



Paper Title: EFDS National Improvement Work - LEAD Toolkit (Leadership, Equitable, Accessible, Deliverable)

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Author(s): Gemma Finlay

Purpose

The purpose of this paper is to seek authorisation for Active Sussex to work with the English Federation of Disability Sport (EFDS) to undertake their National Improvement Work using the LEAD toolkit.

Background

The LEAD Toolkit has been developed by EFDS in conjunction with the County Sport Partnership Network (CSPN) and Sport England and is based on the Culture & Sport Improvement Toolkit (CSIT).

- The LEAD toolkit was designed to support County Sports Partnerships (CSPs) in their delivery of best practice in disability equality
- The toolkit utilises the eight themes of CSIT (leadership, strategy, community engagement, resource management, partnership working, people management, service development/ marketing/ delivery and performance measurement), with an additional theme of facilities.
- The LEAD process focuses on self-assessment within these themes and encourages input from CSP staff, trustees and partners.
- The workshop will encourage staff to self-assess their structure, vision and current provision for disabled people and finally develop an improvement plan
- Delivery of this work will take place in the form of a facilitated workshop.
- To date, 8 CSPs have completed the LEAD toolkit.

The Proposal

To undertake the process with EFDS, to support the organisations future strategic vision. The process will not only help to self-assess current provision for disabled people and develop an improvement plan, but enable Active Sussex to measure the work undertaken in this area by putting in place a valuable measurement system endorsed by Sport England to show our impact with regards to disability equality.

The process will also enable EFDS to understand any potential gaps or areas of improvement that they can then offer resource towards as well as physical capacity form their nominated Advisor.



The steps below outline the process with more details provided in the EFDS LEAD document;

1. **Establish the self-assessment and improvement team**
2. **Plan the programme**
3. **Clarify and agree your organisational model**
4. **Conduct Vision setting session(s)**
5. **Conduct Self-assessment session(s)**
6. **Conduct improvement planning session**
7. **Document and communicate**

The benefits to Active Sussex in undertaking the process are;

- A shared vision and mission for disability sport and the inclusion ethos
- Understanding of where achievements and development have been made
- Understand of where improvements are needed
- A team approach and an opportunity to understand and support other colleagues on improving their inclusive offer in individual work areas
- An opportunity to start change the culture of the CSP to one that's more inclusive
- An identified plan which can cut across all work areas and inform future strategies, plans, or projects
- The choice of a 'suite of solutions' provided by EFDS to help support the achievements set out in the improvement plan
- Increase in participation by disabled people of all ages

In terms of delivery capacity, the intention would be for myself as NGB Development Manager (Inclusion) to be the lead contact with EFDS and underpin my work programme, but the assessment and improvement planning via vision setting, would be a whole team approach as stated above.

The process will also require stakeholder input and therefore a facilitated workshop will be organised to bring together staff and key partners who need to be regularly involved in developments including Chair/board member, key partners and representatives and disabled people's organisations. The latter individuals can be engaged via the Sussex Disability Sports Network and **QUEST focus group**.

Recommendation:

Given the increased development Active Sussex has undertaken with regards to disability equality in Sport & Physical Activity over the last 18 months, and the likelihood of it remaining a clear priority by government and Sport England, I feel that we should embark on this improvement process which will ensure that we are able to endorse what we are doing and doing well via a robust measurement system, showing that we are a credible delivery partner in this area and be considered by funding partners to continue this great work.