



Evaluation of Supplementary Investment for Scottish Governing Bodies of Sport

Final Project Summaries Report for **sportscotland**

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Smash in2 Badminton

Overall summary

Smash in2 Badminton is Badminton Scotland's national participation programme. It aims to reduce barriers to participation, and provides more opportunities around the country for people to play badminton. The investment has been used to increase participation among disabled people (adults and children) and those living in deprived areas.

Progress against targets agreed with **sportscotland** has been mixed. The data below represents progress to date, as the project has continued beyond the end of March 2018. Further progress is likely to be achieved over the coming months.

Indicator	Target	Achieved to date	% Achieved to date
Smash In2 Badminton delivered in new Local Authority areas	4	7	175%
Sessions delivered	1,200	323	27%
Distinct participants	480	370	77%
Cumulative participants	19,200	6,508	34%

Source: Badminton Scotland End of Project Monitoring Report and additional information provided directly by Badminton Scotland to EKOS.

Introduction

The 2017 Badminton World Championships were held in Glasgow. A key goal for Badminton Scotland is therefore to create a sustainable legacy through increasing participation and engagement in the sport across Glasgow and Scotland.

Its Legacy Plan¹ identifies three target groups for increasing participation in badminton. This spans inactive adults, disabled children and adults, and those living in deprived areas.

Badminton is an indoor sport. It has added benefits of year round play, and the nature of the sport enables juniors and adults of all ages and abilities to participate at their own level. Smash in2 Badminton is the main entry point into the sport. It provides people of all ages the opportunity to play badminton in a relaxed and fun environment. This includes beginners and people looking for a relaxed and fun badminton experience (e.g. those who do not necessarily want to take part in competitions). It is a pay and play model with an organiser/coach delivering the session.

There are 23 affiliated Smash in2 Badminton clubs across the country. They have a total of 322 members². Juniors make up most of the participants (63%). There are slightly more males involved than females (53% and 47% respectively).



In addition, Badminton Scotland has a joint project with the Scottish Association for Mental Health (SAMH). The SAMH Smash in2 Badminton Project supports people with mental health issues to undertake physical activity.

Project description

The Equalities and Inclusion investment of £30,000 has been used to fund two part-time Co-ordinators (for two days per week) covering all of Scotland³. The investment has been used to accelerate the project. Key members of staff lead on the development of new Smash in2 Badminton sessions. A specific focus has been placed on increasing participation in the sport among disabled people (adults and children), and those living in deprived areas.

¹ Total BWF World Championships 2017 Legacy Plan.

² Note for some clubs the number of members is unknown. This figure is therefore likely to be higher.

³ Using part-time/self-employed staff already employed by Badminton Scotland.

Progress and achievements

Much of the activity supported through the Equalities and Inclusion investment has focussed on establishing new clubs. Achievements to date include:

- 19 Smash In2 Badminton sessions supported;
- this includes activity in seven new Local Authority areas;
- 370 individuals have taken part - 300 people living in deprived areas, and 70 disabled people; and
- 323 sessions delivered.

Smash In2 Badminton sessions	
On-x Junior	On-x Sports Centre, Renfrewshire
Active Schools Badminton	Peterhead Leisure and Community Centre, Aberdeenshire
Catrine Junior	Catrine Games Hall, East Ayrshire
New Cumnock	New Cumnock Primary School, East Ayrshire
FCT Disability	Grangemouth Sports Complex, Falkirk
Woodmill High School	Woodmill High School, Fife
Aberdeen BA	Kincorth Leisure Centre, Aberdeen
Aberdeen BA	Kincorth Leisure Centre, Aberdeen
Girvan Smash in2 Club	Girvan Academy, South Ayrshire
Bucksburn Inclusion Badminton	Bucksburn Academy, Aberdeen
Smash In2 Portal	The Portal, Irvine, North Ayrshire
Dalry Badminton Club	Dalry, North Ayrshire
Garnock Badminton Club	Garnock Community Campus, North Ayrshire
Kilwinning Badminton Club	Kilwinning Academy, North Ayrshire
Stewarton Badminton Academy	Stewarton Sport Centre, East Ayrshire
Fraserburgh Active Schools	Fraserburgh Community Centre, Aberdeenshire
Easterhouse Phoenix Badminton Club	Easterhouse Sport Centre, Glasgow
Smash In2 Paisley Development Centre	Paisley, Renfrewshire
Fort William Smash In2	Lochaber High School, Highland

Source: Badminton Scotland

While the disability sessions have proved more difficult to set up, there are now two. One is an inclusion club which has disabled and non-disabled participants in the same session. This is proving to be a successful model. The two disability sessions are in geographic areas not catered for by affiliated disability clubs.

Monitoring undertaken by Badminton Scotland with a cross section of the Smash In2 Clubs found that participation has:

- increased confidence levels;
- the majority of participants have made new friends; and
- some now feel more confident to attend sessions by themselves.

The investment has enabled Badminton Scotland's Co-ordinators to adopt a more targeted approach to reaching and engaging the two target groups, including:

- making agencies and groups aware of the value of badminton as a vehicle for increasing physical activity for all age groups and abilities;
- working with Scottish Disability Sport (SDS) to undertake an audit of badminton activities available for disabled people in Scotland. This helped identify where Smash in2 badminton sessions could be best targeted;
- working in partnership with local community groups and organisations in deprived areas (e.g. Phoenix Project, Active East, Active Schools, etc);
- establishing links with existing Local Authority programmes to refer inactive adults into Smash in2 Badminton sessions; and
- a focus on ensuring the longer-term sustainability of the activity has been key. This included the development of start-up kits, two-week block of hall lets, coach education (organisers participate in the Badminton Basic Course), and strong local partnerships, etc.

The most sustainable model is linking in with an existing club to organise and deliver sessions. In the long term this means supporting Smash in2 sessions to become constituted clubs through the training of, and support to, volunteers. The clubs set up are now sustainable through partnerships created at the outset.

A resource pack has been developed that Smash in2 Badminton leaders/organisers are provided with, and which set out the aims of the session. The focus is on health and well-being, socialising, improving at badminton, and having fun. It also provides information about how sessions should work in practice. It covers Warm-up, Movement and Agility, Skill Development, Rotational Rallies, and Match Play.

"Nobody is too competitive – other clubs I attended in the past have been fairly competitive, and I found this off-putting".

Wider activities planned included the [Smash In2 Badminton Festival of Fun](#). An event was scheduled to take place on Sunday 18th February 2018 at the Sir Craig Reddie Badminton Centre in Govan. This was aimed at providing adults with an opportunity to try badminton in a relaxed environment and to have fun. However, numbers booked to attend were lower than envisaged, and the Festival was postponed.

Challenges

Progress against targets has, however, been mixed, and some challenges reported include:

- a lack of engagement from some Local Authorities. Some sessions have not been set up yet as a result;
- it takes time to create partnerships and train new coaches. It can take a few months to meet with partners to discuss implementation, develop new coaches and/or recruit existing coaches. Some sessions started later than planned;
- it also takes time to secure suitable venues;
- after initial meetings to discuss involvement, a few Local Authorities continued to engage, but did not progress the project in any way; and
- the total number of people taking part in each session was lower than originally envisaged.

What worked well

Key aspects of the project that have worked well:

- the easiest areas to set up sessions were in those areas where there was an existing member of Badminton Scotland staff (Regional Development Officer). Existing relationships with key partners were already in place;
- working with some existing clubs has helped Badminton Scotland to branch out and grow their membership;
- delivery – the focus is on a relaxed and fun badminton experience;
- people can simply turn up and pay on the day for the sessions. This means they do not feel pressure to attend;

- flexibility of the model. Smash in2 Badminton has been, and will continue to be tailored for different target groups (e.g. disabled people, people with mental health issues, women only, over 60's);
- partnerships developed with Active School Co-ordinators;
- training for local volunteers and coaches – this is key to sustainability;
- development of a resource pack. This provides all the information organisers/coaches need to deliver sessions; and
- free affiliation with Badminton Scotland for the first year as part of the legacy of the 2017 Badminton World Championships.

Future plans

The two part-time staff posts have now come to an end. Existing Badminton Scotland staff are picking up ongoing project activity as it is currently ongoing. The sessions are, however, set up to be sustainable on their own with little ongoing support required from Badminton Scotland. The aspiration is that the sessions continue in the future.

jogscotland Groups

Overall summary

Scottish Athletics has supported the establishment of new jogscotland groups. The running network is aimed at a wide range of target groups.



The project ran until the end of June 2018⁴. The target agreed with sportscotland was met in full. This target, however, only provides a snapshot of progress, and key achievements are highlighted in the summary.

Indicator	Target	Achieved	% Achieved
New jogscotland groups established	13	13	100%

Source: Scottish Athletics Mid Point Project Monitoring Report and Additional information provided by Scottish Athletics.

Introduction

jogscotland is a long-established recreational running network which is part of Scottish Athletics. Some key facts and figures include:

- 435 groups across Scotland;
- there are 41,769 members;
- members are mostly female (77%);
- the average age of members is 41 years; and
- there are 6,000+ new members per annum⁵.



jogscotland groups are led by qualified Jog Leaders (mostly volunteers), whose role it is to guide and inspire their members. The group exercise is open to all ages and abilities. The supportive and friendly atmosphere is a key part of its appeal.

⁴ An extension was agreed with sportscotland.

⁵ Scottish Athletics, A Sport for Change: The Wider Impact of Athletics in Scotland 2016.17.

The groups are varied and cater for walkers, joggers and runners of all levels (beginners to long-distance runners). They aim to get the inactive active, and the active more active.

Project description

Part of the Equalities and Inclusion investment (£30,000) has been used by Scottish Athletics for a **jogscotland** groups project. The investment was used to create two part-time posts. This included a Participation Project Coordinator and a Communities Project Coordinator. Both took up post in November 2017. The remainder of the investment was used to support equalities projects in Athletic Clubs (see next **Project Summary**).

86% of members increased their level of physical activity in the last 12 months.

66% of members did not meet the recommended physical activity guidelines before participating.

Source: A Sport for Change

The Coordinators worked with the **jogscotland** team, including the membership Development Officer, to:

- establish new provision and/or enhance existing provision to engage with under-represented groups. This included within areas of deprivation (target of 13 groups); and
- ensure the **jogscotland** groups are sustainable.

The first couple of months of the project were used by the team to identify areas where the groups would be established and identify potential Jog Leaders. Other aspects included establishing partnerships to help with the launch and ongoing promotion of the new groups.

Progress and achievements

Achievements include:

- **13 jogscotland groups established** across Scotland. Most, but not all have started yet. Almost all have a Jog Leader trained and are ready to get started⁶;

⁶ See **Table on Page 11**. Status of group: Active = the group has started, and Inactive = the group has yet to start but might have a Jog Leader trained and ready to start.

- the **jogscotland** groups have been successful in reaching and engaging a wide range of under-represented groups. This includes the inactive, women and girls, young people, LGBTI, and those living in deprived areas;
- 38 Jog Leaders have participated in a Jog Leader education course. The one-day course provides classroom and practical sessions to provide Jog Leaders with all they need to know. This covers setting up their own group or help at an existing group;
- of which 27 are running/will run the 13 new **jogscotland** groups. The other leaders are supporting one of the new groups in the early stages; and
- 149 members involved to date in the new **jogscotland** groups. As a couple of the groups have yet to start or have only relatively started, this number is likely to increase in the coming months.

Some examples of clubs (see next page for more detail) and wider activities include:

- **jogscotland** has helped Vibrant Communities in East Ayrshire expand their existing activity timetable to include running/jogging. Sessions are now run in the evening to target those at work and/or with family commitments;
- the Glasgow Frontrunners project has a focus on increasing participation among bisexual and lesbian people. It delivered a “female takeover” event on International Women’s Day, launched a walking group and attracted new members as a result;
- Law & District AAC is working with **jogscotland** to establish a new jogging group targeting parents/carers dropping their children at club sessions;
- the Hawkhill Community Centre project is for young people living in a deprived area (Alloa). It has created links with a local supermarket who provide free weekly fruit. Two centre workers have been trained to deliver junior **jogscotland** ; and
- the Torry group (deprived area in Aberdeen) secured local investment to purchase running kit and trainers for the group. It has also organised a local fun run and is creating links with a local school.

Links are being made (where appropriate) to other jogging groups and/or athletics clubs. This will ensure that there is a pathway in place for participants to move into other jogging groups or local athletics clubs. Other opportunities to participate in sport and physical activity in local areas are also promoted.

Name of group	Status of group	Location	Level	Target group	Number of participants	Number of leaders	Number of leaders trained
Vibrant Communities	Active	East Ayrshire	Beginners	Inactive	23	3	1
Jog Con - Perth Prison	Inactive	Perth	Mixed	Inactive	20	10	10
Glasgow Front Runners	Active	Glasgow	Mixed	Women LGBTI	8	4	2
Moredun jogscotland	Active	South Edinburgh	Beginners	SIMD	6	2	2
Just Jog	Active	Inverclyde	Beginners	Inactive Women	15	1	1
Hawkhill Juniors	Active	Alloa	Beginners	Junior SIMD	15	1	1
Kilwinning jogscotland	Inactive	North Ayrshire	Beginners	Inactive	6	2	2
Torry jogscotland	Active	Aberdeen	Beginners	Inactive SIMD	14	2	2
Law&District AAC jogscotland	Inactive	North Lanarkshire	Beginners	Inactive	21	2	1
Inverness	Inactive	Inverness	Beginners	Inactive	9	3	3
HomeStart	Inactive	Renfrewshire	Beginners	Women BME	6	4	2
Dundee Front Runners	Inactive	Dundee		LGBTI	0	2	0
West Dunbartonshire Leisure jogscotland	Inactive	Clydebank	Beginners	Inactive	6	2	0
Total					149	38	27

Challenges

Some examples of barriers/challenges encountered by the groups include:

- not enough jog leader courses;
- locations of jog leaders courses;
- not enough time to help make sure the groups are sustainable;
- cultural differences; and
- identifying suitable leaders from the community groups/organisations.

What worked well

Some examples of what has worked well include:

- offering to pay for jog leader courses;
- working with local authorities;
- working with jog**scotland** partnerships;
- being able to visit groups regularly and build up a rapport;
- inclusion of community groups: the project has helped for example, Home-Start and Vibrant Communities to build on the type of the activities they offer;
- the positive conversation between the groups and their joggers about the positive impact physical activity can have on mental and physical health;
- working with the athletics club that are situated within a leisure centre. This has resulted in an increase in parents/carers being active. Only one runner does not have a family member using the service;
- using the partnership between SAMH and jog**scotland** to establish a group with K:A Leisure and Kilwinning Sports Club. This resulted in sessions that were more suitable for those living with a mental health condition or were interested in looking after their mental wellbeing;
- establishing new jog**scotland** groups where there have been gaps in provision: Wishaw and Clydebank; and
- having groups at different times of the day; and
- it not just being about the delivery of running but walking groups too.

Future plans

Both staff posts are due to finish at the end of June, and Scottish Athletics is proactively looking for other investment opportunities to extend the work.



Athletics Clubs Projects

Overall summary

Some of Scottish Athletics' Equalities and Inclusion investment was used to support projects in 11 athletic clubs. The projects aim to engage a range of under-represented groups, and to increase club membership.

The project ran to the end of June 2018⁷. Progress against the target agreed with **sportscotland** is outlined below (target exceeded). Scottish Athletics is in the process of gathering updated monitoring information from athletics clubs.

Indicator	Target	Achieved	% Achieved
Clubs delivering a sustainable project	10	11	110%

Source: Provided by Scottish Athletics.

Introduction

Club support and development continues to be a key area of focus for Scottish Athletics. It is an area in which it makes significant investment. This includes, for example Club Together Project, Club 20: Modernisation Project, National Club Leaders Academy, and National Coach Development Programme.

Project description

As part of its club support and development activities, Scottish Athletics has used the remainder of its investment (£10,000) to develop a small grants programme. It was aimed at athletics clubs to bid for investment for activities aimed at under-represented groups within local communities.

Scottish Athletics network of National Club Managers were well placed to help promote the grants programme. Using their networks, knowledge and experience, the National Club Managers helped identify potential clubs that could be supported. This included those already delivering successful programmes, had new project ideas, and had the potential to hit the ground running.

⁷ An extension was agreed with **sportscotland**.

Progress and achievements

Key achievements to date include:

- **11 athletics clubs have received investment** (see table on page 16). Almost £10,000 awarded in total. The average award size is circa £900;
- **11 community-based projects supported** to increase engagement with the inactive and under-represented groups;
- **a wide range of activities supported**. This included the provision of additional opportunities to try athletics and taster sessions for those completely new to the sport. It also funded the purchase of equipment and venue hire. Wider activities included skills development activity for coaches/volunteers, and entry points into local clubs; and
- **working in partnership with others**. This included primary and secondary school Active Schools Co-ordinators, Community Sports Hub Officers, and Local Authority Sports Development Teams.

The overall goal of the grant programme is for the project activity to help increase the membership of athletics clubs. The project ran till the end of June 2018, and data on the baseline membership of clubs and any increase due to project activities will be provided to **sportscotland**.

Athletics club	Details	Target group(s)	Funding awarded
Ayr Seaforth	The project worked with the Whitletts Road Group in North Ayr to provide opportunities for young people to take part in competitive school sport and recreational sport. The Group is made up of four primary schools - Dalmilling, Newton, St Johns and Braehead. Ayr Seaforth coaches provided support at the Whitletts Road Athletics Event, and a free six-week block of athletics activity at Ayr Academy for the four schools. Participants were then invited to join Ayr Seaforth to help address an under-representation of members from the area. Funding covered costs associated with coaches, venue hire, promotional flyers, indoor equipment, footwear, clothing and/or transport.	Inactive, SIMD	£1,000
Shettleston Harriers	Delivery of 12 hours of multi-event activity to 44 primary schools and 13 high schools (including Special Needs School) within the East End of Glasgow. It was aimed at Primary 1 pupils upwards.	Inactive, Women and Girls, BMEs, Refugees, Disabled, SIMD	£1,000
Aberdeen Amateur Athletic Club	The funding supported AAAC to set up and initially run a free junior Jog Scotland after school club for 30 weeks at Seaton Primary School in partnership with Active Schools to provide a pathway into the club. The school is the closest to the Aberdeen Sports Village, the main training base for AAAC, but the club do not have any members from the school. AAAC also led Jumping Beans Athletics 365 Physical Literacy sessions at Seaton Primary School for P1-P2 pupils to improve fundamental movement skills and encourage an interest in sport.	Inactive, Women and Girls, SIMD	£997
Forth Valley Flyers	Forth Valley Flyers cater for athletes with a learning, physical or sensory impairment. There was an identified need from members with a physical impairment to provide more throwing chairs and associated equipment, such as tie down straps, seats and throwing implements. A lack of equipment can limit the numbers that can be catered for and the quality of sessions can be restricted.	Disabled	£1,000
Peterhead Athletics Club	The project delivered Indoor Decathlon sessions aimed at primary and secondary school pupils over the October and Easter school holidays. It provided opportunities for children and young people to be active over the holidays and to take part in a safe, fun and inexpensive activity. The purchase of additional equipment helped to increase the number of children and young people that could be catered for (from 20 to 40).	Inactive, SIMD	£570
Fife Athletic Club	The project allowed Fife AC to enhance its partnership working with the Additional Support Needs department within a local secondary school. More specifically, it enabled the purchase of equipment (including adapted equipment) for the variety of running, jumping and throwing disciplines that are involved in coaching disability athletics. In doing so, it provided more opportunities for disabled young people to take part in the club's weekly coached sessions at the school.	Disabled	£900

Athletics club	Details	Target group(s)	Funding awarded
Team East Lothian AC	The club had developed various pilot projects aimed at increasing community engagement and encouraging more young people to take part in athletics (e.g. after school clubs, including for disabled children, an athletics camp for Looked After Children, an Access Fund to ensure the cost of participating in athletics is not prohibitive, adult recreational running groups, etc). Funding from Scottish Athletics accelerated the activities, including the provision of training to increase the number of coaches and leaders.	Inactive, Disabled SIMD	£1,000
Inverclyde AC	The project allowed the club to hold satellite sessions in Port Glasgow and in the east end of Greenock. Despite the primary schools in these areas competing well in local and national school based events, there are very few who attend club sessions (cost of transport is a barrier). The weekly sessions (1.5 hours) took place at All Saints Primary School (for pupils there and nearby Kings Oak Primary), and at the Port Glasgow Community School Campus. It aimed to mentor and develop the skills of secondary school sports leaders, and develop the skills of primary teachers and secondary PE departments through access to CPD.	SIMD	£1,000
North Ayrshire Athletics	NAA sought to establish a new disability group to offer athletics training to those who are unable to attend the club's regular sessions. Development work had already been undertaken, and the funding allowed the purchase of equipment to cater for disabled people and hall hire to cover indoor training over the winter.	Disabled people	£1,000
Springburn Harriers	Springburn Harriers had been working to recruit and retain new members in its neighbouring communities of East Dunbartonshire and North Glasgow. The funding allowed a more structured approach to its G21 Project which targets those who are often excluded from participation (e.g. due to poverty, a lack of local opportunities). It worked with three Secondary Schools (Springburn Academy, St Roch's and All Saints) to get more girls to attend coach led instruction on the basics of Running, Jumping and Throwing. It also allowed the club to purchase equipment to deliver the sessions; increase the coaching pool with training and coaching qualifications; provided those attending with educational materials and promotional Tee Shirts; organised a graduation ceremony to celebrate achievements; and membership costs for those unable to pay Club Fees due to Asylum Seeker status or hardship.	Inactive, Women and Girls, BME, Refugees, Disabled SIMD	£1,000
Livingston AC	The project involved a weekly recreational running programme, utilising jogscotland, into current programmes. Funding enabled a coach to develop and lead the activity which was aimed at inactive adults – including the parents of junior members of the club and other adults.	Inactive	

Source: Scottish Athletics



Netball Scotland Community Impact Programmes

Overall summary

Netball Scotland has used its investment to support the roll out of existing programmes. This includes Walking Netball (older people), Instanet (teenage girls), and Fun5z Early Years (young children).

Progress towards targets agreed with **sportscotland** has been strong overall. The projects are currently ongoing. Further progress against targets is likely to be achieved over the coming months. The table includes wider achievements (i.e. where no target was set).

Indicator	Target	Achieved to date	% Achieved to date
Number of Walking Netball clubs established	-	22	-
Number of new Walking Netball members	450	284	63%
Number of new InstaNet members	400	600	150%
SIMD areas InstaNet delivered	7	7	100%
Number of secondary schools involved in InstaNet	-	23	-
New Fun5z Early Years programmes established *	5	4	80%
Number of under-fives taking part in Fun5z Early Years	-	21	-

Source: Netball Scotland End of Project Monitoring Report. Plus updated data provided by Netball Scotland. Note: Another eight Walking Netball sessions are booked in to start.

Introduction

Netball Scotland has a wide variety of programmes and initiatives that aim to increase participation in netball. This includes Fun5z Early Years, InstaNet, Sirens for Success, Bounce Back to Netball, and Walking Netball.

All activities align strongly with Netball Scotland's vision "*to make netball the first-choice sport for women and girls in Scotland*"⁸. There is a renewed commitment to engage, empower and inspire women and girls across Scotland.

The Equalities and Inclusion investment of £55,000 has been used by Netball Scotland to accelerate the roll out of a number of activities identified within its Equality Action Plan and Operational Plan. This includes [Walking Netball](#), [Fun5z Early Years](#), and [InstaNet](#).

The investment has been used to employ a Community Impact Team. This includes a Community Impact Manager to oversee and accelerate the delivery of new and existing Community Impact Programmes. Plus two Community Impact Officers. A key role of the Team has been to identify any gaps across the coaching, volunteering and participant pathways within specific local authorities. They then developed opportunities at grass-roots level to help alleviate barriers to taking part.

The additional staffing resource has enabled Netball Scotland to place a renewed focus on the roll out and growth of its programmes. This has been with a view to maximising their impact on the ground, in particular among those who are disengaged and/or marginalised. Key target groups have included: girls, women, older people, the BME community, and the LGBTI community.

It is important to set the activities within the wider context of:

- Netball Scotland's continuing efforts to further enhance the profile of netball nationwide. This includes building on the platform that the Glasgow 2014 Commonwealth Games gave the sport;
- the success of its Bounce Back to Netball programme. This is a recreational programme which was established in 2014. It is for anyone aged over 18 years who wants to play netball in a fun, friendly, and low cost environment. Some 1,200 members signed up to the programme in its first year.

Bounce Back to Netball mainly attracts women who wish to return to, or try for the first time, netball to keep fit, make friends and have fun.

⁸ <https://www.netballscotland.com/about/vision-and-strategy/>

Sessions have been delivered in Cornton Vale Prison, Phoenix Futures, and Addiction Rehabilitation Centre (Glasgow). It also involved Muslim mothers in Glasgow while their children took part in Fun5z Early Years; and

- the original Bounce Back to Netball programme has evolved and diversified. It now has 56 active clubs and 1,500+ members across Scotland. It has led to the development of new pilot programmes. This includes Walking Netball and Fun5z Early Years.

Bounce Back to Netball has attracted a transgender lady into trying the sport, and who now plays within a club setting. Netball Scotland is now working with LEAP Scotland to engage the wider LGBTI community.

Walking Netball

Project description

Walking Netball allows people of all ages and abilities to participate in a social low impact physical activity session. While it is for all ages and abilities, the main demographic for this programme has been the 60+ population. Essentially, it is a slower version of the game. Netball but at a walking pace, with adapted rules and court size. The initiative is endorsed by Age Scotland. It is delivered in partnership with clubs, local authorities, culture and leisure trusts, and others who engage with older people.

Walking Netball was first piloted in partnership with Aberdeen Sports Village through their Evergreen Programme⁹. Over the eight-week period, 25 participants took part in the sessions delivered by a trained facilitator. The average weekly attendance was 17. The women who took part were aged between 60 and 81 years.

“I love the teamwork, I go to swimming and do Zumba every week and enjoy them but you really do these on your own, in netball you have to chat and I have made new friends”.

Each session included a gentle warm-up, fun skill sessions, a game, and cool down. Walking Netball provides opportunities to participate in low impact physical activity. However, it is as much about encouraging teamwork, communication skills, and meeting new people and making friends. Participants were invited to use the match court for a Walking Netball demonstration during the Netball Europe Championships.

⁹ A selection of activities on offer for their 60+ market.

Progress and achievements

A Walking Netball Resource Handbook has been developed as a guide for Facilitators. It provides all the information required to deliver safe, fun and engaging sessions for participants. It provides details of the game, rules, delivering a session, pointers for warm up sessions, catching and throwing, shooting, etc.

Based on the success of the pilot, Walking Netball was subsequently rolled out in Glasgow in partnership with Glasgow Life's GP Referral Programme.



Equalities and Inclusion investment has been used to accelerate the roll out of Walking Netball nationally. A key role of the Community Impact Manager has been to meet with local groups and organisations working with older people. This has been to encourage them to facilitate Walking Netball within community centres and sports halls (e.g. taster sessions). Some agencies have also contacted Netball Scotland directly to find out more about how they can get involved.

The Community Impact Team, along with Netball Scotland's Regional Development Managers, provide each group Facilitator with specific help and advice. This has been to ensure their clubs are promoted and run smoothly. This includes promotion of the clubs through specific channels in Netball Scotland, and with local groups and organisations working with older communities. Support has been provided with equipment hire and purchase, facility agreements and booking assistance.

Walking Netball sessions		
Area	Where	Members
Linlithgow, West Lothian	Xcite Linlithgow Leisure Centre	41
Aberdeen, Aberdeen City	Aberdeen Sports Village	33
Stirling	The Peak, Stirling Sports Village	25
Carnoustie, Angus	Carnoustie Sports Centre	18
Peebles, Scottish Borders	Peebles Community Centre	18
Edinburgh, Edinburgh City	Oriam, Heriot-Watt University	15
Midlothian	Mayfield Leisure Centre	15
East Kilbride, South Lanarkshire	Alistair McCoist Sports Complex	14
Grangemouth, Falkirk		12
Elgin, Moray	Elgin Community Centre	11
Craigmillar, Edinburgh	Jack Kane Centre	10
Aberdeen Central, Aberdeen City		10
Bellahouston, Glasgow City	Bellahouston Sports Centre	10
Paisley, Renfrewshire	Gleniffer High School	10
Aberdeen, Aberdeen City	Jesmond Sports Centre	9
Fort William, Highland		8
Balfron, Stirling		8
Broomhouse, Edinburgh		8
Dundee	Lynch Sports Centre	6
Edinburgh, Edinburgh City	Edinburgh Napier University	3
Aberdeen North		0
Aberdeen South		0

Source: Netball Scotland

Note: No licence: Carnoustie, Dundee, Fort William, Balfron, Edinburgh Napier University.

There has been steady interest in Walking Netball over recent months. Key achievements to date include:

- development of Walking Netball Resource Handbook;
- 22 Walking Netball clubs established;
- 284 members involved. Almost all are female. The average age is 64 years;
- wider feedback from Netball Scotland shows that 98% of participants rated their Walking Netball experience as either good or excellent¹⁰.

¹⁰ Source: Netball Scotland. A total of 49 respondents to question, of which 48 rated good or excellent.

Many wider comments centred on how fun and enjoyable it is and how it has helped participants to meet new people. It caters for different abilities and has helped to keep participants fit and active;

- Walking Netball video developed. This has had 10,000+ views on social media https://www.youtube.com/watch?v=oqcw9a_BzWg
- Net and Natter Events were held over the Christmas period to encourage Walking Netball Members to socialise. They also provided opportunities to play Walking Netball;
- relationships developed with local partners and wider agencies (e.g. Age Scotland, Walking Football Scotland);
- ran free inclusion training for Facilitators;
- a Walking Netball demonstration took place at the UWS Sirens v Wasps Netball Game on 12th May 2018;
- social interaction has been a huge benefit for the women involved. Several coffee clubs have been set up after the sessions; and
- a Walking Netball National Festival is being planned for September 2018.

Challenges

Challenges encountered:

- took longer for sessions to be developed in some geographic areas;
- advertising the programme and getting information out to potential participants in areas where the taster sessions were delivered;
- local authority buy into the programme (£50 per facility licence fee). Some are happy to pay the £50. However, there are a few who will not part with the £50 immediately. They want to see that the group is successful before paying the affiliation¹¹. This can act as a barrier to establishing groups;
- private groups also struggle to pay the affiliation. This is mainly because they have to pay for an expensive sports hall and have low participants. They cannot afford to pay the affiliation until their numbers have increased; and

¹¹ Affiliation gives the local authority various resources: posters, advertising on Netball Scotland social media, resource packs, facilitator training, Netball Scotland member of staff running taster sessions / coaching and continued support from Netball Scotland).

- some local authorities are more proactive than others. This extends to marketing and promotion. In part might reflect that some local authorities have limited resources.

What worked well

Aspects which have worked well include:

- initial roll out the programme in geographic areas where staff had most knowledge and contacts (e.g. East, Central and Grampian regions);
- having the (additional) dedicated staff resources to drive forward the roll out of the programme;
- the resource pack and information, education and advice provided to Facilitators. This allowed Netball Scotland to then take a step back when appropriate; and
- most women have played netball at some point in their lives. They usually have positive memories of the game, and it is easy to pick up again.

Fun5z Early Years

Project description

Some of the investment awarded to Netball Scotland has been used to accelerate the roll out of Fun5z Early Years nationally. Fun5z Early Years is a brand new early intervention programme. It is targeted at pre-school age children, and provides opportunities to play netball from a younger age in a fun and sociable environment.

Fun5z Early Years was first piloted with Perth College UHI. It is delivered by Sirens (Netball Scotland's Superleague team) and Scottish Thistles captain Claire Brownie. It formed part of the exhibition activity at the official opening of Perth College UHI which has a state-of-the art Academy of Sport and Wellbeing. It was subsequently delivered in Oriam¹² as part of their Cradle to the Grave Programme. Building on the work of the pilot, the investment has been used to accelerate programme development and roll out. It will run to July 2018.

¹² Scotland's Sports Performance Centre based within Heriot-Watt University.

Progress and achievements

Key activities have included the development of Fun5z Early Years Resource for coaches, teachers and volunteers. Lesson plans set out the fundamental and core skills of the sport. These are essential for player safety: Balance and Control; Jumping and Landing; Running and Stopping; and Throwing and Catching. The lesson plans incorporate skills development through fun and social games. It also outlines the session objective, equipment needed, and teaching points.

The project is currently ongoing and the target is to deliver five sessions nationally. The intention is to work in partnership with community facilities/centres, who will then invite children in local nurseries to take part. Activity will continue in the Aberdeen Sports Village and Perth College UHI. Conversations are progressing with Aberdeen Sports Village and North Lanarkshire NHS.

It is anticipated that Fun5z Early Years will be delivered in ten nurseries by the Early Years Practitioners who have received training.

Key achievements to date include:

- development of Fun5z Early Years Resource;
- 22 coaches, early years practitioners and teachers trained. This has been undertaken in partnership with Aberdeen Sports Village and South Ayrshire Council;
- four Fun5z Early Years sessions delivered;
- 21 children have taken part in Fun5z Early Years sessions;
- evidence of growing demand. Some nurseries/schools have contacted Netball Scotland directly to take part;
- ongoing work to develop the brand and a promotional video;
- Aberdeen Sports Village now run Fun5z Early Years as part of their Early Years Programme;
- continuing partnership working with Perth College UHI to deliver training to students and staff. This will enable them to deliver the programme to their on-site nursery; and

- successful demonstration of Fun5z Early Years by the Mini Netters at the UWS Sirens versus Manchester Thunder match.

Challenges

The main challenges have been:

- programme has not worked too well for partners given tight timescales;
- Fun5z is a brand new resource and as such it is not a finished product. However, feedback from sessions will continue to be used to make any changes; and
- GDPR. New regulations for processing and handling of data makes it more difficult to share information and data.

What worked well

The main aspects that have worked well include:

- piloting the resource pack and equipment. This provided useful feedback on its content and user-friendliness;
- co-ordinating some taster sessions during Health Week (March 2018); and
- word of mouth communication. A few schools contacted Netball Scotland directly to find out more about Fun5z Early Years and to participate. This shows interest in taking part.



InstaNet

Project description

InstaNet is recreational netball without structure and hard-fast rules. It is played in the gym hall of secondary schools. The investment from **sportscotland** has been used to develop the programme and roll it out across a number of secondary schools in Scotland. This has led to the creation of new InstaNet clubs.

InstaNet is aimed at all young people at secondary school. It specifically targets pupils living in deprived areas, who:

- play school sport but are feeling unmotivated due to not getting enough opportunities within their school sports team; and/or
- are disengaged and inactive within the school environment.

The programme aims to address the S1-S6 drop off in physical activity rates through the creation of recreational clubs. InstaNet provides opportunities for pupils who do not have a lot of experience in the game. It is also for those young people who wish to have a lead role in the sessions.

Progress and achievements

The Community Impact Team targeted between six to eight schools per six-week cycle (four cycles in total). InstaNet is not designed to be another School Netball Team training session. Rather, each session can target specific year groups and/or individuals depending on the needs of each school. It also can be used to plug the gaps within the Netball Pathway.

There is no cost to running an InstaNet club. The training, resources and material is free. The school is, however, required to be affiliated to Netball Scotland. There is an annual fee of £30.



Participants do not require the correct kit or specific knowledge. Rather they learn the game through play, and are encouraged to create an exciting atmosphere by putting on their choice of music.

A leaflet pack has been developed that sets out information about how to set up an InstaNet club. This covers roles and responsibilities, tips for leading sessions, and ideas for what sessions can involve. It has been designed to be a useful resource for InstaNet Ambassadors¹³ who help organise and deliver the sessions.

¹³ One or more young people in their senior phase of secondary school.

The role of InstaNet Ambassadors is to collect the register from PE Department, set up posts, pull out balls and bibs, and set up the music speaker. They also take the register, do a warm up, and split the group into teams. The sessions fit into the extra-curricular timetable on suitable days and times for participants (e.g. this could be during lunchtime or after school). Sessions can range from 30 minutes up to 60 minutes.

In rolling out InstaNet, Netball Scotland has worked closely with Active Schools and various secondary schools across Scotland. This has included support to help identify InstaNet Ambassadors and Teacher Mentors.

A Community Impact Officer goes into the school on Week 1 to Week 3 of the club and takes the sessions. The facilitator received mentoring support on how to take the sessions and registration processes. This helps to build the confidence of InstaNet Ambassadors who then take responsibility and ownership of running the InstaNet club. Once the club is up and running the role of the Community Impact Officer is to touch base with the facilitator as and when required.

InstaNet Ambassadors are supported to achieve the Netball Leaders Award. They also work through the Make it REAL Program, specifically Small Sided Games. This provides the resources needed to lead on sessions, and coach if this is something they are keen on doing. The Ambassador and Teachers also receive access to further training and volunteering opportunities through being a Netball Scotland InstaNet Member/School.

The programme has provided valuable training and support for Netball Scotland's volunteer workforce (e.g. sports development experience on CV). It has provided more opportunities for key target groups to be more active through taking part in netball recreationally. The aspiration is that some participants will move (back) into playing competitive sport or feed into the Bounce Back to Netball Programme.

Key achievements include:

- development of an Instanet Activator Resource Pack;
- 600 young people have taken part (target exceeded):
 - inactive – 110
 - live in deprived area – 280

- women and girls – 478
- disabled people 12
- BME – 1;
- 23 InstaNet clubs established in secondary schools in seven SIMD areas. This includes Glasgow City, North Lanarkshire, North Ayrshire, East Ayrshire, Inverclyde, Clackmannanshire, and Renfrewshire;
- 19 of the 23 engaged secondary schools have affiliated to Netball Scotland for the first time;
- 74 Activators/InstaNet Ambassadors (6 male/68 female);
- 526 participants (124 male/402 female);
- 600 total participants (130 male/470 female); and
- wider products developed. This includes T-shirts, pop-ups, branding and access to the Netball Leaders Award.

Challenges

The main challenges have been:

- short timescales and fitting in all of the schools and clubs into academic calendar;
- communication – getting the information to the right person; and
- GDPR - new regulations for processing and handling of data makes it more difficult to share information and data.

What worked well

The main aspects which worked well include:

- Netball Scotland engaged with Active Schools through its Regional Development Team as they have positive relationships with the local partners. The Regional Development Managers organised the initial introduction meetings with the Community Impact Manager, Active Schools Managers and Sports Development. Active Schools engaged well as this programme was aimed at extra-curricular and it was free. It was also an education piece for some of their keen, pro-active pupils who were looking for further CPD;

- getting more boys involved in playing netball (and girls)
 - Netball Scotland got more boys engaged as it was recreational netball as opposed to competitive netball. At the moment there is no opportunity for boys in secondary school to play in competitive netball. So they do not typically go to normal school netball clubs
 - Netball Scotland worked closely with Active Schools. This was to identify schools where there had been a lot of netball happening at primary level (where there is a significant number of boys playing), but no netball at secondary level. It was easier to engage boys who had recent experience of playing the sport;
 - many of the sessions were lunchtime activities. Boys in S1/S2 played any sport that was offered to them at lunchtime as they just wanted something to do;
- 36 Activators completed and passed their Netball Leaders Award; and
- positive feedback from schools and Active School Co-ordinators.



Community Coaches and Participation Project

Overall summary

Scottish Squash has used its Equalities and Inclusion investment of £27,000 to increase the reach of the sport. It has sought to increase awareness of opportunities to participate, and encourage greater levels of participation. The project was aimed at increasing membership among women and girls, ethnic minority communities, and the LGBTI community.

Strong progress against all targets agreed with **sportscotland** has been made. All targets have been exceeded.

Indicators	Target	Achieved	% Achieved
New community coaches trained and delivering sessions to target groups	14	15	107%
Number of individuals from under-represented groups trying squash	1,400	1,539	110%
New female members recruited and retained by 31 March 2018	85	111	131%

Source: Scottish Squash Final Review Paper submitted to **sportscotland**.

Introduction

Scottish Squash developed the Community Coaches and Participation project in response to findings from its membership equality survey (2016). Scottish Squash was aware that there were issues of under-representation within the sport. However, the survey provided staff with an accurate snapshot of its membership and provided a clearer picture of under-representation.

The equality survey confirmed that the main area of under-representation is women and girls (22%). Scottish Squash's equality partners (e.g. Leap Sports Scotland, Scottish Women in Sport) had also identified latent demand for the sport. This was among women, but also ethnic minorities and the LGBTI community.

A key aspiration of the organisation is to make the sport accessible for all. Scottish Squash has put in place activities to: increase the reach of the sport, increase awareness of opportunities to participate, and encourage greater levels of participation.

Project description

The Equalities and Inclusion investment of £27,000 has been used to accelerate areas of work within Scottish Squash's Equality Action Plan. An early action included the employment of a part-time Equality, Diversity and Inclusion Officer. An internal secondment who has since returned to his original post. An Equality Advisory Group has been established. This involves internal staff and external third sector representation from organisations such as Scottish Women in Sport. There are nominated Equality Champions for women and girls, ethnic minorities, and LGBTI communities. There is an internal champion on the Scottish Squash Board.

A key area of activity has been to train new coaches to then deliver squash sessions to under-represented groups. This included targeted marketing and promotional activities and events. The main focus has been to increase engagement with women and girls, ethnic minorities and LGBTI communities. The overall goal has been to increase membership.

Progress and achievements

All targets agreed with **sportscotland** for the investment have been exceeded. Key achievements include:

- [delivery of four one-day Scottish Squash Level 1 Qualification \(Participation Award\) training sessions](#);
- [15 new coaches trained specifically to help deliver of the Girls Do Squash initiative](#)¹⁴. The Level 1 Qualification is for aspiring coaches and for parents/guardians or leaders keen to help out at local clubs/facilities. It enables them to deliver squash to groups of beginners. The target of 14 coaches trained has been exceeded:
 - almost all of the 15 new coaches are female

¹⁴ Note: A total of 53 participants took part in the coach training, only 15 were funded via the Equalities and Investment support.

- the coaches are members of 10 different squash clubs in Scotland
- a key role of the new coaches has been to support the delivery of the Girls Do Squash initiative. It also builds coaching capacity at a local level within squash clubs;
- **21 events held across Scotland** to provide opportunities for target groups to try squash (see table below);
- **1,539 participants** have taken part in events and played squash; and
- **111 new female members recruited and retained** by 31 March 2018.

Opportunities held for under-represented groups to try Squash – Nos. taking part	
Pride Glasgow 2017	637
LGBT Tournament LEAP Festival Fortnight	26
Rolls Royce LiveWell Event (inactive to active)	54
SSRC & Notre Dame High School	276
East Active Girls Day	18
Western Active Girls Day	9
SSRC Active Girls Day	5
British Transplant Games	20
Female Festival of Sport	84
Girls Do Squash Scotstoun	22
Girls Do Squash SSRC	19
East 'Girls Do Squash 1'	25
Central Ladies Day	40
H&I 'Girls Do Squash'	46
East 'Girls Do Squash 2'	39
East 'Girls Do Squash 3'	35
Central 'Girls Do Squash'	41
West 'Girls Do Squash' 1	27
West 'Girls Do Squash' 2	33
West 'Girls Do Squash' 3	48
South 'Girls Do Squash'	35

Source: Scottish Squash Final Review Paper submitted to **sportscotland**.

Girls Do Squash

A key focus for the Scottish Squash investment has been the Girls Do Squash initiative. Squash was selected as one of nine sports in Scotland to take part in a multi-platform promotional campaign – Girls Do Sport. Girls Do Sport is a partnership between women’s sport equality charity Scottish Women in Sport and the University of West Scotland who worked with the nine sports to create 15 minute programmes focusing on women in sport.

The link to the video can be accessed here:

<https://www.youtube.com/watch?v=oR2iTv11XbA>

It was promoted via various social media channels including Facebook, and showcased females involved in the sport at all levels (players, coaches, etc), and importantly sought to raise awareness of opportunities for women and girls to take part in squash.

The timing of the Girls Do Sport initiative aligned with the first Scottish Women and Girls in Sport Week (which ran from 1st to 8th October 2017), and which showcased positive stories to encourage more girls and women into sport, raised awareness of those regularly taking part in sport at all levels, helped to overcome the barriers that lead to lower activity rates among women, and highlighted that an increasing number of girls are taking part in a diverse range of sports.

The table on the next page presents details of the wider reach of the Girls Do Sport campaign. The figures are Twitter specific and represent the following:

- #use - total number of times the hashtags were used on Twitter during the campaign. So from a squash perspective, that could have been anyone, including for example Scottish Squash using the #GirlsDoSquash hashtag or the players who are on Twitter, etc;
- reach - the total number of Twitter users who saw the content on their news feed. So for squash 69,600 people would have seen Girls Do Squash related content which had the hashtag #GirlsDoSquash; and
- total engagement - means the total number of people who engaged with the Twitter content. This could be either sharing the content/retweeting/liking the content or commenting on the content.

Date	#Girls Do Sport campaign	#Use	AEI/Reach	Total engagement
10 Oct 2017	#Girls Do Sport Launch	230	274,000	471
5 Jan 2018	#Girls Do Squash	46	69,600	131
10 Nov 2017	#Girls Do Athletics	21	35,400	65
22 Dec 2017	#Girls Do Basketball	21	7,990	42
13 Oct 2017	#Girls Do Tennis	14	36,600	44
24 Nov 2017	#Girls Do Boxing	8	15,800	16
27 Oct 2017	#Girls Do Sailing	7	6,410	14
19 Jan 2018	#Girls Do Gymnastics	4	1,460	1
2 Feb 2018	#Girls Do Hockey	4	1,920	2
8 Dec 2017	#Girls to Roller Derby	3	725	1
Totals		358	449,905	787

Source: Provided by Scottish Squash. Data prepared by Scottish Women in Sport.

Note: Due to time constraints the data has not been filtered to take out owned content from earned content. This means that the results included owned content performance (content posted via Scottish Women in Sport social platforms).

Challenges

The main challenges have been:

- Scottish Squash is a small organisation, and so people resources can be constrained;
- promoting a positive culture change in the squash clubs and communities;
- short-term one-off nature of the project. It is difficult to build a sustainable impactful programme in 10-months; and
- focussed outcomes and objectives. While the investment allowed Scottish Squash to focus on one or two diversity strands/characteristics, more could have been achieved if additional and sustainable investment was provided. Scottish Squash could make squash equal and inclusive for all.

What worked well

The main aspects which have worked well include:

- the investment enabled a dedicated focus on under-represented groups as a result of the part-time post;

- reach and engagement achieved via the #Girls Do Squash campaign – Scottish Squash got fully behind the campaign;
- piggy-backing on to other events to provide taster opportunities for squash;
- building relationships with partners takes time. However, input from specialist organisations that support particular target groups has been invaluable (insights, knowledge, expertise, etc); and
- the Equality Advisory Group continues to meet. Having nominated champions (including on the Scottish Squash Board) means that there are clear roles and responsibilities to drive forward action on equalities issues.

Future plans

The part-time Equality, Diversity and Inclusion Officer was an internal secondment who has since returned to his original post. Activities to increase reach and participation will continue, however, Scottish Squash is a small organisation. The investment enabled a dedicated focus which is unlikely to be sustained at the same level.

The Equality Advisory Group continues to meet, and plays an active role in supporting the implementation of the Equality Action Plan.



JudoScotland

Judo Girls Rock

Overall summary

Judo Scotland has used part of its Equalities and Inclusion Investment (total investment circa £34,000) to build on a pilot project Judo Girls Rock which started in Greater Glasgow. The investment has allowed the project to be rolled out to new geographic areas. This has been to reach and engage more girls in the sport (aged 5 to 18 years).

Progress against targets agreed with **sportscotland** for the Judo Girls Rock investment is outlined below. Good progress has been made, with some targets met or exceeded. The project is currently ongoing and further progress is likely to be achieved over the coming months.

Indicators	Target	Achieved to date	% Achieved to date
Number of new areas Judo Girls Rock programme extended to	5	5	100%
Number of new female participants	70	113	161%
Proportion of female participants going on to achieve their first grading	85%	78%	92%

Source: Judo Scotland's Final Equalities and Investment Review Paper and further data provided directly by Judo Scotland.

Introduction

Judo Scotland's vision is to ensure that every single person in Scotland has access to quality Judo programmes, regardless of age or ability. In delivering on this ambition, Judo Scotland has developed and delivered a range of projects and initiatives that aim to provide open access to all those who wish to participate in judo.

An Equality Members Survey (2014)¹⁵ confirmed an under-representation of women and girls. This is a key area of focus for Scottish Judo. The aim is to expand current initiatives to encourage more women and girls to participate in judo.



The Equalities and Inclusion investment has been used by Scottish Judo to support the acceleration of two projects: [Judo Girls Rock](#) and [Visually Impaired Judo](#) (see next **Project Summary**).

Project description

Judo Girls Rock is the main female participation Judo programme, and is designed to engage more young girls in the sport. There is an under-representation of females in Judo, but in sport and physical activity more generally across Scotland. Research has shown that:

- only 41% of girls aged 13-15 in Scotland meet the target of an hour's physical activity a day;
- there are growing numbers of girls who are either overweight or obese; and
- wider research undertaken by Women's Sport and Fitness Foundation reported that many young girls feel self-conscious when exercising or unhappy about activities on offer. They do, however, want to be active, take part in physical activity, and be healthy.

Following the success of the Scottish Judo Team at the Glasgow 2014 Commonwealth Games, Judo Scotland launched Judo Girls Rock. It was previously known as [Girls on the Move](#).

The initial Judo Girls Rock programme was delivered across six areas across Greater Glasgow. A total of 88 girls participated, with an average weekly attendance of 71.

¹⁵ Circulated to all Senior Members with a valid email address.

It started in the West of Scotland¹⁶, with support from Active East, Youth Scotland and Scottish Sports Futures. Interest in the programme has continued to grow over recent years.

Progress and achievements

Judo Girls Rock has sought to break down the barriers (real or perceived) that make it difficult or less likely for girls to participate in the sport. This has been with a view to creating the right infrastructure across Scotland to support the growth of female participation in Judo.

The sessions, developed from an [award winning pilot](#):

- focus on physical movement similar to dance. It introduces judo gradually to maximise buy in; and
- incorporate workshops to encourage a healthy lifestyle. This includes for example, internet safety and healthy cooking.



The Equalities and Inclusion investment has supported the acceleration of the national roll out of the programme. The **sportscotland** investment attracted additional investment from the Scottish Sport Relief Home and Away Programme.

Expansion into new areas focused initially on areas where Judo Scotland have Regional Development Officer coverage. Other areas came on stream slightly later than originally envisaged. As such, the project extended beyond the end of March 2018.

What has been delivered?

- the 30-week programme has been extended into the following five local authority areas: Aberdeen, Edinburgh, Highland (Inverness), North Ayrshire (Irvine), and the Scottish Borders;

¹⁶ The six Greater Glasgow areas were Springburn, Clydebank, East End, Southside, Wishaw, and Bishopton.

- all sessions are led by a qualified Judo Scotland coach and youth leader, supported by young volunteers;
- each session comprises 90 minutes of Judo-related activities and 30 minutes of workshop time. The workshops span topics such as health and wellbeing, cooking and healthy snacks, internet safety, team building, and anti-bullying; and
- 113 girls took part.

A short video about the project can be found here:

<https://www.youtube.com/watch?v=BgkwuMTMB-4>

As part of International Women's Day (8th March 2018), Scottish Judo delivered a **Judo Girls Rock Skill sCool** to all females participating in Judo in Scotland. Skill sCool is a Judo Scotland initiative, and is considered a good introduction for young Judoka to experience the exciting world of judo outside the club environment. It is designed with their age and stage in mind. It offers an appropriate non-threatening experience which helps to prepare young people for a future in judo.



Judo Scotland held the first **Judo Girls Rock Skill sCool** on the 18th March 2018 at Glasgow Club Kelvin Hall. It was originally aimed at those participating within the Judo Girls Rock programme, however, Judo Scotland wanted to share this opportunity more widely with all females participating in Judo in Scotland (£3 entry fee).

The Judo Girls Rock session saw **fifty-six girls** come together to practice with new people and experience Judo outside the club in a fun and friendly environment. The session provided an ideal opportunity to show young girls the opportunities available to females in sport with the session being led by Judo Girls Rock coach Rebecca Maclean. In order to create a positive and inspirational environment for the girls attending, Judo Scotland aimed to attract a largely female volunteer workforce for the event to show young girls the different opportunities available in sport for females.

Rebecca recently won Young Coach of the Year award at the **sportscotland** Year of Young People Awards 2018.

"I love Judo Girls Rock and I've noticed a big difference in myself since I started it. The sessions are being delivered in areas of deprivation and the programme is so good for the girls, I've seen such a massive difference in all of them. I absolutely love it, that's why I keep doing it. I've grown such a bond with the girls and the project. To see the difference in the girls while I've been working with them is so satisfying, that is the key to it. To see other girls enjoying judo like I did when I was younger is brilliant. We have girls who are talking about doing competitions and I did a session where all the mums and the sisters of the girls took part. Now we have mums talking about trying judo with their daughters."

Rebecca Maclean, Judo Girls Rock Coach

Challenges

The main challenge has been:

- it has taken time to expand the programme into areas where Judo Scotland does not have Regional Development Officer coverage. Therefore some sessions came on stream later than planned.

What worked well

The main aspects which have worked well include:

- building on the success of a pilot project – easier to roll out; and
- using sport as a mechanism to engage young girls in other things. The programme also incorporates workshop activity on a wide range of issues (e.g. internet safety, etc).



JudoScotland

Visually Impaired Judo

Overall summary

Judo Scotland has also used some of its Equalities and Inclusion investment for the implementation of a new project - Visually Impaired Judo. The project aims to raise awareness of disability in sport and to grow Judo Scotland's disabled membership.

Progress against targets agreed with **sportscotland** for the Visually Impaired Judo project investment has been strong. All targets have been met in full or exceeded.

Indicators	Target	Achieved	% Achieved
Number of schools visually impaired programme introduced	2	6	300%
Number of participants	32	58	181%
Develop and implement a visually impaired guidance workshop for coaches	1	1	100%
Number of coaches taking part in visually impaired guidance workshop	-	8	-

Source: Judo Scotland's Final Equalities and Investment Review Paper and data provided separately by Judo Scotland.

Introduction

In addition to the roll out of the **Judo Girls Rocks** programme (see previous **Project Summary**), Judo Scotland has used some of its Equalities and Inclusion investment for the implementation of a new project - **Visually Impaired Judo**. Judo Scotland's Equality Members Survey (2014) found that the vast majority of members who responded considered themselves to have no disability or impairment that limits their day to day activities. However, it is recognised that disability is an area where there is often under-reporting for a variety of reasons.

There has been a renewed commitment from Judo Scotland in its Equality Action Plan to continue to support to its disabled membership. This includes through the creation of new projects and initiatives to encourage increased participation among disabled members. It also aims to encourage more disabled people to try judo.

The Visually Impaired Judo project builds on Judo Scotland's existing activities to raise awareness of disability in sport, and to develop initiatives to grow its disabled membership. Among other things, this includes awareness days in partnership with Scottish Disability Sport.

What is a visual impairment? Someone who suffers from a visual impairment can broadly be defined as follows. It is someone who has limitations in one or more function to the eye or visual system. Visual impairments cover a broad spectrum and include congenital and those acquired later in life.



Progress and achievements

Visually Impaired Judo? Judo Scotland has continued to undertake work to make it as easy as possible for someone with a visual impairment to take part in Judo. This includes adoption of a Sports Inclusion Model. There is evidence that disabled children and young people participate to a much lesser extent in physical activity and sport than their non-disabled peers.

Judo Scotland in partnership with Scottish Disability Sport, Awards for All and **sportscotland** launched Scotland's first visually impaired judo programme in October 2017 - [I Do Judo](#).



The programme drew on insights from pan-disability Judo. It sought to engage visually impaired young people in specialist school units throughout Glasgow.

Some 27 visually impaired children took part in the first phase of the project. This included at Rosshall Academy Visually Impaired Department and Uddingston Grammar School

Visually Impaired Unit. It is continuing to be rolled out further.

What has been delivered via the Visually Impaired Judo project:

- 1 visually impaired guidance workshop delivered;
- 8 coaches involved in the visually impaired guidance workshop; and
- 58 disabled young people involved in judo across six venues.



Investment to Stimulate Greater Levels of Cycling

Overall summary

Scottish Cycling’s Equalities and Inclusion investment of £50,000 has been used to support three main programmes of activity.

The Women’s Breeze and Girls Go Ride programmes aim to engage more women and girls respectively into cycling in Scotland. The third area of activity has been a cycling programme aimed at children and young people living in deprived areas.

Progress towards targets agreed with **sportscotland** is outlined below. Progress against some targets has been slower than expected (discussed below). Project activity is ongoing, and further progress is likely to be achieved over the coming months.

Indicators	Target	Achieved to date	% Achieved to date
Number of Breeze leaders/champion trained	150	87	58%
Number of Breeze women participants	4,000	1,523	38%
Go Ride – Number of girls participation sessions delivered	1,600	1,363	85%
Go Ride – Number of children and young people participant sessions	800	410	51%

Source: Scottish Cycling End of Project Monitoring Form. Plus data directly from Scottish Cycling.

Introduction

Scottish Cycling aims to develop the sport of cycling across multiple disciplines and at all levels in Scotland. It aims “to be the best performing small cycling nation in the world”¹⁷. Its overall vision is “to succeed on the world stage to inspire more people enjoying riding their bikes more often, be it for sport, recreation or transport”.

¹⁷ Scottish Cycling, 2013-2018 Strategic Plan.

Scottish Cycling also works with British and Welsh Cycling. Together they are the governing bodies of the sport of cycling across the UK.

Among other things, key aspects of Scottish Cycling's Equality Action Plan are to:

- use its membership insights and equality monitoring programmes to identify and target areas of under-representation; and
- increase participation among the following priority target groups - women, disabled people, children and young people.

The investment has been used to help address the gender imbalance in Scottish Cycling's membership through women specific initiatives (i.e. Breeze – for women, and Go Ride – for girls). It has also supported a targeted investment for children and young people living in deprived areas.

Breeze Programme

Project description

The Breeze Programme is a large scale programme to get more women riding bikes in the UK. Research shows that women continue to lag behind men in taking up cycling. This is often associated with a number of factors, including for example:

- fear of being judged on their appearance and/or harassed;
- traffic – feelings of being unsafe, etc;
- lack of fitness; and
- time constraints.

Led by women, for women, Breeze relies on a group of volunteer ride leaders, known as Breeze Champions. They support other women on guided bike rides across the UK. The goal is to empower women to change the face of cycling for good and create a lasting legacy in their local area.

Breeze Champions undertake a ride leader training course (free of charge). They also receive an exclusive Breeze Champion kit, British Cycling Ride, and on-going support from Scottish Cycling and British Cycling to help them on their way.

In return, Breeze Champions deliver Breeze rides in their local area. They support other women to (re)discover the joys of cycling

Find out more about how to become a Breeze Champion:

<https://www.britishcycling.org.uk/scotland/article/20170510-scottish-cycling-news-Become-a-volunteer-Ride-Leader-or-Breeze-Champion-in-Scotland-0>

Progress and achievements

Key achievements to date include:

- seven Breeze training courses delivered in four local authority areas. This includes Glasgow City, City of Edinburgh, Fife, and Scottish Borders;
- three additional Breeze Champion training courses are planned for June and July 2018 (Inverness, Dundee, Dumfries). The courses are almost fully booked (36 currently booked to take part)¹⁸;
- 87 Breeze leaders in Scotland trained;
- 1,523 participant sessions delivered; and
- three Champion meet-up events have been held. This includes Glasgow (1) – 14 attended, with 7 Breeze champions; Edinburgh – 5 attended (combined it with the Audacious women’s festival); and Glasgow (2nd) – 5 attended.



Progress against targets has not been strong. The main reason for this has been the time taken to recruit and train Breeze Champions. Breeze Champions need to be in place to then drive an increase in the number of women participating.

¹⁸ Note some of these will have since taken place.

Go Ride - Girls Programme

Project description

The Go Ride Programme in Scotland is part of a wider HSBC UK Go-Ride initiative. It aims to provide increased opportunities for children and young people (and in this case, girls) to participate in cycling sessions.



The overall goal is to attract more girls to cycle and for them to become lifelong cyclists.

Progress and achievements

A mix of activities have been delivered to date, spanning:

- taster opportunities;
- sessions that focus on skills acquisition;
- formal opportunities (e.g. achieving full accreditation at the Glasgow velodrome); and
- opportunities for girls to take part in volunteering, coaching and officiating (should they have a desire to do so).

Progress to date includes:

- a full-time Pathway & Coach Coordinator took up post in October 2017;
- nine part-time coaches recruited to support activity across all five Scottish Cycling regions (covering MTB, Road and Track disciplines);
- getting the coaching infrastructure in place allowed Scottish Cycling to roll out the Regional Academy of Cycling Education (R.A.C.E.) events across Mountain Bike and Road in most regions. It also enabled the provision of training clusters for the Road in the North and North East (Combined). Further, it led to the development of training clusters in the East and Central region with riders from across Scotland attending;

An outcome achieved from the North East R.A.C.E. region is that the riders feel part of a group. They are looking to participate in the National Road series as part of a team. This includes events such as the Isle of Man youth tour later this year.

Further, in the North East region there is a pilot programme designed to integrate cycling as a lunch-time school activity. It aims to develop the skills and fitness of riders towards entering local races. This has led to more opportunities being delivered for MTB, Road and BMX in the first two months of 2018 compared to all of 2017.

There has been growth in the number of participants. In addition, the number of girls across all disciplines has increased 11% compared to last year. Circa 43% of riders participating in sessions are female.

- HSBC UK Go Ride Give it a Go sessions. Two girls only sessions have been held, and over 120 riders signed up;
- following on from this, the latest block of HSBC UK Go Ride Track development clusters have seen more female riders register than before. Females represented 64% of total participants;
- volunteer coaches are the driving force behind the Go Ride sessions. At the three track focused sessions (Development, Training and R.A.C.E. National), Scottish Cycling worked with 20+ different coaches to deliver sessions who also participated in the R.A.C.E. National workshops. This increased their own knowledge and will have a wider impact on their practice within local clubs; and
- number of girls participation sessions delivered - 1,363.

Scottish Cycling aims to continue to grow its talent pool over the remainder of 2018. It will deliver more regional sessions with its Go-Ride coaches and the introduction of road and circuit R.A.C.E. National sessions. Taken together, it is hoped that there will be a continued increase in riders involved in the sport through their age groups. Over the short term it is envisaged that the project will lead to an increase in the number of young riders racing in local events. It will also lead to an increase in the quality of racing.

Children and Young People in Deprived Areas

Project description

In 2017/18 Scottish Cycling and Developing Mountain Biking in Scotland, with partners (Dundee City Council, Dundee Discovery Junior Bike Club and Angus Bike Hub) delivered a pilot programme. The pilot incorporated volunteer MTB leadership training, new bikes, leader's equipment, improved storage and bike mechanic courses. It also provided training opportunities for volunteers and blocks of delivery.

The overall goal was to stimulate an increase in regular cycling/mountain biking participation. This was to be achieved by introducing young people to the sport through led rides in three SIMD areas of Dundee (Charleston, Lochee and Ardler).

Progress and achievements

The pilot focussed on a combination of holiday camps and after school taster sessions. All sessions proved popular with young people, with 410 participant sessions in schools, and holiday programmes over-subscribed.

This project represents new territory for Scottish Cycling, and progress has been made on a number of fronts:

- three volunteers recruited onto programme have completed their Level 2 training and Velotech Bike maintenance courses. They have since been involved in some Holiday programmes;
- October and Easter Holiday programmes delivered including mixed and girls only sessions. These have achieved good participation levels;
- taster sessions in targeted primary schools organised and delivered by Active Schools Dundee, Angus Cycle Hub and volunteers;
- a targeted programme delivered aimed at children who work with Family Support Team;
- the base utilised for the programme is currently undergoing its Scottish Cycling MTB Level 1 Centre Accreditation;
- Active Schools Dundee will use the base to train students from Dundee & Angus College to deliver sessions on the risk assessed routes;

- Angus Cycle Hub have sent paperwork to British Cycling for the Level 1 Centre to be accredited. Once accredited, training will be delivered for eight volunteers from Dundee College, Discovery JCC and Dundee Active Schools;
- Ancrum Outdoor Centre in Dundee will also register as a Scottish Cycling MTB Level 1 Centre. This will create more opportunities for entry level biking within Dundee;
- improved safety equipment, including gloves, helmets and leaders backpacks, at the proposed Level 1 centre at Camperdown Park;
- Scottish Cycling, through their agreement with British Cycling provided 21 new Hoy Bikes for the Level 1 Centre; and
- two trained Level 2 British Mountain Bike Leaders (one male and one female), and an existing Level 2 Leader have offered support to the project.

Progress against targets has been slow, and severely affected by poor weather over winter months. The expectation is that now that the workforce and infrastructure is in place, this will ramp up over coming months and over the long term.

Edinburgh Napier University has undertaken an evaluation of the project. The researchers collected impact data which focused on participation and social inclusion. By that the researchers mean using mountain biking as a vehicle to engage young people to develop psychological well-being. An evaluation framework was developed. This was based around a pre-post design focussing:

- quantitatively on measures of well-being and efficacy in the participants; and
- qualitatively on the perceptions and experiences of carers and volunteer leaders.

The research confirmed a need to continue developing projects targeted at young people in deprived areas.

The researcher interviewed several children and revealed a number of positive themes: enjoyment, learning new skills, being able to socialise with new people, make friends and be active. Interviews indicated a very high degree of satisfaction and enjoyment from the programme. The children involved in the programme are essentially happy and presenting with a high degree of psychological well-being. The research found that being part of the programme accentuated this, through opportunities for skills development and social connectedness.

Wider feedback was that:

- the park that acted as the base for the course is not a 'hard core' MTB venue. It feels like a regular park. The hub is next to a play park where almost certainly some of the kids had played as younger children. This acted to normalise biking. It provided a more natural 'place' for the introduction of mountain biking; and
- an interview undertaken with Family Support Staff highlighted the following lesson learned. Much of the infrastructure around mountain biking is often taken for granted. It can act as a barrier to a child's participation. For example, a child was anxious about taking part in mountain biking because they only owned one pair of trainers.

Challenges

The main challenges across the three programmes have been:

- delays in recruiting and training volunteers for the programmes. There is a lead in time in developing leaders and programmes. This had a knock on effect on delivery and progress against targets;
- a lack of daylight and poor weather conditions. This meant some (or all in some cases) sessions and activities could not be held between November and mid-February;
- where activity is delivered in partnership with other organisations, it can be difficult to access monitoring data (e.g. postcodes); and
- securing future investment to support pilot work and continue the good work that has been created.

What worked well

The main aspects which worked well include:

- independent evaluation evidence has the potential to help secure continuation funding for the project – can demonstrate quantitative and qualitative impact;
- enthusiasm and role of volunteers in supporting project delivery. This helped ensure that sessions were fun and enjoyable for children and young people and sustained their interest;

- development of new partnerships, including with schools and community groups. Developing relationships in local areas with those who engage with children and young people and can help secure participation is vital;
- creating and strengthening the volunteer workforce and infrastructure to support cycling activity on a longer term basis; and
- setting up a Scottish Cycling/British Cycling Level 1 accredited MTB centre. This will support the long-term delivery of MTB in the area.

Future Plans

Both the Breeze and Go Ride Girls Programmes have long-term investment from HSBC (eight years investment). Both will continue beyond the one-year investment from **sportscotland**.

Partners involved in the pilot Dundee Level 1 Mountain Bike SIMD Project have applied for continuation funding through the Young Roots programme. Should funding be secured, the new two-year programme will further cement the partnership approach. It will provide new targeted opportunities for children and young people who would benefit from it most. It will also train more volunteers, in particular young people. The programme will engage with the Duke of Edinburgh Award scheme to help support a school to go on a mountain bike expedition.



Curlability

Overall summary

Curlability is Scottish Curling’s national participation programme which aims to introduce more disabled people to curling around the country. The investment has been used to train volunteers and attract new participants to the sport.

Progress against targets agreed with **sportscotland** has been strong with almost all exceeded, as outlined below.

Indicator	Target	Actual achieved	% Achieved
Number of people taking part in disability workforce training	20	100	500%
Number of disability training workshops	4	6	150%
New inactive participants recruited	120	178	148%
New Try Curling participants recruited	60	43	72%

Source: Scottish Curling’s End of Project Monitoring Report and additional information provided directly by Scottish Curling to EKOS.

Introduction

The aim of the Curlability project was to introduce more disabled people to curling across Scotland. While there are a number of successful disability curling groups across Scotland, many report a shortage of players and coaches.

In August 2017, Scottish Curling began working on a project with a disability focus. This was with a view to increasing the number of participants and coaches in Wheelchair Curling, and upskilling coaches with additional knowledge outside of specific Wheelchair Curling. There was also a recognition that older adults and inactive people would benefit from this project.

The project - funded by Equalities and Inclusion support from **sportscotland** - finished at the end of March 2018.



The total project investment amounted to £31,670, including contributions from **sportscotland** (£11,930), Scottish Curling (£7,990) and the Robertson Trust (£11,750).

Project description

The first phase of the project involved: recognising and training disabled ambassadors and volunteers to work in delivery of the programme. It also involved identifying ice rink operators that were keen to be involved.

Scottish Curling sought to build on existing links with special interest and disability groups who share the ambition to get inactive people into sport.

A series of 'taster sessions' were designed and delivered in conjunction with partner organisations (details provided below). The participating ice rinks were as follows.

Where Curlability took place					
Aberdeen	Ayr	Dundee	Edinburgh	Glasgow	Hamilton
Inverness	Kelso	Kinross	Stirling	Stranraer	

Source: Scottish Curling Project Monitoring Data

Progress and achievements

A total of 178 disabled people attended the sessions by the end of the project. Participants included 83 adults (39 male and 44 female) and 95 people under the age of 16 (48 male and 47 female). In addition, Scottish Curling has engaged an additional 2,231 participants in its Try Curling programme¹⁹.

Scottish Curling worked with a number of specialist organisations to help with Curlability project delivery, including:

- **Forth Valley Sensory Centre**²⁰: developed and delivered the Vision Impaired Curling Course, and delivered sessions for their members;

¹⁹ However, data was not gathered on participants' level of activity. Feedback from partner ice rinks was that this might not be appropriate at initial taster sessions. Basic data was collated. Follow-up will be undertaken to request other monitoring information.

²⁰ <http://www.forthvalleysensorycentre.org/>

- [Finding your Feet](#)²¹: delivered sessions to those with limb loss/difference;
- [Braveheart](#)²²/[GOGA Project](#)²³: offered sessions and helped to engage participants (including for a photoshoot to produce more inclusive material);
- [Scottish Institute of Sport](#)²⁴: for Talent ID and top class coaching/tutoring. This enabled access to GB Paralympic coaches and team members;
- [Scottish Disability Sport](#)²⁵: offered Parasport Day and ongoing support. Also developed the Disability Inclusion Curling Specific Training, and provided support to coaches with a disability;
- [MS Society](#)²⁶: offered Try Curling sessions with the intention of engaging people with MS to join local mainstream clubs; and
- [Heriot-Watt University \(Department of Languages & Intercultural Studies\)](#): developed British Sign Language signs to enable the inclusion of new deaf curlers.



There have been a number of project achievements, including:

- increased skills and confidence of coaches to deliver sessions to disabled people;
- greater publicity generated for disability inclusion (for example, more articles in the national curling e-zine²⁷);
- increased expectation across the wider organisation that sessions will be provided; and
- 20 disabled young people participated in Wheelchair Curling for the first time at a parasport development day. Most had never even considered curling as a sport.

²¹ <https://www.findingyourfeet.net/>

²² <https://www.braveheart.uk.net/>

²³ <http://www.getoutgetactive.co.uk/>

²⁴ <https://sportscotland.org.uk/performance/>

²⁵ <https://www.scottishdisabilitysport.com/>

²⁶ <https://www.mssociety.org.uk/near-me/branches/ms-society-scotland>

²⁷ <http://www.scottishcurling.org/your-curler/>

Click here to watch an Introduction to Wheelchair Curling:

<https://www.youtube.com/watch?v=2KTRX6ApsWQ&feature=youtu.be>



Some unexpected impacts from the project have been the progression of two disabled young people to a performance development training programme. Both had no previous involvement with curling. Further, following the delivery of the Advanced Wheelchair Curling Course, one coach now volunteers for his local wheelchair club.

The members enjoyed their sessions, and hopefully more people with a limb difference/amputation will be encouraged to try curling.

A range of Disability Inclusion Training has been provided. This includes Visually Impaired Curling Coaching, Wheelchair Curling Coaching, and Advanced Wheelchair Curling Coaching Courses. In addition, Disability Inclusion Training will be incorporated into the Introduction to Umpiring Course. The partnership with Scottish Disability Sport has been beneficial and has been of huge support to Scottish Curling. While they realise that the changes they would like to embed in their organisation are not going to happen overnight, things are definitely moving in the right direction.

Scottish Curling has become more inclusive. In addition, having a Disability Development Officer has raised awareness and provided a central point of contact for help and advice. New resources are being produced, and information about the progress being made in it disabilities focus (and associated events) is being collated and disseminated. Both staff and volunteers feel their knowledge of equality issues has improved through the provision of training. There is a greater understanding and focus on the targeting of specific under-represented groups within curling.

A wider change that has come about is a more positive attitude among coaches, with more disabled people welcomed and having a positive experience of the sport.

Future Plans

The supplementary investment has allowed Scottish Curling to bring a strong foundation to advance disability curling programmes, largely through its disability training education for volunteers.

There are plans in place specifically to recruit new volunteers with physical impairment, learning difficulties and mental health issues. Scottish Curling will provide additional support/mentoring, and are working with the Local Organising Committee for the 2019 World Wheelchair Curling Championships (being hosted in Stirling) to provide opportunities for event volunteering.

Scottish Curling is also progressing with British Sign Language resources for deaf curlers. This is a project which has come into fruition on the back of the supplementary investment. There is currently no sign language for deaf curlers, and this work has been commended within its Equality Assessment, and by World Curling Federation as the leading nation in this area of work.



Fife Young Carers Project

Overall summary

Waterski and Wakeboard Scotland developed a programme for Fife Young Carers to provide taster sessions in water skiing, wakeboarding, and ringo rides. The investment engaged young people not participating in sport and physical activity due to personal caring responsibilities to try new activities.

The project ended in October 2017. There are plans to continue the work in 2018, and roll it out across three more areas in Scotland (Glasgow, Dunbar and Dundee). The target agreed with **sportscotland** was met in full.

Indicator	Target	Actual achieved	% Achieved
Number of young carers engaged	30	30	100%

Source: Waterski and Wakeboard Scotland End of Project Monitoring Report and additional information provided directly by Waterski and Wakeboard Scotland to EKOS.

Introduction

The aim of the Fife Young Carers project was to provide taster sessions to those that are currently not engaged in sport and physical activity due to their caring responsibilities.

Waterski and Wakeboard Scotland became aware of the organisation Fife Young Carers and the work they do. The SGB approached the charity to find out whether they could develop a programme to engage inactive young people. There are several barriers to participation in water-skiing, including the fact that it is heavily impacted by weather, time constraints, and financial constraints.



Fife Young Carers is committed to improving the support and information provided to young carers living in Fife. Young carers can be defined as children and young people aged 8- 25 years who look after someone in their family who are ill or have a disability.

It organises day and respite trips to allow young carers the opportunity to have an extended break from their caring roles and try new activities they would not normally have access to. Activities are designed to improve social skills, confidence and self-esteem.

Project description

The total project cost was £4,920 of which **sportscotland's** Equalities and Inclusion Investment contributed £2,420. A further £2,500 was provided by Waterski and Wakeboard Scotland.



The project began in June 2017 and ended in October of the same year.

Progress and achievements

Thirty young carers took part in water-skiing and wakeboarding, along with ringo rides. However, the focus was primarily on bringing young carers together from across Fife, providing them with the opportunity to talk with peers who are in a similar position, to socialise and be active.

All young carers were aged between 16 and 25 years. The majority were female (80%).

An unexpected impact was the development of a great relationship with the leaders working for Fife Young Carers, and the individual carers themselves. One young carer has subsequently progressed to a work assessment programme with the SGB and a partnership funded through her local Further Education college. She is now employed at the National Training Site and is working her way toward achieving her boat driving qualification.

Challenges

The participants progressed through the British Water Ski and Wakeboard 'Cutting Edge' programme²⁸. This participation programme offers young people the chance to try the sport, develop their skills and progress to competition level. Initially there was some negativity around the logistics of getting a group together at the same time. However, this challenge was overcome by good partnership discussions and a willingness to succeed.

What worked well

The key success factors have been the willingness by all parties involved to make it happen, and the huge enthusiasm for the programme.

Future plans

Waterski and Wakeboard Scotland is continuing with the project in 2018 and hosted an open day for Carer's Week at the National Training Site. Other future plans include rolling out the Young Carer's project across other areas in Scotland (Glasgow, Dunbar and Dundee).



²⁸ <http://www.bsw.org.uk/participation/take-part/cutting-edge/>

Urban Box



Overall summary

Boxing Scotland has worked in partnership with Rural & Urban Training Scheme (RUTS) who delivered Urban Box. This project uses the value of boxing to engage young people with a view to becoming more physically active, to engage in a safe, meaningful social interaction, and to obtain vocational qualifications.

Progress towards targets agreed with **sportscotland** has been mixed, with good performance in a couple of areas. The project is ongoing, with ten further full programmes of activity due to commence over the coming weeks and months. Further progress will be achieved, and in particular this will see progression of the coaching element.

Indicator	Target	Actual achieved	% Achieved
Number of new Level 1 coaches	15	0	0%
Number of new Level 1 coaches who are female	3	0	0%
Number of participants	150	102	68%
Number of participation who are female	30	33	110%

Source: Information provided by RUTS

Introduction

Boxing Scotland joined forces with RUTS who is the delivery organisation for **Urban Box**. The Equalities and Inclusion investment of £30,100 for Urban Box has been match-funded by RUTS.

RUTS provides a wide range of vocational training and wider support to young people. The organisation's original focus centred on motorcycle and bicycle based training programmes to develop the skills, confidence, self-belief, motivation of young people and to raise their aspirations.



Activities centre on the provision of tailored vocational training that supports young people to gain qualifications. This prepares them for the world of work, and enhances their employability prospects.

RUTS has four mobile units that are used to deliver its accredited vocational education programmes around mechanics and sport across Scotland.



Project description

Urban Box has been a natural extension of RUTS activities. It was designed to use the value of boxing to engage young people with a view to becoming more physically active, to engage in a safe, meaningful social interaction, and to obtain vocational qualifications.

Key target groups identified for the project are young people, women and girls, and those living in deprived areas. In addition, the original intention was for RUTS to work in partnership with STEP²⁹ to help reach and engage with Gypsy/Travellers. This is a particularly marginalised group of young people. The partnership with STEP has not progressed as envisaged (outwith the control of RUTS). As such Urban Box has not reached any young Gypsy/Travellers. However, this did remain an aspiration of the project.

The Equalities and Inclusion investment has supported: salary costs of two full-time coaches, purchase of a mobile unit, and purchase of equipment for the boxing sessions. The mobile unit contains a custom-built arena with punch bags and a training ring.

How does it work? The project has had an initial focus on the East Region of Scotland. This has been with a view to rolling it out to other regions, if and when resources allow.



²⁹ Previously known as Scottish Traveller Education Programme, now just as STEP.

Participants have been referred to the programme through secondary schools. The young people typically face issues or challenges around levels of self-confidence and physical fitness.



The Urban Box partnership with Boxing Scotland consists of eight session blocks with the overall goal to use sport as a mechanism to engage young people. The session plans are consistent with the content of the Boxing Scotland Level 1 Coaching Course in relation to language used and themes/fundamental skills. It is also consistent with the Boxing Scotland Active Schools handbook. The uniformed approach to delivery allows participants to continue progressing the fundamental skills learnt outwith the RUTS programme and in a club environment.

RUTS is able to use its mobile units to go to where the young people are based. This has allowed new and enhanced connections to be made within communities, with young people, and with secondary schools.

Those taking part are signposted to their nearest affiliated boxing club, and continued participation is actively encouraged. The Urban Box programme has sought to create new opportunities for young people to participate in boxing. This includes among those who face particular challenges in attending a mainstream sports club. In addition, participants might be referred into other RUTS programmes (at the school's discretion).

Progress and achievements

Progress to date includes:

- [2017 Boxing Scotland Novice Championship event](#) – the project was launched at the event which took place on 21st and 22nd October 2017 at the Ravenscraig Regional Sports Facility in Motherwell. Spectators and boxers were invited to “come and try” boxing;

- [Urban Box was delivered within six secondary schools](#), most of which are based within the most 20% deprived datazones in Scotland:
 - Inveralmond Community High School (Livingston)
 - Craigoyston Community High School (Edinburgh)
 - Firhill High School (Edinburgh)
 - Kirkcaldy High School (Kirkcaldy)
 - Viewforth high School (Kirkcaldy)
 - Forrester High School (Edinburgh);
- [102 participants have taken part in Urban Box to date](#). The majority of participants are male (69 males and 33 females), and the average age is 15 years;
- [wider activities \(e.g. taster sessions\) did engage additional young people](#) – 35 young people at Boxing Scotland’s Novice Championship. Plus taster sessions with the Citadel (Edinburgh) and with the Hype programme (West Lothian) - 25 participants;
- [RUTS is currently working towards being able to offer the Boxing Scotland Level 1 Coaching Qualification](#). A member of RUTS staff is shadowing a Boxing Scotland National Coach. This will allow RUTS to deliver the coaching qualification to selected participants in Urban Box who display the appropriate competence. A number of participants have been identified. This aspect of the project took longer than anticipated but is now moving in the right direction. It will be a key component as the project continues into its second year; and
- [RUTS is currently upskilling staff to deliver the SQA Professional Development: Practical Abilities \(SCQF level 4\)](#) through the delivery of the Urban Box programme.

Challenges

The main challenges have been:

- difficulties reaching and engaging Gypsy/Travellers;
- challenges to deliver the Boxing Scotland Level 1 Coaching Course;

- logistics of working with new clients/RUTS existing clients but on a new programme of delivery; and
- launching a programme with limited marketing materials and a limited wider awareness of RUTS partnership with Boxing Scotland.

What worked well

The main aspects that worked well include:

- access to mobile units means that project delivery staff can go to where the young people are;
- the project has enabled increased engagement with young people, and new relationships with schools to be formed;
- connecting young people to local affiliated clubs;
- opportunities to connect some young people into other RUTS programmes; and
- ability to progress the programme to offer tangible and meaningful outcomes to young people.

Future plans

The project is ongoing, with ten further full programmes of activity due to commence over the coming weeks and months. Further progress will be achieved, and in particular this will see progression of the coaching element.

RUTS is currently having conversations with Leith Victoria Boxing Club with a view to establishing a base in Edinburgh for the delivery of Urban Box.



Early Years Project

Overall summary

Scottish Gymnastics used its investment to develop resources to support the delivery of gymnastics for children (in the school setting). This included those living in deprived areas.

Scottish Gymnastics overall progress towards agreed targets with **sportscotland** has been mixed.

Indicator	Target	Actual achieved	% Achieved
Number of schools targeted	420	420	100%
Number of teachers trained	1,017	57	6%
Number of participants in gymnastics sessions	12,675	1,254	10%

Source: Scottish Gymnastics End of project Monitoring Form.

Note: More participants are likely to have taken part, however, Scottish Gymnastics has not been able to gather postcode data from schools. Schools are not able to share this data. It is not clear, however, why absolute numbers of children involved has not been provided by schools.

Introduction

Scottish Gymnastics has a membership of circa 28,500, and the vast majority of members are female (85%). Indeed, its current Equality Action Plan³⁰ identifies the need to attract and retain more males into the sport. The sport also has a relatively young drop off point – nine years. Although this is younger for males (six years).

The Equalities and Inclusion investment of £50,000 has been used by Scottish Gymnastics to develop resources to support the delivery of gymnastics for children. The project has sought to increase the number of boys and girls experiencing gymnastics in the school environment, including those living in deprived areas. The focus has been on a positive experience of gymnastics at school, with a view to progressing into a club environment.

³⁰ This is currently being revisited and updated.

Project description

The first part of the project involved contacting 420 primary schools in the six attainment challenge authorities (Dundee, East Ayrshire, Glasgow, North Ayrshire, North Lanarkshire, and West Dunbartonshire) to provide a free package of support.

This resource centred around provision of the [Scottish Gymnastics Skill Awards](#). This is a resource pack for teachers which has eight levels to allow pupils to challenge themselves (e.g. Level 1 contains info on stand-walk in straight line, balance foot/knees/bottom, forward roll progressions, etc). Skills Awards badges and certificates were also provided.

The second part of the project involved the design and delivery of a free [Continuing Professional Development \(CPD\) resource and training for primary school teachers](#). An initial pilot was undertaken in partnership with Scottish Gymnastics, enjoyleisure³¹, and East Lothian Council to develop and trial the resource. In developing the project enjoyleisure and East Lothian Council were tasked with designing and delivering a CPD workshop specifically for primary school teachers (P1-P3). The overall aim has been to improve confidence in delivering gymnastics and the quality of the sessions.

Creation of a Resource	Designing a Two Hour Workshop
<ul style="list-style-type: none"> Aligned to the Curriculum for Excellence (CfE). Linked to the Scottish Gymnastics Award Scheme Pack. Provide information on specific gym skills. 	<ul style="list-style-type: none"> Fit for purpose and pitched at the right level. Information on how to structure the session. Opportunities for teachers to provide feedback.

The overall purpose of the teacher resource pack has been to provide pupils in early years the opportunity to experience and develop gymnastics skills within their PE curriculum. This is with a view to providing:

- opportunities for early years pupils to improve their levels of physical competencies and confidence; and
- teaching staff with a CPD resource to use with their classes on gymnastics skills and progression.

³¹ Manages and delivers leisure services on behalf of East Lothian Council.

The resource pack is broken into six detailed session plans. It has information on how the content of the lessons link to the CfE, with flash cards that can be utilised in a class setting. The pack is designed to be user-friendly and easy to use, including:

- the language used;
- useful pointers (e.g. warm-ups, stretching, hall set up, games to play);
- description of each activity and equipment required;
- teaching points and common errors; and
- visuals (e.g. pictures of children doing various gym related moves, videos showing exactly how to do things and the positioning of the teacher and pupil e.g. different ways to walk along a platform, jumping, landing, rolling).

The Six Sessions		
Week 1	Balance	<ul style="list-style-type: none"> • Balance and Control (Physical competency) • Core stability and Strength (Physical Fitness) • Focus and Concentration (Cognitive skills) • Creativity (Cognitive skills)
Week 2	Travelling	
Week 3	Flight	
Week 4	Flight	
Week 5	Balance and Travelling	
Week 6	Session Construction	



The pilot sessions were delivered in four nursery and primary schools in East Lothian by an early year's gymnastics coach (enjoyleisure). The coach worked with the schools early years teaching/support staff to develop their skills and confidence to then take the sessions on their own.

Pilot project	Actual achieved To date
Number of six week blocks delivered	2
Number of children participating	125
Number of staff involved	15

Note: Two blocks at Prestonpans Infants Primary School and St Martin's Primary School were scheduled for January and April 2018 but had not yet taken place in the pilot report provided. The two schools involved to date were Pinkie St Peters and Stoneyhill Primary School.

Progress and achievements

Since the initial pilot activity, activity has continued. This has included working in more primary schools across the challenge authority areas – training school staff to use the resource and deliver sessions to younger children. This work has been supported by established gymnastics clubs.

“The pack, gym layout and lessons were fantastic. Really broke down the skills, and reduced the fear of teaching gymnastics around risk assessment”

Teacher

Key achievements to date include:

- Gymnastics Skills Award Pack issued to 420 primary schools in Scotland;
- creation of a teacher resource pack;
- pilot CPD project undertaken and lessons learned used to inform its wider roll out;
- teacher training sessions delivered;
- 57 teachers trained;
- 1,254 children involved in gymnastics sessions;
- three gymnastics clubs (Irvine Bay Gymnastics Club, Jump, Ayrshire Acro) received grant investment to help deliver the gymnastics sessions in primary schools; and
- relationships with primary schools. This has largely focussed on after school clubs (plus some activity during the school day) in primary schools in East Ayrshire, North Ayrshire, and North Lanarkshire

The main benefits of the activities are reported as:

- increased opportunities for young children to take part in gymnastics;

- increased number of teachers supported and trained to be able to deliver quality gymnastics sessions;
- increased awareness of, and signposting to, local gymnastics clubs; and
- increased number of young children taking part in competitions (e.g. GymFest, etc).

“The children at Onthank and Hillhead were asked at the end of every session whether they enjoyed the activities and every single child put their thumbs up to confirm this every time. At the end of the last session, we asked the children from both schools whether they felt more fit and active after completing the block and once again all children put their thumbs up to show this.”

Ayrshire Gymnastics Club

Challenges

The main challenges have been:

- lead in times for the project has meant that that delivery was somewhat rushed, and posed challenges for schools;
- time taken to get Active Schools and teachers on board; and
- collating data from schools (data protection issues). Therefore, it has been difficult to evidence what impact the project has achieved in a quantitative sense.

What worked well

The main aspects that worked well include:

- creation of a resource pack for teachers. This can be used time and time again, and with more teachers;
- the teacher CPD resource has enabled Scottish Gymnastics to increase its reach, including within deprived areas; and
- identifying and connecting schools with local gymnastics clubs as the next progression stage.



Girl Guiding Partnership Project

Overall summary

The investment has allowed Scottish Rugby to establish a partnership with Girl Guiding Scotland, (GGS), who have 50,000 members in Scotland. The purpose of the partnership was to increase the footprint and growth of the game through delivery of rugby to GGS Units throughout Scotland. The project supports the transition of some girls involved into local teams through a programme focussed on play, coach, manage, volunteer and competing.

Progress against targets agreed with **sportscotland** has been mixed. One target has been exceeded. The Girl Guiding project is ongoing to December 2018, and further progress against that target is likely to be achieved over the coming months.

Indicator	Details	Target	Actual achieved to date	% Achieved to date
Young Girls	Girl Guiding Project	500	222	44%
Young Girls	#BeTheBestYou Phase 2	600	842	140%

Source: Scottish Rugby End of project Monitoring Form, and data provided by Scottish Rugby

Introduction

Scottish Rugby's Equality Action Plan 2017-2020 focuses on ensuring that barriers to participation in rugby union - real or perceived - are removed. This is particularly the case for those groups which may currently be under-represented within the game, and for those who may traditionally not have seen rugby as their sport of choice. Scottish Rugby is committed to developing processes, practices and plans to ensure that rugby is open to all.

GGS research identified the following barriers facing young girls and participation in sport and physical activity:

- fear of being judged about appearance;
- perceptions about not being good enough at sport;
- don't enjoy it;

- being harassed and intimidated by boys and men;
- think sport is too competitive; and
- don't like getting sweaty and not looking attractive.

Project description

The Girl Guiding Partnership Project

focused on getting girls into rugby, through Tartan Touch. To help develop the programme, a workbook was designed containing plans/tasks for four sessions. Each session focussed on developing a specific skill, linked with the outcomes of Girl Guiding & Scottish Rugby.



The sessions were run by Guide Leaders and volunteers, who were trained by Scottish Rugby's Women & Girls Team prior to the workbook being issued. The training took place throughout different regions in Scotland. It allowed the Guide Leaders and Volunteers to find out exactly what was involved. The programme ran between January and April 2018.

The project also supported Scottish Rugby to work with Girl Guides to increase their visibility. This was achieved through its involvement in Phase II of the Scottish Rugby Marketing Campaign [#BeTheBestYou](#). This targeted girls 12 -17 years old and was launched late summer 2017.

[#BeTheBestYou](#) Phase 2 is within the next stage of Scottish Rugby's [#BeTheBestYou](#) campaign. It was initially focused on encouraging women aged 18+ to come along and try rugby. Phase 2 is focused on encouraging girls aged 12-17 to join the sport.



Throughout this campaign, the Projects & Partnerships Officer will be contacting Active Schools Managers in 10 local authorities who will be running the sessions along with Regional Development Officers. The plan is get as many clubs/schools to host three Come and Try sessions for girls.

The 10 local authorities have been contacted. Some provisional dates for 2018 have been set. An additional four local authorities have been selected, and Scottish Rugby is in the process of making contacting to arrange dates.



Active Schools Coordinators, along with the support from Development Officers, will run a taster session with their cluster of schools. This will be followed by the coming together of schools to take part in three #BeTheBestYou Tartan Touch events, hosted by the Development Officers and Scottish Rugby. The Women & Girls Team will be present at their region's events. Outwith the school events, Scottish Rugby is in the process of contacting all rugby clubs encouraging them to host events, and will provide marketing materials. The rugby clubs themselves will host and coach their sessions with the support of Development Officers, coaches and current female senior players.

Progress and achievements

The Guides into Rugby Partnership programme was officially launched in April 2018. The first activity was giving Guide Leaders and volunteers (18+) the opportunity to sign up to attend a workshop to find out what they will be delivering. The Guides into Rugby workshops were planned to run between 23rd April and 4th May 2018, and were to be delivered by the Women & Girls Team. Four regional workshops were planned initially, with some flexibility for dates to allow additional sessions if required.

Both Scottish Rugby and GGS will use images and video content captured by Scottish Rugby in the release, with sign up information included. There have been 200 copies of the Guides into Rugby workbook printed and will be issued at the workshops. There is a plan to host a final showcase touch event in June 2018.

Scottish Rugby reports that 222 participants have attended a taster session (against a target of 500). It continues to work closely with the Active Schools Coordinators and Rugby Development Officers within local authorities to monitor attendance.

Scottish Rugby Regional Women and Girls Officers have been delivering and supporting the sessions when available. Every local authority is currently working within Stage 1 of the programme, with Stage 2 events starting on 23rd April and continuing through to June 2018. This will see a further increase in participation.

Part of the project has led to the creation of Girl Guide Ambassadors who have helped to build awareness and promote the project and act as positive role models.



What worked well

It is perhaps too early to establish key aspects of the project that have worked well. However, there are some elements of the project that are innovative:

- establishing a wider partnership with a national organisation with a significant membership which represents an under-represented group in sport. The partnership also opens up opportunities to engage a new volunteer audience which includes Girl Guide Leaders and parents;
- GGS has a significant level of expertise in how to engage, motivate and develop participation among young girls. Scottish Rugby can learn from this experience; and
- GGS also has a broad reach in terms of the communities that they are engaged with. This opens up opportunities for Scottish Rugby to develop rugby outwith the existing club infrastructure and in areas where previously there has been no or low levels of participation.

Rugby and guiding both have had a huge influence on my life, giving me opportunities to work on my leadership, teamwork and communication skills. They provided the foundations for everyday life and helped me develop into the person I am today.

I started Rainbows back in 2002 at my local group in Penicuik. Rainbows was a fantastic way for me to make new friends and learn about the world we live in. From learning about the seasons to participating in our very own Rainbow Olympics, Rainbows encouraged us to keep active and try new things. I began my rugby journey at around the same time, playing as part of the P1-3 team at Penicuik Rugby Club. My family have always been rugby orientated, with my dad playing and coaching, and my older sister Sarah playing too. I played all the way through primary school, moving to Murrayfield Wanderers when I started high school. I now play for their senior team as well as playing for Edinburgh University.

My guiding journey continued as I progressed through Brownies, Guides and Senior Section, taking on more of a leadership role. I encouraged the girls to get involved with rugby, by running fun sessions at guide camps and organising mini games with the Rainbows.

Rugby and guiding share very similar values; respect, leadership, achievement, friendships, challenge and enjoyment. As Guides we promise to do our best and rugby encourages us to #bethebestyou. They both give girls the chance to try new things and the confidence to inspire one another.

Rachael Law – Girl Guide Ambassador



Rainbow Laces Project

Overall summary

This project accelerates Scottish Student Sport (SSS) existing work in the LGBTI campaign 'Rainbow Laces'. It was delivered in conjunction with members and partners, including Stonewall Scotland. The project aims to build awareness of and challenge homophobia and transphobia in sport, and promote the inclusion agenda to the student body. It also aims to educate clubs and institutions on how to break down the well-researched barriers to participation

Strong progress against targets agreed with **sportscotland** has been made. All targets have been met or exceeded.

Indicator	Target	Actual achieved to date	% Achieved to date
Laces delivered	2,000	7,719	386%
Staff attended Train the Trainer course	14	14	100%
Awareness workshop delivered to club committee representatives	100	124	124%
Elected Students trained as Allies	10	10	100%

Source: Scottish Student Sport End of Project Monitoring Form and consultation with Scottish Student Sport.

Introduction

SSS was established in June 2011 with the aims of ensuring quality and breadth in well-managed sporting programmes, and increasing and promoting involvement in physical activity. It also aims to support the development of appropriate professional structures and systems throughout sport in Tertiary Education in Scotland.

Barriers experienced by LGBTI participants can include:³²

- culture of sport can be perceived as macho;
- male dominated;
- segregation between males and females regarding participation;
- some sports are seen as “Boy Sports” and “Girl Sports”;
- early labelling of children based on whether they like the traditional boy sports;
- lack of empathic coaching;
- homophobia and transphobia;
- lack of appropriate changing accommodation;
- fear of being abused;
- lack of LGBTI friendly opportunities;
- lack of clarity among SGBs regarding participation rules (Transgender);
- problems obtaining insurance; and
- people’s concerns of fairness of competition male-to-female or female-to-male.



Project description

The project activity was included in SSS Equality Action Plan. There were three strands to the project.

Allies in Sport - Sport Allies for Elected Students

To empower elected students to be active change agents, creating more inclusive environments for young LGBT individuals in their chosen sport and across university campuses.

³² Out For Sport Report 2012

Stonewall Scotland's Sport Allies Training Programme for Elected Students was designed to help individuals think about what it means to be themselves, and how they can be a more effective and inclusive ally for LGBT students. Through reflecting on the relevance and impact of their identity, programme participants are able to identify achievable ways to step up as an ally. They leave the programme with a concrete plan about what they are going to do, and how.

Train the Trainer for Sporting Committees: Supporting LGBT individuals Accessing Sport

To empower members of sporting committees to be active change agents, creating more inclusive environments for young LGBT individuals in their chosen sport and across university campuses.

The training also provides attendees with the skills and confidence to train other students on their committees.



Stonewall Scotland's Train the Trainer programme for Sporting Committees was designed to help individuals understand the difficulties which LGBT individuals may face when accessing sport. It also provides an opportunity to reflect on how they can be a more effective and inclusive ally for LGBT individuals. This includes developing practical skills for delivering LGBT-inclusive training to colleagues. Through reflecting on the lived experiences of LGBT individuals and how they can build and develop inclusive environments, participants are able to identify achievable ways to support LGBT individuals accessing sport.

"I feel more empowered to change my own and other behaviour following this training day".

Rainbow Laces Campaign

To build awareness of the problem of homophobia, biphobia and transphobia at all levels of sport and build support for LGBT fans and players on and off the pitch. This includes challenging anti-LGBT language and work to make sport everyone's game. The campaign used a number of visuals and social media platforms.



Progress and achievements

Strong progress against targets agreed with **sportscotland** has been made. All targets have been met or exceeded.

What worked well

Key aspects that worked well include:

- partnership work with Stonewall, student sports clubs and participants;
- building on what was an already high profile, proven successful project;
- high profile issue so timing of the project was fortunate and helped to build awareness and support;
- enthusiasm and buy in from the sector partners; and
- Train the Trainer Workshops:
 - increased confidence with terminology.
 - statistics and case studies.
 - increased understanding of community
 - the scenarios exercise triggered great discussion and ideas from across the room
 - videos – LEAP and NoBystanders
 - learning terminology.

The main lessons learned include:

- Rainbow Laces Campaign
 - social media was an effective way of building awareness for this type of campaign with a total reach across both Facebook and Twitter of 38,344; and
- Train the Trainer Programme
 - Stonewall Scotland worked with SSS to collect examples which could be used as best-practice. These were shared with the network created on the Train the Trainer programme
 - Stonewall Scotland collaborated with SSS and completed a six-month evaluation with attendees. This was so it could measure what work attendees progressed after completing the programme
 - Stonewall Scotland will revise the programme based on feedback – if it is delivered with SSS in the future, there will be a focus on terminology earlier on in the programme. This is to ensure that attendees feel more comfortable about the subject matter from the start of the day.





Active and Healthy Table Tennis

Overall summary

During 2016 Table Tennis Scotland embarked on a plan to work with community based clubs to help them establish daytime 'Active & Healthy' table tennis classes. The classes deliver long-term health benefits for the over 50s and adults with additional support needs.

Investment was secured for two pilots in Dundee and Haddington. They proved very successful in utilising the resources of the existing clubs (equipment, venues, coaches and volunteers) to engage a much wider audience. Table Tennis Scotland then sought investment to extend this approach throughout Scotland.

Strong progress against all targets agreed with **sportscotland** has been made. All targets have been met or exceeded.

Indicator	Target	Actual achieved to date	% Achieved to date
Deliver 'Active & Healthy' Table Tennis sessions	50	58	116%
Deliver these sessions in up to identified target areas	4	10	250%
1,000 new participants (20 participants/session) - focusing on older adults/adults with a disability/SIMD areas	1,000	1,299	130%

Source: Table Tennis Scotland End of Project Monitoring Forms and consultations with Table Tennis Scotland.

Introduction

The main barriers to participation in table tennis include:

- availability – essential that there is sufficient equipment in an accessible venue and sessions organised at an appropriate time. Equipment in schools issue – not available during the day;
- encouragement to participate – effective promotional and referral systems – how to give the right people the right encouragement;

- insufficient staff and/or volunteers in a development role to become the catalyst. This includes identifying opportunities, getting sessions started and providing the encouragement so that those that cross the threshold keep coming back;
- activities need to be social not competitive – significant proportion of the club network focuses on performance – leagues and competitions, especially for juniors. Clubs need to see the benefits in running more inclusive activities;
- cost of venues – getting a new session started can be expensive. Or in many cases impossible due to venue availability and the hourly rate charged. It can take a while for numbers to reach a sustainable level;
- church halls and community centres are more suitable venues – local, more availability and often cheaper; and
- building social capital takes time. This involves changes in attitude on a number of levels.

Over 50s / Evergreens in Aberdeen

In 2011 a one-off event in the Aberdeen Sports Village demonstrated that there was potential interest with an older audience in regular table tennis sessions. Since then the 'Evergreens' has expanded steadily. There are now nine weekly sessions in six different sport centres across Aberdeen. There are over 200 players aged between 50 and 80+ taking part each week. Although many remain active, for some table tennis is their only regular exercise.

Project description

There were two main strands to the project.

Active & Healthy Table Tennis

This involved unlocking assets (venues, equipment and volunteers) of existing clubs to establish new daytime sessions. The sessions targeted older and inactive players.



This strand also provided additional equipment for existing and new venues to boost capacity. It did this by identifying and training volunteers to help run local projects and assist more people to participate.

Dementia Friendly Table Tennis

This involved delivering a dementia friendly model for table tennis projects throughout Scotland; encouraging people living with dementia to play in a variety of settings including sheltered housing, care homes and community centres; providing equipment at new and existing sites; developing partnerships with local groups and offering groups advice on how to attract participants who are hard to engage.

Progress and achievements

Strong progress against all targets agreed with **sportscotland** has been made. All targets have been met or exceeded.

Challenges

The main challenges were:

- finding local volunteers prepared to take the lead on sessions in all places;
- difficulties in identifying truly inactive individuals; and
- engaging with local health providers to encourage referrals has not been achieved. This takes time, and the sessions need to be established locally before this is appropriate.

What worked well

The main aspects that worked well include:

- equipment in the right venue – people want to play so the demand is there;
- reaching out to people playing on an informal basis who the SGB did not have any contact with;
- new activity is thriving where there are now volunteers keen to run sessions; and

- securing additional investment from DCI and other funders. This was on the basis that the existing project investment provides structure and support – adding value to existing investment.

Helping Immigrants in Edinburgh

The KLOS Table Tennis Club was established by a former police officer in West Pilton Baptist Church, one of the most deprived areas of Edinburgh. They now meet twice a week and are attracting 12-15 players to each session, with around 25 playing regularly. The majority of the players are immigrants who are often socially isolated. The club is their main opportunity to socialise. Players originate from Eastern Europe, the Middle East and North Africa. This includes four Syrians who came to Scotland recently, live in different parts of the city and this is the one regular chance they get to meet up.

Dementia Friendly Table Tennis, Haddington

Taster sessions had shown that some elderly residents are interested in playing table tennis but were unlikely to venture out from their sites to participate in a local club. Supported by a grant from the Big Lottery People's Project equipment has been provided to six sheltered housing sites across East Lothian (where the lounges are big enough). With support from club volunteers, regular sessions for residents are taking place. For most participants this is the only physical exercise they get. The impact is best summed by a quote from one resident, aged 95 from The Butts in Haddington, "We used to only come to the lounge for coffee and a moan. Now we come and laugh."

The main lessons learned were:

- the potential for community table tennis is bigger than imagined at the outset – but it is going to take more time to realise this potential;
- a significant proportion of older people have played table tennis at some stage. Given the right encouragement and social setting they enjoy playing;
- it takes time to build the local connections/contacts/relationships to enable new activity to be successful and sustainable;
- not all existing clubs have the right leadership or motivation to tackle a project of this scale. Some are happy with what they already offer; and
- the structure of some local services, especially support for those with additional supported needs has made it harder to create sustainable activities. Care providers are required to provide leisure activities as part of individual care packages, but it is proving hard to see how full costs can be recovered. Sessions for those who could benefit most are staff/volunteer intensive.



Pick Up Basketball and Inclusive Zone Basketball (IZB)

Overall summary

The programme is designed to address a need for recreational basketball provision for adults. It was targeted at areas of deprivation linked to Twilight Basketball Sessions. There was a focus on getting the inactive or lapsed-active into regular, vigorous activity.

Strong progress against targets agreed with **sportscotland** has been made. All targets were exceeded.

Indicator	Target	Actual achieved	% achieved
Pick Up Basketball hubs established	8	12	150%
People actively participating	160	193	121%
Inactive to active participants	80	82	103%
Hubs linked to clubs	4	7	175%
Additional disability participants	60	84	140%

Source: Basketball Scotland monitoring form

Introduction

Club growth is a clear focus throughout Basketball Scotland's Strategy. Following the development of their pathway model, there was a clear gap identified in recreational provision in basketball, particularly for adults.

A partner organisation, Scottish Sports Futures, delivers a "Twilight Basketball" programme. This is focussed on engaging young people in areas of significant deprivation. The upper age limit for the programme is 21 years, and there is little recreational provision for those "graduating" from the programme.

Team sports provide the social environment that encourages people to engage or re-engage in sport and their community. However, it is often a challenge to bring new adult participation into a constituted club environment.

The main barriers to participation in the sport include³³:

- adults:
 - cost of activities and facility hire
 - club focus on competition not recreation and fun
 - availability of suitable programmes
 - parents feeling guilty for taking time off to take part
 - poor body image, lack of self-esteem and confidence; and
- disabled people:
 - cost and availability of suitable equipment and facilities (e.g. wheelchairs)
 - lack of suitable opportunities and activities.

Project description

These factors led to the development of “Pick Up Basketball” and the concept of “Pick Up Unified Basketball”. The programme incorporates learning from various programmes including Basketball England’s “Back to Basketball” programme and Trust Rugby’s “Clan Sessions”.

The programme was designed to address the need for recreational provision for adults. It was targeted at areas of deprivation linked to Twilight Basketball Sessions. There was a focus on getting the inactive or lapsed-active into regular, vigorous activity.

Progress and achievements

The project created 12-weekly recreational basketball sessions. Over time the aspiration is that they will operate on a sustainable pay-to-play model or attract local and self-directed (unified model only) investment. It is linked to local clubs and aims to develop a basic level of competence which allows participants to enjoy the game. Local Authorities are key partners.

³³ As reported by Basketball Scotland.

The organisations support the promotion of the sessions outwith the basketball community, and help sustain levels of activity beyond the pilot.

The Equalities and Inclusion investment (circa £50,000) helped to accelerate and extend the positive work delivering disability basketball. Over the past four years, since the inception of a 0.4 FTE post Basketball Scotland has seen a 600% growth in wheelchair basketball membership. An increase from one coach to service the sport to 46. Some 62% are registered disabled and one is registered transgender.

The post was initially funded in partnership with British Wheelchair Basketball and Scottish Disability Sport (through the Robertson Trust), and is now mainstreamed.

IZB is a unique game in which teams comprise both wheelchair users and ambulant players, who play at the same time on the same court. Unified Basketball is running basketball for both learning disabled and mainstream players.

Through existing partnerships including basketball clubs and the Active Schools network, Basketball Scotland supports schools, clubs and individuals to establish IZB taster sessions, training and competitions in their communities. Many of whom have already identified pressing demand for greater disability sport offerings. Its Club Development Managers also support clubs to integrate IZB into their offerings.

Progress and achievements

Strong progress against targets agreed with **sportscotland** has been made. All targets were exceeded.

Challenges

The main challenges were:

- tight timescales allowed little time for planning; and
- access to appropriate and qualified staff. Many were away competing.

What worked well

The aim aspects that worked well include:

- drawing on learning from existing programmes, including Basketball England's "Back to Basketball" programme and Trust Rugby' – not reinventing the wheel.



South Ayrshire Equalities and Inclusion Project

Overall summary

The project was a partnership between Scottish Handball Association, and Active Schools and Sports Development (South Ayrshire).

The project sought to provide increased opportunities for young

people to try handball.

Good progress has been made against targets agreed with **sportscotland**.

Indicator	Target	Actual achieved to date	% Achieved to date
Engage with pupils	2,500	1,341	54%
Engage with 26 schools (21 Primary schools/ 5 Secondary Schools)	26	24	92%
Create one new club in targeted area	1	1	100%

Source: Scottish Handball End Point Monitoring Report.

Introduction

Scottish Handball Association achieved the Preliminary level of the Equality Standard for Sport in April 2017. Its Equality Action Plan identified areas for development based upon the evidence from an Equality Standard audit. A target area was to increase participation among the inactive, including those living in areas of deprivation.

The main barriers identified to participation in handball include:

- transport to and from activities and programmes;
- cost of participating in activities;
- uncertainties around not knowing coaching staff or other programme participants;
- lack of parental support and involvement; and

- lack of motivation

Project description

The project piloted the concept of handball as a mechanism to engage young people in identified SIMD deciles 1-3 areas in South Ayrshire. It provided a comprehensive support package for schools and communities to deliver handball.

The project was carried out in partnership with Active Schools and Sports Development in South Ayrshire. It sought to provide increased opportunities for young people to try handball.

Scottish Handball Association worked directly with the Attainment Challenge and satellite schools within South Ayrshire. This allowed the project to effectively target the most disadvantaged children in the Authority. Parent and child sessions were introduced as a way to encourage parental involvement, promote basic skills for play out with the school day, and to inspire the inactive to become active.

Support for children within areas of deprivation was provided through increased opportunities within school. This included targeted support to attend Active Schools extra-curricular activities and new club/community opportunities locally. Barriers to participation were identified following extensive consultation and appropriate measures were taken to overcome these. The project prioritised girls participation as this was also identified as an area for development within its Equality Action Plan.

Progress and achievements

Good progress has been made against targets agreed with **sportscotland**. Key figures include:

- 1,341 pupils engaged – including 363 pupils who live in a datazones that is in the worst 20% datazones in Scotland;
- 24 schools engaged; and
- one new handball club established.

What worked well

The aspects which worked well include:

- offering opportunities for young people to gain qualifications as part of their wider learning experience;
- engaging with school and community learning and development partners;
- delivering programmes within communities where young people live has made access easier; and
- using coaches who are already known to the young people and where trust and relationships have already been established.

The main lessons learned include:

- schools find it difficult to engage parents in areas of high deprivation. Handball programmes have been effective at engaging parents which makes it easier to engage young people;
- Scottish Handball Association has some examples where it has found it difficult to engage young people directly. It is more effective to establish partnerships with organisations who have already established trust and relationships with young people. An example of this is a Lochside Youth Club in Ayrshire (see case study below);
- delivering programmes to established groups of young people where relationships have already formed. This reduces the level of uncertainty associated with taking part in a new activity;
- a flexible approach may have to be adopted when dealing with challenging behaviour. Sticking to rigid coaching and development programmes can be off-putting for many young people; and
- delivering activity sessions within a secondary school environment for children in Primary 6 and 7 can assist them make a successful transition between primary and secondary education. The pupils become more familiar with the people and place prior to moving to secondary school.

Ayrshire Handball Case Study: Lochside is an area that sits on the east side of Ayr. The area is one of the most deprived in Ayr with higher than average Jobseekers Allowance claimants. The proportion of the working age population who are employment deprived and claiming key benefits is more than double the national average. Life expectancy is almost four years less than the national average for both males and females and crime rates are more than double the national average.

The high levels of deprivation also lead to higher levels of inactivity and lower levels of participation in sport. In order to help combat this, Lochside Primary School has been allocated its own dedicated Active School Co-ordinator whose role is to promote participation in sport and physical activity. It was through the Active Schools programme that the sport of handball was initially introduced within the primary school environment.

A club was then set up within the local high school in order to provide a pathway for children to progress from school based participation. Children from P6 and P7 were targeted and in particular girls who were not engaged in any other form of sport or physical activity.

In order to better engage with young people within the community, Chris Kerr (coach) made contact with the local youth club who were based in the Lochside Community Centre, located close to the primary school.

Chris was already known to the children through activities within the primary school, a relationship already existed and he was able to engage more effectively with children who were attending the youth club. The existence of a relationship with the coach also helped to reduce the level of uncertainty that some children experience when trying out an activity or joining a club for the first time. The programme lasted for 6 weeks and involved up to 20 girls participating at any one time. After the programme came to an end, 5 of the girls then made the progression to participating at the handball local club.

One of the ingredients to the success of the programme was that the children already knew each other from school and the youth club. This meant that there was a real social element to coming along to the handball sessions and this helped to reduce any anxiety or barriers that the children may have had to coming along for the first time. Another ingredient to success was that the sessions were less rigid and structured than normal coaching sessions. The young people were just allowed to play.

There were a number of beneficial outcomes for the young people who attended the programme and included:

- improved focus and willingness to learn;
- increased confidence and communication skills;
- improved ability to focus on learning, building relationships and developing team work;
- supported the smooth transition from primary to secondary school; and
- increased engagement with parents in relation to volunteering and coaching opportunities.

“The kids opened up and let themselves be open to learning. They allowed themselves to become vulnerable and barriers to learning were dropped”.



UK Disability Inclusion Training Project

Overall summary

The investment was used to roll out the delivery of the Disability Inclusion Training programme to practitioners across Scotland. The programme sought to build capacity, and increase confidence and competence among the education sector.

Strong progress against targets agreed with **sportscotland** was achieved. Both targets were exceeded.

Indicator	Target	Actual achieved	% Achieved
Workshops successfully delivered to the education sector	20	24	120%
Number of programme participants	280	344	123%

Source: SDS End of Project Monitoring Data, and consultations with SDS.

Introduction

Scottish Disability Sport (SDS) is the Scottish governing and co-coordinating body of all sports for children, athletes and players of all ages and abilities with a physical, sensory or learning disability. SDS' vision is to develop opportunities and improve performance in disability sport for children, athletes and players with a physical, sensory or learning disability in Scotland. It also contributes to UK and international initiatives.

SDS published a national strategy which directs the work of the Association through to 2017 and beyond. SDS lists its major partners as **sportscotland**, Scotland's Governing Bodies of Sport, Local Authorities, and voluntary organisations concerned with disability.

SDS has 13 branches covering most of Scotland, reaching from the Highlands in the north to the Scottish Borders and Dumfries and Galloway in the south. SDS has a dedicated staff team, Regional Managers, and a significant base of committed volunteers and members. All play a major part in the running of the Association.

SDS' members have featured prominently in GB teams that have been hugely successful in past Summer Paralympic Games. Scottish wheelchair curlers also made a major impact for Great Britain in the Winter Paralympic Games in Sochi 2014 with a bronze medal.

SDS has developed a four-year strategy 2017-2021, where Coaching, Education and Learning is one of five key areas. An outcome related to this priority is to support disability inclusion training within the tertiary and education sectors.

Project description

The investment was used to roll out the delivery of the Disability Inclusion Training programme to practitioners across Scotland. The programme sought to build capacity, and increase confidence and competence among the education sector.



The main objectives were to:

- improve the quality of PE provision for disabled children and their non-disabled peers. To be achieved through the development and delivery of an inclusive teacher training programme;
- give more disabled children a positive and inclusive experience of PE and school sport. Thereby inspiring and encouraging the next generation of young disabled people to lead full and active lifestyles through physical activity and sport;
- provide opportunities for teachers to become more confident and competent;
- develop and deliver resources for the education sector specifically with reference to learners:
 - with severe and complex needs
 - on the autism spectrum
 - attending early years establishments; and
- develop and deliver a Disability Inclusion Training course appropriate to the needs of senior pupils.

Some of the barriers to participation identified for disabled people include:

- negative attitude of coaches, clubs, participants, volunteers towards engaging disabled people;
- perceptions about the ability of disabled people to participate;
- lack of suitable facilities and equipment that can easily be adapted (if necessary);
- the low levels of confidence, skill, knowledge and understanding of how to engage disabled people; and
- the high cost of equipment can also act as a barrier.

SDS see the project as being fundamental to building, improving and sustaining capacity and capability within SGBs, clubs, coaches, volunteers and participants. This has been with a view to ensuring the effective engagement with, and delivery of opportunities for disabled young people.

The programme sought to:

- recognise the influence that perceptions and experience have on interactions and our expectations of others;
- recognise different communication styles;
- identify appropriate disability-specific terminology;
- articulate the principles of the Equity Act 2010 and identify the key aspects of legislation which relate to different roles;
- recognise specific barriers to participation and consider ways in which any challenges can be addressed and potentially overcome;
- identify the participation opportunities within disability sport;
- know where to go to for further information; and
- recognise how to influence (even change) practices, and facilitate inclusion.

Progress and achievements

Strong progress against targets agreed with **sportscotland** was achieved. Both targets were exceeded:

- 24 workshops delivered to the Education sector; and
- 344 individuals took part in workshops.

What worked well

From the course evaluations carried out by SDS, the following were identified as working well:

- the programme was effective at increasing the confidence of participants in terms of coaching and supporting disabled people;
- the programme content was felt to be highly relevant to the participants role;
- the high quality of the tutors who delivered the programme; and
- all participants felt that the training would help them make improvements in creating opportunities for disabled people to take part in sport and physical activity.

Key lessons and insights were identified by course participants who completed the course in 2017/18. This included:

- Training Effectiveness. As in previous years, virtually all respondents thought their training had been fairly/very effective (98%). This included 68% who rated it as very effective. This was higher than in most previous years. Of those respondents who attended the University of Edinburgh students' course, 99% thought it fairly or very effective, including 77% who found it very effective;



- **Confidence and Competence.** As a result of the training, virtually all considered themselves to be average or good in terms of both their confidence (98%) and competence (96%) in delivering opportunities to disabled young people. A third rated both their confidence and competence as good. A similarly high proportion of the University of Edinburgh students thought themselves average or good, with about one-third rating themselves good in confidence (32%) and competence (31%);
- **Applying Course Content.** Almost all (91%) had used the theory of inclusion principles; 87% had used the STEP (Space, Time, Equipment, People) practical elements of adapted games and inclusion techniques; and 84% had used the participant handbook or handout resources since their course. These were similar to the proportions in 2014/15 and 2013/14, and represent an increase compared with earlier years. Similar proportions of the University of Edinburgh students had used the theory/STEP (90%) and resources (88%) elements of the course;
- **Learning Outcomes.** Over one-third (36%) identified inclusion techniques as their most useful learning outcome, and 28% identified adapted techniques, equipment and games. These were also the two most popular learning outcomes in previous years. One-third of the Edinburgh University students found inclusion techniques to be their most useful learning outcome. This was closely followed by adapted techniques, equipment and games (29%) and STEP (27%);
- **Teaching Impact.** It was impressive that for those where the question was relevant all but one (99%) reported that the training had had an impact on their teaching. This was an increase on the proportions in 2014/15 (84%) and previous years. All the University of Edinburgh students reported that the course had an impact on their teaching;
- **Sharing with Colleagues.** Some 62% reported that they shared their learning with other students or workplace colleagues. This proportion was lower than about three-quarters of those in previous years. Many of the current respondents, however, were students who had had more limited opportunities so far to share their learning. Hence 58% of the University of Edinburgh students reported that they had shared their learning;

- **High Standards.** As in previous years, respondents were very positive about the quality of the courses. Descriptions such as “very good”, “informative”, “very practical” and “enjoyable” were typical. Half (52%) of those making comments emphasised that the course was good/useful/enjoyable; 22% of the comments were that it was well run/presented; and 15% that it was informative/enlightening. Over half (53%) of the University of Edinburgh students who volunteered comments described their course as good/useful/enjoyable;
- **Earlier Courses.** In the above, respondents’ views had largely remained at a high level compared with the assessments of participants in similar courses held in recent years;
- **Initial Teacher Training.** It was clear from respondents that their teacher training had been inadequate in addressing inclusion and physical education. All undergraduate teacher training courses, primary and secondary, should include disability inclusion training; and
- **Online Support.** The use of online materials is regarded as beneficial for the teacher and learning support staff, and as an additional resource tool that can be readily accessed to improve practice and delivery. This provision requires continuing development with an increase in sport-specific and disability-specific advice. This includes the development of higher-level content, and for it to be made more readily available through relevant websites.

“The only area of negativity I have is, we need more of this within our programmes. However, this is simply not possible due to time constraints and timetables. And this leaves me, as a programme leader, to look for more time across the five-year programme. I can only hope that the SDS training can be part of the Masters in Education and PGDE programmes for future years”.

Mark Breslin, University of Glasgow Lecturer in Physical Education, Health and Well-being; Programme Leader for MEd Years 1 & 2.

UK Disability Inclusion Training Case Study 2017/18

It was after volunteering at Salters Gate Primary School that Kirsty, as a year 4 student at school, developed her passion for working alongside children with disabilities and complex needs. This passion was encouraged during the PE Inclusion Training at the University of Edinburgh. The two sessions involved a range of PE activities including – warmups, run, jump and throw activities, football, basketball, rounders and how to make activities inclusive. The students were also introduced to the Sports Inclusion Model and STEP, a method of adaptation and modification.

Students including Kirsty were able to see exactly how these sports can be adapted and modified in order to fully include all within a physical education, physical activity and/or sports setting. During the training, Colette Martin (a wheelchair-user athlete and basketball player) provided a personal perspective on PE and sport. This was very interesting for the students attending the training to gain a real insight into how they can make a difference to a young person in PE. Furthermore, students completed 5 online modules including: introducing inclusive education; applying in practice; effective communication; pathways in sport; and a final reflection.

Impact

The impact of the Disability Inclusive Training carried out by SDS enables participants to receive a visual representation of exactly how to ensure inclusion is in all areas of PE. The online models give the students, including Kirsty, support in ways which they could modify and adapt an activity to meet the needs of children with a disability. Also, the training allowed students the opportunity to put into practice what they have previously learnt in lectures and models. Hence when teaching and a pupil with a disability, for example, who is visually impaired or in a wheelchair in their class, they will be able to adapt the activities. The students will receive another training day in their final year at University.

The combination of volunteering and the PE Inclusion Training inspired Kirsty to contact Scottish Disability Sport to ask about the potential of carrying out her 6 week student placement within the organisation. Kirsty has now successfully completed her student placement with Scottish Disability Sport. She proved to be an invaluable asset to the organisation in her short 6 week period. She undertook research with young people, parents and support workers attending parasport festivals and Sportshall Athletics. The research demonstrated the physical, psychological and social benefits of sport.

Following on the successful placement, Kirsty has now volunteered to attend the SDS Summer Camp in July 2018 as a volunteer leader. Again she will be a valuable asset to the Summer Camp team. The Disability Inclusion Training was one of the pieces of the jigsaw to continue to motivate Kirsty, a student at the University of Edinburgh to support young people with a disability and build knowledge to ensure the next generation of PE teachers are even more inclusive in word and deed.



She Rallies Project

Overall summary

The investment received by Tennis Scotland was invested in a programme called “She Rallies”. This project is an initiative to attract more girls and women to take part in tennis.

In particular it is focused on providing a safe environment to encourage more women to become tennis activators and coaches. The programme runs throughout Scotland and seeks to accelerate the number of trained She Rallies ambassadors through a series of targeted regional training events. The programme ambassador is Judy Murray OBE.

Good progress against targets agreed with **sportscotland** has been made. The project is still in its delivery phase, and further progress will be made over the coming months.

Indicator	Target	Actual achieved to date	% Achieved to date
Train 250 new activators	250	305	122%
Activators to register a delivery plan on SheRallies.com	110	103	94%
Introduce girls to tennis	1,700	No data provided	-
New ambassadors	5	5	100%

Source: End of Project Monitoring Data, and consultations with Tennis Scotland

Note: A survey of activators to capture data on participants is planned. This has been delayed as the LTA plan to undertake a similar survey.

Introduction

Tennis Scotland is the governing body for tennis in Scotland. It works closely with the Lawn Tennis Association (LTA) and **sportscotland** to develop the sport across the country. This includes from grassroots in clubs, schools and parks, through to providing the best coaching and facilities for the next generation of Scottish tennis stars.

Tennis Scotland’s Equality Action Plan highlights three clear priority target groups for the sport: women and girls, ethnic minorities, and disabled people.

She Rallies focuses on women and girls – participants, coaches and volunteers.
Some of the barriers to participation identified for women and girls include:

- awareness of facilities and programmes;
- perception of tennis clubs;
- tennis clubs not welcoming; and
- cost of participation.

Project description

She Rallies is an existing programme. It was launched in 2017 by British Tennis. It is delivered across England, Scotland and Wales.



There are 26 ambassadors delivering the programme. Three are in Scotland. A Scottish launch event took place in May 2017 with 45 activators trained in various elements of the programme. The She Rallies ambassadors provide training and equipment to women (activators) from both tennis and non-tennis backgrounds. This is with a view to empowering them to give more girls the opportunity to play tennis locally.

Partnering with the LTA, She Rallies has been created to strengthen and grow the female workforce. The ultimate goal is to attract and retain more women and girls in tennis. This is achieved through establishing a group of female ambassadors who have been trained by Judy Murray and the national She Rallies team to deliver the four programme areas within She Rallies. This includes Lil Miss-Hits for girls aged 5-8, Teen Girls Starter Tennis, how to run Girls Fun Days and delivering Recreational Competition.

The aim is to accelerate the delivery and profile of She Rallies in Scotland through the delivery of 10 (two per Tennis Scotland region) She Rallies Regional Training Days. Plus the recruitment of two new ambassadors to join its existing three ambassadors, ensuring delivery across Scotland.

She Rallies aims to empower and expand Tennis Scotland's female workforce across Scotland.

This is achieved through training existing leaders from non-tennis groups. This includes youth clubs, faith group teachers, and mums to deliver tennis within their groups.



It also encourages existing female tennis coaches and volunteers to deliver the programme within their current setting, and link with local community organisations to deliver elements of She Rallies.



Progress and achievements

What activities were delivered:

- five ambassadors have been trained and are continuing their delivery across Scotland:
 - North of Scotland (H&I, NE): Maggie Campbell
 - Central, Tayside & Fife: Fiona Bennie
 - West: Shona Ross
 - East: Mel Benson
 - Borders: Kate Bull;
- the following regional training days have been delivered to date. Each covered two of the four courses which make up the She Rallies programme:
 - Jordanhill School, Glasgow

- Inverness Leisure
 - David Lloyd Dundee
 - Westburn Tennis Centre Aberdeen: September
 - Ayr Academy, South Ayrshire
 - Craigholme School, Glasgow
 - Edinburgh University, Edinburgh
 - Gordounston, Moray: October; and
- local Training Days and Activator Engagement - the target of 250 activators trained has been exceeded. Some 419 individuals attended 20 training courses. A total of 305 unique Activators have been trained. A 2018 National Training day with Judy Murray was delivered on 8th June in Galashiels. The Scottish Borders was selected as the LTA asked Tennis Scotland to deliver an event that could also be promoted to the North of England. It will also provide a boost to the programme in the Scottish Borders.

Having generated a significant amount of interest and a trained workforce, the current focus is for the newly trained activators to deliver training courses to young girls and teenagers. Having two additional ambassadors will enable Tennis Scotland to reach a much larger audience and to support these activators more effectively.

The vision is that this third intervention is the bottom of a cascading model from national to regional to local. It will be the point at which Tennis Scotland looks to engage girls in tennis who previously had not thought it was an option for them in a safe and engaging way. The priority in the first year has been the growth of the activator workforce itself. The final tier now has a focus on working directly with young girls and teenagers.

A total of 103 activators have submitted a delivery plan to Tennis Scotland through its website, and claimed a free equipment pack as part of the programme. The delivery plans set out details of where and when tennis will be delivered. The expectation is that the target of 110 activators submitting a delivery plan will be exceeded.

Challenges

The main challenge has been:

- delays to the planned survey of activators to capture data on participants. This has been delayed as the LTA plan to undertake a similar survey. As such, Tennis Scotland does not have data on the actual number of girls' participating in the programme. The survey will be undertaken shortly.

What worked well

The main aspects that worked well include:

- Judy Murray's involvement raised the profile, helped to build awareness, and attract media attention. It also provided the programme with energy;
- the use of role models to engage and develop awareness and build capacity;
- the motivators allow tennis to reach a much wider audience; and
- it has had broad appeal and communicates a compelling message to women.

Key lessons learned include:

- to change behaviors that leads to meaningful action, there is a need to mentor coaches and volunteers not just provide training. Ongoing development is required in support of continuous improvement; and
- programmes and activities need to be much more specific and targeted to achieve desired outcomes. Generic programmes and activities cannot meet the needs of individuals and particular target groups.

Future plans

The programme is ongoing. Throughout the remainder of 2018 Ambassadors will place more focus on follow up support and mentoring for activators following their training. This is with a view to encouraging them to submit delivery plans, and to support their actual delivery of the programme.



Schools Indoor League, Recreational Rowing Activity, Youth Leader Training (Firhill), and Adaptive Rowing Programme

Overall Summary

The investment³⁴ was used by Scottish Rowing to support three programmes of activity: The Firhill Project (inactive young people), Adaptive Rowing Programme (disabled adults), and Indoor Rowing Project (young people).

Strong progress against all targets agreed with **sportscotland** has been made. All targets have been exceeded.

Indicator	Target	Actual achieved	% Achieved
Increase participation of young people in rowing. (Indoor Rowing Project)	900	1,307	145%
Increase participation of young people from SIMD backgrounds in rowing and develop personal skills.(Firhill Project)	60	157	261%
More people with disabilities taking part in rowing and developing their physical and mental well being	25	86	344%

Source: Scottish Rowing End of Project Monitoring Data and consultations with Scottish Rowing.

Project descriptions

The Firhill Project aimed to empower inactive young people. In particular, it aimed to open the sport up to those who may never have accessed rowing before. Scottish Rowing worked with disadvantaged, inactive young people from the North and North East of Glasgow to help them realise their potential. Once a strong foundation of rowing activity is established, Scottish Rowing hoped to expand their transferable skills. This included working on employability, sports leaders UK qualifications, enterprise, health, and wellbeing.

³⁴ Transitional Support.

The Firhill Project gives young people opportunities to guide the activities they will take part in. This youth-led approach draws on collective strengths and capacities. This means that young people are able to work as equals to achieve



constructive and positive change. This approach is about young people being included in the planning, delivery and review of activities.

The project also offers young people aged 15+ access to Sports Leaders UK qualifications and leadership/enterprise awards.

The [Adaptive Rowing Programme](#) aimed to increase participation in disability rowing.



Based at Strathclyde Park and working with Help for Heroes, the programme provides opportunities for disabled people. This includes training on and off the water. For example: rowing based land training, rowing on the water, and opportunities to build wellbeing and self-esteem through sport.

Over the last year the sessions have gone from strength to strength. They are now an integral part of the Rolling Recovery Programme. This is delivered by the Personnel Recovery Centre. Individuals travel from across the central belt to attend.



Scottish Rowing has also seen an increase in the number of veterans engaging with the programme. Some individuals complete a three-hour round trip twice a week to take part.

The aim of the [Indoor Rowing Project](#) was to widen access to the sport of rowing. Its primary target is young people. It engaged with schools to provide a way for people regardless of economic background to take part.



The project is a virtual league whereby pupils take part in a series of rounds. Schools are rewarded for participation as well as results. This year Scottish Rowing is working in partnership with the GB Rowing Team START coach to add a talent ID element to the programme.

Up until this year Scottish Rowing tracked age/sex of participants. In 2018, it will add SIMD measures using schools' postcodes and proportion of free school meals as indicators.

Progress and achievements

All targets were exceeded:

- 1,307 young people in rowing. (Indoor Rowing Project)
- 157 young people from SIMD backgrounds involved in rowing and develop personal skills (Firhill Project); and
- 86 disabled people taking part in rowing and developing their physical and mental wellbeing.