**Impact Awards**

Category- Projects aimed at diversifying the workforce focusing

on the following key outcomes;

* Physical wellbeing
* Mental wellbeing
* Individual Development

**Project- To develop a Coaching Pathway Programme for people with learning difficulties in partnership with Sport for Confidence**

Our ‘Coaching Pathway’ programme is developed based on the unique Occupational Therapy approach to skill acquisition. This programme enables occupational engagement and performance, with outcomes measured in relation to:

• individual satisfaction;

• engagement in the programme;

• achievement of goals;

• an individual’s health and wellbeing.

The overall aim of the programme is to provide individuals with the opportunity to develop and practice life skills which are also associated with sports coaching, instructing and leadership. The approach to learning these skills focuses on developing a personalised pathway for each individual to

achieve goals which are then transferrable into other areas of their life. This holistic approach then considers how they may then be able to progress into vocational roles related to sport, leisure, fitness and physical activity.

The initial pilot engaged 10 individuals at Basildon Sporting Village over an 8-10 week period. During this process 2 transitioned into sustainable employment whilst the rest of the group worked on life skills to enhance their ability to deliver to others, received Inclusive Community Training, and developed a greater understanding of how to work with their peers. With an improved level of confidence they sort delivery roles in both a volunteer and paid capacity.

In this pilot group we had two individuals that were fantastic role

models; **Paul** and **Claire** (different names given on request

of participants). **Paul** is 23 years old and has been diagnosed with

Asperger’s Syndrome. He set himself 4 goals;

• To develop my Coaching Skills

• To become a better Coach

• To reduce my weaknesses

• To adapt an activity in 3 different ways

The sessions were then planned in response to Paul’s goals and he was given the task of offering suggestions for adapting activities/ drills each week. He was asked to review his performance each week by giving examples of his strengths whilst also identifying area to work on. These conversations were then also related to how he could use these strengths outside of the sessions with relations to his employability. He also took the step of volunteering at 4 additional Sport for Confidence sessions to have opportunities to practice his skills and gain confidence in his ability to coach.

Following the pilot Paul now coaches part-time on a paid basis and has recently started a coaching apprenticeship with Coach Core working with Sport for Confidence.

**Claire** is 24 years old and has a diagnosis of Cerebral Palsy. Her goals were as follows;

• To plan and lead a Boccia match in a school

• To improve my confidence in talking to teachers

Each week Claire was asked to practice speaking up in front of the rest of the group and was set the task of preparing a Boccia session which would be fun for children. Claire designed the session and then practiced delivering it within the group setting requesting peer feedback. She continued to volunteer weekly but was given additional skills to practice e.g. managing a more challenging group and adopting a referee role in a multi sports session to develop her skills in assertive behaviour. The Occupational Therapist supported Claire to email a local primary school and offer a guest session. She engaged in email correspondence with the school and has been successful in being invited in to work with a class. Claire’s confidence throughout the programme has grown significantly and she has now taken on the role as an ambassador for disability sport in Essex – Essex All Together campaign.

Due to the success of the pilot this has now been rolled out in Hadleigh at the training centre and is being built into their timetable twice a year. Our next steps are to deliver this at Witham Leisure Centre in the Braintree District.

The following video captures the project through the eye of the participant this video was created by UK Coaching- <https://www.youtube.com/watch?v=7MzayEqa4-s>

We also have the following video created by UK Coaching explaining the partnership approach to the work with Sport for Confidence- <https://www.youtube.com/watch?v=YbPwbWgpC6I>

More information on all the fantastic work Sport for Confidence are delivering can be found on their website <http://www.sportforconfidence.com/>