



# Nclude

## Tackling inactivity by diversifying the workforce



It's estimated that in Buckinghamshire over 7,500 people aged 18 to 64 years have a learning disability (Pansi data, April 2017). This is the largest single disability group in the county and whilst there isn't currently participation data specifically for this group, research does show that those with a disability are 14% less active than those without a disability (Active Lives Survey 2015/16, 150 minutes).

Nclude, is the delivery vehicle of TalkBack - a local charity which provides activities to 160 adults who have a wide range of learning difficulties. Activities vary from arts and crafts to day trips and work experience opportunities.

Everything Nclude provide is been shaped by the voices of its members, and through consultation Nclude staff discovered a huge demand for active opportunities.

The team at Nclude wanted to provide these opportunities, but weren't sure where to start, particularly around the location to hold activities and would deliver them.

Operations Manager Helen Krauze attended the Leap Disability Summit in March 2017 and discovered that Nclude were not alone as an organisation trying to help adults with a disability to become more active.

“There are a lot of barriers for people with autism and learning disabilities.

Most of the guys here need some kind of support at all times.

They need support to access doing any kind of sport outside of what we do.

”

**Helen Krauze, Operations Manager - Nclude**

## Understanding the audience

Leap highlighted that a workforce which truly understands its participants is key to engaging, motivating and inspiring people to be more active and that the Nclude staff were in fact best placed to meet the needs of it's members.

In parallel with building the partnership with Nclude, Leap joined forces with the local county council and commissioned Bucks New University to carry out research to identify the barriers and motivators of Nclude members in relation to physical activity.

Key themes which emerged from the research were fear of judgement, the word sport and the desire to have fun.

Nclude had trialled some activity sessions, but the sessions were costly to run, so the partnership with Leap set out to improve the offer and to save money by diversifying the workforce.

Participants  
attending 3  
weekly  
sessions

47

85%  
Participants  
classed as inactive  
at the start of the  
sessions

£5,000  
External  
savings per  
annum

7 People  
trained to  
deliver physical  
activity

(5 Nclude staff and 2  
members)

## Coach centred support

Nclude staff and members applied to the Leap Coaching Development Programme and a customised programme of support was developed to help them become the best deliverers that they could be. This support included the following;

- Induction evening to meet other coaches from other sports and backgrounds
- Access to 10 hours of group mentoring to develop together, reduce their fears and establish their own community of practice
- Access to 8 hours of bespoke training meeting their individual needs delivered by 'Innotme Inclusion'
- Access to wider Leap training for free such as the Transferable Games workshop
- A coaching review session where they could connect with other coaches
- Leap site visits/observations
- Celebration and review event

## Organisational impact on Nclude

Increased confidence to deliver activity sessions – Individual Development

Increased competence to manage and engage the group with a variety of inclusive games – Individual Development

Greater understanding how to deliver inclusive sessions meeting the needs of their members – Physical & Mental Wellbeing

Learnt new creative ways as a group to deliver to their members in other opportunities they provide – Social & Community Development

Increased desire to get better and offer more sessions - Individual Development

“ Luke has always needed 1:1 support and has some challenging behaviours but in sport he needs very little support and has made great progress. ”

Helen Krauze, Operations Manager, Nclude

## Innovative practice

One of the greatest benefits to Nclude upskilling their own staff is that they understand their participants and with them can build a long term vision of physical activity listening to their feedback and refining delivery accordingly.

Access to Leap training workshops, connecting with each other as a group and being supported by an expert has provided them with the skills to think outside the box and deliver innovative sessions such as seated volleyball with a beach ball and tennis with weighted balloons and with adapted fabric racquets.

## Evidence of sustainability and organisational growth

Nclude are not only embedding physical activity into the weekly schedule of its members but are already planning to sustain it for the long term. By training their own staff to deliver these sessions they will over the course of the year make organisational savings of approximately £5000 per annum enabling them to set up additional sessions in the future.

With the right staff in place and the demand from the members high to access more active opportunities the Nclude project looks set to go from strength to strength.