



**DEVELOPMENT PLAN**  
**April 2020 – March 2023**

**REGISTERED CHARITY NUMBER:**  
**SC051529**

## **Branch Overview**

### **Introduction and Aim:**

Disability Sport Glasgow (SCIO) is a charitable body dedicated to giving people with a disability an opportunity to take part in regular sport and physical activity to achieve and maintain healthy and active lifestyles. Disability Sport Glasgow (SCIO) is the regional branch of Scottish Disability Sport (SDS), who coordinates Disability Sport across Scotland. Disability Sport Glasgow (SCIO) works in collaboration with Glasgow City Council, Glasgow Life, Argyll and Bute Council, West Dunbartonshire Council, Renfrewshire Council, East Dunbartonshire Council, Inverclyde Council, East Renfrewshire Council, Scottish Disability Sport and **sportscotland**

This document shows the plan being created by the branch to map out its vision, mission and the work it intends to do over the next 3 years to work towards this.

### **Vision and Mission**

Disability Sport Glasgow (SCIO) have come up with the following Vision and Mission to underpin all activities carried out by the Branch. This page sets out those statements

#### **Vision**

The suggestions presented at the meeting were:

- 1. Empower and lead inclusive sport to improve the lives of people with a physical, sensory and learning disabilities in Glasgow and the West.***

#### **Mission**

The suggestions presented at the meeting were:

- 1. Create and support sustainable opportunities in inclusive sport through:***
  - a. Empowering and enabling partners***
  - b. Influencing behaviours and attitudes***
  - c. Promoting and sharing best practice***
  - d. Developing sporting pathways for recreation and competition***

### **About Disability Sport Glasgow (SCIO) (DSG)**

The Branch will support the development of opportunities to engage, participate, progress and perform in sport and physical activity across the following key focus areas:

- Identify and engage with participants with a disability and support opportunities to take part
- To support regional and SDS (national) pathways that enable people with a disability to progress and perform
- To continue to develop, support and mentor the deliverers within the Disability Sport Network
- To have strong governance and a clear plan for communication and raising the profile of disability sport

The Branch is the regional SDS membership body that meets bi-monthly to co-ordinate and deliver regional opportunities, events and teams for local and national competitions for the local authority areas of Glasgow City, Argyll and Bute, West Dunbartonshire, Renfrewshire, East Dunbartonshire, Inverclyde and East Renfrewshire.

The Branch works with the national body for disability sport, Scottish Disability Sport (SDS), towards achieving the Minimum Operating Requirements (MORs) to ensure good governance. These are reviewed by SDS every three years to ensure branches are working at a minimum level set by SDS and continue to follow good practice. Disability Sport Glasgow (SCIO) was awarded its most recent MOR by SDS in August 2017 and will be aiming for reaccreditation in September 2021. By achieving the SDS MOR it confirms that Disability Sport Glasgow (SCIO) has the correct procedures and policies and follows best practice in the areas of governance, child and vulnerable adult protection, sports development, education and training and communication with their members.

### **Disability Sport Glasgow (SCIO) Partners Are:**

As part of this review process, the branch has identified the following as key partners to engage with in both the planning and delivery of this plan (please note that the branch also works with other partners so this is not an exhaustive list):

- **Glasgow Life**
- **Glasgow Active Schools**
- **West of Scotland Federation of Swimming Clubs for People with a Disability**
- **SportEd**
- **Scottish Disability Sport**
- **City of Glasgow College**
- **RNIB**
- **The Advisory Group (TAG)**
- **Scottish Association for Mental Health (SAMH)**

**Disability Sport Glasgow (SCIO) Members Are:**

The branch also has a number of Club members who affiliate directly to the branch. The current list of members are:

***Club Members***

- City of Glasgow Seals
- Temple Swimming Club
- Cunninghame Action Club
- Clyde Valley Beavers Disabled Sports Club
- Glasgow Eagles
- West of Scotland Disability Sport
- Red Star Athletics
- Victoria Park Athletic Club
- Glasgow Disability Tennis Club
- Goalball
- Port Glasgow Otters
- The Sporting Aces
- Paisley Piranhas
- City of Glasgow Basketball (Inclusion Section)
- Glasgow Wheelchair Rugby

### **Disability Sport Glasgow (SCIO) Branch Structure**

To support the development and delivery of the plan, Disability Sport Glasgow (SCIO) currently have the following committee structure with the following roles identified to best utilise committee member's experience and expertise. These roles are only a guide, members may play one or more roles and can change due to individual's commitments or changes outside the branch.

<b>BRANCH ROLE</b>	<b>NAME</b>
Branch Co-ordinator	Nancy Peters
Chair	Robin Walker
Vice Chair	John Owens
Secretary	Irene Lochrin
Treasurer	Gary Humes
Child & Adult at Risk Officer	Gordon McCormack/Nancy Peters
Athlete Representative	Cahal Duffy
Club Representative	To be appointed
SDS Branch Contacts	Victoria Clark
SDS Regional Manager Central	To be appointed
Glasgow Active Schools	James Hemmingsley
Glasgow Life	Philip Peek
	Lori Ure

As part of this strategic plan, DSG are committed to reviewing the committee and working group structure to most effectively deliver the new plan and best utilise committee member's experience and expertise. Any change will require a transition over the period of this plan. The purpose of this plan is not to predetermine what the future committee and working group structure should be, but to simply commit to reviewing the structure of DSG once this strategic plan has been signed off so it can be positioned to best deliver the plan.

## **Branch Activities**

Currently, Disability Sport Glasgow (SCIO) is involved in delivering and supporting a number of activities in the area(s) of Glasgow City, Argyll and Bute, West Dunbartonshire, Renfrewshire, East Dunbartonshire, Inverclyde and East Renfrewshire. The following is a non-exhaustive list:

### **What do we do?**

- Competition support
- Facilitating – providing cost and knowledge resource to create platforms for participation and events
- Engaging and participating: about identifying and partnering with local clubs to enable them to provide opportunities to participate
- Support for clubs and events
- Sport opportunities for all disabilities
- Information about events / calendar / funding
- Umbrella organisation attempting to inform all what is on offer (Glasgow and West)
- Focal point (for disability sport across Glasgow and West)
- Opportunity to share, learn and collaborate
- Signposting for sport opportunities, partnerships
- Events calendar & supporting it
- Policy / insurance for clubs – shared responsibility
- Policy and procedure guidance
- Offer through membership - governance, PVG's
- Coach education

## **Branch Successes/Achievements**

Disability Sport Glasgow (SCIO) have had a number of success stories and achievements over the years, both in terms of successful athletes supported by DSG, but also in terms of supporting the development clubs, coaches and volunteers. Below is a summary of just some of the successes that the branch has delivered, either directly or indirectly, over the last eight months:

- Creation of DSG three-year development plan and associated financial budget
- Developed and agreed DSG Vision and Mission
- Funding from the following sources:
  - The Robertson Trust
  - Trefoil
  - East Coast Controls
  - The Youth & Philanthropy Initiative (St. Mungos Academy)
  - Crowdfunding
  - Persimmon Homes
  - Albert Hunt Trust
  - Sports Council for Glasgow
  - Glasgow Community Health & Wellbeing Fund
  - General fundraising donations (e.g. Amazon)
  - Glasgow Sport & Physical Activity Fund
  - Arnold Clark Community Fund
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- New co-ordinator appointed – increased visibility with affiliated clubs; networking with Sports Partners; supporting a number of sporting competitions within West of Scotland
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- Events & Opportunities:
  - West of Scotland Regional Swimming Championships;
  - West of Scotland Jubilee Swimming Gala
  - West of Scotland Schools Swimming Competition
  - West of Scotland Bowls Competition
  - West of Scotland Schools Boccia Competition
  - West of Scotland Athletics Competition
  - West of Scotland Equestrian
  - West Badminton Competition
  - Basketball development day
  - Get into Summer Programme
  - Schools Cross Country Championship Programme

- Governance
  - Revised policies & procedures
  - PVG updating
  - Return to Sport & Covid guidance documentation
  - SCIO application in progress
- Support, Education & Learning
  - Volunteer Development:
    - Safeguarding Course
    - Disability Inclusion Awareness
    - First Aid Course
    - Return to Sport
    - Covid Officer Training
  - Sign up to SAMH Mental Health charter
- Leadership & Communication
  - Website active
  - Affiliated club profiles created and live on DSG website
  - Calendar of events created and live on DSG website
  - Athlete profiles created and live on DSG website
  - Policy & Procedures live on DSG website
  - Facebook page created and live



## Disability Sport Glasgow (SCIO) Development Plan 2020-23

<b>Theme 1: Events &amp; Opportunities</b>						
<b>3 Year Target</b>	<b>Goal</b> (set annual targets and what they aim achieve)	<b>Timescales</b> (e.g. Year 1, Year 2, Year 3 etc.)	<b>Allocated Resource</b> (how much money are you allocating to this action)	<b>Lead</b> (name of person or group leading this action. Note: others should still help)	<b>Progress</b> (provide a short commentary on what work has been done to date to help achieve this target)	<b>Rating</b> R – Non Delivery A – Behind plan G – On track B - Completed
1. Increase number of DSG run regional events per year to 5 (swimming, bowls, football, boccia, basketball)					<p>The following events were not included in the original development plan but have naturally evolved as part of engagement with our partners and member clubs:</p> <p>2022 Progress Update:</p> <p>Three open cross country events – 21 October 2021; 25 November 2021; 24 February 2022</p> <p>DSG will support selection of Scotland West team attending National Cross Country event scheduled for 17 March 2022</p> <p>Red Star Athletics Championships held at Crown Point scheduled for June 2022</p> <p>DSG will support selection of athletics team for the following three events:</p> <p>SDS National Sportshall Athletics 3 March 2022</p>	

				<p>SDS National Junior Athletics 9 June 2022</p> <p>SDS National Senior Athletics 14 September 2022</p> <p>Cycling – number of events being scheduled through 2022 in the following disciplines:  Velodrome  Cycle cross  Track</p> <p>Equestrian – Regional &amp; Scottish Competition 24 May 2022</p> <p>Tennis – Regional Tennis Championships scheduled for July 2022  Scottish Tennis Championships scheduled for April 2022 and May 2022</p> <p>Badminton – Scottish Championships scheduled for 29 January 2022</p> <p>Ten Pin Bowling – Scottish Ten Pin Bowling Championships 27 February 2022</p> <p>Table Tennis – Scottish Table Tennis – 29 May 2022</p> <p>Gymnastics – Scottish Gymnastics scheduled for April 2022</p> <p>Sailing &amp; Kayaking – Scottish event on 30 July 2022</p> <p>Golf – Scottish Golf Championships – 28 June 2022</p> <p>Netball – Development day scheduled for September 2022</p>	
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	partnership with Schools and West of Scotland Federation of Swimming Clubs for People with a Disability			Swimming Clubs	<p>Jnr Swim Champs PD – November 2021          Snr Swim Champs PD – November 2021          Jnr Swim Champs LD – 24 November 2021          West of Scotland Regional Swimming Championships scheduled for – February 2022          SDS Snr PD – 24 April 2022          SDS Snr LD – 21 May 2022          SDS Jnr PD – 2 November 2022          West of Scotland Jubilee Competition scheduled for – 19 November 2022          SDS Jnr LD – 23 November 2022</p> <p>Supported 2019          Jnr Swim Champs PD          Jnr Swim Champs LD          Snr Swim Champs PD          Snr Swim Champs LD</p> <p>West of Scotland Jubilee Competition (Nov 2019)</p> <p>West of Scotland Regional Swimming Championships (Feb 2020)</p>	
	c. Introduce regional boccia competition	Y2		Madison SDS	<p>2022 Progress Update:          Glasgow &amp; West Schools Boccia Festival for Physical Disabilities scheduled for 14 March 2022          Schools competition scheduled for September 2022</p> <p>Supported school Competition 2019.          Looking at sourcing Club.          Encourage schools to set up after schools clubs</p>	
	d. DSG to lead delivery of regional school swimming competition	Y2		Nancy	<p>2022 Progress update:          Transition of ownership completed</p>	

					<p>Time Trials to be scheduled for September/October 2022</p> <p>Supported time trials 2019</p> <p>Transition ownership of event to DSG by November 2020</p>	
	<p>e. Introduce regional basketball competition (linked with school's basketball camps)</p> <p>f. Introduce Basketball Development Club</p>	<p>Y1</p> <p>Y2</p>		<p>Willie Cameron Partnership Glasgow Life/Scottish Basketball/SOSW/SDS</p>	<p>2022 Progress update: Scottish Basketball Development Day scheduled for October 2022</p> <p>Schools Wheelchair Basketball Festival scheduled – 21 February 2022</p> <p>Continuation of Basketball development in Eastwood Academy</p> <p>Development Day held December 2019</p> <p>Basketball Competition scheduled June 2020</p>	
<p>2. DSG to submit entrants to all SDS national competitions to provide pathways and opportunities for DSG athletes</p>	<p>a. DSG co-ordinate to lead branch entry process to ensure 100% attendance at all SDS national events</p>	<p>Y1</p> <p>Y2</p> <p>Y3</p>		<p>Nancy Peters</p> <p>Robin Walker</p>	<p>2022 Progress Update – refer above National Programme of events that DSG now co-ordinate for the West of Scotland</p> <p>SDS National Athletics Champs Grangemouth – August 2019</p> <p>SDS Schools LD &amp; PD National Swimming Championships – November 2019</p> <p>SDS Senior LD &amp; PD National Swimming Championships – April &amp; May 2020</p> <p>SDS Schools LD &amp; PD National Swimming Championships – November 2020</p>	

	b. DSG to increase number of entries for SDS football, athletics and swimming events by 2% each year	Y2 Y3			2022 Progress Update: Unable to establish Y1 numbers due to Covid. Baseline measure to be established by end of December 2022 (12 months of National events)  Y1 numbers to be established and used as baseline measure as at June 2020	
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Theme 2: Governance						
3 Year Target	Goal (set annual targets and what they aim achieve)	Timescales (e.g. Year 1, Year 2, Year 3 etc.)	Allocated Resource (how much money are you allocating to this action)	Lead (name of person or group leading this action. Note: others should still help)	Progress (provide a short commentary on what work has been done to date to help achieve this target)	Rating R – Non Delivery A – Behind plan G – On track B - Completed
1. DSG supports and develops disability clubs in Glasgow and West	a. Review affiliation procedure and paperwork	Y1			Tracking and affiliation form in place	
	b. All affiliated clubs are self-certifying and compliant with updated affiliation procedure	Y1			Confirmed in sign-off procedure and acceptance of membership to DSG	
	c. Support the development of new clubs and continue to support club development, changes and future sustainability in Glasgow and the West	Y2-3			<p>2022 Progress Update</p> <p>Supported affiliated clubs with Return to Sport following Covid Pandemic by:</p> <ol style="list-style-type: none"> <li>1) Provision of return to sport guidance and best practice</li> <li>2) Provision of Covid Officer job description and associated Health &amp; Safety Policies</li> <li>3) Access to SportScotland Covid Office training</li> <li>4) Access to First Aid training</li> <li>5) Disability Awareness training</li> </ol> <p>We encouraged a further three clubs in membership of DSG.</p> <p>Two trustees supporting two existing affiliated members going through change</p>	
2. DSG is fully compliant with SDS MORs and governance best practice	a. Encourage and raise awareness to DSG member clubs to take advantage of SDS Insurance	Y1			Two affiliated member clubs have signed up to SDS Insurance Communications issued during Fy19	
	b. Ensure Policy & Procedures updated as	Y1				

	appropriate and circulated to member clubs				2022 Progress Update – continue to actively review and updated existing and new policies: Updated Health & Safety post Covid  Completed – FY19: <ul style="list-style-type: none"> <li>• Safeguarding</li> <li>• Equality</li> <li>• GDPR</li> </ul>	
c.	Undertake a full review of DSG Constitution/Articles	Y1-2			2022 Progress Update – completed. 2021 DSG AGM approved transition to SCIO and EGM held in November 2021 approved new SCIO constitution SCIO application successful and new constitution approved by OSCR	
d.	Risk assessments are completed for all DSG run events and sessions	Y1 Y2 Y3			2022 Progress Update Process established and risk assessment forms being completed for DSG managed events	
e.	Risk assessments are reviewed annually	Y3			2022 Progress Update Process in place to commence reviews from 2023 following first year of active establishment of new process	
f.	DSG holds at least 4 quorate meetings per year	Y1 Y2 Y3			Attained	
g.	DSG meets all OSCR requirements and filing deadlines	Y1 Y2 Y3			Completed	
h.	DSG undertakes annual SDS health check (branch matrix) and applies recommendations	Y1 Y2 Y3			2022 Progress Update: Renewal of SDS MOR process commencing Feb 2022  SDS Healthcheck and Matrix completed Summer 2021	
i.	DSG submits for SDS MOR	Y3			2022 Progress Update:	



					Renewal of SDS MOR process commencing Feb 2022  Currently have MOR	
3. DSG increases revenue streams to provide financial security and increase delivery	a. DSG develops funding strategy to support three year development plan	Y1 Y2 Y3			2022 Progress update: Plan in places for Y2 & Y3 Work to be commenced toward end of Y2 to look at next three year development plan  Three year financial plan developed	
	b. DSG implements Reserve Policy	Y3			2022 Progress Update: At present Disability Sport Glasgow (SCIO) does not have a formal Reserves Policy We do not employ any staff, lease any premises or equipment. Currently within our accounts we operate Unrestricted and Restricted funds. The restricted fund relates to money given to Disability Sport Glasgow (SCIO) for a particular purpose and/or when we have entered an agreement which commits the organisation to a future spend the monies are set aside within a designated restricted fund to secure and track the monies.  To be re-considered post SCIO	

### Theme 3: Support, Education and Learning

3 Year Target	Goal (set annual targets and what they aim achieve)	Timescales (e.g. Year 1, Year 2, Year 3 etc.)	Allocated Resource (how much money are you allocating to this action)	Lead (name of person or group leading this action. Note: others should still help)	Progress (provide a short commentary on what work has been done to date to help achieve this target)	Rating R – Non Delivery A – Behind plan G – On track B - Completed
1. DSG better understands and responds to the needs of its members	a. DSG conducts annual training needs analysis of: a. Club Committees b. Coaches c. Officials d. Volunteers	Y1 Y2 Y3			2022 Progress Update No change - Process to be established post return to sport	
	b. DSG provides a forum to facilitate peer-to-peer sharing of ideas, problems and best practice	Y2 Y3			2022 Progress Update Support provided to Redstar; Paisley Piranhas; Cunnighame Action Club; Scotland West; West of Scotland Federation of Swimming Clubs for People with a Disability Future support to be given to Sporting Aces; ongoing support to Scotland West	
	c. DSG develops relationships with local and national partners to increase breadth of opportunities it can facilitate to support the needs of members	Y1 Y2 Y3			2022 Progress Update: West of Scotland Schools Cross County series working in partnership with Active Schools; Red Star Re-established working relationship with Glasgow Life evidenced through: 1) GL represented on DSG committee 2) Delivery of Get into Summer	

					<p>3) Quarterly session with Senior Glasgow Life Equity Officer Glasgow Disability Steering Group City of Glasgow College Engagement with SportEd</p> <p>Active Schools membership of DSG committee SOSW membership of DSG and represented at DSG committee Early engagement with Glasgow City Council and local authorities</p>	
d.	DSG explores non-formal opportunities and platforms to support the development of members	Y1 Y2 Y3			<p>2022 Progress Update: Support provided to Redstar; Paisley Piranhas; Cunnighame Action Club; Scotland West; West of Scotland Federation of Swimming Clubs for People with a Disability Future support to be given to Sporting Aces; ongoing support to Scotland West Engagement with SportEd to support specific challenges for member clubs including Youth representation from one of our member clubs supporting SportEd</p> <p>Two trustees providing mentoring support to two existing affiliated members going through change</p> <p>Youth representation confirmed on DSG committee</p> <p>Development plan to create Youth Development Committee scheduled for Y2</p>	
e.	DSG works with partners to facilitate accessible opportunities for:	Y2 Y3			2022 Progress Update:	

	<ul style="list-style-type: none"> <li>a. Club Committees</li> <li>b. Coaches</li> <li>c. Officials</li> <li>d. Volunteers</li> </ul>				<p>City of Glasgow College – free venue and provision of First Aid Training</p> <p>SportEd – to assist clubs tackle specific challenges in growth opportunities</p>	
	f. DSG carries out annual review of support provided and impact	Y2 Y3			<p>2022 Progress update: Due to Covid unable to baseline. This will be done post Y2</p> <p>Require to establish baseline position Y1 and develop assessment criteria</p>	
2. DSG events are well supported by trained volunteers	a. Review skillsets required to deliver the DSG event programme for next year	Y2 Y3			<p>2022 Progress update: Due to Covid unable to baseline. This will be done post Y2</p> <p>Require to establish baseline position Y1 and develop skillset criteria</p>	
	b. Map skillsets against existing landscape	Y2 Y3			<p>2022 Progress update: Due to Covid unable to baseline. This will be done post Y2</p> <p>Require to establish baseline position Y1 and develop landscape map</p>	
	c. Deliver training opportunities to fill any skillset deficiencies	Y2 Y3			<p>2022 Progress update: Due to Covid unable to baseline. This will be done post Y2</p> <p>Require to establish training requirements Y1 and develop training development plan</p>	

<b>Theme 4: Leadership &amp; Communication</b>						
<b>3 Year Target</b>	<b>Goal</b> (set annual targets and what they aim achieve)	<b>Timescales</b> (e.g. Year 1, Year 2, Year 3 etc.)	<b>Allocated Resource</b> (how much money are you allocating to this action)	<b>Lead</b> (name of person or group leading this action. Note: others should still help)	<b>Progress</b> (provide a short commentary on what work has been done to date to help achieve this target)	<b>Rating</b> R – Non Delivery A – Behind plan G – On track B - Completed
1. DSG is recognised as the leading body for disability sport in Glasgow and the West	a. Review strategic partnerships	Y1			2022 Progress Update Established working relationship with Glasgow Life evidenced through: b. GL represented on DSG committee c. Delivery of Get into Summer d. Quarterly session with Senior Glasgow Life Equity Officer Glasgow Disability Steering Group City of Glasgow College Engagement with SportEd	
	e. Develop a leadership and engagement strategy	Y1			2022 Progress Update To be reviewed post transition to SCIO Development behind plan	
	f. DSG continues to influence and lobby stakeholders	Y1			2022 Progress Update Glasgow Life relationship re-established Strategic plan to be drafted	
	g. DSG delivers high profile annual event to celebrate members' achievements	Y3			2022 Progress Update To be reviewed post transition to SCIO	
2. DSG champions volunteering in	a. DSG develops opportunities and	Y1			2022 Progress Update: DSG affiliated member of SCVO	

disability sport in Glasgow and the West	partnerships to support the recruitment of volunteers				Engagement with SportEd which is supporting member clubs with this particular challenge In progress	
	b. DSG can provide opportunities to members to support the recruitment of skilled volunteers	Y2			2022 Progress Update: To be reviewed post SCIO	
3. DSG communication is effective at getting the right message to the right groups	a. Conduct analysis and review of DSG communication methods and messaging in Y1	Y1			2022 Progress updated To be reviewed post transition to SCIO Looking to work with City of Glasgow College	
	b. Develop communications strategy to outline means, methods, messages, frequency and responsibilities for DSG comms	Y2			2022 Progress updated To be reviewed post transition to SCIO Looking to work with City of Glasgow College	
	c. DSG identifies 3 messages in strategy to underpin all communications	Y2			2022 Progress updated To be reviewed post transition to SCIO	
	d. DSG partners actively support the distribution of DSG messages	Y3			2022 Progress updated To be reviewed post transition to SCIO	