

Include to
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+
SPORT
FOR CONFIDENCE

Include to Improve support offers



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Introduction

We are pleased to share a series of targeted support offers that your organisation can apply for as part of your involvement with Include to Improve. These have been developed in response to direct feedback from both Strategic Partner Network (SPN) and Lived Experience Network (LEN) members.

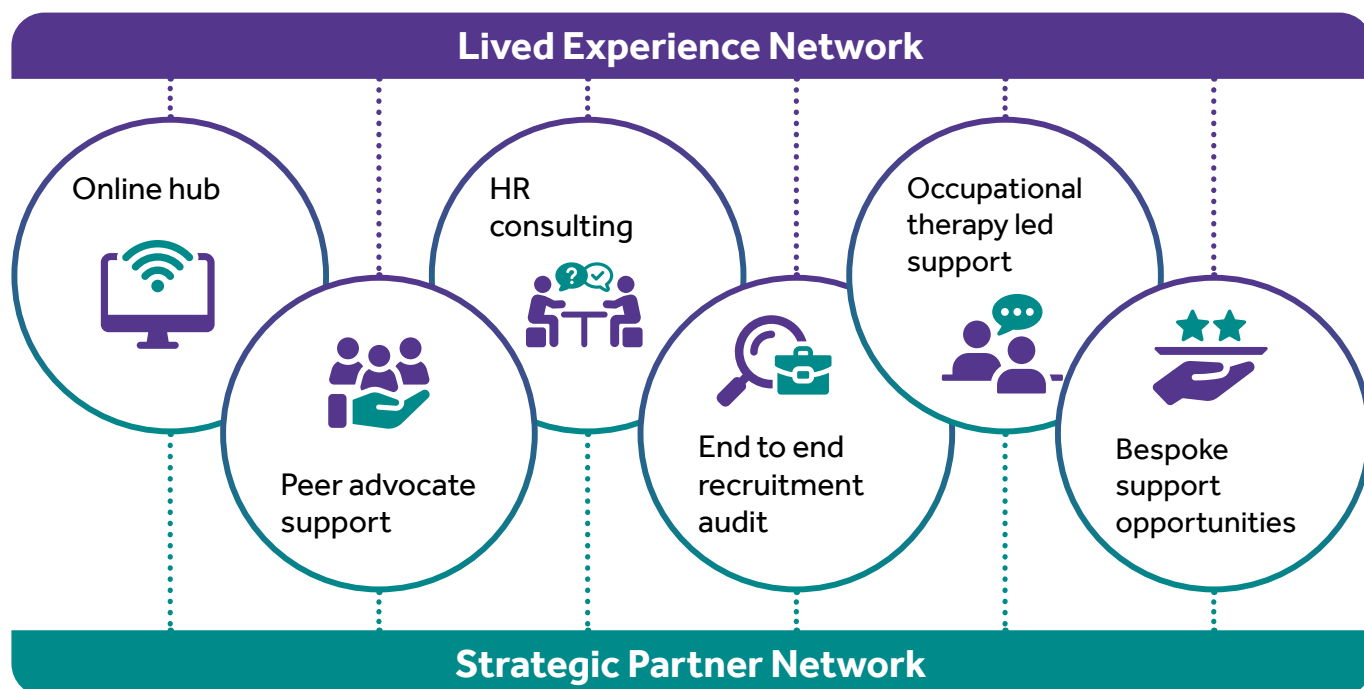
These offers are designed to address key challenges identified – ranging from inclusive recruitment and workplace adjustments to organisational readiness and representation. Each initiative has been shaped by disabled people's lived experiences, sector insight and programme evaluation activities, ensuring relevance, impact, and practical value.

By taking part, organisations will gain access to expert guidance, collaborative learning opportunities, and tailored resources that support meaningful change. Together, we can reduce duplication, foster strategic partnerships, and amplify our collective impact.

Collectively we can increase the number of high-quality opportunities for disabled people to take part, volunteer and work in the sport and physical activity sector.

All offers will be funded by Include to Improve.

Include to Improve support offers





Online hub

The challenge

Many of you have shared that finding reliable, practical information on topics such as inclusive recruitment, workplace adjustments, and inclusion training is difficult. Resources are often scattered across multiple platforms, making it hard to know where to start, what actions to take, and how to drive meaningful change – especially when these responsibilities are new or unfamiliar. Organisations also highlighted that working in isolation leads to duplicated efforts and missed opportunities for collaboration.

“A lot of the time people ‘assume’ rather than asking and finding out for themselves how to help and support others.”

Our solution

We’re developing a centralised online hub that brings together trusted, actionable guidance in one accessible place. All content is co-created with people who have lived experience and is tailored to the real needs of the sector. This hub will help organisations build confidence, align with best practice, and explore areas of inclusion that may not yet be on their radar. By fostering collaboration, reducing duplication, and encouraging strategic partnerships, we aim to amplify collective impact across the network.

“We think it’s key to ensure as an organisation that we are aware and forthcoming with providing an inclusive environment, where disabled employees can thrive.”

Overview of the offer

- An online hub available to SPN and LEN members.
- Self-paced learning and support.
- Tools for recruitment, workplace inclusion and awareness raising.
- Real-world examples, case studies, and insights of best practice.
- A catalogue of free resources available for use by the Include to Improve networks.

“No one person and no one company has got all the knowledge. We need to put it into a place that is accessible, that is inclusive, that is available for people to access.”





Peer advocate support

The challenge

LEN members have shared that their lived experience brings valuable skills, insights, and perspectives to organisations. However, disability is often viewed as a limitation rather than a strength. At the same time, SPN members have expressed a desire to improve representation of disabled people within their organisations but are unsure how to do so effectively and meaningfully.

“ People with visible disabilities aren't visible in leisure and activities jobs. I think it would encourage more of us to participate if we could see people like us already embedded in these places. ”

Our solution

We propose the introduction of peer advocate roles within the sport and physical activity sector. These roles will actively draw on the expertise and lived experience of disabled people to support inclusive practice, enhance organisational culture, and improve participant experiences. Peer advocates can help bridge gaps in understanding, foster greater representation, and contribute to both strategic development and day-to-day delivery.

“ To tackle stigma, we need to increase representation of disabled people and support from role models. ”

“ I have a disability but like to share my stories and educate people around us. Making people aware of what inclusive sport really means. ”

Overview of the offer

Support for SPN members to embed a peer advocacy role into their organisation. This will include:

- Educational sessions to introduce the peer advocate role and explore how it can be utilised and benefit your organisation.
- Provision of a template job description and core competency framework, and support to tailor it to your organisational needs.
- Provision of a wellbeing support guide.

Upon employment of a peer advocate:

- Monthly mentoring sessions for the peer advocate's supervisor/manager with an occupational therapist.
- Regular support for the new employee from an occupational therapist and experienced peer advocate.

This offer is available for up to three SPN organisations.



HR consulting

The challenge

Over a quarter of SPN member organisations have highlighted the complexity of disability support systems as a key barrier to inclusive employment. Additionally, 20% reported a lack of access to specialist HR support – particularly in areas such as legal compliance, risk management, and inclusive workplace practices. Many employers rely on general HR services that often lack the depth of understanding needed to embed disability inclusion in a meaningful and sustainable way.

“ There are no HR personnel in some organisations to guide inclusive recruitment. ”

“ Support is needed to create clear, consistent processes and guidelines. ”

Our solution

We are launching a targeted support programme provided by BASE (British Association of Supported Employment), combining tailored consultancy, collaborative learning, and resource development. Overview of the offer:

- **Strengthen organisational readiness** through expert HR consultancy focused on inclusive recruitment, Access to Work, workplace adjustments, and inclusive policy development.
- **Facilitate action learning sets** that address real-world challenges and promote peer-to-peer learning.
- **Develop sector-wide resources** informed by the programme's insights, enabling broader impact and knowledge sharing across the SPN network.

This offer is available for up to five SPN organisations.

“ Training is needed for all staff to improve inclusion, not just accessibility. ”





End to end recruitment audit

The challenge

SPN members have expressed a need for support in making their recruitment processes more inclusive to reach a wider pool of disabled candidates for both employment and volunteering roles. At the same time, LEN members have shared that they continue to face barriers during recruitment – such as inaccessible application forms, outdated systems, and job adverts that unintentionally exclude disabled applicants.

“Organisations are restricted by rigid application processes.”

Our solution

We are offering SPN members the opportunity to take part in a comprehensive recruitment audit delivered by industry experts, Inclusive Employers. This audit will help organisations identify strengths, uncover challenges, and pinpoint opportunities to improve their recruitment practices. Insights from these audits will be used to develop practical resources and guidance, enabling other organisations across the sector to make meaningful improvements in their own recruitment processes.

“We want to advertise roles more accessibly, to reach a broader and more diverse audience.”

“We need support to offer clear, consistent recruitment processes and legal guidance.”

Overview of the offer

A range of audit packages available depending on organisation size and need, determined by Inclusive Employers:



Bronze: A light-touch audit to check compliance and highlight quick wins.



Silver: A deeper review with staff input and practical action planning.



Gold: A comprehensive audit with full engagement, benchmarking, and strategic roadmap.

This offer is available for up to five SPN organisations.

“We need support to understand and accommodate diverse application preferences.”



Occupational therapy led support

The challenge

Many job seekers don't feel they receive the support required to remove barriers within the workplace and are left to advocate for themselves. Current systems are not equipped to provide joined up and aligned support along the pathways from the Department for Work and Pensions (DWP), to training, to employment.

“ We need to use Occupational Therapists for accurate assessments of reasonable adjustments. ”

“ We need to build partnerships with DWP and job centres to develop inclusive pathways. ”

Overview of offer

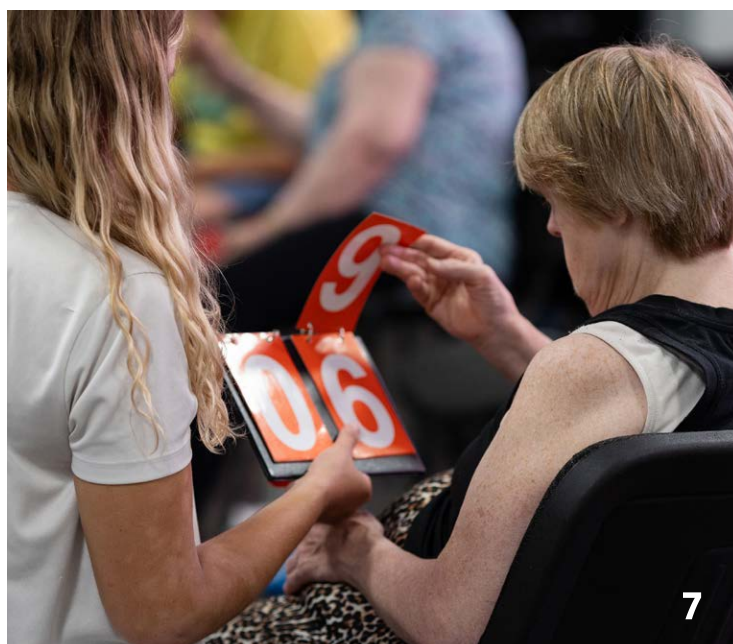
This is a test and learn opportunity and the evaluation will feed into future processes and best practice.

If your organisation operates in the Liverpool area, please get in touch for more information and to find out how you can get involved.

Our solution

Embed occupational therapy in a pilot led by CIMSPA and the DWP, that aims to create opportunities for job seekers (with a focus on young people) to gain training and employment in the sports and physical activity sector.

“ We need to champion inclusive career pathways for under-represented young people in sport. ”





Bespoke support opportunities

We recognise that organisations are unique and may require support outside of these offers. If you have any ideas or suggestions of how we can support you, please get in touch.



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Contact us to apply for support

To apply for any of the support offers listed in this document, SPN organisations should email includetoimprove@activityalliance.org.uk with the name of the offer they're interested in, and a brief summary of the reasons for the choice. A member of the team will follow up with next steps and further guidance.



includetoimprove@activityalliance.org.uk



0808 175 6991 and select option 3

To find out more visit:

activityalliance.org.uk/include