



**inclusion
north**

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



INCLUSION NORTH

Inclusion North Care and Treatment Review (CTR) Hub is recruiting Expert Advisers

Inclusion North organises a hub of Expert Advisers and are working with Hardwick Clinical Commissioning Group (CCG) to recruit and train expert advisers in Derbyshire.

CTR

Expert Advisers are people with lived experience of a learning disability, autism or both including family members. They attend Care and Treatment Reviews (CTRs) as independent experts and are paid to do this work.

Who are we looking for?

Hardwick Clinical Commissioning Group (CCG) are looking for people:

- with a learning disability, autism or both who have had experience of living in an Assessment and Treatment Unit
- Young people with autism
- Family carers with experience of supporting children with a learning disability, autism or both



INCLUSION NORTH

Would you would like to find out more about becoming a CTR Expert Adviser in Derbyshire?



Inclusion North are holding an introduction workshop on **Friday 23rd February** in South Normanton from 10.00am until 3.00pm



To attend the workshop you will need to book.



Please contact Gill Cline at Inclusion North to book a place Gill@inclusionnorth.org or you can give Gill a call on 0113 2444 792



Please book your place by Friday 9th February 2018



February
23
10:00am → 3:00 pm



For more information contact Sandy on 07787 778125

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>

Increasing
diversity
in the
workforce



Things we learnt along the way