



**DEVELOPMENT PLAN**  
**April 2020 – December 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.

Scottish Disability Sport (SDS) confirmed DSG have achieved the Minimum Operating Requirements (MORs) to ensure good governance during 2022. These are reviewed by SDS every three years to ensure branches are working at a minimum level set by SDS.

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**
- **Scottish Disability Sport**
- **City of Glasgow College**
- **Glasgow Council for Voluntary Services**
- **RNIB**
- **The Advisory Group (TAG)**
- **Scottish Association for Mental Health (SAMH)**
- **Sport Council for Glasgow**

**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***

- Boccia (currently run under auspices of DSG)
- West of Scotland Federation of Swimming Clubs (sub-group of DSG)
- City of Glasgow Seals
- Temple Swimming Club
- Cunninghame Action Club
- Clyde Valley Beavers Disabled Sports Club
- Glasgow Eagles
- West of Scotland Disability Sports
- Red Star Athletics
- Victoria Park Athletic Club
- Glasgow Disability Tennis Club
- Port Glasgow Otters
- The Sporting Aces
- City of Glasgow Basketball (Inclusion Section)
- Glasgow Wheelchair Rugby Club

### 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	Nancy Peters
Athlete Representative	Cahal Duffy
SDS Branch Contacts	Gary McDonald
SDS Regional Manager Central	Gary McDonald / Lynne Glen
Glasgow Active Schools	James Hemmingsley
Glasgow Life	Philip Peek
Additional Board Members	Gordon McCormack Lori Ure Joan O'Sullivan (Federation Sub-group Lead) Denise Dunn (West of Scotland Disability Sports Sub-group Chair) Cameron Hussain

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
  - Glasgow Community Wellbeing Fund
  - Glasgow Sport and Physical Activity Fund
  - Glasgow European Capital of Sport Fund
  - Trefoil
  - East Coast Controls
  - The Youth & Philanthropy Initiative (St. Mungos Academy)
  - Crowdfunding
  - Persimmon Homes
  - Albert Hunt Trust
  - Sports Council for Glasgow
  - General fundraising donations (e.g. Kiltwalk; Amazon; Glasgow Lottery Funding)
- Co-ordinator services continued – increased visibility with affiliated clubs; networking with Sports Partners; supporting a number of sporting competitions within West of Scotland
- Events & Opportunities:
  - West of Scotland Regional Swimming Championships
  - West of Scotland Jubilee Swimming Gala
  - West of Scotland Schools Time Trials
  - West of Scotland Bowls Competition
  - West of Scotland Schools Boccia Competition
  - West of Scotland Athletics Competition
  - West of Scotland Equestrian
  - West of Scotland Badminton Competition
  - Basketball development day
  - Get into Summer Programme with Glasgow Life
  - Active Schools Summer Programme
  - Schools Cross Country Championship Programme
- Governance
  - Revised policies & procedures

- PVG updating
- Return to Sport & Covid guidance documentation
- SCIO awarded January 2022
- 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)					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:  2023 Progress Update:	



					<p>Three open cross-country events – 24 February 2022; 27 October 2022; 1 December 2022</p> <p>DSG will hold a cross-country event on 23 February 2023 to support selection of Scotland West team attending National Cross-Country event scheduled for 16 March 2023.</p> <p>Further cross-country events scheduled for: 26 October 2023 &amp; 23 November 2023</p> <p>Red Star Athletics Championships to be held at Crown Point scheduled for 18 June 2023</p> <p>DSG will support selection of athletics team for the following three events: SDS National Sportshall Athletics 2 March 2023 SDS National Junior Athletics 7 June 2023 Invitational Forth Valley Athletics event on 16 July 2023 SDS National Senior Athletics 13 September 2023</p> <p>Cycling – A number of come &amp; try events in 2022 to support development of 2023 programme Number of events being scheduled through 2023 on a 6-weekly basis in the following disciplines: Velodrome Cycle cross Track</p> <p>Equestrian – Regional &amp; Scottish Competition 23 October 2022</p>	
--	--	--	--	--	---	--

					<p>Further event scheduled for May 2023</p> <p>Tennis – Regional Tennis Championships held in July 2022  Scottish Tennis Championships held in April 2022 and May 2022  For 2023:  Scottish Closed Tournament for LD on 20/21 May 2023  Wheelchair Recreational one day on 17 June 2023  Recreational one day for LD on 18 June 2023  LTA Scottish Regional Tournament on 2/3 September 2023  Wheelchair LTA Scottish Regional Tournament on 30 September/1 October 2023  VI LTA Scottish Regional Tournament on 14/15 October 2023</p> <p>Badminton – Scottish Championships held on 29 January 2022  West of Scotland Open Badminton Championships on 8 October 2022  For 2023:  Scottish Championships held on 28 January 2023  Four Nations Badminton on 24 &amp; 27 March 2023  Scottish Invitational Event in Dundee – date TBC  West of Scotland Open Badminton Championships – date TBC</p> <p>Ten Pin Bowling – Scottish Ten Pin Bowling Championships 27 February 2022  For 2023:</p>	
--	--	--	--	--	---	--

					<p>Scottish Games to be held on 23 July 2023</p> <p>Table Tennis – Scottish Table Tennis – 29 May 2022 For 2023 Scottish Table Tennis – 23 July 2023</p> <p>Gymnastics – Scottish Gymnastics held in April 2022</p> <p>Sailing &amp; Kayaking – Scottish event held on 30 July 2022 For 2023: Scottish event to be held on 31 July 2023</p> <p>Golf – Scottish Golf Championships held 8 May 2022 For 2023: Scottish Golf Championships scheduled 9 May 2023</p>	
--	--	--	--	--	--	--



					<p>Senior PD &amp; VI Nationals on 23 April 2022  Senior LD Nationals on 28 May 2022  West of School Trials on 28 September 2022  Selected &amp; supported West of Scotland Teams to SDS National Junior Championships: PD &amp; VI Junior Nationals on 2 November 2022  LD Junior Nationals on 16 November 2022  Federation 40<sup>th</sup> Anniversary Jubilee Gala on 19 November 2022</p> <p>For 2023:  West of Scotland Regional Championships in 11 February 2023  Clyde Valley Beavers Gala scheduled 16 April 2023  Selected &amp; supported two West of Scotland Teams to SDS National Championships: Senior PD &amp; VI Nationals on 22 April 2023  Senior LD Nationals on 20 May 2023  Federation Jubilee Gala on 16 September 2023  West of School Trials on 20 September 2023  Kilmarnock Jets Gala on 29 October 2023  Selected &amp; supported West of Scotland Teams to SDS National Junior Championships: PD &amp; VI Junior Nationals on 1 November 2023  LD Junior Nationals on 15 November 2023</p>	
	c. Introduce regional boccia competition	Y2		Joshua SDS	2023 Progress Update: Schools competition held October 2022	

					<p>Boccia club developed and being held at City of Glasgow College on Wednesday evenings</p> <p>School taster sessions at Castlemilk Sport Centre, following which they developed their own league</p> <p>For 2023:          SDS National Boccia Championships scheduled March 2023          West of Scotland Schools scheduled October 2023</p>	
	d. DSG to lead delivery of regional school swimming competition	Y2		Nancy	2023: Completed Ownership transitioned to DSG and event held in September 2023. Refer to swimming update (b)	
	e. Introduce regional basketball competition (linked with school's basketball camps)	Y1		Willie Cameron Partnership Glasgow Life/Scottish Basketball/ SOSW/SDS	2023 Progress update: Continuation of Basketball development in Eastwood Academy For 2023: Inter-area Basketball Championship scheduled for July 2023	
	f. Introduce Basketball Development Club	Y2				
2. DSG to submit entrants to all SDS national competitions to provide pathways and opportunities for DSG athletes	a. DSG co-ordinate to lead branch entry process to ensure 100% attendance at all SDS national events	Y1 Y2 Y3		Nancy Peters Robin Walker	<p>2023 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 – September 2022</p> <p>SDS Schools LD &amp; PD National Swimming Championships – November 2022</p> <p>SDS Senior LD &amp; PD National Swimming Championships – April &amp; May 2022</p>	

					<p>SDS Cross-country championships – March 2022</p> <p>SDS National Indoor Bowls – Falkirk – May 2022</p> <p>SDS National Carpet Bowls – November 2022</p> <p>SFA National Sunday League Football 7's – April 2022 to November 2022</p>	
	<p>b. DSG to increase number of entries for football, athletics and swimming events by 2% each year</p>	<p>Y2 Y3</p>			<p>2023: Baselines figures as follows from 2022 Regional &amp; National Events:</p> <p>Football – 150 participants across 7 events</p> <p>Athletics – 75 participants across 3 events</p> <p>Cross-country – 190 across 2 events</p> <p>Swimming – 369 competitors across 7 events</p> <p>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)</p> <p>Y1 numbers to be established and used as baseline measure as at June 2020</p>	

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 (Reviewed on an annual basis to ensure compliant_	
	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 and annually as part of affiliation renewal	
	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>2023 Progress Update:</p> <ol style="list-style-type: none"> <li>1) Safeguarding course provided – 12 attendees</li> <li>2) Access to First Aid training – 8 attendees</li> <li>3) Disability Inclusion Training – 7 attendees</li> <li>4) SDS Engaging Ethnically Diverse Communities – 3 attendees</li> <li>5) Governance support to Sporting Aces</li> <li>6) Support to CAC accounts and OSCR submission</li> <li>7) PVG support to 10 affiliated clubs</li> </ol> <p>2022 Progress Update 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> </ol>	



					<p>3) Access to SportScotland Covid Office training</p> <p>4) Access to First Aid training</p> <p>5) Disability Awareness training</p> <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			<p>2023 Progress update: No longer applicable as not offered by SDS anymore</p> <p>Two affiliated member clubs have signed up to SDS Insurance Communications issued during Fy19</p>	
	b. Ensure Policy & Procedures updated as appropriate and circulated to member clubs	Y1			<p>2023 Progress Update: Continue to actively review and updated existing and new policies Introduced:</p> <ul style="list-style-type: none"> <li>• Secure Handling Policy</li> <li>• Risk Management Policy</li> <li>• Referrals Policy</li> <li>• Social Media Policy</li> <li>• Recruiting People with Convictions Policy</li> </ul> <p>2022 Progress Update – continue to actively review and updated existing and new policies: Updated Health &amp; Safety post Covid</p> <p>Completed – FY19:</p> <ul style="list-style-type: none"> <li>• Safeguarding</li> <li>• Equality</li> </ul>	

					<ul style="list-style-type: none"> <li>GDPR</li> </ul>	
	c. Undertake a full review of DSG Constitution/Articles	Y1-2			<p>2022 Progress Update – completed.</p> <p>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</p>	
	d. Risk assessments are completed for all DSG run events and sessions	Y1 Y2 Y3			<p>2023 Risk assessment forms being completed for DSG managed events</p> <p>2022 Progress Update Process established and risk assessment forms being completed for DSG managed events</p>	
	e. Risk assessments are reviewed annually	Y3			<p>2023 Progress Update Reviews underway as part of preparation for DSG managed events</p> <p>2022 Progress Update Process in place to commence reviews from 2023 following first year of active establishment of new process</p>	
	f. DSG holds at least 4 quorate meetings per year	Y1 Y2 Y3			<p>2023 Progress Update Attained</p> <p>2022 Progress update - attained</p>	
	g. DSG meets all OSCR requirements and filing deadlines	Y1 Y2 Y3			<p>2023 Progress Update - completed</p> <p>2022 Progress Update - completed</p>	
	h. DSG undertakes annual SDS health check (branch matrix) and applies recommendations	Y1 Y2 Y3			<p>2023 Progress Update: SDS MOR awarded 2022 SDS Healthcheck &amp; Matrix completed Summer 2022</p> <p>2022 Progress Update:</p>	

					<p>Renewal of SDS MOR process commencing Feb 2022</p> <p>SDS Healthcheck and Matrix completed Summer 2021</p>	
	i. DSG submits for SDS MOR	Y3			<p>2023 Progress Update: SDS MOR awarded 2022 – completed. Next review 2025</p> <p>2022 Progress Update: Renewal of SDS MOR process commencing Feb 2022</p> <p>Currently have MOR</p>	
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			<p>2023 Progress Update Due to emergence from COVID Y2 &amp; Y3 activity deferred and 2023 will see final delivery of 3-year development plan. Board to complete next 3-year development plan during 2023</p> <p>2022 Progress update: Plan in places for Y2 &amp; Y3 Work to be commenced toward end of Y2 to look at next three year development plan</p> <p>Three year financial plan developed</p>	
	b. DSG implements Reserve Policy	Y3			<p>2023 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</p>	

					<p>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.</p> <p>There are more restricted funds being managed within DSG at present</p> <p>To be re-considered as part of next 3-year development plan</p>	
--	--	--	--	--	--	--

<b>Theme 3: Support, Education and Learning</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 better understands and responds to the needs of its members	a. DSG conducts annual training needs analysis of: <ul style="list-style-type: none"> <li>a. Club Committees</li> <li>b. Coaches</li> <li>c. Officials</li> <li>d. Volunteers</li> </ul>	Y1 Y2 Y3			<p>2023 Progress Update No change – due to competing priorities and volume of activity and support to events and activities this is no longer achievable within the timeframe of this delivery plan</p> <p>2022 Progress Update No change - Process to be established post return to sport</p>	
	b. DSG provides a forum to facilitate peer-to-peer sharing of ideas, problems and best practice	Y2 Y3			<p>2023 Progress Update: Further support provided to Sporting Aces; Cunninghame Action Club; West of Scotland Disability Sports; West of Scotland Federation of Swimming Clubs for People with a Disability</p> <p>2022 Progress Update Support provided to Redstar; Paisley Piranhas; Cunninghame Action Club; Scotland West; West of Scotland Federation of Swimming Clubs for People with a Disability</p>	

					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			<p>2023 Progress Update: Glasgow Life – Board representation; regular quarterly meetings in place; partnership events such as Get into Summer; Glasgow Mela Active Schools: Board representation; regular meetings in place; partnership events such as cross country; Summer Programme and October holiday Programme, School Boccia session in Castlemilk Glasgow Disability Steering Group City of Glasgow College</p> <p>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:</p> <ol style="list-style-type: none"> <li>1) GL represented on DSG committee</li> <li>2) Delivery of Get into Summer</li> <li>3) Quarterly session with Senior Glasgow Life Equity Officer</li> </ol> <p>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</p>	

					Early engagement with Glasgow City Council and local authorities	
	d. DSG explores non-formal opportunities and platforms to support the development of members	Y1 Y2 Y3			<p>2023 Progress Update: Further support provided to Sporting Aces; Cunninghame Action Club; West of Scotland Disability Sports; West of Scotland Federation of Swimming Clubs for People with a Disability Youth representation on Board Additional four Board members Engaging Ethnically Diverse Communities – opportunities, further development required SDS West Branch Meeting Establishment of Federation sub-committee</p> <p>2022 Progress Update: Support provided to Redstar; Paisley Piranhas; Cunninghame 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>	

					Development plan to create Youth Development Committee scheduled for Y2	
	e. DSG works with partners to facilitate accessible opportunities for: <ul style="list-style-type: none"> <li>a. Club Committees</li> <li>b. Coaches</li> <li>c. Officials</li> <li>d. Volunteers</li> </ul>	Y2 Y3			<p>2023 Progress update:  City of Glasgow College – free venue to support: Board meetings; Boccia club Glasgow  Glasgow Life partnership events such as Get into Summer; Glasgow Mela  Active Schools: partnership events such as cross country; Summer Programme and October holiday Programme, School Boccia session in Castlemilk  SDS – delivery of training: Safeguarding, Disability Inclusion; Engaging Ethnically Diverse Communities  Sports Council for Glasgow – first aid training  SFA – first aid training</p> <p>2022 Progress Update:  City of Glasgow College – free venue and provision of First Aid Training  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>2023 Progress Update  No change – due to competing priorities and volume of activity and support to events and activities this is no longer achievable within the timeframe of this delivery plan</p> <p>2022 Progress update:  Due to Covid unable to baseline. This will be done post Y2  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>2023 Progress update: To be completed Y3 as part of DSG risk action</p> <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>2023 Progress update: To be completed Y3 as part of DSG risk action</p> <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>2023 Progress update: To be completed Y3 as part of DSG risk action</p> <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			<p>2023 Progress update: Established working relationship with Glasgow Life, Active Schools; City of Glasgow College; SDS as outlined in updates above Monitored and embedded over prolonged period of time – now complete</p> <p>2022 Progress Update Established working relationship with Glasgow Life evidenced through:</p> <ul style="list-style-type: none"> <li>b. GL represented on DSG committee</li> <li>c. Delivery of Get into Summer</li> <li>d. Quarterly session with Senior Glasgow Life Equity Officer</li> </ul> <p>Glasgow Disability Steering Group City of Glasgow College Engagement with SportEd</p>	
	e. Develop a leadership and engagement strategy	Y1			2023 Progress Update Engagement strategy developed and evidenced through	

					<p>commitment and active membership of Board by Glasgow Life and Active Schools representation DSG partnership with City of Glasgow College Initiation of SDS West Branch and ongoing participation Gap in Leadership strategy</p> <p>2022 Progress Update To be reviewed post transition to SCIO Development behind plan</p>	
	f. DSG continues to influence and lobby stakeholders	Y1			<p>2023 Progress Update: Glasgow Life and Active Schools representation DSG partnership with City of Glasgow College Discussions with SDS on West of Scotland branch effectiveness and swimming development with Scottish Swimming</p> <p>2022 Progress Update Glasgow Life relationship re-established</p>	
	g. DSG delivers high profile annual event to celebrate members' achievements	Y3			<p>2023 Progress Update No change – due to competing priorities and volume of activity and support to events and activities this is no longer achievable within the timeframe of this delivery plan</p> <p>2022 Progress Update To be reviewed post transition to SCIO</p>	
2. DSG champions volunteering in disability sport in Glasgow and the West	a. DSG develops opportunities and partnerships to support the recruitment of volunteers	Y1			<p>2023 Progress Update: DSG affiliated member of SCVO and GCVS Support obtained from GCVS to recruit new board members – successfully recruit</p>	

					<p>City of Glasgow College – volunteer support in website design; facilities Work in progress</p> <p>2022 Progress Update: DSG affiliated member of SCVO Engagement with SportEd which is supporting member clubs with this particular challenge In progress</p>	
	b. DSG can provide opportunities to members to support the recruitment of skilled volunteers	Y2			<p>2023 Progress Update: Clubs referred to relevant local authority, college Delivery of training: Safeguarding, Disability Inclusion; Engaging Ethnically Diverse Communities; First aid training Work in progress</p> <p>2022 Progress Update: To be reviewed post SCIO</p>	
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			<p>2023 Progress Update In partnership with City of Glasgow College new website created and live In partnership with SDS through West Branch additional contacts included in event communications contact list Using Facebook to publicise events and any club communications Work in progress</p> <p>2022 Progress updated To be reviewed post transition to SCIO Looking to work with City of Glasgow College</p>	
	b. Develop communications strategy to outline means, methods, messages, frequency and responsibilities for DSG comms	Y2			<p>2023 Progress Update: No change – due to competing priorities and volume of activity and support to events and activities this is no longer</p>	

					achievable within the timeframe of this delivery plan	
					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			2023 Progress Update: Agenda Item for March Board meeting In Progress  2022 Progress updated To be reviewed post transition to SCIO	
	d. DSG partners actively support the distribution of DSG messages	Y3			2023 Progress Update: Glasgow Life publicise DSG events in their calendar; distribute flyers to their contact list Active Schools publicise and distribute to their contact list SDS publicise events on their website and events calendar Explore opportunities with Sports Council for Glasgow  2022 Progress updated To be reviewed post transition to SCIO	