



Leader Development pathway

Get Out
Get Active

Funded By



This pathway was created from the **'Developing inclusive leaders in Haringey'** research project with Get Out Get Active and Haringey Council. This resource is for anyone involved in the delivering and organising of activities.

We know that disabled people are half as likely to “see people like me” working in sport and physical activity¹. We have designed this pathway alongside our **Ten inclusive practices**, to help existing leaders and organisers of sport and activity to identify and encourage the next generation of leaders.

Attracting more disabled people to work in sport and physical activity, whether as a trainer or coach, or in developing communities and networks, can make our sector more inclusive and accessible for everyone.



References

1. **Activity Alliance**. Annual Disability and Activity Survey 2022-23. 2023.
2. **Sport England**. Active Lives 2020-21. 2023.

Inclusive leader profile

Our research showed inclusive leaders shared many qualities.

For future deliverers and leaders these qualities can be identified and developed.



Embraces and understands the principles of inclusion, exhibits or is interested in adapting activity to suit different needs and abilities.



Shows qualities of being trustworthy, patient, and being open-minded.



Likely to have had 'hands-on' informal training 'on the job', rather than specific qualifications.



They might have lived in the specific local area or have connections and a willingness to listen and engage with the culture and people.



Has enthusiasm and passion and can empower and motivate others.



Most likely to have experience with disabled people or inclusion from previous work or volunteering or from local communities.



People who take part in inclusive activities, having an impairment or being disabled themselves will also have great potential to take on a role.



Understands the benefits of inclusive sport and physical activities.



Strong communication skills.

Personal steps

This is a possible pathway a person could take to become a leader and the support required at each stage.

Step 1

Seeing the possibilities.

Before becoming a deliverer.

- Positive experience of a sport or being active, in community activities or schools, or seeing friends or family benefit.
- Experience of disability, from personal life or work or volunteering.
- Exposed to role models and interesting career options in sports and physical activity.
See this **video about disabled people in leader roles.**

Step 2

Showing interest or potential. 'Exploring.'

Individual interested in leading or delivering activity.

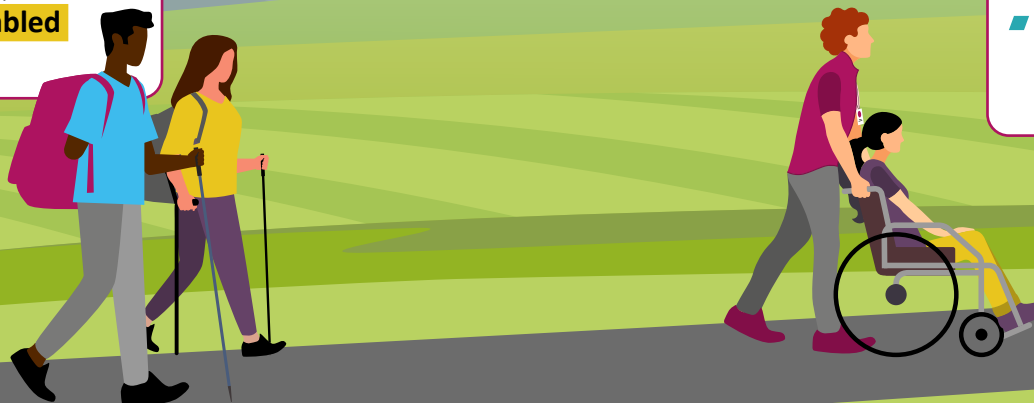
- Informal chats about opportunities and future interests.
- Seeking and applying for volunteer roles, placements, or work experience, in delivery or supporting roles.
- Creating or updating CV.
- The **instructability guides** are a good place to start with this.

Step 3

Preparing and learning.

Gaining qualifications.

- Gaining formal qualification in, for example, delivering activity, supporting individuals to be active, or inclusion. The **instructability guide** has listed some available training courses but also check with your local **active partnerships.**
- Informal training is also important. Find opportunities to shadow leaders or gain informal 'on the job' experience.
- Understand which skills need to be developed further informally, like communication, interviewing, or leadership skills.



Personal steps

This is a possible pathway a person could take to become a leader and the support required at each stage.

Step 4

Ready to lead activity.

- Job searching your local **active partnership** could be a good place to start and **UK Sport**.
- Gaining a paid position as part of an existing programme.
- Continuing to learn from peers and other networks.
- Confidently leading and adapting inclusive activity sessions.

Step 5

Leading and succeeding.

Succeeding in the role and leading others.

- Helping others to start their journey to becoming a deliverer.
- Influencing and inspiring people in senior roles across the sector.
- Advocacy and leadership roles.
- Creating strong community connections and connections.
- Contributing to training or development courses.



What can activity leaders do?

How activity leaders can support a person on their pathway to become a leader.

Step 1

Seeing the possibilities.

Before becoming a deliverer.

- Provide inclusive, fun activities – and understand the **barriers disabled people face to taking part.**
- Be enthusiastic, friendly and encouraging in your delivery style. Use the **Talk to Me Principles** to support your delivery.
- Can identify what skills and qualities can make a good inclusive deliverer. Find these in this research report **'Developing inclusive leaders in Haringey'.**
- Involving parents, support workers, and friends in projects and delivery.

Step 2

Showing interest or potential. 'Exploring.'

Individual interested in leading or delivering activity.

- Support, involve and encourage individual to take up opportunities to gain experience.
- Support with **Access to Work or reasonable adjustment requests.**
- Signpost interested participants to training, peers, or sources of advice. Only recommends training opportunities that are accessible and meets the needs of the individual (refers for help if unsure).



What can activity leaders do?

How activity leaders can support a person on their pathway to become a leader.

Step 3

Preparing and learning.

Gaining qualifications.

- Leader provides opportunities for individual to continue 'learning on the job' alongside training.
- Provides informal support, guidance and encouragement throughout learning journey.

Step 4

Ready to lead activity.

- Provides leading opportunity if there is one.
- Signposts to suitable opportunities.
- Continues to encourage, provide information where possible or refer to support where needed.

Step 5

Leading and succeeding.

Succeeding in the role and leading others.

- Work collaboratively, with continued mentoring.
- Encourage growth of leadership skills and creating connections.
- Help others to replicate or expand successful ideas.



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.

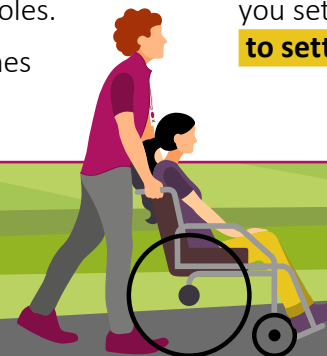


Step 2

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**.



What can organisations supporting leaders or deliverers do?

How organisations can support a person to become a leader.

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.

