



**ABILITY**  
CONSULTANCY  
(NW) LTD



# Services for Schools and Youth Providers

Breaking down the barriers and stigma of disability

Disability Awareness, Inclusivity Equality, Diversity & Wellbeing Inclusivity Education Service



# Who we are

Ability Consultancy (NW) Ltd is an Equality and Diversity education and training provider specialising in disability awareness, accessibility and inclusion. We ensure that disabled people are supported and embedded in their community, where it be in school or where they live.

We offer a range of generic and bespoke services for education establishments. Our services include training for teachers, students and fun interactive sessions for young people from 6-16 years old. All our sessions are available face to face delivery or online.

We are committed to breaking down the barriers and stigma of disability, ensuring that every disabled person has the opportunity to take part in everything and treated as equal to their peers.

We use sport as a tool to enable inclusivity.

Ability Consultancy's aims are:

- Use and share lived experiences to bring to life the challenges faced by disabled people
- To build understanding and confidence in the areas of equality, diversity and disability awareness to all
- To ensure inclusivity and accessibility is part of all activities
- To provide a friendly, interactive first-hand experience approach to equality, diversity and disability education and training



# Why choose Ability Consultancy

- Established by disabled people who share their lived experiences
- Claire Buckle, the founder, has over 20 years' experience working in para sport, equality and disability awareness and is a retired GB Para athlete
- Offers personalised flexible bespoke services
- Provides a flexible approach to learning either face to face or online
- Members of the governments North West Disability Stakeholder group – shaping the national disability strategy to be published in 2021
- Over 20 years of supporting disabled people challenge themselves and take part in as many activities as possible
- We are members of the CPD Certification Service
- Driven by breaking down the barriers and stigma of disability, accessibility and inclusion to ensure a fully inclusive society

## What people say

**"Fantastic - everyone should have this training"**

**"Excellent informative session - Practical was amazing  
but eye-opening"**

**"The personal experience brought it to life - Very Good  
throughout"**

**"Excellent - will help develop our E&D work thank you"**



# What we can offer -Teachers

Ability Consultancy (NW) Ltd offers a wide range of support and courses to new and existing teachers to support and develop confidence, knowledge and skills for those who are working with pupils with disabilities or need extra support in lessons, with a focus on Physical Education (PE).

Outcomes – to give teachers the support and confidence to include anyone in their lessons, to provide them with specific adaptations, and show different ways to include everyone.

**Disability Awareness for Sport Specialist teachers** - school sport plays an important role in a disabled person's health and well-being and can provide a level playing field for them and their peers. Ability Consultancy (NW) Ltd delivers a course for new and existing PE teachers to increase their knowledge, build confidence and develop strategies and opportunities for a disabled pupil to take part in sport.

## Key areas covered:

- Participation stats and fears of coaches / teachers
- What is a disability and their characteristics?
- Correct terminology
- Top tips for coaching and engaging with disabled people
- Introduction to STEP
- Introduction to the Sport Inclusion Spectrum
- The structure of para sport in the UK
- Introduction to Equality Act and Disability Hate Crime

## Activities:

- Terminology
- Simulation activities for different disabilities or impairments
- Practical experience of para sport and how to adapt other sports

*Session duration 6 hours*

*CPD Accredited Course through CPD Accreditation Service*





**Disability Awareness for teachers** - more disabled children are in mainstream schools, wanting to experience the same as their peers, but sometimes this is not always the case due to lack of understanding or opportunities. Ability Consultancy (NW) Ltd has developed a course for teachers focusing on this area of need.

**Key areas covered:**

- Introduction to disability
- Models of disability
- Myths and stereotyping
- Effective communication and top tips
- Inclusion and barriers faced by disabled people
- Things to consider when engaging with a person with a disability

**Activities:**

- Disability Quiz – test your knowledge!
- Terminology
- What inclusion looks like
- Equality Act
- Experience everyday activities with a different limitation (e.g. use of one hand, using crutches or sticks while walking), over-complicated instructions to do a simple task

*Session duration 6 hours*

**Generic Disability Awareness** - to provide knowledge and experiences to teachers of all the different types of disability, both physical and mental. To simulate some of the challenges that their pupils might experience.

**Key areas to be covered:**

- Definition of disability
- What are physical disabilities?
- What are hidden disabilities?
- Terminology
- Characteristics of each disability

**Activities:**

- Different types of disability – physical v mental v learning
- Terminology activity
- Sight activities with sight loss simulation goggles
- Hearing activities
- Experience everyday activities with a different limitation (e.g. use of one hand, using crutches or sticks while walking), over-complicated instructions to do a simple task

*Session duration 2.5 hours*

CPD Accredited Course through CPD Accreditation Service



**Sport Inclusion model made simple** – to provide an introduction to the Sport Inclusion model and what it means for teachers. Understanding practical elements of the model and putting it into practice

**Key areas covered:**

- What is inclusion?
- What is sport inclusion?
- What are the barriers to disabled people taking part in sport?
- External factors affecting participation
- The STEP model explained
- The Inclusion Spectrum
- Examples of the Inclusion Spectrum in action

**Activities:**

- Barriers to participation
- Putting the Inclusion Spectrum and STEP into practice

*Session Duration 2-3 hrs*

**Adapting PE to encourage and engage everyone** – this session looks at introducing adaptations in your lessons, the key things to consider and practical examples and hints and tips from people in the know.

**Key areas covered:**

- What is an adaptation?
- Why is it important to adapt sessions?
- The STEP model explained

**Activities:**

- Using STEP, discuss and adapt generic PE lessons to suit everyone's changing needs.
- Warm up, cool downs, adaptations and inclusive games
- Introduction of inclusive games – boccia, volleyball, basketball, netball, cricket, hockey to name but a few

*Session duration 2 hrs*

**6-week block of delivery support for teachers in para sport**

Proposed support:

Weeks 1-2 Specialist Coach delivers

Weeks 3-4 Co-delivery from PE staff and Specialist Coach

Weeks 5-6 PE staff leads delivery with support from Specialist Coach

Delivery may include a specific sport / game, or can cover a number of different sports and ways to adapt and deliver sports.



**ABILITY**  
CONSULTANCY  
(NW) LTD

**Bespoke Sessions** – working with individual schools and pupils to encourage and develop fully integrated sessions

**Key areas covered:**

Ability Consultancy (NW) Ltd can attend school or place of teaching and support the teacher and the students with extra needs to adapt and take part in the sport session. This will include a pre-meeting and follow up session if needed. The sport / activity could be any PE based activity, swimming or non-traditional sports

*Session Duration: Dependant on school support needed*

***Course costs are dependant on number of participants; average cost per participant is around £30-60, Block and bespoke sessions £100-150 per session***





# What we can offer - Pupils

Diversity, inclusion and disability is becoming a key focus in society but there are still a lot of unknowns and a lack of understanding in some sectors.

Ability Consultancy (NW) Ltd works with a large number of sectors working towards an all-encompassing society. We feel and have seen that educating the next generation about the changing society is an important part of their development and will enhance the community they live in for years to come.

Outcomes – to break the barriers and stigma of different people in society so the next generation see everyone as equal no matter what.

**Disability Awareness Assemblies** – to deliver a class or school assembly introducing me and breaking down the stigma of a disabled person, and to identify how the actions of people can cause issues for the disabled person.

## Key areas to be covered

- A personal experience of living with a disability (the tricks and gadgets I use to continue with daily living)
- The challenges living with a disability brings
- The negative impact of people's perception and the issues it can cause to disabled people
- How my disability has shaped my life and what I have achieved because of my disability
- Overarching theme – no matter how hard life is you can achieve what you set your mind to

*Session Duration – Variable*

*Cost per session – Variable\**



**Disability Awareness (for Primary age)** - to introduce Disability Awareness and to provide knowledge and experiences of all the different types of disability, both physical and mental.

**Key areas that can be covered:**

- What is a disability (physical and mental)?
- How to make places accessible – what is needed?
- What are physical disabilities?
- Show different aids - young people to try out and play with aids that can assist a disabled person to get around and do things
- What is a visual impairment? – different types of visual impairments. Using the visual impairment simulation goggles, the young people try different activities using the goggles
- Play sports games using a ball with a bell or adapted equipment
- Deafness: what is it? – using ear protectors get the young people to try to hear things, play a lip reading game
- Provide information on finger spelling or Makaton

*Session duration up to 1.5 hrs*

*Cost per session delivered TBC – depending on session duration\**

**Disability Awareness (for Secondary age)** - to provide knowledge and experiences of all the different types of disability both physical and mental. Break down the barriers of disability and provide pupils with practical hands-on experiences.

**Key areas to be covered:**

- Definition of disability
- What are physical disabilities?
- What are hidden disabilities?
- Terminology
- Characteristics of each disability
- The law – Disability Hate Crime, Equality Act



## **Activities:**

- Terminology activity
- Sight activities with sight loss simulation goggles
- Hearing activities
- Experience everyday activities with a different limitation (e.g. use of one hand, using crutches or sticks while walking) over complicated instructions to do a simple task

Session duration 2 hrs

Cost per Session – TBC \*

**Diversity Versus Inclusivity and Discrimination (aimed at aged 14+)** - to provide young people with knowledge and understanding of social inclusion, diversity and discrimination and what these mean and how they can play a part in this in their community and society. Provide young people with the understanding so they can take responsibility to how they look at and treat different people and groups in an ever changing society.

## **Key areas to be covered**

- Diversity v Inclusion and Discrimination
- What is diversity?
- Why does diversity matter to you?
- How to embrace diversity
- What is inclusion?
- Understanding the key characteristics of inclusion
- Why inclusion is important? – what can inclusion support and help to develop
- What is discrimination?
- Types of discrimination
- What to do if you experience discrimination

*The session 50/50 theory and practical classroom based activity*

*Session duration 2 hrs*

*Cost per Session – TBC \**

**\*External funding may be available for all courses**

**Multiple sessions for schools can be requested at a discounted rate.**



For more information please check out our website at

[www.ability-consultancy.co.uk](http://www.ability-consultancy.co.uk)

Or contact one of our consultants on

[info@ability-consultancy.co.uk](mailto:info@ability-consultancy.co.uk)

or telephone 07799770362

Follow us on social media at:

Twitter - [@abilityconsult2](https://twitter.com/abilityconsult2)

Facebook [@AbilityConsultancy](https://www.facebook.com/AbilityConsultancy)

Instagram - [abilityconsultancynw](https://www.instagram.com/abilityconsultancynw)

PROUDLY SUPPORTED BY THE  
Lloyds Bank Social Entrepreneurs Programme



Companies House: 11871599