

# Inclusive Leadership

Working with and supporting people living with disabilities in outdoors adventure settings



A 3-day course developing the skills, knowledge and techniques to better engage with and enable people living with disabilities.

Designed for and delivered by instructors specialising in adaptive adventure in a wide range of environments and pursuits.

Develop your practice from, considering why a disabled person would even walk through your door to adapting practice for maximum access, agency and achievement.



**Day 1** Raise your awareness of disability, different approaches to thinking about living with a disability and how to maximise inclusion in what you already do.

**Day 2** Introduces the adaptive technique where our practice is changed to increase the range of needs we can meet.

**Day 3** Introduces lifting, moving and postural management for those who need it.

# Inclusive Leadership

## Working with and supporting people living with disabilities in the outdoors

### Day 1

#### Opening doors and maximising engagement.

Focuses on understanding how to approach working with people who live with a disability.

#### Covering

- Models of disability
- Identifying barriers to access
- Are you a welcoming organisation
- Having useful conversations around impairments and needs
- The distribution of impaired people living in the UK.
- Practical low cost ways of making sports accessible
- Low-risk adaptive strategies
- Enabling clients to have agency, and achieve

This day incorporates and adds to the British Canoe paddle-ability syllabus.

This day would be of benefit to newly qualified and experienced outdoor instructors, front-of-house staff and organisational managers. It forms the baseline for the following 2 days



# Inclusive Leadership

## Working with and supporting people living with disabilities in the outdoors

### Day 2

#### Strategies to adapt what you do for most users

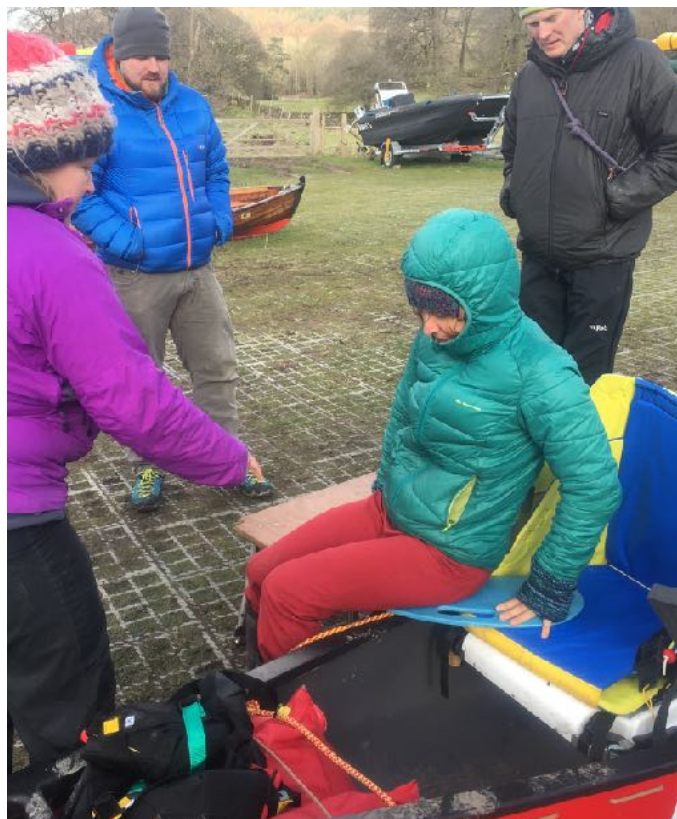
Looking at adaptive techniques available to non-specialist outdoor organisations. Facilitating outdoor adventures for the majority of people living with a disability.

The day will be split into 4 components focusing on four common impairment categories and associated adaptations and strategies. We will look at supporting those with Visual Impairments, Communication Impairments, Mobility Impairments and Learning Disabilities.

This day will include elements where the delivery of support may require some changes to practice and thus be at a level where an organisation may need to modify its safety systems.

This day would be of great benefit to experienced instructors or senior instructors. This would be appropriate for those who make access to assistive equipment to members of the public or induct the public into the use of accessible equipment.

This day forms part of the moving and handling training course covering supported transfer to and from mobility aids and assisting the recovery of those who have fallen from or need emergency assistance into a wheeled mobility aid. Meeting an organisation's duty to train users and have robust emergency strategies for all users



# Inclusive Leadership

## Working with and supporting people living with disabilities in the outdoors

### Day 3

Access for all - external manoeuvring and posture management for those who need it

Moving and handling, led by an experienced Occupational Therapist who also uses the Outdoor environment as a tool for enablement.

This day covers the mechanical and team movement of individuals requiring complete support.

Covering casualty recovery with team moving techniques, mechanical hoists and posture for comfort and safety



### Course Notes

All three days will be supported by a certificate of training detailing topics covered

Day 2 would meet the organisational duty to train people in moving and handling people (up to but not including external lifting).

Days 2 and 3 would meet an organisation's duty to train people in moving and handling people including external lifting and hoisting.

Day 1 Qualifies for the British Canoe Paddle-ability award (and counts towards CPD points). Restricted to members of the British Canoeing. BC fees payable directly to BC

# Inclusive Leadership

## Working with and supporting people with disabilities in the outdoors

|   | Day 1  | Day 2  | Day 3  |
|---|--|--|--|
| Scope                                       | Disability Awareness & maximising inclusion within existing practice   | Adapting practice to become more inclusive   | Strategies and approaches to include those requiring intervention to be included   |
| Inclusive of functional index measure (FIM) | Full independence or carer assisted independence   | Modified independence  | Complete dependence  |
| Outcomes                                    | Understanding models of disability.<br><br>Identifying barriers to participation<br><br>Simple strategies to improve inclusivity | Modifying practice and risk management systems to include people living with disabilities.<br><br>Maximise client independence and quality of experience.  | Documented training in manual handling, use of mechanical transfer aids and principals of safe posture when out of a persons mobility aid.   |
| Visual Impairments                          | Effective Coaching Environments and Surfaces, Camber risk<br>Visual aids and audio guidance<br>Contrast and colours              | Guiding and leading <ul style="list-style-type: none"> <li>● Contact styles</li> <li>● Canes and poles</li> <li>● Hazards and doorways</li> <li>● Steep terrain</li> </ul> Kinaesthetic coaching |  |
| Communication Impairments                   | Written information<br>Hearing aids and amplified communication<br>Lip readers   | BSL, Makaton and AAC<br>Accessing interpretation<br>Communicating with non verbal users<br>Using video   |  |
| Learning Disabilities                       | Pace and timing, - communication, safe spaces, Social Stories  | Using symbols<br>Planning to support learning needs  |  |
| Mobility Disabilities                       | Affecting traction, boarding boats, transfers to harness, wheelchairs and moving aids.   | Facilitating seated transfers.<br>Changing height<br>Supportive systems<br>Ground to Chair recovery<br>Modified or alternate equipment<br>Meeting basic needs outdoors                           | Legal liabilities and legislation<br><br>Suitable support systems<br><br>Mechanical and team transfers<br><br>Managing posture   |
| Intended environment                        | Mainstream outdoor centres with limited adaptations<br><br>Parks and access venues<br><br>Transport and attractions              | Organisations directly marketing towards persons living with disability.<br><br>Organisation that own mobility aids, hoists, or adaptive facilities  | Organisations with access to hoist equipment<br><br>Or<br><br>Likely to have people transferring into adaptive equipment where there is a risk of the user needing support to recover from a situation where they could end up out of the mobility equipment. (I.e. the organisation loans mobility equipment for use on their site) |