

What can organisations supporting leaders or deliverers do?

How organisations can support a person to become a leader.

Step 1

Seeing the possibilities.

Before becoming a deliverer.

- Promote, advocate and support inclusive physical activities – use our commissioning checklist.
- Recruit deliverers with the qualities and skills needed to be a good inclusive leader. Find these in the research report **'Developing inclusive leaders in Haringey'**.
- Support and improve representation of people with disabilities across your organisation. **'Creating a workforce that gets me.'**
- Identify and support deliverers who need guidance on inclusion.



Step 2

Showing interest or potential. 'Exploring.'

Individual interested in leading or delivering activity.

- Widely promote clearly defined opportunities in your organisation and in your local area, online and offline. Use the **Inclusive communications guide** to help.
- Provide and promote training to support deliverers to be inclusive, such as the **Inclusive Activity Programme**. Use the **CIMSPA professional standards** as guidance for roles.
- Consider peer mentor schemes to support individuals.
- Develop relationships with organisations with people with lived experience to help promote leadership opportunities. Look for your local **disabled peoples user led organisations** and get in touch with them.
- Link in to any deliverer networks locally or create one to support and promote inclusive delivery. This resource can help you set up a deliverers network - **top tips to setting up a deliverers network**.



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Step 3

Preparing and learning.

Gaining qualifications.

- Ensures that training pathways are inclusive.
- Challenges training providers who don't provide accessible training pathways.
- Regularly checks in with deliverers to obtain feedback about their roles and what support they might need.

Step 4

Ready to lead activity.

- Signposts to suitable opportunities for leading.
- Encourages new leaders to join deliverer networks.
- Has a training package in place for leader to continue developing knowledge. Or can refer to trusted training options.
- Obtains regular feedback from deliverers to understand their needs and support continued development.

Step 5

Leading and succeeding.

Succeeding in the role and leading others.

- Celebrate and reward people and achievements.
- Show value of successful people and programmes with pay progression and sustainable funding.

