



ENGLAND ATHLETICS

Disability Action Plan

2010-2013



England Athletics

Disability Athletics Action Plan 2010 – 2013

This ambitious Action Plan is totally integrated and aligned to England Athletics' core development strategy for 2009 – 2013 (see below). It identifies the additional positive actions, partnership working and culture change needed to ensure that the England Athletics' mission, priorities and goals can be truly achieved for all athletes.

It also clearly demonstrates the shared responsibility and understanding needed across the whole sport as everyone who is involved in 'athletics' is involved in 'disability athletics'.

Athletics is an inclusive sport which caters for many athletes across a wide range of disciplines, events, ages and abilities. England Athletics have an inclusive mission statement and an existing strategy (2009 – 2013) which outlines our main priorities and goals. We are committed to creating the right environment, with a clear pathway, in which athletes of all abilities who wish to take part in the sport are encouraged to stay in the sport and are supported to reach their potential.

England Athletics' core mission

Working in partnership with the wider athletics family to create a vibrant, safe and progressive sport – embracing athletes of all abilities and from all communities – to grow the next generation of athletics champions.

Overall goals:

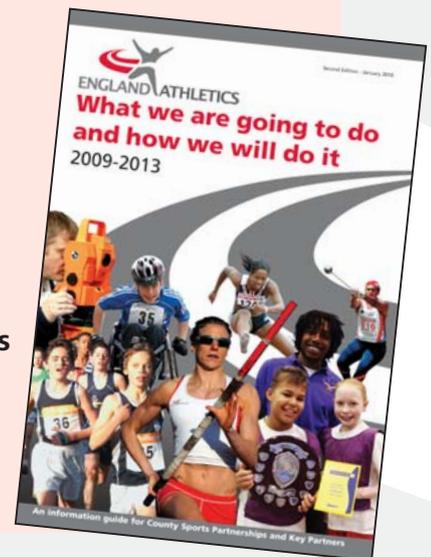
- ◆ Growing and sustaining participation levels in the sport
- ◆ Improving the experience of every participant in the sport
- ◆ Improving performance levels and growing the next generation of champions

Main priorities:

- ◆ Coaching
- ◆ Clubs and Schools
- ◆ Competition
- ◆ Facilities
- ◆ Competitors and Participants

Key contributors:

- ◆ Officials and Volunteers
- ◆ Marketing and Communications
- ◆ Structure and Governance



Our vision for disability athletics

To develop an informed, educated and inclusive athletics community and create a clear pathway to ensure that people with a disability are supported to participate, progress and perform in athletics.

Guiding Principles

- ◆ To ensure all England Athletics programmes and activities are fully inclusive and integrated where possible, and that disability perspectives are included as a core consideration at the start of all new initiatives.
- ◆ Appropriate support, advice, information and guidance to be available for all partners including coaches, clubs, athletes and event organisers.
- ◆ Potential barriers and challenges to participation are identified and overcome.
- ◆ Effective partnerships with external organisations are developed and maintained.
- ◆ Specific and integrated opportunities for disabled athletes to be promoted as appropriate with links to clubs, coaching opportunities and clearly defined pathways.

Working in partnership

A key focus of our work is recognising when England Athletics is best placed to deliver and when it is not. There are many experienced and skilled individuals and organisations who provide an outstanding service to disability athletics. We will work with these to support them to deliver essential programmes. It is a key aspect of England Athletics' delivery and one we believe will build us a collective legacy.

Making it happen

A small team of Disability Athletics Support Officers (DASOs) and a National Disability Club & Coach Support Officer (NDO) will be responsible for leading the delivery of this work on behalf of England Athletics. This will be done in close partnership with other appropriate national staff, our core staff teams of Club & Coach Support Officers (CCSOs) and National Coach Mentors (NCMs), McCain Athletics Networks and other external partners.

Specifically, we will utilise existing knowledge and expertise. We will also further develop relationships with UKA, National Disability Sport Organisations (NDSOs) and The English Federation of Disability Sport (EFDS) to create an ethos of collaboration, partnership, joint ownership and responsibility which will ensure delivery of this plan and the actions it identifies.

Roles and responsibilities have and will continue to evolve and develop, making communication and partnership working vitally important. The table at the bottom of the page gives an outline of key roles.

Key areas of overlap with UKA, EFDS and the NDSOs, where partnership working will be required, include:

- ◆ Coach education and development
- ◆ Initial identification and support for talented athletes
- ◆ Competition provision
- ◆ Information and advice

Measuring success

We will ensure that progress of the plan is documented, in line with the monitoring and review of England Athletics' core strategy for 2009 – 2013.

The delivery of this plan will be monitored by the NDO and a stakeholder group (7.2) and reviewed on an annual basis in order to measure success. An annual report will be produced and shared with key stakeholders.

We will document progress using a variety of communication methods, using events and conferences to engage partners and customers in the decision making process on an ongoing basis.

Detailed actions

Details of specific actions to address England Athletics' main priorities and key contributors are outlined on the following pages

1 Coaching	page 4
2 Clubs and Schools	page 5
3 Competition	page 5
4 Facilities	page 6
5 Competitors and Participants	page 6
6 Officials & Volunteers	page 7
7 Marketing & Communications	page 7
8 Structure & Governance	page 7

Distinction of roles

England Athletics:

Responsible for England teams, clubs, schools, coaching, competition, officials and mass participation, and for developing grass roots athletics for all in England. Also responsible for the Playground to Podium programme, identifying talented athletes and coaches, and supporting them to get involved and stay involved in the sport.

UKA:

Responsible for World Class Performance, GB Teams, and for UK-wide strategy on coaching, officials, competition, rules and anti-doping. Also responsible for the Paralympic programme, classification, Aviva Parallel Success, and for directly supporting talented athletes and coaches to progress, succeed and fulfil their potential.

NDSOs:

Responsible for advice, support, training, competition and classification for athletes and coaches within their particular impairment focus.

EFDS:

Responsible for advice, support, training, development. Also responsible for the development of P2P and competition through direct delivery of multi impairment competition at a regional and national level through the EFDS Events Division (formerly DSE) in consultation with key partners.



1: Coaching

Key priorities from England Athletics' core strategy 2009-2013

- ◆ Raising standards in coaching through a better coach education system, improved coach support resources, a coordinated National and Local Coach Development Programme and Flying Coach Visits.

Integrated goal

- ◆ To provide coaches with the knowledge, skills and confidence to be able to adapt activities in order to accommodate every athlete according to their individual ability.

Specific core actions to achieve integrated goals	Lead	Support	Timescale
1.1 Work with UKA and the National Disability Sport Organisations (NDSOs) to ensure that coach education courses, associated resources and tutor notes are fully integrated and inclusive, and contain appropriate content and references.	NDO / UKA	EFDS	Medium
1.2 Provide disability awareness training for tutors, coaches and National Coach Mentors (NCMs).	NDO	UKA / NDSO	Medium
1.3 Develop a comprehensive guidance document for coaches and leaders which demonstrates how to include athletes with a disability.	NDO / UKA	HoC / NDSO / DASO	Medium
1.4 Ensure that all learning and development opportunities for coaches are inclusive (including conferences, masterclasses, National Coach Development Programme (NCDP), Local Coach Development Programme (LCDP) etc.).	NDO	HoC / DASO / CCSO	Short
1.5 Ensure that all supporting resources for coaches are inclusive (e.g. Athletics 365, Athlete Development Model etc.).	NDO	HoC / UKA	Long
1.6 Ensure that all coaches working with athletes with a disability are identified and supported through the LCDP and NCDP.	DASO	CCSO / NCM	Medium
1.7 Ensure that any coaches working with talented potential Paralympic athletes following an accelerated pathway are directly supported.	DASO / UKA	NCM / NDSO	Short
1.8 Ensure that coaches supporting County Athlete Assessment Days (CAADs) are offered support through the LCDP and NCDP.	DASO/ NDSO	CCSO	Short
1.9 Ensure that Coach and Athlete Talent Introduction Days are fully integrated into the LCDP.	DASO	CCSO	Short

See page 8 for a guide to abbreviations used.



2: Clubs and Schools

Key priorities from England Athletics' core strategy 2009-2013

- ◆ Improving the quality of experience offered by clubs, through McCain Athletics Networks, and schools to ensure members can access the expertise, facilities and welcoming environments that will develop every athlete, coach, official and volunteer to their full potential.

Integrated goal

- ◆ Support clubs, schools and McCain athletics networks to actively recruit and appropriately integrate athletes with different needs and impairments, and provide quality athletics opportunities – without the obligation for every club to cater for all impairment groups and events.

Specific core actions to achieve integrated goals	Lead	Support	Timescale
2.1 Develop specific Clubmark criteria to assess inclusivity appropriately.	NDO / NCDO	DASO / CCSO	Short
2.2 Develop an Inclusive Clubs Health Check resource.	EFDS / NDO / NCDO	DASO / CCSO	Short
2.3 Provide disability awareness training for clubs and McCain Athletics Networks.	DASO	CCSO	Medium
2.4 Develop inclusive networks able to cater for a wide range of events and impairment groups.	DASO / CCSO	NCDO	Medium
2.5 Ensure that all training and development opportunities for clubs are inclusive (e.g. conferences, network training etc.).	NCDO	NDO	Short
2.6 Support and encourage clubs to attend local activities (e.g. CAADs, Coach and Athlete Talent Introduction Days etc.).	DASO	CCSO	Short
2.7 Develop a competition guidance document for use by schools utilising the QuadKids and Sportshall adapted formats.	NDO	YST/ QK/ Sportshall	Medium
2.8 Work with UKA to ensure teacher education courses and resources are inclusive and promoted appropriately to all schools.	NDO / UKA	YST	Medium

3: Competition

Key priorities from England Athletics' core strategy 2009-2013

- ◆ Improving competition structures that will raise standards and meet the needs of all participants.

Integrated goal

- ◆ To ensure a clear competition pathway for disabled athletes from local to national events and ensure that competitions at all levels are appropriate and meaningful.

Specific core actions to achieve integrated goals	Lead	Support	Timescale
3.1 Work with UKA and the NDSOs to develop a clear competition pathways diagram and calendar of events.	UKA	NDSOs / NDO	Ongoing
3.2 Aim to ensure that specific competitions are inclusive. Develop at least one fully integrated England Athletics National Senior Competition.	H of Comp.	NDO / UKA	Ongoing
3.3 Develop a guidance document for competition providers inline with the guidance for race organisers and the inclusion policy.	NDO	UKA / H of Comp.	Medium
3.4 Develop competition guidance document as detailed in 2.7 above.	NDO	YST/ QK/ Sportshall	Medium
3.5 Work with other mainstream and third party competition providers, such as county associations, area competition providers and EFDS Events, to agree and articulate how they contribute to and add value to the competition structure.	NDO	UKA / NDSOs/ Competition Providers	Ongoing
3.6 Work with UKA and the YST to ensure that the UK School Games involving England athletes and coaches is meaningful and systems for identifying team members are inclusive.	NDO	DASO	Ongoing
3.7 Work with UKA and the YST to develop guidance and templates to support delivery of the proposed Schools Olympic and Paralympic style competitions.	NDO	DASO	Ongoing

4: Facilities

Key priorities from England Athletics' core strategy 2009-2013

- ◆ We will work with UKA as part of a coordinated approach to improve facility provision.

Integrated goal

- ◆ To support facility providers to ensure that venues are fully accessible.

Specific core actions to achieve integrated goals	Lead	Support	Timescale
4.1 Work with UKA to ensure that the facility strategy for England addresses access and inclusion issues.	NDO	UKA	Medium
4.2 Work with UKA and facility assessors to ensure that tracks are appropriately monitored and assessed on issues relating to access and inclusion.	NDO	UKA	Medium
4.3 Ensure that provision of technical training for facility contractors & owners is inclusive.	NDO	UKA	Medium
4.4 Ensure that all venues used for meetings and workshops are fully accessible.	NDO	All	Medium
4.5 Work with UKA to develop an inclusive competition requirements document for facility providers.	NDO	NDSOs	Medium

5: Competitors and Participants

Key priorities from England Athletics' core strategy 2009-2013

- ◆ Young people
- ◆ Mass participation
- ◆ Aspiring champions

Integrated goal

- ◆ To deliver a clear and consistent Playground to Podium (P2P) programme, and identify and support people with a disability who wish to participate in the sport.

Specific core actions to achieve integrated goals	Lead	Support	Timescale
5.1 Develop appropriate information and guidance documents to help to identify athletes for CAADs.	NDO / YST	DASO	Short
5.2 Ensure that all identified athletes are signposted and followed up appropriately following CAADs.	DASO	EFDS	Short
5.3 Develop a system to track and monitor athletes progress within P2P, utilising the support of local clubs and coaches.	NDO	EFDS	Short
5.4 Develop information and guidance documents for equipment provision, suppliers and grant providers.	NDO	EFDS	Short
5.5 Contribute and participate in the Paralympic stream stakeholder group and support the creation of a long term athlete development strategy, in conjunction with all key stakeholders.	NDO	DASO / HoC	Medium
5.6 Work with Run in England to ensure that Leadership in Running Fitness courses, associated resources and tutor notes are fully inclusive, and contain appropriate content and references.	NDO / RIE	DASO	Medium



6: Officials and Volunteers

Key priorities from England Athletics' core strategy 2009-2013

- ◆ To support existing and attract new officials and volunteers to the sport.

Integrated goal

- ◆ To provide officials, volunteers and young leaders with the knowledge to support disabled athletes and attract more disabled people into volunteer roles.

Specific core actions to achieve integrated goals	Lead	Support	Timescale
6.1 Support people with a disability to become volunteers, officials and young leaders.	NDO	NDCO/ CCSO	Ongoing
6.2 Develop an athletics specific Disability Awareness Training Course and robust delivery model, appropriate for clubs, coaches, volunteers, tutors and parents.	NDO / EFDS	UKA / NDSO	Medium
6.3 Provide disability awareness training for volunteers, officials and young leaders.	NDO	NDCO/ CCSO	Medium
6.4 Provide opportunities for volunteers, officials and young leaders to support disabled athletes through CAADs and Coach & Athlete Talent Introduction Days etc.	NDO/ CCSO	DASO/ CCSO	Medium

7: Marketing and Communication

Key priorities from England Athletics' core strategy 2009-2013

- ◆ Provide regular and specific communication to meet diverse needs.
- ◆ Develop relationships with key athletics partners and organisations

Integrated goal

- ◆ To establish, provide and share information and knowledge in order to ensure a consistent and joined up message to the whole sport.

Specific core actions to achieve integrated goals	Lead	Support	Timescale
7.1 Complete a comprehensive audit of club opportunities and activities available to integrate disabled people, and build and share an effective communication database.	DASO	EFDS	Medium
7.2 Establish a group of key partners and stakeholders in disability athletics in England to ensure effective consultation, planning and delivery.	NDO	DASO	Short
7.3 Develop a simple MoU with each NDSO to articulate clearly how we will work together to add value.	NDO	NDSO	Medium
7.4 Use existing communication methods (e.g. website, bulletin, <i>Setting the Pace</i>) to raise the profile of clubs and coaches who work with athletes with a disability, and to promote best practice as led by ourselves and key partners.	NDO / DASO	NDSO	Ongoing
7.5 In partnership with UKA, develop an inclusion policy for the sport in line with the Equality Act 2010.	NDO / EFDS	UKA	Short
7.6 Develop and share guidance documents and best practices case studies to share information and knowledge and increase understanding e.g. Classification fact sheets.	NDO / DASO	NDSO / UKA	Ongoing

8: Structure and Governance

Key priorities from England Athletics' core strategy 2009-2013

- ◆ We will conduct regular comprehensive strategic reviews in line with the core plan and review process.
- ◆ We aim to ensure that everyone understands, works to and is clearly able to communicate the shared responsibility and common goal.

Integrated goal

- ◆ We will provide disability awareness training for all staff.

We are totally aligned with the core strategy delivery and review process. We have detailed on page 3 of this document how we will 'Make this happen' and 'Measure our success'.



ENGLAND ATHLETICS

Wellington House, Starley Way
Birmingham International Park, Solihull B37 7HB

General Enquiries

info@englandathletics.org T: 0121 7817271

National Disability Club & Coach Support Officer

Helen Pearce – hpearce@englandathletics.org 07968 498705

Disability Athletics Support Officer - North

Shelley Holroyd – sholroyd@englandathletics.org 07912 070625

Disability Athletics Support Officer - Midlands & SW

Job King – jking@englandathletics.org 07841 504311

Disability Athletics Support Officer - South:

Liz Purbrick – lpurbrick@englandathletics.org 07850 514936

For further information including details of the National Disability Sport Organisations & England Athletics programmes please visit:

www.englandathletics.org/disabilityathletics

Photos: Job King, Mark Shearman, Special Olympics Great Britain, DUKA



A message from Danny Crates

This plan illustrates England Athletics' firm commitment to developing athletics for disabled people in England.

It isn't about developing lots of separate grand schemes but it is about integration and alignment to deliver inclusion across everyday core work. It is a stated commitment to tackle some of the challenges that our sport faces and to support the many outstanding volunteers who are tasked with running it through taking additional positive action.

The plan recognises the vital importance of partnership working and encourages cooperation and joint ownership from key partners. It identifies where England Athletics should lead but also importantly work in partnership with the support of other key external organisations to deliver a more integrated service to the sport. The plan will serve to direct and help other external deliverers of athletics locally to develop their own inclusive practice thus ensuring that athletics is truly accessible at all levels.

I'm delighted to be able to endorse this plan and look forward to working with England Athletics and other partners to help to deliver it.



ABBREVIATIONS:

CAAD	County Athlete Assessment Day
CCSO	Club & Coach Support Officer
DASO	Disability Athletics Support Officer
EFDS	English Federation of Disability Sport
HoC	England Athletics' Head of Coaching
H of Comp	England Athletics' Head of Competition
MoU	Memorandum of Understanding
LCDP	Local Coach Development Programme
NCDP	National Coach Development Programme
NCDO	National Club Development Officer

NCM

NCM	England Athletics' National Coach Mentor
NDO	National Disability Club & Coach Support Officer
QK	QuadKids
SH	Sportshall
UKA	United Kingdom Athletics
YST	Youth Sport Trust

TIMESCALES:

Short:	12 months
Medium:	1-2 years
Long:	2-3 years