements with non-sporting partners, including local area agreements, shared targets for getting more inactive disabled people to be active and increasing participation in sport and physical activity.**

By incorporating targets related to sport and physical activity for disabled people within key partnership or area plans and agreements, such as sustainable community strategies and local area agreements, a range of sporting and non-sporting partners can work together to share information and resources to deliver complementary objectives.

Links can be created between non-sporting organisations working with and supporting disabled people, in particular those in the health, youth and voluntary and community sectors, and sporting organisations wanting to reach and engage disabled people in physical activity.

**Targets** Thirteen London boroughs to include targets on increasing participation in sport by disabled people in local area agreements or other key plans or partnership agreements by December 2008, with a further ten each year including targets within key plans or agreements by December 2009 and December 2010.

**Links** Local strategic partnership/local authority key strategic plans and local area agreements.

**Lead** London boroughs.

**Partners** Sport England; Government Office for London; all non-sporting organisations with objectives that sport and physical activity can contribute to, in particular Primary Care Trusts, Children's Trusts and youth/youth offending agencies; Pro-Active Partnerships; *Inclusive and Active* action fora; community sport and physical activity networks.

**Resources** Within existing resources available to deliver local targets.

### **3.5 Include key actions in project plans, disability equality plans and transport plans in every London borough to improve access to sport for disabled people.**

This should include actions to address the difficulties encountered by disabled adults and young people in travelling to and accessing sport and leisure facilities, activities and events as well as targeted pricing policies to meet the needs of disabled people.

All project planning guidance should include a section on how to undertake a disability impact assessment for any project proposed.

**Targets** Specific actions to make sport and physical activity accessible included in the disability equality plans and transport plans of 15 London boroughs by December 2008, a further ten by December 2009 and the remaining eight by December 2010.

All London boroughs completing disability impact assessments of project plans related to sport and physical activity provision by December 2009.

**Links** London boroughs disability equality plans and transport plans.

**Lead** London boroughs.

**Partners** Greater London Authority; London Councils; Transport for London.

**Resources** Within existing resources.

## Theme 4 Creating pathways

Priority aims:

- **Develop the full sporting potential of disabled people through developing clear sporting pathways.**
- **Increase the number of Londoners on representative squads for all the Paralympic and other key sports.**

- 6.14 As a country, we are proud of the achievements of our sports teams and the individual sportsmen and women who succeed at international and world competitions and events. We have many successful disabled athletes across a variety of sports and disciplines, including world champions in swimming, tennis, rowing and wheelchair racing. Whilst only a few can ever reach the top in their sport, these elite performers inspire others to strive to be the best they can and are positive role models for others to follow.
- 6.15 Despite our successes, we cannot be complacent. Relatively low numbers of disabled people throughout the UK and in London are currently competing in and succeeding at regional, national and international events. As more countries support their disabled athletes to compete on the world stage, the standard of competition is continually rising. If we want to succeed in the London 2012 Paralympic Games and achieve our sporting goals, we would need to adopt more targeted approaches to identifying talent and these talented athletes will need to be supported to fulfil their potential. We need to ensure there are a range of specific interventions focused on disciplines and sports where we can make a real difference. What is exciting is that there is still time, but only if we act now.
- 6.16 Talented disabled people, both young people and adults, are not always identified or given the support they need to progress within sport whether as part of mainstream sports competitions or impairment-specific activities. In schools, teachers and coaches often do not know how to recognise young disabled people with sporting talent or where to refer them on to. In the wider community, disabled adults with potential, including those who have become disabled later in life, are not being given the right opportunities to train and compete at sub-regional, regional and national levels. Even when the needs of disabled athletes are identified, it can be difficult to match them with qualified and experienced coaches who can really help them to fulfil their potential.



*Key actions***4.1 Improve the sporting pathways for young people and adults who are disabled in key sports by:**

- mapping out the sporting pathways for key sports in London
- developing new sports programmes and competition structures for disabled people at local, sub-regional and regional levels
- providing teachers, sports leaders and coaches with training and information on talent identification and on the sporting pathways
- matching player and coach pathways.

The national governing bodies, national disability sports organisations and other sports providers need to be challenged and supported to address the lack of clear sporting pathways for disabled people in London and the shortfall in competition structures. Additional impairment-specific competitions and leagues need to be built in to the overall programmes of the national governing bodies, and new clubs and competition structures supported in their development.

There is already some positive work taking place on developing clearer sporting pathways for disabled people. The recent national report *Playground to Podium* has identified key roles and responsibilities for UK Sport, the British Paralympic Association, national governing bodies of sport, Sport England and the Youth Sport Trust. Some of the recommendations from the report are already being implemented nationally and are, or will be, implemented in London.

Partnerships have also developed between London Sports Forum for Disabled People (LSF) and some of the national governing bodies of sport working in London. LSF has developed and launched a joint project with the Football Association to co-ordinate competitive football opportunities for disabled people across London, and discussions are ongoing with UK Athletics to develop a similar project.

The emerging good practice needs to be built on but significantly more needs to be done at every level and by all organisations if sustainable pathways are to be put in place for all disabled people in all sports, and if they are to be widely known about and understood.

**Targets** All of the national governing bodies and national disability sports organisations of the Paralympic and Deaflympic summer sports<sup>20</sup> to have effectively communicated their player pathways in London by December 2008.

All relevant national governing bodies without player pathways to have mapped out pathways in London by December 2009.

Two planned and targeted programmes to develop sporting pathways and increase talent identification across London are started each year from April 2008 to March 2012.

All national governing bodies who are providing sporting events in London include disability-specific events in their main programmes of events by March 2009.

See also actions and targets 5.1-6 related to teachers, sports leaders and coaches in the 'Developing people' theme.

**Links** Whole Sport Plans; *Playground to Podium*; British Paralympic Association *Pathway to Potential* strategy and the Disability Sports Institute; UK Sport/National Governing Body guidance on sporting pathways; PESSCL gifted and talented/performance pathways programme; London 2012 Delivery Plan 4.5; UK Coaching Framework.

**Lead** National governing bodies together with national disability sports organisations.

**Partners** Pro-Active Partnerships; Youth Sport Trust; British Paralympic Association, London Sports Forum for Disabled People; UK Sport; Sport England; community sport and physical activity networks; school sports partnerships; London boroughs; sports coach UK; Sports Leaders UK.

**Resources** Some from within existing resources of national governing bodies and others, and some additional resources required. Potential sources of funding include UK Sport and Youth Sport Trust to implement *Playground to Podium* recommendations; sponsorship; Sport England's Community Investment Fund; National Sports Foundation.

#### **4.2 Increase the number of young disabled people with talent who are identified and supported to progress, through the Physical Education, School Sport and Club Links (PESSCL) programmes and the London Youth Games.**

There is a need to ensure that more young people with talent are identified and to develop a more streamlined pathway for young people from PE, through participation to high-level performance and competitive pathways.

As outlined in action 2.7, the Youth Sport Trust has started to work with a number of school sports partnerships in London to develop better performance pathways for young disabled people. This is supported by national and regional resources, including web-based information and advice on progression, talent identification and sporting pathways for young disabled people, and guidance on developing multi-skill opportunities. There is also a growing role for special schools in providing specific advice on sport for young disabled people to other schools within the same school sports partnership.

The programme and supporting resources need to be fully implemented in the proposed school sports partnerships and further expanded across London.

**Targets** Between April 2007 and December 2009, engage 20 school sports partnerships in London in the school sports partnerships performance pathways programme. Ensure they are each delivering the Youth Sport Trust targets for assessing and supporting talented young people (resulting in at least 600 young disabled people assessed as talented and supported to access community pathways over the next three years).

The remaining 36 school sports partnerships to be engaged in the programme between April 2008 and December 2009 (resulting in at least 1,080 additional young disabled people assessed as talented and supported to access community pathways over the next three years).

Five special schools in London, one in each Pro-Active Partnership area, to obtain **specialist schools status for sport** by December 2012.

London Youth Games to increase the sports in which it includes disabled athletes by one each year between September 2007 and August 2012.

**Links** School sports partnerships performance pathways for young disabled people/gifted and talented and club links programmes and supporting resources including the Youth Sport Trust inclusion website; specialist schools; London 2012 Delivery Plan 4.5.

**Lead** Youth Sport Trust.

**Partners** School sports partnerships; London Youth Games; community; sport and physical activity networks; London boroughs; Pro-Active Partnerships; national governing bodies of sport; UK Sport.

**Resources** Mainly from within existing resources identified to deliver *Playground to Podium* outcomes, although some additional funding may be required. Possible sources of funding include Youth Sport Trust; sponsors; Sport England's Community Investment Fund; London Councils grants.

### 4.3 Improve the training and support services provided to talented and elite disabled athletes.

Talented and elite disabled athletes need to be provided with high-quality training and support services that are tailored to their particular needs.

**Targets** This area needs further work and development before agreed targets can be identified and set appropriately. Targets to be set by October 2007.

**Links** Whole Sport Plans; *Playground to Podium*; British Paralympic Association *Pathway to Potential* strategy and the Disability Sports Institute; UK Sport/National Governing Body guidance on sporting pathways; PESSCL gifted and talented/performance pathways programme; UK Coaching Framework.

**Lead** UK Sport.

**Partners** National governing bodies of sport; Disability sports organisations; London boroughs; Higher Education institutions and other providers of support services for sport; sports coach UK, British Paralympic Association.

**Resources** To be identified from sources including UK Sport and London boroughs.

See also actions in the 'Developing people' theme.

## Theme 5 Developing people

Priority aims:

- **Significantly expand the number of leaders, coaches and development officers** delivering quality sports activities and events for disabled people and coaching disabled sports people at all levels, with a particular focus on individuals within the sports, youth and education sectors.
- **Increase the number of teachers trained to deliver high-quality physical education to disabled pupils and students** in both special and mainstream schools.
- **Develop a stronger voice for disabled people** within sports organisations by increasing the number of disabled people in decision-making positions.

- 6.17 People make things happen in every community or organisation. The high-standard facilities and services for disabled people that do exist in London are usually as a result of the interest and determination of a few individuals or small groups of people working together to make things happen. The work that they do is amazing and valued, but it is also vulnerable.
- 6.18 The support structures for sport for disabled people in London are weak and there is a lack of shared responsibility for inclusive provision among professionals and volunteers in sport. There are not enough coaches, leaders, teachers, development officers, youth workers, facility managers, officials and volunteers with the right knowledge and experience to ensure sport is inclusive within both mainstream and disability-specific environments. Very few disabled people hold such positions, especially at a more advanced or senior level. Without a pool of competent teachers, coaches and leaders it can be difficult to develop new opportunities. And when key individuals move on, existing provision or opportunities can disappear.
- 6.19 Few sports clubs provide opportunities for disabled people to volunteer as stewards, sports leaders, officials, administrators and committee members. Disabled people often do not have a strong 'voice' in sports organisations and there is a lack of disabled people visibly involved in decision making at every level.

**5.1 Recruit and train more coaches, both disabled and non-disabled, to coach disabled people at every level and linked to identified needs.** Set *Inclusive and Active* targets within regional and sub-regional coaching plans.

As part of the London delivery of the UK Coaching Framework, a programme of recruitment and training of coaches to work with disabled people and to meet identified athlete needs should be implemented and clear *Inclusive and Active* targets identified. This should include training non-disabled coaches as well as a specific strand related to recruiting disabled coaches and supporting/mentoring them to obtain higher qualifications. The recruitment of coaches, particularly in relation to the development of sporting pathways for disabled sports people, needs to be clearly linked to their identified needs. Appropriate structures and systems also need to be in place to ensure that appropriate practices and standards for the recruitment, employment, deployment and management of coaches are followed.

Where coaching officers are appointed regionally or sub-regionally to support the delivery of the UK Coaching Framework, specific responsibilities and targets around coaching disabled people and disabled coaches should be identified within their work programmes to help deliver this.

Preliminary work is under way on the delivery of the UK Coaching Framework in the London region. Discussions have taken place with key partners, including the Learning and Skills Council, on developing disabled coaches and providing sufficient coaches for athletes participating in the Paralympic sports.

London Sports Forum for Disabled People, in partnership with sports coach UK, has launched 'coach-ability', a project which will identify and support 150 disabled people to become qualified and employable sports coaches.

**Targets** Fifty non-disabled coaches to be trained each year to deliver high-quality coaching to disabled adults and young people, matched to identified needs within London.

Between September 2007 and March 2010, 150 disabled people to be trained as sports coaches, matched to identified needs within London.

Other targets to be agreed with sports coach UK related to the London delivery of the UK Coaching Framework (by December 2007).



- Links** London Delivery Plan for the UK Coaching Framework; London 2012 Delivery Plan 4.5; London Sports Forum for Disabled People's coachability project; Community Sports Coach Scheme; London Sector Skills Agreement action plan.
- Lead** sports coach UK.
- Partners** Sport England; London Sports Forum for Disabled People; London Development Agency; Pro-Active Partnerships; community sport and physical activity networks; national governing bodies; disability sports organisations; Learning and Skills Council; SkillsActive.
- Resources** Some from within existing resources plus some additional resources required. Sources of funding include London Development Agency Opportunities Fund; sports coach UK; Learning and Skills Council; National Sports Foundation; Sport England's Community Investment Fund; Awards for All.

## 5.2 **Review and amend sports training courses and qualifications in London for development officers, managers, youth workers, leaders and coaches to include disability awareness and additional training on inclusive coaching and provision.**

The National Governing Body coaching courses/qualifications provided in London should be developed to include coaching for disabled people as an integrated element. Some review work is already under way at a national level to try to strengthen the disability aspects of National Governing Body coach training. The English Federation for Disability Sport and sports coach UK are working with some of the national governing bodies to review the qualifications guidance, endorsement criteria and endorsement process.

Other training courses and qualifications should also be reviewed, in particular those provided through Further Education and Higher Education establishments for sports, youth and community development officers and facility managers.

Training providers should accredit all new courses ensuring that they are inclusive, with different work strands of coaching, volunteering and workforce development. This would enable attention to be given to addressing the shortfall in training relating to inclusiveness and disabled people.

**Targets** To undertake an audit of what sports courses and qualifications are available for development officers, managers, youth workers, leaders and coaches, review their disability awareness and implementation elements, and identify gaps in provision by December 2007.

Following the audit, develop appropriate training and education resources to address the skills gaps by June 2008.

All 33 London boroughs to have sent sports development team members on disability awareness courses by October 2009.

**Links** UK Coaching Framework; Sprint training project in London for youth and community workers; Community Sports Coach Scheme; London Sector Skills Agreement action plan.

**Lead** SkillsActive.

**Partners** sports coach UK; national governing bodies of sport; Sport England; Pro-Active Partnerships; Sports Leaders UK; UK Sport; London boroughs; Further Education and Higher Education establishments and other training providers; London Development Agency.

**Resources** Existing training budgets and resources within workforce development budget.

### 5.3 **Train more teachers to deliver high-quality physical education and school sport to disabled pupils and students in both special and mainstream schools.**

Some work is already under way as part of the school sports partnerships performance pathways programme to train more teachers in working with disabled students. This includes the 'identifying and developing talent in young disabled people' course and training on 'multi-skills for young disabled people'. The programme and supporting resources need to be fully implemented in the proposed school sports partnerships and further expanded across London.

**Targets** Twenty school sports partnerships in London engaged in the school sports partnerships performance pathways programme between April 2007 and December 2009, each delivering the Youth Sport Trust targets of eight teachers per partnership trained to deliver high-quality PE and school sport for disabled students (total 160 trained teachers).

The remaining 36 school sports partnerships to engage in the programme between January 2009 and December 2011 (total 288 trained teachers).

Lead Youth Sport Trust.

Partners sports coach UK; school sports partnerships.

Resources Within existing resources identified to deliver *Playground to Podium* outcomes.

**5.4 Review teacher training and qualifications provided by Higher Education establishments in London and those delivered through both Higher Education organisations and training companies as part of the Continuing Professional Development of Teachers.**

More time must be allocated within existing courses and as part of CPD to providing teachers with the knowledge and skills to provide sports lessons and activities that include young disabled people.

Targets To ensure a review of the courses undertaken by trainee PE teachers is implemented by January 2008, regarding disability content. To move towards the creation of training modules focusing on including disabled children in school PE, that are undertaken by all trainee PE teachers.

Lead Youth Sport Trust.

Partners Teacher Training Agency; English Federation for Disability Sport; London Councils; Greater London Authority.

Resources Within Teaching Training Agency existing budget.

**5.5 As part of workforce development plans:**

- implement a programme of *Inclusive and Active* workforce training for decision makers, service providers and volunteers already working in sport and physical activity
- expand the number of work and volunteer placements that enable disabled people to obtain experience of working in sport in a variety of roles.

All organisations involved in sport in London should be encouraged to become 'disability confident' organisations, based on the principles set out in the Disability Standard 2007<sup>21</sup>. They should also commit to providing disability awareness training for their workforce that includes

specific disability awareness related to sport and physical activity. This should include as a minimum:

- Sport England London Region
- Pro-Active Partnerships
- London boroughs
- leisure trusts
- leisure and health/fitness companies.

Further opportunities should also be provided for disabled people to obtain experience within the sport and physical activity sector and to encourage an increase in the number of disabled people employed. The workforce development analysis for London recently undertaken by Sport England and the Pro-Active Partnerships indicated that fewer than one per cent of all paid staff working in the sports sector are disabled.

**Targets** Ten key organisations each year delivering whole workforce training.

Fifty new work and volunteer placements identified each year.

**Links** Workforce development plans; London Sector Skills Agreement action plan; volunteer plans; Disability Standard; London Employment and Skills Taskforce for 2012 report.

**Lead** Sport England.

**Partners** Pro-Active Partnerships; SkillsActive; Learning and Skills Council; London boroughs; leisure facility providers; national governing bodies of sport.

**Resources** Workforce development programme to be delivered within organisations' existing resources. Additional resources may be required to develop a specific aspect of the training related to *Inclusive and Active* and sport and physical activity.

**5.6 Recruit and train more sports leaders and volunteers, disabled and non-disabled, to support sports activities and events.** Set *Inclusive and Active* targets as part of sports leadership and volunteer programmes. This includes paid sports leaders as well as volunteers as marshals, stewards, leaders, officials, administrators, support staff and committee members.

Recruitment and training should aim specifically to expand the number of work and community placements:

- that enable people to obtain experience of working with disabled people

- for disabled people to contribute to sporting facilities, activities and events.

Large numbers of volunteers will need to be recruited over the next few years in the run up to London 2012. The draft LOCOG volunteering strategy sets out a commitment to matching the demographics to that of Londoners, which will require up to 15 per cent of volunteers to be disabled people. Significant work is also taking place within schools to encourage young people to become sports volunteers and sports leaders.

**Targets** Five per cent of disabled people are volunteering in sport for at least one hour per week by 2012 (0.5 per cent increase year on year).

Fifteen per cent of 2012 volunteers are disabled.

All new volunteer and sports leadership initiatives to be inclusive of disabled people.

All new volunteer and sports leadership initiatives to provide opportunities for non-disabled and disabled people within disability sport environments.

One Step into Sport (SiS) conference designed for disabled students by June 2010.

One initiative around the SiS programme for non-disabled and disabled students focusing around working within disability sporting environments by June 2009.

**Links** Step into Sport; local volunteer programmes; London 2012 Delivery Plan 4.5; LOCOG volunteer strategy; London Sector Skills Agreement action plan.

**Lead** Pro-Active Partnerships.

**Partners** Sport England; school sports partnerships; Volunteering England; volunteer centres; London boroughs; London Development Agency; Sports Leaders UK; SkillsActive; Youth Sport Trust; London Sports Forum for Disabled People; national disability sports organisations; national governing bodies; community sport and physical activity networks.

**Resources** Some from within existing resources for volunteering, plus additional required. Potential sources include Volunteering England, Sport England, sponsorship.

See also action 1.4.

## Theme 6 Taking a lead and being accountable

Priority aims:

- **Confirm a lead body** to be responsible for the strategic direction and co-ordination of sport and physical activity for disabled people in London.
- **Secure commitment from key decision makers and service providers** to delivering the vision, priority aims and actions of *Inclusive and Active*.
- **Hold decision makers and service providers to account** for meeting the sport and physical activity needs of disabled people in London.

- 6.20 Organisations in London involved with sport and physical activity are not clear about their roles and responsibilities to disabled people, or some are choosing to ignore them. There is currently no single respected agency that is leading the challenge on addressing the lack of provision and reminding organisations of their responsibilities.
- 6.21 Much of the provision for disabled people in London takes place at a local level due to the particular interests of individuals or organisations. This results in a piecemeal and reactive approach to delivery and a lack of continuity of provision from one area to the next. There is an absence of strategic planning and co-ordination of sport and physical activity for disabled people and the priorities that need to be addressed.
- 6.22 Organisations are often unable to provide data on the use of their facilities and services by disabled people. There is also a lack of baseline data on the numbers of disabled people overall and with particular types of impairment. Clear outcomes and targets for increasing participation in sport by disabled people are not being set and measured. Organisations receiving public funding are not being held to account – by disabled people or by others – for the lack of provision or poor service delivery.
- 6.23 There are also problems within organisations that provide disability-specific sports opportunities that need to be addressed. These organisations, which represent the needs of disabled users with different impairments, do not always plan or work together or pool resources to achieve common objectives.



**6.1 London Sports Forum for Disabled People should work towards becoming the lead strategic body in London with the responsibility for delivering *Inclusive and Active*.**

London Sports Forum for Disabled People (LSF) is known and respected by organisations at the delivery end of sport for the expertise it provides and the projects and programmes it has delivered directly or helped others to implement. But its role has not been strategic and it does not have significant influence among decision makers across London through its board or officers.

LSF has recognised that this needs to change and that there is a need for a strategic body that provides an overview of pan-London issues and priorities for disabled people and holds other organisations to account. The process of change has begun – a review of its functions has been completed, a new structure has been put in place and a business plan has been prepared. However, the transition to a respected lead strategic body in London is likely to take time and require further change. In the interim, it will be important that other partners, in particular those on the *Inclusive and Active* steering group, continue to provide support and hold others to account.

**Targets** London Sports Forum for Disabled People’s board to include five influential Londoners by December 2008.

London Sports Forum for Disabled People to be operating fully strategically by April 2009.

**Links** London Sports Forum for Disabled People Business Plan; English Federation for Disability Sports Strategic Plan; funding agreements with key partners.

**Lead** London Sports Forum for Disabled People.

**Partners** *Inclusive and Active* steering group.

**Resources** As identified within the LSF Business Plan.

**6.2 Ask individuals and organisations involved in providing sport and physical activity opportunities and in meeting the needs of disabled people in London to sign up to delivering the *Inclusive and Active* vision and actions, and to three specific commitments.**

The three specific commitments are to:

- Include within your own delivery plans and future work programmes specific *Inclusive and Active* actions.
- Include disability impact assessments as standard in every review, initiative, programme or project supported or funded by your organisation directly or indirectly related to sport and physical activity.
- Set specific *Inclusive and Active* targets for your organisation, for the partnerships that you are engaged in and for the organisations that you fund or contract with (where applicable) and measure performance against them on at least an annual basis.

Some specific agencies should also be asked to sign up to additional commitments (see actions 6.3-5 below).

**Targets** At least 50 organisations signed up to helping deliver the *Inclusive and Active* vision and targets by December 2007 and 100 by December 2008.

See also action 1.2 and actions 6.3-6.5.

**Lead** London Sports Forum for Disabled People.

**Partners** *Inclusive and Active* steering group; all other potential partners.

**Resources** Within existing resources.

### **6.3 Ask Sport England London Region Sports' board to sign up to helping deliver the *Inclusive and Active* vision and actions, and to four additional commitments.**

In addition to the three commitments set out in 6.2, Sport England London Region Sports' board should commit to:

- Recognising *Inclusive and Active* actions and targets within the refresh of the *London Plan for Sport and Physical Activity* and in the new plan for 2008-2013.
- Realising resources from the investment strategy for sport in London to help deliver *Inclusive and Active* targets.
- Confirming the London Sports Forum for Disabled People as the strategic lead for sport for disabled people in London, subject to them becoming 'fit for purpose'.

- Holding Sport England-funded delivery partners in the London region to account for delivering key *Inclusive and Active* targets.

**Target** Sport England London Region Sports' board signed up to delivering the seven *Inclusive and Active* commitments by December 2007 and fulfilling the commitments by December 2008.

**Lead** London Sports Forum for Disabled People

**Partners** Sport England London Region; *Inclusive and Active* steering group.

**Resources** Within existing resources.

**6.4 Ask each Pro-Active Partnership to sign up to help deliver the *Inclusive and Active* vision and actions, and to three additional commitments.**

In addition to the three commitments set out in 6.2, each Pro-Active Partnership should commit to:

- Appointing an 'inclusive and active champion', ideally someone who is disabled, on their board.
- Employing or hosting an officer with a remit for the strategic planning and development of sport for disabled people.
- Including in any future job descriptions and work programmes of people appointed to the partnership, and to projects funded by the partnership, specific responsibilities and targets related to *Inclusive and Active*.

**Targets** Each Pro-Active Partnership signed up to all six commitments by December 2007 and fulfilling the commitments by September 2008.

**Lead** London Sports Forum for Disabled People.

**Partners** *Inclusive and Active* steering group.

**Resources** Within existing resources.

**6.5 Ask every London borough to sign up to helping deliver the *Inclusive and Active* vision and actions, and to five additional commitments.**

In addition to the three commitments set out in 6.2, all London boroughs should commit to:

- Including the provision of sport and physical activity for disabled people as part of an internal review or scrutiny within the next two years.
- Nominating a lead officer responsible for taking forward the *Inclusive and Active* agenda with time and resources allocated to this role. In addition, either through officers directly employed by the borough or through funded partner organisations working on behalf of the borough, prioritising development officer time and financial resources to help deliver the *Inclusive and Active* plan.
- Including specific responsibilities and targets related to *Inclusive and Active* in the future job descriptions and/or work programmes of people appointed by the borough and to projects funded by the borough related to sport (and where relevant to work areas that can make a difference to sport, such as transport and regeneration).
- Collecting and making available data on the number of disabled people in their borough with different impairment types, and on the number of disabled people using/attending the sports facilities and services they provide and fund.
- Including targets related to increasing participation in sport and physical activity by disabled people within key plans and partnership agreements including:
  - disability equality plans and transport plans
  - local area agreements and other area-based partnership agreements.

**Target** Every London borough signed up to delivering the eight *Inclusive and Active* commitments by December 2008. Every London borough fulfilling the commitments by January 2010.

**Lead** London Sports Forum for Disabled People.

**Partners** *Inclusive and Active* steering group; London Councils; Sport England; London boroughs.

**Resources** Within existing resources.

**6.6 The *Inclusive and Active* steering group should continue to monitor progress against the action plan, targets and overall performance measures for at least the next two years.**

The *Inclusive and Active* steering group, as a sub-group of the Sport in London group, should remain in place for at least the next two years. Its purpose will be to support the implementation of the action plan, monitor

progress in achieving the targets and success measures and, where appropriate, hold bodies to account for delivering the actions in this plan.

Initial action will be required to confirm the terms of reference and membership of the group and its relationship to the wider Sport in London group. Meetings should then take place at least four times each year, with a full annual review.

**Targets** Terms of reference and membership of the *Inclusive and Active* steering group established by September 2007.

Meetings held quarterly, with annual review of progress in September 2008 and September 2009.

Steering group to become a sub-committee of London Sports Forum for Disabled People's board by December 2008.

**Lead** London Sports Forum for Disabled People.

**Partners** Sport in London group and others as appropriate.

**Resources** Within existing resources.

### References and notes

- 18 The *Inclusive and Active* steering group that has overseen the development of the action plan is made up of representatives of the Greater London Authority, London Development Agency, London Councils, London Sports Forum for Disabled People, Sport England London Region and Pro-Active Partnerships plus two disabled sports people. Ongoing membership of the steering group that will oversee implementation of the action plan will be reviewed.
- 19 Sector Skills Agreement for London, SkillsActive, 2006
- 20 The current Paralympic summer sports are archery, athletics, boccia, cycling, equestrian, fencing, football, goalball, judo, power lifting, (adaptive) rowing, sailing, shooting, sitting volleyball, swimming, table tennis, wheelchair tennis, wheelchair basketball, wheelchair rugby. The summer Deaflympics sports are athletics, badminton, basketball, beach volleyball, bowling, cycling, football, handball, judo, karate, orienteering, shooting, swimming, table tennis, taekwondo, tennis, volleyball, water polo, wrestling freestyle and Greco-Roman.
- 21 The Disability Standard 2007, Employers Forum  
[www.employers-forum.co.uk/www/standard/index.html](http://www.employers-forum.co.uk/www/standard/index.html)

## 7 What does success look like?

- 7.1 The two key outcomes that we are seeking to deliver are:
- more disabled people in London participating regularly in sport and physical activity
  - more disabled people in London achieving sporting success in competitions at every level (local, sub-regional, regional, national and international).

7.2 We will measure our success against these two outcomes over the longer term by using three overarching performance indicators and their related targets.

- 1 The percentage of the adult population (aged 16 and over) in London who are disabled and participating in at least 30 minutes of moderate intensity sport and active recreation on three or more days per week.

Measure	<i>Active People survey.</i>
Targets	An increase of one per cent per annum
Baseline 2007	9 per cent
Interim target 2009	11 per cent
Final target 2012	14 per cent.

- 2 The percentage of young people aged 5-16 years receiving at least four hours of sport made up of at least two hours of high-quality PE within the curriculum and at least two hours of sport out of school.

Measure	<i>Physical Education, School Sport and Club Links survey.</i>
Target	All (100 per cent) young people by 2010.

3. The percentage of athletes in the Paralympic squad for London 2012 who are Londoners.

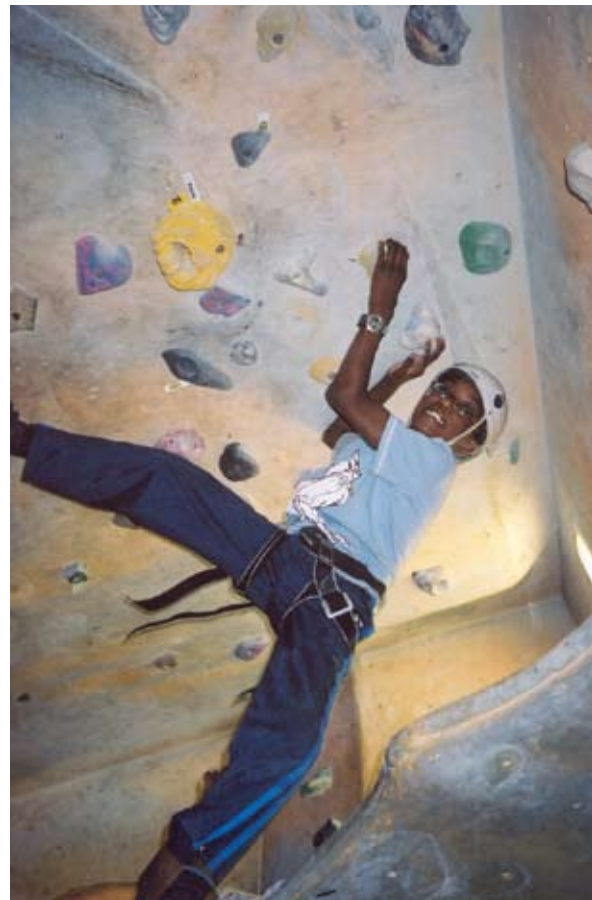
Measure	British Paralympic Association squad list.
Target	Ten per cent of the Paralympic squad for 2012.

- 7.3 The specific targets set for each action in the plan underpin these overarching performance indicators. Performance against the actions and targets will be reviewed annually and additional targets set as appropriate.





Top left: wheelchair football. Bottom left: the South London Special League is one of many success stories regarding including disabled people in sport. Top right: a visually impaired young person tries climbing for the first time. Bottom right: the table cricket final at the 2006 Panathlon.





## 8 Conclusion

- 8.1 *Inclusive and Active* is about realising a fundamental culture change and delivering action that will make a significant difference to disabled Londoners. This means action that will deliver choice and opportunities to participate in sport and physical activity at a local level. And action that will deliver sporting pathways and competition structures at local, sub-regional, regional and national levels to enable sporting potential to be fulfilled and sporting success achieved.
- 8.2 Above all it is an 'action' plan. It requires many individuals and organisations to commit to it – and to provide and pool the necessary resources – to deliver the *Inclusive and Active* actions.
- 8.3 Some pledges have already been made and resources secured to support delivery of this action plan. The GLA, Sport England London Region, London Councils, the London Development Agency, London Sports Forum for Disabled People and others are committing staff time and financial resources.
- 8.4 But much more effort and resources are needed to make the difference and make it happen quickly. Ultimately it is up to you – and the people you know and work with – whether the vision set out in this plan is achieved.

Young people from Hounslow celebrate success at the Youth Games





## Other formats and languages

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### Chinese

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### Vietnamese

Nếu bạn muốn có văn bản tài liệu này bằng ngôn ngữ của mình, hãy liên hệ theo số điện thoại hoặc địa chỉ dưới đây.

### Greek

Αν θέλετε να αποκτήσετε αντίγραφο του παρόντος εγγράφου στη δική σας γλώσσα, παρακαλείστε να επικοινωνήσετε τηλεφωνικά στον αριθμό αυτό ή ταχυδρομικά στην παρακάτω διεύθυνση.

### Turkish

Bu belgenin kendi dilinizde hazırlanmış bir nüshasını edinmek için, lütfen aşağıdaki telefon numarasını arayınız veya adrese başvurunuz.

### Punjabi

ਜੇ ਤੁਹਾਨੂੰ ਇਸ ਦਸਤਾਵੇਜ਼ ਦੀ ਕਾਪੀ ਤੁਹਾਡੀ ਆਪਣੀ ਭਾਸ਼ਾ ਵਿਚ ਚਾਹੀਦੀ ਹੈ, ਤਾਂ ਹੇਠ ਲਿਖੇ ਨੰਬਰ 'ਤੇ ਫੋਨ ਕਰੋ ਜਾਂ ਹੇਠ ਲਿਖੇ ਪਤੇ 'ਤੇ ਰਾਬਤਾ ਕਰੋ:

### Hindi

यदि आप इस दस्तावेज की प्रति अपनी भाषा में चाहते हैं, तो कृपया निम्नलिखित नंबर पर फोन करें अथवा नीचे दिये गये पते पर संपर्क करें

### Bengali

আপনি যদি আপনার ভাষায় এই দলিলের প্রতিলিপি (কপি) চান, তা হলে নীচের ফোন নম্বরে বা ঠিকানায় অনুগ্রহ করে যোগাযোগ করুন।

### Urdu

اگر آپ اس دستاویز کی نقل اپنی زبان میں چاہتے ہیں، تو براہ کرم نیچے دئے گئے نمبر پر فون کریں یا دیئے گئے پتے پر رابطہ کریں

### Arabic

إذا أردت نسخة من هذه الوثيقة بلغتك، يرجى الاتصال برقم الهاتف أو مراسلة العنوان أدناه

### Gujarati

જો તમને આ દસ્તાવેજની નકલ તમારી ભાષામાં જોઈતી હોય તો, કૃપા કરી આપેલ નંબર ઉપર ફોન કરો અથવા નીચેના સરનામે સંપર્ક સાધો.

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