



SCOTLAND UNITED:

Scottish Football's Disability Future 2012-2017





FOREWORD

This document outlines the Scottish FA's strategic framework for disability football over the next five years. This framework has been developed in partnership with Scottish Disability Sport (SDS), the national governing and co-ordinating body for disability sport in Scotland.

The Scottish FA supports best practice at all times, encouraging the participation of all, regardless of race, creed, gender or ability, in the nation's most popular sport.

The Scottish FA in partnership with key stakeholders has made a commitment to providing opportunities to those with a disability by creating a full time post for a Disability Development Officer. This position allows the Scottish FA to increase its support of disability football in Scotland, and drives forward the aims and objectives outlined within this document.

With a willingness to work together to breakdown barriers and to utilise the existing excellent network of committed and talented individuals it is our objective to ensure that football can truly be called a sport for all.

A handwritten signature in black ink, reading 'S.M. Regan'.

Stewart Regan
Chief Executive, Scottish FA

INTRODUCTION

IN MAY 2009 THE SCOTTISH FA COMMISSIONED A FULL OVERVIEW OF SCOTTISH FOOTBALL CONDUCTED BY FORMER FIRST MINISTER HENRY MCLEISH. IN APRIL 2010 PART ONE OF THE REVIEW WAS PUBLISHED WITH 53 RECOMMENDATIONS RELATING TO FOOTBALL, TALENT, GOVERNANCE, FACILITIES AND CLUBS. RECOMMENDATION NUMBER 5 STATES:

"The Disability Football programme is an important part of the SFA's commitment to encouraging those with disabilities/special needs - physical, sensory or learning or a mixture of all three - to participate in football. It is important to note that no matter a person's ability or disability they can access the game across Scotland. Programmes are being further developed to ensure that "barriers" to disability participation can be overcome. The success of the approach is underpinned by the Coaching Footballers with Disabilities certificate course.

It is hoped that the SFA's Disability Football programme will continue to develop over the next five years. The future of the programme will be shaped by the creation of a new 5-year disability development plan in 2012, together with a winning bid for the 2010 European Championships. There is no doubt about the importance of keeping the Scottish FA in the forefront of developing football opportunities for those people with disabilities and maintaining international recognition for this. Again, finance is a crucial part of success"

(Henry McLeish Review of Scottish Football Part 1)

"Scotland United; Scottish Football's Disability Future 2012-2017" will build on the success of the "Hitting the Target 2006-2010 - the future of disability football" and to outline the key targets for disability football in Scotland for the next five years (2012-2017). This plan clearly identifies the need to develop an all-encompassing framework to allow the management and the effective functioning of disability football initiatives and creating a clear joined up pathway for Disability Football within Scotland.





BACKGROUND

In Scotland, Scottish Disability Sport (SDS), in partnership with Scottish FA coaches, has been successful in providing opportunities for individuals and teams with disabilities to play football over many years. SDS has identified football as a key sport and as such, substantial resources have been dedicated to develop pathways that will allow players to meet their full potential.

Current statistics show 19% of working age people in Scotland have a disability with 14.7% of School children having an additional support need - 92% of these within mainstream education.

To fully demonstrate the varied needs and structures together with indicating the work that has been completed to date within disability football, it is required to use the seven disability categories.

PLAYERS WITH A LEARNING DISABILITY

- **180,000 people in Scotland have a learning disability**

Players with a learning disability are classified by age and gender and in Scotland by ability banding. There are a large number of footballers with a learning disability participating throughout Scotland. Scottish Disability Sport annually offers five and seven-a-side competitions for branch teams for players with a learning disability. These Scottish championship events are open class events and offer opportunities for men, women and youths.

At an international level, competition is organised through INAS-FID the international body for learning disability sport. World and European Championships are organised on a four year cycle and INAS-FID are also the body responsible for International classifications.

Opportunities for players with learning disabilities also exist through the Special Olympics movement. Competitions at UK and international level exist for five, seven and eleven a side versions of the game.

Currently the Scottish FA in partnership with Scottish Disability Sport competes in the Home Nations Championships with an U19 Learning Disability National Squad.

PLAYERS WITH CEREBRAL PALSY / STROKE / ACQUIRED BRAIN INJURY

- **15,000 people enrolled on the Scottish Cerebral Palsy register**

Players with Cerebral Palsy / Stroke / Acquired Brain Injury have the opportunity to access International football through the Cerebral Palsy International Sports and Recreation Association (CP-ISRA). Players with cerebral palsy play a seven-a-side version of the game, utilising a smaller playing area and reduced sized goals. This football format is recognised by the International Paralympic Committee and also allows players to compete at International Level in CP-ISRA World and European Championships. A classification system exists for this section that recognises the variation in functional ability of players with cerebral palsy. With a seven player team there has to be a balance of class representation on the field at any particular time.

In Scotland, a national CP Football squad has been formed and a regular programme of coaching and competition opportunities are now in place.

PLAYERS WITH CATEGORISED MENTAL HEALTH CONDITIONS

- **25% of adults in Scotland develop a mental health condition each year**

Currently there are no specialised activities for players suffering with a Mental Health condition. Working in partnership with the NHS the Scottish FA will endeavour to encourage participants with Mental Health Conditions to participate in football related activities. Players can play any form of the game 5's / 7's / 11's in a mainstream environment.

PLAYERS WHO ARE AMPUTEES

Amputees play a seven-a-side version of the game with competition and classification organised by the international body, the World Amputee Football Federation.

The rules of the amputee game dictate that no prosthetic limbs are permitted, with players using elbow crutches to manoeuvre throughout the field of play. Goalkeepers are upper limb amputees only.

PLAYERS WHO ARE WHEELCHAIR USERS

- **96,000 people require use of wheelchair in Scotland**

Wheelchair users, have traditionally involved themselves in different forms of the game. More recently, football associations from across the world are working to provide a unified approach to wheelchair football, with the aim of creating increased international opportunities.

The sport can be played by both electric and manual wheelchair users and offers players a unique opportunity to take part in football. The game is played both indoors and outdoors providing it is played on a hard, smooth, level surface for easy maneuverability of the chairs, using a standard size 5 or a larger size 9 ball.

Three types of the game are played, namely Wheelchair-football, Electro-football and Power-ball. Wheelchair-football and Electro-football use specially adapted devices that can collect the ball and can also shoot / pass, where as Power-ball uses attachments mounted onto power-chairs, to push and maneuver the football.

Development work is taking place to try to provide and develop opportunities for wheelchair football in Scotland.

PLAYERS WHO ARE HEARING IMPAIRED OR DEAF

- **500,000 under 60 with a form of hearing loss**

The national and international programme for deaf players is well established.

There is currently a development programme for Deaf footballers in Scotland, which is delivered and managed by the Scottish Deaf Football Association (SDFA). The SDFA have their own league and cup structure that serves the Deaf community in Scotland.

International football is available through the British Deaf Football Association, European Deaf Sport Organisation and Deaflympics. Players who are deaf must have an average hearing loss of 55 decibels or lower in their good ear and are not permitted to wear a hearing aid on the field of play.

Coach development initiatives have been established, allowing players with hearing impairments to attend courses using the services of an interpreter and access coach education resources.

PLAYERS WHO ARE VISUALLY IMPAIRED OR BLIND

- **38,000 people with a categorised visual impairment/blind**

Blind and visually impaired players can now access the Paralympics through a modified five-a-side version of the game. There is also an international route through the British membership of the International Blind Sports Association (IBSA). One of the main differences in this game is the sound adaptation to identify the location of the ball.

Players who take part in Blind Sport are classified according to their level of sight into B1, B2 and B3 categories. Players who are B1 classification are blind, players who are B2 and B3 classifications have visual impairments.

Every squad consists of eight football players and two goalkeepers. During the course of a Blind Football five-a-side match five athletes play for each team: four are athletes of the B1 category with total vision impairment and the fifth athlete is the goalkeeper who is fully sighted. Players participating in the Visually Impaired football match must be classified as either a B2 or B3 athlete.





THE SCOTTISH FA: SCOTLAND UNITED "A 2020 VISION"

OUR VALUES

"The Scottish FA takes its values seriously. Without values, the vision will be blurred and the goals unfulfilled. Values are more than a set of words; they represent a mirror for the organisation as a whole, its staff members and volunteers to ensure the highest standards of professionalism are achieved and maintained. The Scottish FA's values should be reflected in all that we do, both internally and externally."

(Scotland United, A 2020 Vision; Page 8 Our Values)

Trust	We are open, honest and trusted to do the right thing, in a manner that reflects the highest standards of integrity.
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Positivity	We are dynamic, enthusiastic and proactive in delivering the highest standards of performance.
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Professionalism	We act in a business-like, responsive and correct manner.
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Respectful	We involve, engage and listen, treating everyone in a considerate and dignified manner.
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Unified	We work together as a team, behaving in a equitable and inclusive manner.
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Passionate	We are excited and enthused by all that we do.
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Ambitious	We are driven and committed to excel in all aspects of quality and service.
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SCOTLAND UNITED: SCOTTISH FOOTBALL'S DISABILITY FUTURE 2012-2017

Recognising that current or prospective participants with a disability may encounter very specific challenges within a football context in areas such as communication and movement, the Scottish FA have produced this document "Scotland United; Scottish Football's Disability Future 2012-2017"

"Scotland United; Scottish Football's Disability Future 2012-2017" has two main strategic objectives that underpin the direction and framework for the development of disability football in Scotland for the next 5 years. The plan are in direct link with the "Scotland United: A 2020 Vision" document which will direct the Scottish FA from 2011 to 2015.

The outcomes will consist of a level 1 goal that will be consistent with the Scottish FA plan along with a series of complimentary goals (Level 2) that will work to ensure the overall target is met.

STRONG QUALITY GROWTH:

Level 1:

- Double the number of registered players in recreational football:

Level 2:

- Sustainable participation in our game

PERFORM TO WIN:

Level 1:

- Scotland at Major Finals

Level 2:

- Scotland Winning
- Future Team Growth
- Home of Great Coaches
- Elite Referees

The National Development Officer for Disability Football has the role of co-ordinating and monitoring the many initiatives derived from the strategic objectives and overseeing their delivery at a national, regional and local level.

Central to the entire process of development, therefore there is the need to establish an effective national structure that clearly identifies the roles and responsibilities of the key stakeholders involved in the implementation of any programmes. This will ensure that appropriate opportunities exist through training, coaching and competition.

Effective co-ordination of the aforementioned initiatives will help to create a coherent pathway for players with a disability; this will in turn lead to an increase in football opportunities. The identification of the most talented players through this structure will also allow individuals to realise their full potential, whilst enjoying participating in a variety of enjoyable settings.

For the plan to be truly successful it will rely on the continued and increased support from the network of volunteers, local authorities, member clubs, NGB's and independent agencies that currently provide opportunities for those with disabilities to access the game of football.

The Scottish FA will establish a working group, with the purpose of reviewing the development plan and overseeing the implementation of the strategic objectives over the next five years. This will comprise of key stakeholders in the development of disability football in Scotland and the implementation of this strategic document.

It is vital to note however, that although the Scottish FA together with other key stakeholders has committed funds to develop football for those in Scotland who have a disability, there is an overriding importance that further funding and resources be identified.







SCOTTISH DISABILITY SPORT

Scottish Disability Sport (SDS) is the Scottish governing and co-coordinating body of all sports for people of all ages and abilities with a physical, sensory or learning disability. SDS has the vision of leading the development of sport and physical recreation for disabled people in Scotland and contributing to UK and international initiatives. SDS lists its major partners as sportscotland, Scotland's Governing Bodies of Sport and Local Authorities plus Voluntary Organisations concerned with disability.

The current period is billed as the Decade of Sport with the London Paralympic Games 2012 and the Glasgow Commonwealth Games 2014 being held in the UK. SDS will influence and lead the legacy for disability sport in Scotland. SDS will work closely with key partners to ensure pathways and infrastructures are in place to allow athletes and players to reach their full potential.

SDS has recently published a new strategic plan which will direct the work of the Association through to 2017 and beyond. The plan, entitled "*Inspiring Through Inclusion*", has been developed following a comprehensive consultation process with key partners and strategic bodies across Scotland. This plan will develop sports opportunities and improve sports performances for children, athletes and players with a disability in Scotland and will do so through an inclusive approach to sports development.

"*Inspiring Through Inclusion*", will focus on the following key areas of work;

Branch, Local and Regional Sporting Opportunities - encouraging a range of quality sporting opportunities

Developing Talent and Performance - developing individuals with performance potential

Education and Coaching - providing opportunities for all coaches, officials, volunteers and staff to gain further skills, knowledge, expertise and understanding

Governance and Infrastructure - robust and sound planning, policy and procedures, with the infrastructure to translate policy into practice

Communication and Leadership - the ability to communicate effectively and efficiently and influence disability sport

At all times, SDS will ensure an equitable approach to all aspects of the strategic plan and will also ensure that safe and secure environments are provided for all children, athletes, players, coaches, volunteers, officials and spectators.



STRONG QUALITY GROWTH

Level 1: Double the number of registered players in recreational football



SUSTAINABLE PARTICIPATION

Increase opportunity for players with a disability to access Football in Scotland

Raising Awareness of Disability Football in Scotland

MORE TALENTED PLAYERS

Allow opportunities for players with a disability to develop to their full potential

Creating Competitive Opportunities for players to develop



PERFORM TO WIN:

Level 1: Scotland at Major Finals



SCOTLAND WINNING

Scotland Disability National Squad in partnership with SDS to attend International Competitions

National Squads players in partnership with SDS having the opportunity to reach their full potential

FUTURE TEAM GROWTH

Allow players the opportunity to gain experience of playing International football

Procedures are put in place to allow future players to access International Football



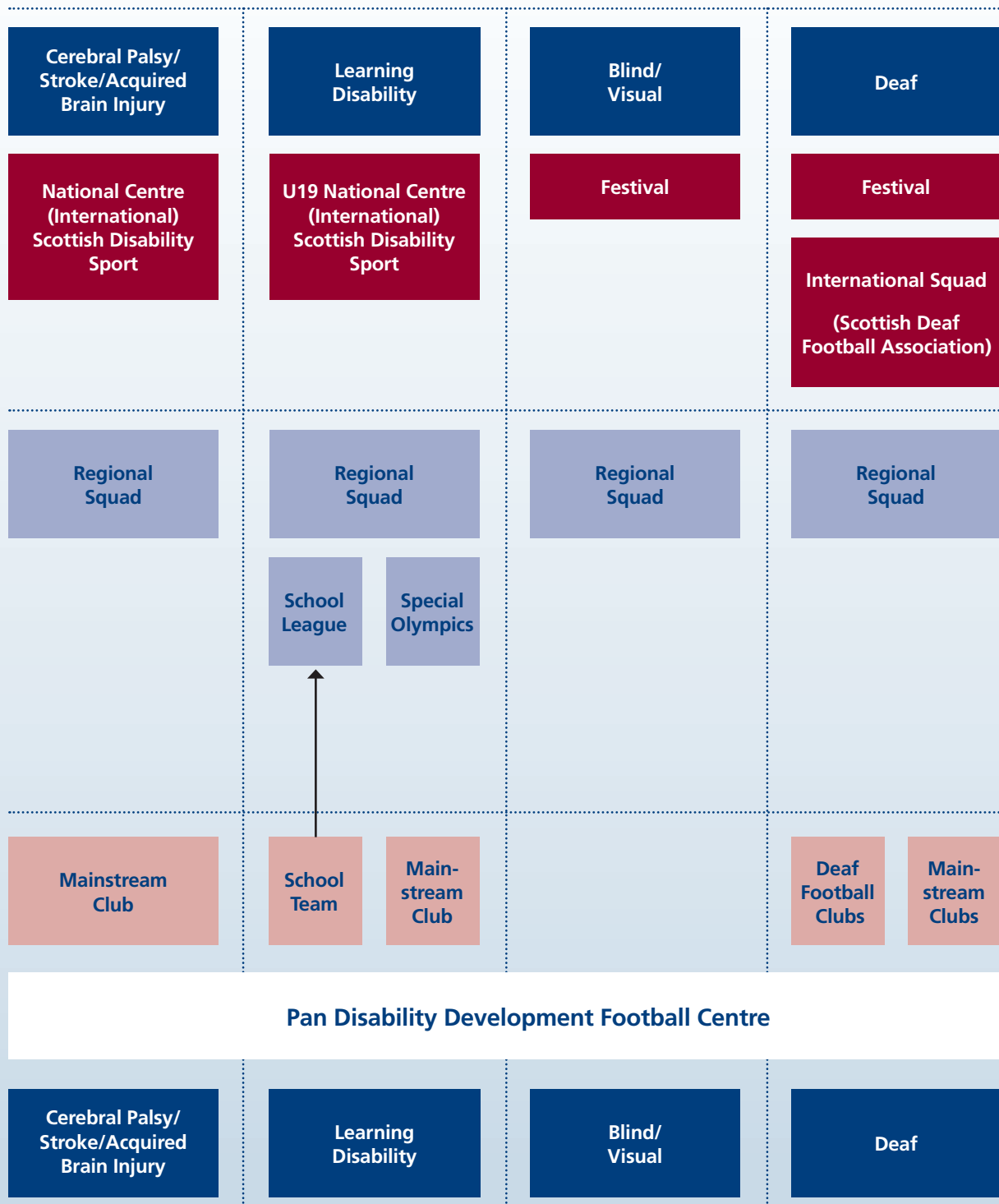
HOME OF GREAT COACHES

Support the development of coaches to allow better standard of coaching sessions and awareness for participants with a disability

ELITE REFEREE

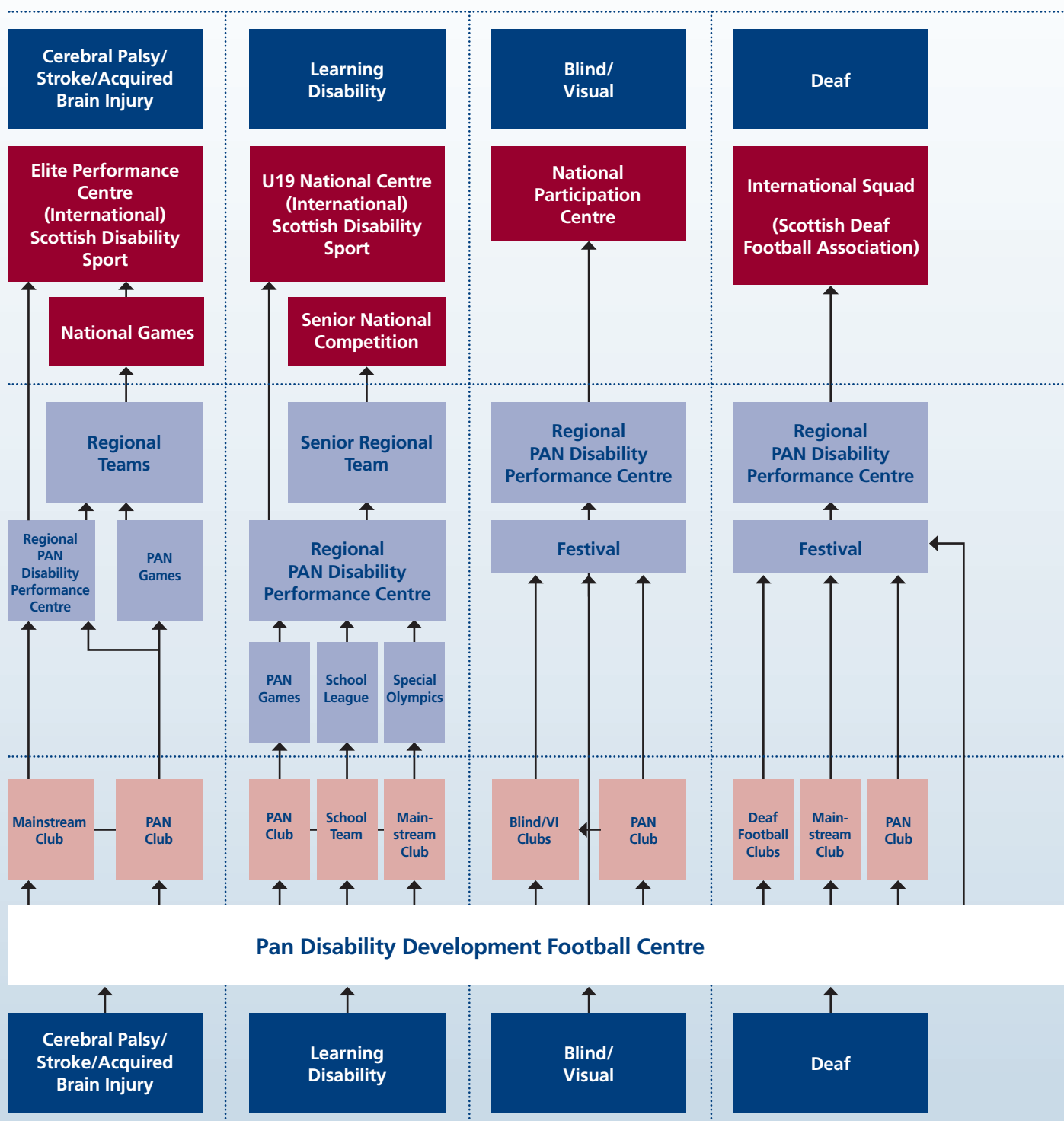
Support participants with a disability to become a qualified referee

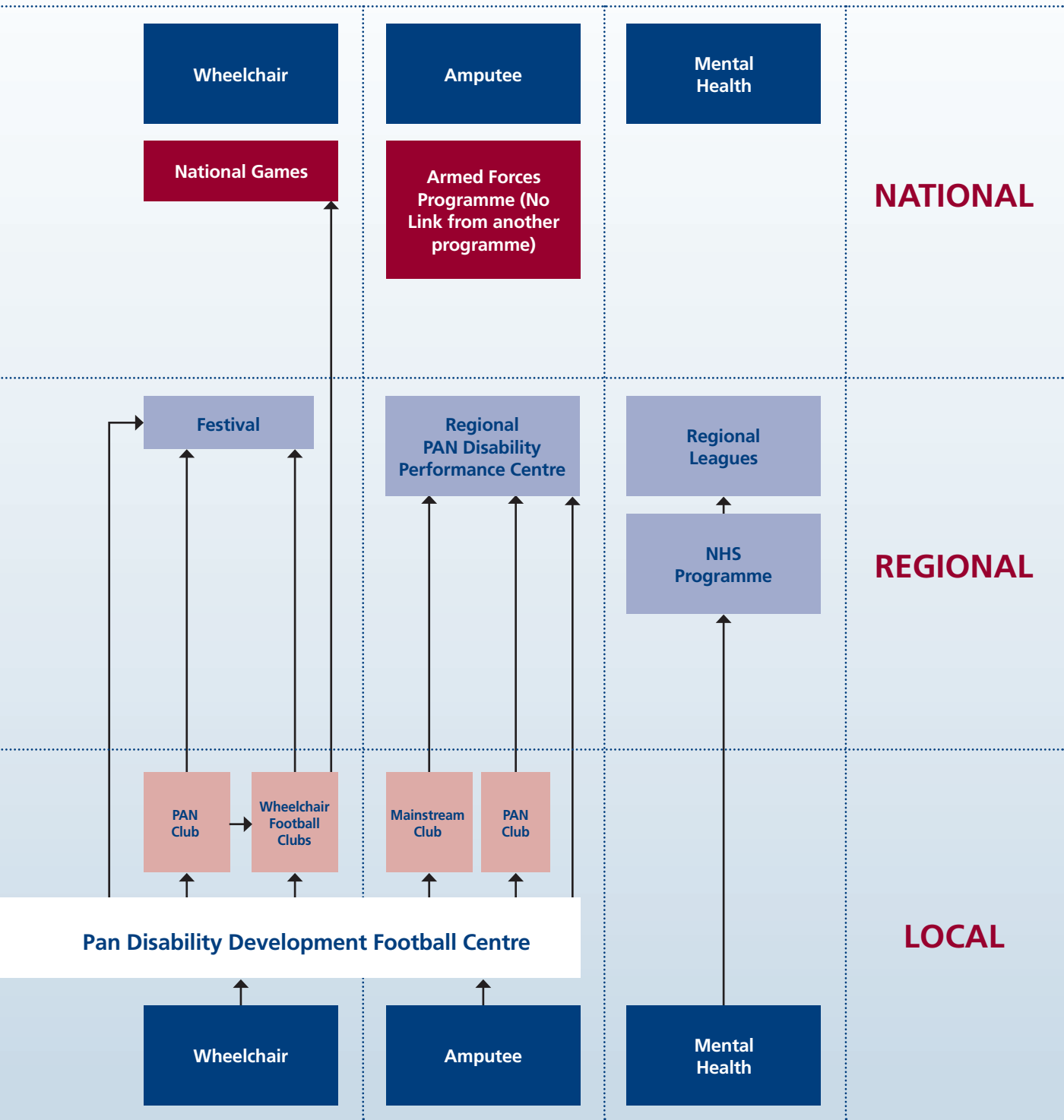
LANDSCAPE OF SCOTTISH DISABILITY FOOTBALL PRESENT





LANDSCAPE OF SCOTTISH DISABILITY FOOTBALL FUTURE





STRONG QUALITY GROWTH

Level 1: Double the number of registered players in recreational football

Level 2	Outcomes	How will we achieve this			
		Local	Regional	National	
Sustainable Participation	Increase opportunity for players with a Disability to access Football in Scotland	<ul style="list-style-type: none"> Working with Local Authority Working with SDS Branches Working with Senior Clubs Create PAN Disability teams within mainstream clubs Mainstream clubs better connected to ASN Schools 	<ul style="list-style-type: none"> Separate Annual Festival for players with a <ul style="list-style-type: none"> Visual Impairment/Blind Deaf / Hearing Impairment Require use of a wheelchair Creation of Power Wheelchair Clubs Disability Club Development Programme 	<ul style="list-style-type: none"> Support Armed Forces and their programmes Creation of a PAN Disability grading structure 	
	Raising Awareness of Disability Football in Scotland	<ul style="list-style-type: none"> Increase coverage within Local Media Creation of online Brochure 		<ul style="list-style-type: none"> Disability to be part of Quality Mark Programme Disability Section within Scottish FA Website Creation of Scottish FA / SDS Football Disability Newsletter Increase coverage within National Media Scottish FA Disability Twitter Account 	
More Talented Players	Allow opportunities for players with a Disability to develop to their full potential		<ul style="list-style-type: none"> Creation of Regional Pan Disability Performance Centre 	<ul style="list-style-type: none"> Creation of National participation centre for players with Visual Impairment / Blind Engage with Deaf participants 	
	Creating Competitive Opportunities for players to develop		<ul style="list-style-type: none"> Regional School Leagues for players with a Learning Disability Create competitive opportunities for PAN Disability Teams 	<ul style="list-style-type: none"> Creation of separate Senior leagues for players with a Learning Disability and Mental Health Condition Work in partnership with SDS with National 5's & 7's Championships National School Finals for players with a Learning Disability National Championship for Power Wheelchair participants 	

	Targets 2017	SDS Inspiring through Inclusion
	<ul style="list-style-type: none"> • Sustain 2000 Players with a Disability playing Football Each Year • 32 local authorities offering Disability Football • Creation of Players registration programme • 2 Jobs created within Disability Football 	<ul style="list-style-type: none"> • Branch, Local and Regional Sporting Opportunities: <i>Encourage a range of quality sporting opportunities</i>
	<ul style="list-style-type: none"> • 4000 Twitter followers • Newsletter circulated to 1000 unique accounts 	<ul style="list-style-type: none"> • Communication and Leadership: <i>The ability to communicate effectively and efficiently and influence disability sport</i>
	<ul style="list-style-type: none"> • 4 Regions offering Regional PAN Disability Performance Centre • Develop opportunities for additional Disability Sector 	<ul style="list-style-type: none"> • Developing Talent and Performance <i>Developing individuals with performance potential</i>
	<ul style="list-style-type: none"> • 6 Regional School Leagues for those with Learning Disability each year • Create competitive opportunity for 4 separate Disability groups 	<ul style="list-style-type: none"> • Developing Talent and Performance <i>Developing individuals with performance potential</i>

PERFORM TO WIN

Level 1: Scotland at Major Finals

Level 2	Outcomes	How will we achieve this			
		Local	Regional	National	
Scotland Winning	Scotland Disability National Squad in partnership with SDS to attend International Competitions			<ul style="list-style-type: none"> CP / Stroke / Acquired Brain Injury to attend all Major CPISRA competitions LD Under 19 to attend Home Nations Championships 	
	National Squads players in partnership with SDS having the opportunity to reach their full potential		<ul style="list-style-type: none"> Regional Performance group to be established Scottish FA Award holders to coach Regional Performance group 	<ul style="list-style-type: none"> National Disability Performance Centre for Players with CP / Stroke / Acquired Brain Injury and Learning Disability to be maintained Scottish FA / UEFA Licence holders appointed as Head Coaches Scottish FA Award holders to be appointed as coaches CP A Squad to attend a European training camp 	
Future Team Growth	Procedures are put in place to allow future players to access International Football	<ul style="list-style-type: none"> PAN Disability Clubs are made aware of National Squad Trials 	<ul style="list-style-type: none"> Regional Scouting System to be created Performance centre aware of National Squad trials 	<ul style="list-style-type: none"> National Scouting System to be created Awareness to key stakeholders of trials / selection programme National Calendar of events created 	
	Allow players the opportunity to gain experience of playing International football		<ul style="list-style-type: none"> Minimum of Level 3 coach within Regional PAN Disability Performance Centre Regional Performance group to be created 	<ul style="list-style-type: none"> National Disability Performance Centre for CP / Stroke / Acquired Brain Injury Future Squad CP / Stroke / Acquired Brain Injury Future Squad Players to attend Home Nations Championships 	
Home Great Coaches	Support the development of coaches to allow better standard of coaching sessions and awareness for participants with a disability	<ul style="list-style-type: none"> Support National Squad players to attend mainstream coach education courses 	<ul style="list-style-type: none"> HND Disability Coach Programme Created Disability awareness within Regional Coach Development Days Regional Performance Coaches to gain experience of International Tournaments 	<ul style="list-style-type: none"> Coaching Footballers with a Disability Course Delivered Disability coaches to attend foreign visit through Da Vinci Funding Creation of Disability workshop course 	
Elite Referee	Support participants with a Disability to become a qualified referee	<ul style="list-style-type: none"> School pupils with a Disability to be invited to SQA Referee Development Award programme 	<ul style="list-style-type: none"> Referees to be appointed to LD School League programme 	<ul style="list-style-type: none"> National database of Disabled referees created 	

	Targets 2017	SDS Inspiring through Inclusion
	<ul style="list-style-type: none"> • Top 6 finish at CPISRA World Championships 2015 • Top 2 Finish at Learning Disability Home Nations each year 	<ul style="list-style-type: none"> • Developing Talent and Performance <i>Developing individuals with performance potential</i>
	<ul style="list-style-type: none"> • Regional Performance group created by 2015 	<ul style="list-style-type: none"> • Developing Talent and Performance <i>Developing individuals with performance potential</i>
	<ul style="list-style-type: none"> • 25% of CP Future squad at Home Nations 2017 selected from Scouting System • 75% of LD Home Nations Squad 2017 selected from scouting system 	<ul style="list-style-type: none"> • Branch, Local and Regional Sporting Opportunities: <i>Encourage a range of quality sporting opportunities</i>
	<ul style="list-style-type: none"> • 50% of CP A Squad Players at 2017 Intercontinental Cup having Future squad experience 	<ul style="list-style-type: none"> • Developing Talent and Performance <i>Developing individuals with performance potential</i>
	<ul style="list-style-type: none"> • 100 coaches to attend Disability Coach Education per year • 2 CFWD Course offered each year • Disability Workshop delivered in each Region each year 	<ul style="list-style-type: none"> • Education & Coaching <i>Providing opportunities for all coaches, officials, volunteers and staff gain further skills, knowledge, expertise and understanding</i>
	<ul style="list-style-type: none"> • 6 Schools leagues having appointed qualified referees to games • 10 pupils offered SQA Referee course per year 	<ul style="list-style-type: none"> • Education & Coaching <i>Providing opportunities for all coaches, officials, volunteers and staff gain further skills, knowledge, expertise and understanding</i>



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