



PLAYGROUND TO PODIUM

'The development of a framework and key interventions to identify and develop the ability of disabled players and athletes.'

Introduction

London 2012 offers the most unique opportunity to sport in Great Britain that has ever existed, providing the inspiration to a new young breed of British Paralympians to eclipse the tremendous achievements of the last 20 years and stand proudly alongside the greatest nations in the world of Paralympic sport. It is also an unrepeatable opportunity to create a lasting structure that will ensure that young people with a disability in Britain have the opportunity not only to participate in sport but also to excel.

Over recent years there have been fewer numbers of talented disabled athletes emerging at the top end of the performance pathway in comparison with other countries. There is therefore, a need to review the performance structure underpinning our success as a country if we are to secure and improve on our current international standing and in the medal tables in 2012 and beyond.

Following consultation with a wide range of partners and a review of existing programmes and initiatives, a framework has been developed to enhance existing player pathways and provide increased opportunities for sporting prowess to be developed and recognised. Whilst this is a framework for England, organisations with a UK remit are fully committed to its delivery on the basis that a strong English programme will undoubtedly enhance the development of a strong GB Team. Appropriate links with other Home Country and UK talent development processes will also be strengthened to ensure athletes are able to fully develop and demonstrate their ability to the maximum of their potential.

The Framework

1 High Quality PE

Clear guidance will be provided to all teachers to ensure that young disabled people have access to 2 hours high quality PE, are challenged to maximise their ability, and have their talents recognised and supported.

In addition to the wide range of information and guidance currently available to teachers around the inclusion of young disabled pupils in PE and sport, a specific inclusion web site will be established by the Youth Sport Trust to extend and develop the current web based Talent Recognition and Development toolkit. The site will provide guidance for teachers and coaches in the areas of Physical Education, Participation and Performance and will include a range of case studies and strategies to recognise and develop skills in young disabled people. In addition a national course on "Identifying and Developing Talent in young disabled people" has been developed and will be rolled out nationally through Local Authorities, in conjunction with Sports Colleges and School Sports Partnerships, from January 2007.

2 High quality coaching opportunities

The number of high quality coaching hours will be increased, contributing towards 3 hours sport and physical activity beyond the curricular 2 hours, by providing regular quality coaching opportunities for disabled athletes and players in both mainstream and disability specific environments to develop their skills and maximise their potential.

Multi-skill Clubs

Regular participation opportunities to develop generic skills will be established in 450 School Sport Partnerships for all young disabled people at Key Stage 2 (9-11 years old). The opportunities will be provided by ensuring disabled young people are fully included and welcome in mainstream multi skill clubs in the Partnership or by establishing new clubs where appropriate which offer specific opportunities for young disabled people. The clubs will take place in a variety of venues and times to suit local circumstances and provide an ideal opportunity to increase children's experience of a wide range of activities and for many young disabled people, provide the first "real" club experience.

Multi Sport Clubs

Multi-sport clubs based on a range of sports, including water based sports, will be established in 450 School Sport Partnerships for young disabled people from Key Stages 3-5 (11-18 years old). These will be accessible to all young disabled people in the Partnership with two principal aims:

- to increase the number of young disabled people accessing high quality coaching
- to increase the opportunities to access the early stages of a performance environment.

In order to fast-track the identification of athletes with potential for 2012 and beyond, it is intended to provide additional **Identifying Ability Days** in 450 School Sport Partnerships. These will take the form of three 'dry' generic skill assessment days and one aquatic festival per academic year to identify and signpost young disabled people who demonstrate a higher level of ability in PE or Sport. Whilst the Paralympic Games is the driver for this programme, all young disabled people will be included at this stage with those who are ineligible for the Paralympics being directed to the appropriate community pathway.

Community Clubs

Where appropriate the above opportunities may be based in local clubs which currently provide quality coaching hours for young disabled people in a community setting. These may be in the form of the disability specific, sport specific or multi sport clubs currently provided by Local Authorities, Voluntary groups, National Governing Bodies of Sport and Disability Sport Organisations. For many young disabled people these organisations provide the initial opportunity to participate in sport and the School Sports Partnerships will develop strong links with local clubs, assisting them to develop the quality of the coaching and providing guidance on the development and the exit routes for talented young disabled athletes.

3 Athlete assessment

Annually, as a direct result of the above opportunities a minimum of 10 young disabled people per School Sport Partnership will be identified as demonstrating higher ability in generic skills and recommended to attend the County Athlete Assessment and Development Centres. An additional 5 from Key Stage 2/3 who have demonstrated ability in aquatics will be directed to the appropriate ASA development programmes. Of the identified young people, a minimum of 70% will have a physical or sensory impairment.

In addition, local community clubs will be offered guidance and support from NGBs to assess potential talent in order that young disabled people attending clubs have the opportunity to access County Athlete Assessment and Development Centres and performance environments.

Young disabled people may not appear talented in comparison with their non disabled peers and to assist teachers and coaches, a range of assessment protocols will be developed. These will include progression indicators in Physical Education and the existing assessment criteria in generic or fundamental skills. In addition a range of tests, such as 'Profiling physical abilities in disabled people' will be developed to assist in identifying the most appropriate sports to match the individual's physical and cognitive abilities.

4 County Athlete Assessment and Development Centres

County based, Athlete Assessment and Development Centres, will be held frequently, to include:

- Testing and assessment procedures to initially identify the physical skills of the athletes and as robust assessments are developed; the assessment of cognitive, emotional, social and personal skills will be introduced. This will assist in signposting the athlete to the sport, which may be most appropriate match for their skill profile.
- Clear guidance and signposting to further opportunities to progress and develop skills.
- Inspiration and guidance to athletes and parents on the demands and requirements of a performance programme.
- Sports specific National Governing Body led coaching and Talent ID to feed identified performance environments.

Every young disabled person attending the centres will be provided with a profile which defines his or her physical attributes and this profile can assist the athlete to pursue the higher level of coaching and competitive involvement in the sports for which they are physically suited. The profile can also be used to identify areas that need improvement if the young athlete wishes to progress in a particular sport.

Strong links will be established between the County Athlete Assessment and Development Centres and the National Governing Bodies of Sport and National Disability Sport Organisations to ensure a seamless pathway exists for identified young disabled people to progress to the appropriate performance environment.

5 Identification and provision of high quality coaching to potentially talented adult athletes with a disability

A specific programme will be established, in partnership with Health Authorities, Rehabilitation Centres, disability organisations and other relevant organisations, to identify disabled adults with potential for success in sport. Disabled adults may not be aware that opportunities exist, or that they are eligible, to compete at an elite level. Once identified, using the assessment protocols highlighted above for County Athlete Assessment and Development Centres, these adults will be signposted and introduced to sporting opportunities relevant and appropriate to their needs and ability. In addition Paralympics GB will further develop and extend its current national initiative with the Armed Forces to identify and provide high quality coaching to potential athletes within service or retired from service.

6 Profiling Initiative

In addition to the general assessment and profiling protocols outlined above, a more advanced profiling system will be developed, which will identify 'key characteristic descriptors' for various sports and identify baseline values for describing 'talent' which are relative to the player pathway of a particular sport. These will be developed in partnership with National Governing Bodies of Sport, providing the sport specific assessment to build on the generic assessment carried out in the earlier phases of the framework.

7 Increase in the number of performance environments.

National Governing Bodies and other key agencies will be supported to provide a greater range of performance environments and opportunities in order to ensure a successful transition between the "community" and the "performance" phases for athletes with potential.

The type of opportunity will depend on the nature of the sport and also the Performance Pathway currently in place for the particular sport and could include:

- Quality assured performance clubs
- Regional and National Competitions
- Regional and National Coaching Camps
- Regional and National Squads

National Governing Bodies of Sport should lead the development of the performance environments but in addition to the provision of opportunities in mainstream environments, stronger links will also be developed with the National Disability Sports Organisations. These currently provide a range of opportunities both in pan disability and disability specific environments at participation and performance levels. However closer partnership working between the NDSOs and the NGBs is required to ensure performance events provide the appropriate opportunities for the athlete to demonstrate the required levels of performance.

In many sports, the current number of performance coaches is not sufficient to offer the high quality coaching required to develop the emerging potential. It is recognised that a step change in the development of talented athletes cannot take place without a comparable step change in the quality of coaching and National Governing Bodies will work with the appropriate organisations to ensure the development of quality coaching at all stages of the framework.

A national competition framework will be put in place by National Governing Bodies, enhancing the current structures at local, regional and national level to ensure disabled athletes and players can access appropriate competitive opportunities at the various stages of the framework.

8 World Class Pathway Programme

UK Sports Paralympic Investment Strategy 2012 provides the rationale for the allocation of UK Sport investment to the 19 Paralympic sports. The additional resources secured on the back of winning the 2012 Games have enabled the creation of a World Class Pathway in a number of sports. In addition, current practices have been and continue to be challenged, new opportunities created and targeted and informed talent identification and recruitment practices have been started.

All National Governing Bodies of Sport who receive World Class Pathway funding will need to produce a World Class talent identification and recruitment and confirmation strategy, which clearly identifies how a sport currently, and in the future, identifies talent and moves it through the World Class Pathway. This will include evidence that the World Class Pathway Programme is actively seeking athletes from the underpinning development programmes in England, and a process for the identification and nurturing of emerging talent is in place. NGBs will also critically evaluate coaching requirements and implement coach recruitment and CPD opportunities to support these requirements.

9 Athlete Tracking

Paralympics GB will lead the development of a web based tracking system to allow for the targeting and smooth transition of athletes, logging those athletes coming into the system and recording their progression through the respective stages of the pathway. This will also assist in “athlete transfer”, identifying individual strengths and weaknesses, which may indicate potential in other sports. This could be particularly relevant for athletes whose events are removed from the Paralympic programme or those who have been reclassified and are no longer competitive in the new classification.

10 Profile and Promotion of the Framework

To maximise the opportunity, a co-ordinated programme of publicity, web-based access and sign-posted pathways for all those involved in disability sport will be developed to ensure that maximum benefit is derived from the awarding of the London Games. This would provide readily accessible information and advice together with ongoing support to athletes, parents, carers, teachers and coaches.

The ultimate aspiration of representing Great Britain in international competition and winning a gold medal at the Paralympic Games will be the focus, regardless of the point of entry onto the framework. Although Paralympic success is the focus of the framework, exit routes will be provided to competition for disabled performers outside Paralympic classifications.

11 Project Management

The national co-ordination of the project is essential to ensure an effective multi agency delivery of the framework and to monitor and evaluate progress against the agreed performance indicators. A policy group of senior officers from each organisation will be established to track overall progress, align interventions with national policy, and to advise government on progress. Based on the existing working group, an operational management group will be established comprising of officers of the appropriate experience and seniority from the partner organisations and enhanced by representation from National Governing Bodies of Sport. This group will have responsibility for operational and delivery aspects, ensuring multi agency expertise and delivery is coordinated and cohesive, along with addressing any mitigation strategies required to ensure a simple transition across agency boundaries for those whose abilities allow them to progress further. Whilst this is essentially a framework for England, organisations with a UK remit are fully committed to its delivery on the basis that a strong English programme will undoubtedly enhance the development of a strong GB Team.

England

UK

Home Countries

Interventions

Framework

SPORT ENGLAND

Adult Athlete Identification Programme
In partnership with Health Authorities, Rehabilitation Centres etc

County Athlete Assessment and Development Centres
Multi-sport camps (1 per year)

YST

School Sport Partnership Identifying Ability Days
Multi Sport – 2/3 per year
Aquatic – 1 per year

Performance Environments (Appropriate to the sport)
Sport specific performance clubs
Coaching camps
Squads

High Quality Coaching Opportunities
Community clubs
National Disability Sports Organisations
School Sport Partnership

National Competition Framework
Local, Regional and National Events

KS 2 & 3 Multi skill **KS 3 & 4 Multi Sport Sport Specific**

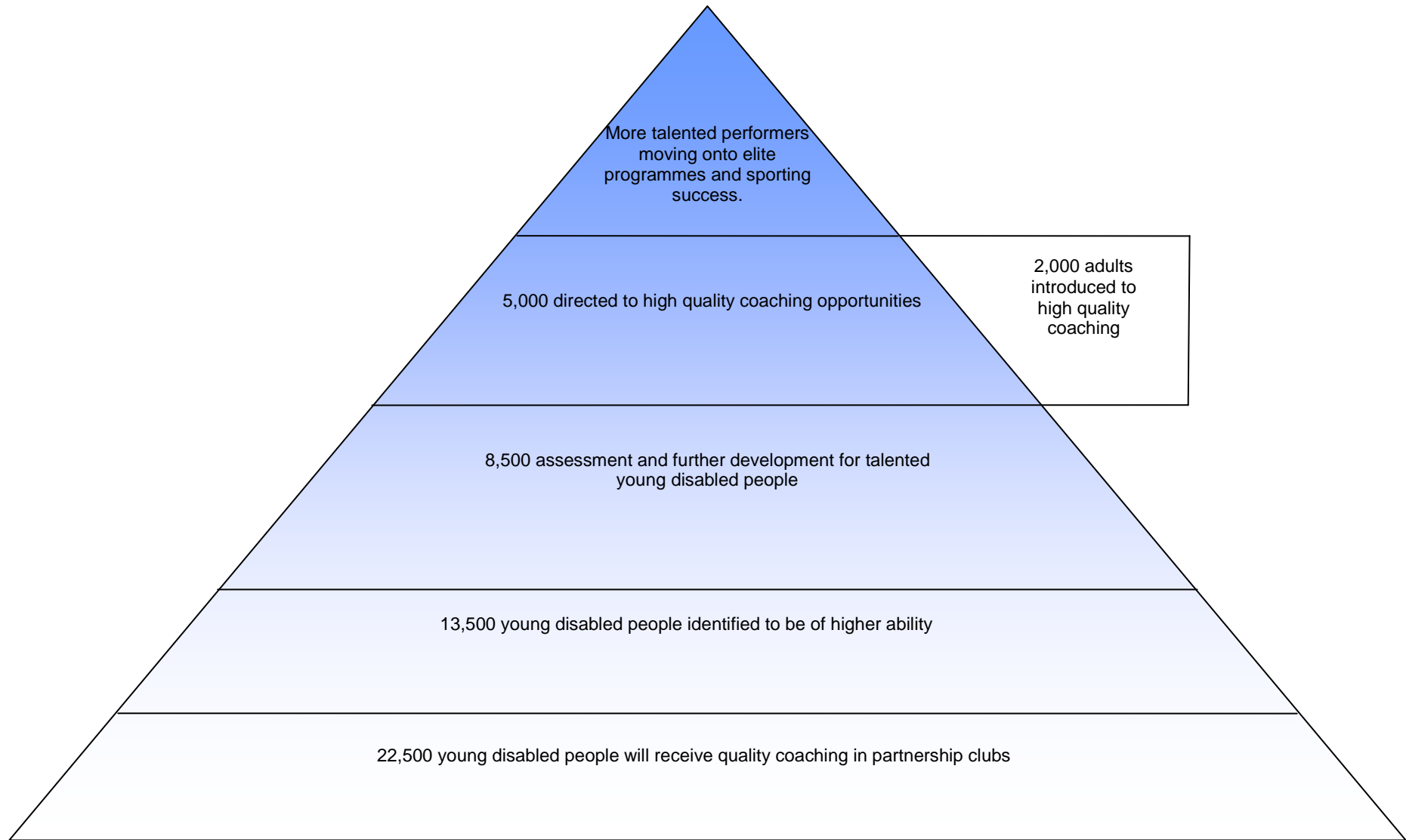
NGB World Class Pathway Programmes

Federation of Disability Sport Wales

Scottish Disability Sport

Disability Sport NI

High quality physical education in special and mainstream schools
Setting challenging targets for young disabled people in PE and Sport



Lead delivery agencies

Action	Targets (2008-2012)	Lead delivery agency	Partner agencies	Milestones
To support high quality PE and Sport.	3,600 teachers trained in recognition of ability in young disabled people.	Youth Sport Trust	<ul style="list-style-type: none"> Schools Local Authorities 	Training Course rolled out nationally. Web based resources extended and developed.
High quality coaching opportunities.	22,500 young disabled people receiving quality coaching.	Youth Sport Trust	<ul style="list-style-type: none"> School Sport Partnerships Local Authorities National Governing Bodies of Sport Disability Sports Organisations Sportscoach UK 	Multi skill clubs at KS2. 250 Multi sport clubs at KS 3-5 in 2008/09. 350 Multi sport clubs at KS 3-5 in 2009/10. 450 Multi sport clubs at KS 3-5 in 2010/11.
Identifying Ability Days.	13,500 young disabled people identified to be of higher ability in physical education or sport.	Youth Sport Trust	<ul style="list-style-type: none"> School Sport Partnerships Local Authorities National Governing Bodies of Sport Disability Sports Organisations 	Assessment protocols in generic skills available for schools and local clubs. 250 SSPs delivering P2P in 2008/09. 350 SSPs delivering P2P in 2009/10. 450 SSPs delivering P2P in 2010/11. 15 young people per SSP directed to an appropriate CAADC per year.
County Athlete Assessment and Development Centres.	Assessment and further skill development of 8,500 young disabled people.	Sport England	<ul style="list-style-type: none"> EFDS County Sports Partnerships National Governing Bodies of Sport 	Assessment protocols available for CAADCs. CAADCs rolled out in Counties with 75% coverage or a minimum of 5 SSPs delivering P2P.
High quality coaching for	2,000 adults with a	Sport England	<ul style="list-style-type: none"> EFDS 	Appointment of National Project

potentially talented adult athletes with a disability.	disability introduced to high quality coaching in a community setting.		<ul style="list-style-type: none"> • Primary Care Trusts • Rehabilitation Centres • Inclusive Fitness initiative • Disability Sports Organisations • Local clubs 	Manager. Appointment of 4 Development Staff. Adult Athlete Identification Programme established.
To increase the number of performance environments.	5,000 disabled athletes and players directed to appropriate high quality coaching opportunities in performance environments.	Sport England.	<ul style="list-style-type: none"> • National Governing Bodies of Sport • UK Sport • Disability Sports Organisations • Local clubs 	<p>The minimum criteria for the Performance Environment and player pathway defined by the relevant NGB.</p> <p>Performance Environments established and operational to service the delivery of the national framework.</p> <p>UK Sport to ensure that there is a seamless pathway for identified talented athletes into the World Class Pathway Programme and that NGBs have robust profiling tools to identify and benchmark athletes.</p>
World Class Pathway Programme	More talented performers moving onto elite programmes and sporting success.	National Governing Bodies of Sport	<ul style="list-style-type: none"> • UK Sport • Paralympics GB 	UK Sport will work closely with NGBs to ensure that England athletes entering the World Class Pathway Programme receive optimal support and services to enable them to achieve podium success.
Profiling Initiative	Develop appropriate generic and sport specific assessment protocol to illustrate potential.	Paralympics GB	<ul style="list-style-type: none"> • English Institute of Sport • National Governing Bodies of Sport 	In partnership with EIS and the National Governing Bodies of Sport, protocols to be produced to assess the general physical aptitude and sport specific key characteristic descriptors and baseline

				values for describing 'talent'.
Athlete Tracking	Develop a national database and recording process to provide systematic tracking of athletes from "Playground to podium"	Paralympics GB	<ul style="list-style-type: none"> • Sport England • National Governing Bodies of Sport • EFDS • Youth Sport Trust • Disability Sports Organisations 	A single database developed to track progress from SSP athlete ID level upwards.
Promotion and Publicity of the Framework	Spearhead a targeted campaign to attract more athletes and players to participate in disability sport.	Paralympics GB	<ul style="list-style-type: none"> • Youth Sport Trust • Sport England • UK Sport • Media Organisations • School Sports Partnerships • County Sports Partnerships • Health Organisations • British Armed services 	<p>An agreed Marketing strategy to be in place by September 2008.</p> <p>Campaign launched and targeted at people who may not be aware of their entitlement to compete in disability sport events and represent GB at the highest level.</p> <p>Targeted work in mainstream sports undertaken to attract current sports people who may have an impairment which enables them to compete in Paralympic sport.</p>
Project Management	Establish an agreed management approach to Framework.	Sport England & Steering Group	<ul style="list-style-type: none"> • UK Sport • Paralympics GB • BPPS • Sport England • YST • NGBs • CSPs 	<p>National Policy Group to meet a minimum of twice per year with the secretariat provided through National Delivery Team.</p> <p>National Implementation Group to meet quarterly with the secretariat provided through the National Delivery Team.</p>

Impact

As a result of this framework:

- 3,600 teachers will be trained in the recognition of potential talent in young disabled people.
- 22,500 young disabled people will receive quality coaching in partnership clubs.
- 13,500 young disabled people will be identified to be of higher ability in physical education or sport.
- Assessment and further development will be provided for 8,500 talented young disabled people.
- 2,000 adults with a disability will be introduced to high quality coaching in a community setting.
- 5,000 disabled athletes and players will be directed to appropriate high quality coaching opportunities in performance environments.
- More talented performers will move onto elite programmes and sporting success.