

Good Practice In the Work Place

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About Inclusion North



- Inclusion North exists to make inclusion a reality for all people with a learning disability or autism and their families.
- Inclusion means everyone living good lives as valued members of society. We work to change society so that everybody can have a good life.
- We raise awareness of the barriers to inclusion for people with a learning disability or autism and their families, and work to remove them.

What does Inclusion North do? •



- We work with local areas in the North East, Yorkshire and Humber.
- Local areas join Inclusion North as members. We work with them on local projects to increase inclusion for people with a learning disability or autism and their families.
- We support regional work around bigger issues that affect everyone. We are part of bigger pieces of work that affect the whole country.
- We employ people with a learning disability or autism and family carers as Experts with lived experience in our Expert Hub.

Our values



- Equality
- We value everyone equally
- Everyone should have opportunities to live the life they choose
- Rights
- Everyone has the right to choice and control in their life
- Justice
- We speak up when this doesn't happen
- Inclusion for all
- We include everyone with a learning disability or autism.

Where we work – Member areas



North East



Yorkshire & Humber



What we know



- Barriers
- Time
- Disclosure & Barring Checks
- Employing people with a criminal record
- Constantly reviewing recruitment processes







- Employment and benefits
- Co-producing induction, training, development and support.
- Asset based progression into other roles
- Diversification/Flexibility



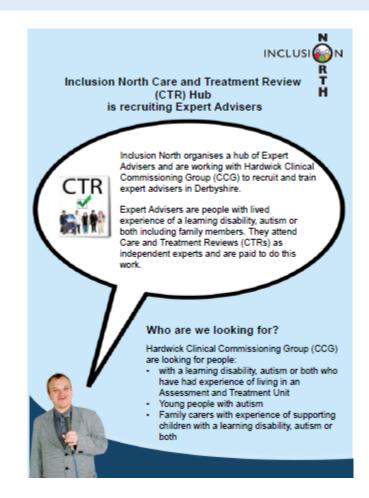




Save

Time - Workshops







Review your policies and procedures



- An autism-accessible application form that differed from our Easy Read form designed with people with a learning disability in mind.
- Running an information workshops about the role of Expert
- The opportunity to shadow an experienced Expert in a Care and Treatment Review as part of the induction process.

"Friendly informal environment"

Applicant

"Plenty of information in a format that was easy to follow and understand"

Applicant

Employing people on welfare benefits



Think about the difference between employment and service user involvement.

Inclusion North "employment is continuous"

"involvement is a one off"

Permitted Earnings for people on certain benefits



Supporters



- Inclusion North employs supporters on behalf of people who require support. The NHS provides money to pay for supporters.
- Inclusion North provides a job description for a supporter -
- Some organisations do not do this and the individual employs their own supporter with funding (Access to Work)



Increasing diversity in the workplace



 https://inclusionnorth.org/wp-content/uploads/2019/01/Inclusion-North-employment-guide-2018.pdf

