



**inclusion
north**

Inclusion North Annual Report 2019 - 2020



InclusionNorth

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Who we are and what we do



Inclusion North exists to make inclusion a reality for all people with a learning disability or autism and their families.



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.



We always start by listening to people with a learning disability or autism, their families and carers.

People with lived experience lead the work and say what is important.



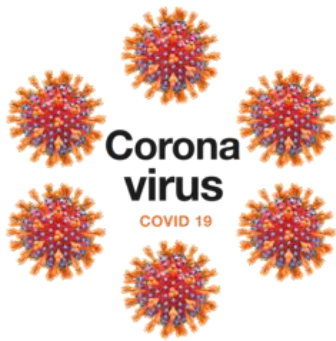
Half our Board of Directors and Advisory Council are people with a learning disability or autism and family carers.

We employ people with a learning disability or autism and family carers. We co produce and co facilitate our work with people with lived experience.



We live our values through the way we work.

Introduction from our Co Chairs



This has been another challenging year, but Inclusion North has achieved some excellent work. The Covid 19 pandemic and lockdown at the end of March had a big impact on our work. It was a big shock to everyone.



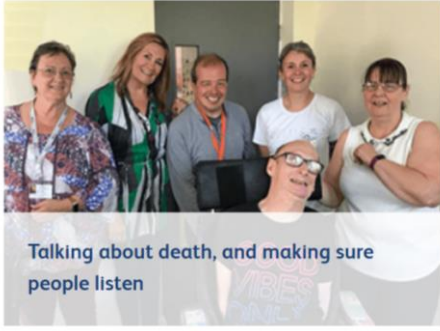
We haven't been able to meet people in a safe place. As most of our work is face to face, we had to start doing as much as possible online. We started having to do things very differently as an organisation.



The dreadful news about the way staff treated residents at Whorlton Hall which broke last June was terrible. It made us as an organisation very upset. It had a big impact on self advocates themselves. We all felt angry, disappointed and shocked as we felt that services had moved beyond this level of negativity.



We know some self advocates have been left with trust issues towards staff. We are pleased that Inclusion North joined with other organisations and self advocacy groups in protesting about what happened.



We continue to raise issues and fight for safe services for people with a learning disability and autistic people. The Stop People Dying Too Young Group continues to do ground breaking work. We are proud that the group got a Dimensions Leaders Award.



We welcomed Becki and Dawn to the staff team in 2020 to work on the Bringing Change to the Board project. This project had to be put on hold due to lockdown but had already done some positive work on practical inclusion with businesses and organisations.



We would like to send a big thank you to all the staff, volunteers, members and supporters. Everyone has worked hard, often in challenging situations to keep the work of Inclusion North going.



Together we can continue to work for all people with a learning disability, autistic people and their families and carers in the North East, Yorkshire and Humberside.



Thank you for reading our report.

Stewart Chappell
Samantha Jamieson
Co Chairs Inclusion North

Our members



One part of our work is our membership scheme for Local Authorities.

We work with members on local projects to increase inclusion for people with a learning disability or autism and their families.



Through our membership scheme we can support regional work around bigger issues that affect everyone.



Members get time from the Inclusion North team to work on issues that are important to the people who live in their area.



We also do some smaller projects to help all members. This is called Our Offer.

These focus on important issues facing people with a learning disability or autism and their families today.

Our Members 2019-20



In the North East we had 11 member areas in 2019-2020. They were Darlington, Durham, Gateshead, Hartlepool, Newcastle, North Tyneside, Northumberland, Redcar and Cleveland, South Tyneside, Stockton and Sunderland



In Yorkshire and Humber we had 7 member areas in 2019 - 2020.

They were Barnsley, Bradford, Calderdale, Doncaster, Kirklees, Leeds, North Yorkshire and Wakefield

Some work we did with members this year



Helping members communicate well with people



Supporting the local voluntary sector to work together well



Facilitating the Provider Forum



Involving people in local plans and decisions

Some work we did with members this year



Supporting social work teams to develop their practice



Helping areas to get their Partnership Boards working well



Helping co-produce the local Autism Strategy



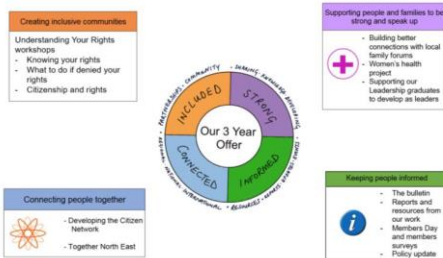
Designing accessible surveys to make sure people's voice is heard

Other benefits for members



Every year we do some projects to help all members. This is called Our Offer.

These focus on important issues facing people with a learning disability or autism and their families today.



Our Offer has 4 aims

- Creating inclusive communities
- Supporting people and families to be strong and speak up
- Connecting people together
- Keeping people informed



After Whorlton Hall, Inclusion North decided it was important to ensure that people with a learning disability and autistic people and family carers know what their Human Rights are.



A lot of our work on Our Offer in 2019-20 was to co produce and deliver Human Rights workshops.

Human Rights Workshops

Our Human Rights workshop was developed in the Autumn of 2019.



3 experts with lived experience worked with us to co-produce the workshop as an Introduction to Human Rights.



The British Institute of Human Rights gave us permission to use their resources, and we looked at the 16 main Human Rights – thinking about how they impact upon us all as people and how services need to ensure they meet our Human Rights.

We also looked at what to do if they don't and who to speak to about our Human Rights when they are not being met.



The workshops aim to be fun and interactive with group work and activities.

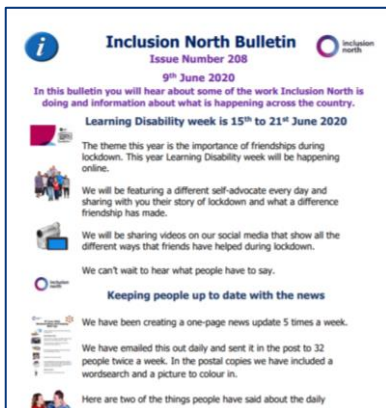
We started running the workshops in March 2020 and had several planned in the North East and Yorkshire & Humber.

Then Covid19 took over so these had to stop.

We are now working on an accessible on-line version.

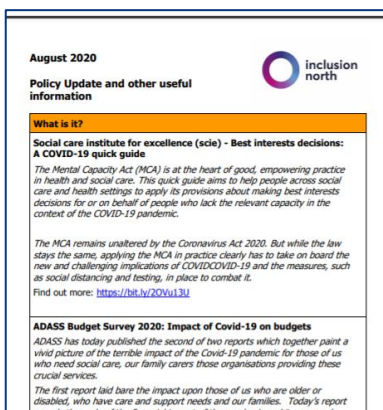


Keeping people informed



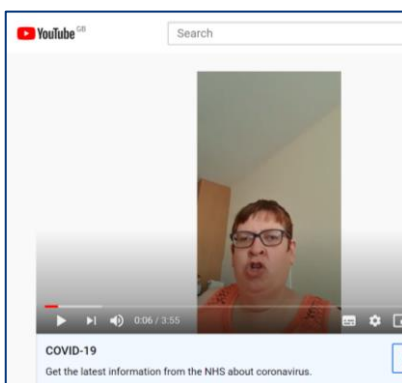
We send out a news bulletin every 2 weeks or so, to keep people up to date with what is happening at Inclusion North and in the rest of the country.

In 2019-20 we created 25 bulletins.



We do a Policy Update once a month to help our Members and the team stay up to date with changes to the Law.

This means that Members don't have to go looking for the information, we put it all together in one place for them.



When lockdown happened in March 2020 because of Covid19 we knew that people needed clear easy to understand information about the rules to stay safe. We created easy read daily news with a video to go with it to help people understand what was happening.



When the Government was slow to bring out Easy Read information about Covid19, we created information so that people had as much information as possible to stay safe.

The Expert Hub



In 2019-20 we had 22 Experts and 1 supporter employed in the Hub. All our Experts are self advocates or family carers with lived experience.

They do Care (Education) and Treatment Reviews as well as some other work for Inclusion North.



In 2019-20, our Experts went to 492 Care (Education) and Treatment Reviews.



We get a lot of good feedback about what a difference our Experts make in Care (Education) and Treatment Reviews.

A Chair for one review said

“The expert was excellent in her interaction with all, asking pertinent and relevant questions. Also very empathetic.

She was approachable, reassuring, shared appropriate knowledge and experience throughout the meeting and asked appropriate questions and was a source of support for the parent.”



Projects with different organisations



The Talent Hub is a training and development programme for talented dance artists who have a learning disability or are autistic.



We have been working with TIN Arts, Yorkshire Dance and other partners on this project for 3 years.

The dance artists have been working together at regular residential courses.



They have all been working on their own personal development too.

In November 2019, the team of dance artists finally performed the new dance piece they made.

They worked with a choreographer called Theo Clinkard at Dance City in Newcastle.

The piece was called Helm.

It was going to go on tour in 2020 but most of the performances could not happen because of Covid19.



Projects with different organisations



We run the **Stop People with a Learning Disability Dying Too Young Group** in the North East.

This is a group of people with a learning disability and family carers who meet every month.



They look at the reasons why people with a learning disability are at risk of dying too young.

They campaign for change.



They run events to raise awareness.

This year the group wrote a response to the annual LeDeR report and made it into a video.

It was called "3 out of 10 is nothing to be proud of."

This is because only 3 out of 10 people got the best possible care.

It got a lot of attention and asked why the lives of people with a learning disability are still not valued as much as everyone else's.



Child Bereavement UK
inclusion north

3 out of 10 is nothing to be proud of.

7 out of 10 of us did not

3 out of 10 of us got the best possible care

A response to the Leder Annual Report from the Stop People with a Learning Disability Dying Too Young Confirm and Challenge Group. June 2019

Learning Disabilities Mortality Review (LeDeR) Programme

Projects with different organisations



Inclusion North worked with Disability Rights UK to run two workshops to help Sports England and Activity Alliance think about co-production.



Disability Rights UK want to make sure that local sports organisations and groups listen to the voice of

- disabled people
- people with health conditions
- people with a learning disability
- and autistic people



These workshops included

- What is co-production?
- Where did co production start?
- What you need to include to do good co-production
- How co production changes how we work with people
- How to be more confident doing co production
- and what can get in the way of doing good co-production



Projects with different organisations



The Confirm and Challenge Group in the North East has been supported by Inclusion North for 5 years.

It is a group of people with a learning disability or autism and families.



The aim is to influence all of the work about Transforming Care and Building the Right Support.



These are the national programmes that aim to get people out of hospital and living good lives in the community again.



We want to make sure people with a learning disability, autistic people and family's voices are at the centre of the changes the programme is making in the North East and North Cumbria.



People and families have a chance to question the plans and share their ideas about what works for them to live well in the community.

Projects with different organisations



Leading Together for a Change

We worked with 6 young people in the North East who signed up to do the 'Leading Together for a Change' Leadership programme.



This ran from March to October and ended with a graduation event in November.

The programme gave them the chance to work with professionals from Health, Social Care and Education and family carers, who were all doing their own strand of the leadership programme.



The aim was to get everyone to think about what it takes to lead together, work together and make changes together.

People from all 3 groups worked on ideas to make a difference to the lives of young people with a learning disability or autism.



The young leaders gained:

- confidence to share their ideas and experiences
- understanding of systems and processes
- practice in the use of their leadership skills

Projects with different organisations



'**Bringing Change to the Board!**' project is part of the Lottery's Leaders with Lived Experience pilot programme.

Since January 2020 we have employed 2 leaders with lived experience as Leadership Coaches to co-produce the project with us.

They are designing a leadership course for people with a learning disability or autism.

The course is designed to support people to take on the role of Director or Trustee of voluntary sector organisations. Or to help them be a better Director or Trustee.

The Bringing Change to the Board team will deliver the training that they have designed.

The team will also work with up to 6 organisations to support them to make their governance more inclusive.

This means things like having Easy Read agenda and reports, not using jargon, and making the budget easy to understand.

The project has been delayed due to Covid19 but is starting back up again now.



Projects with different organisations



Developing Partnership Boards

Inclusion North are supporting a local area who are not part of the Membership Scheme to develop a learning disability partnership board and an autism partnership board.

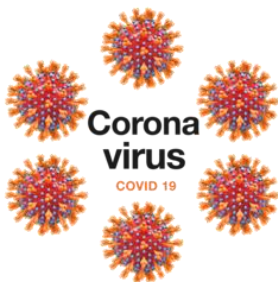


Our role is

- To set up, promote and facilitate both boards
- To make sure that people with a learning disability or autism and their families can be fully involved
- To make sure meetings are inclusive
- To give everyone an equal voice
- To help different people work well together



There has been real enthusiasm in the area for both Boards.



Sadly Covid19 has stopped people meeting face to face.



We are looking at creative ways of running the meetings to make sure that people can still be involved and feel comfortable joining in.

Understanding The Money

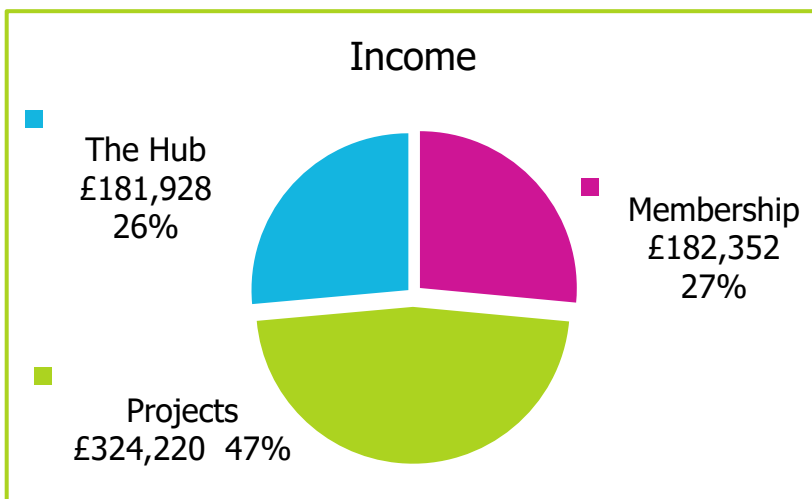


In 2019 – 20
We earned £688,500

We spent £667,560.

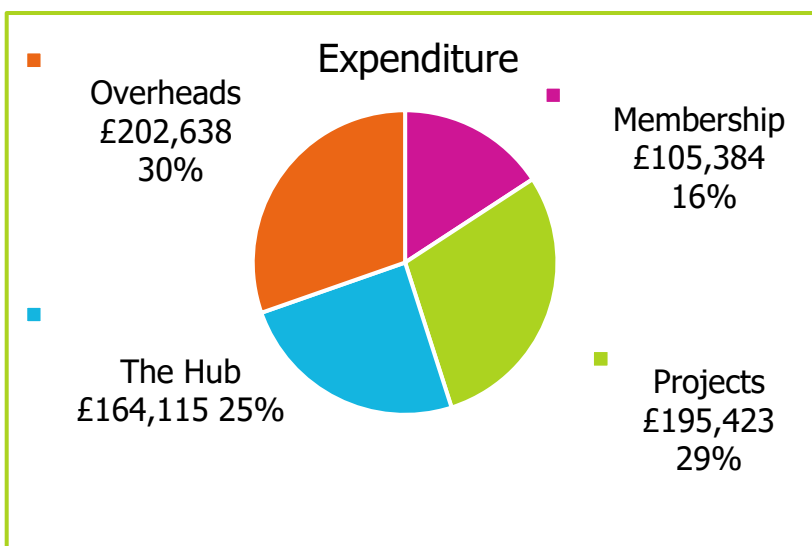
This means that we earned more money than we spent.

We earned £20,940 more than we have spent.



We earned our money from

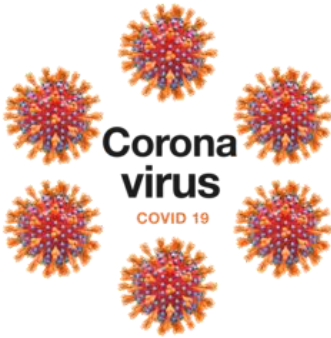
- Memberships
- Non member projects
- The work in the hub



We spent our money from

- Working with members
- Working on projects with non members
- Work in the hub
- Running the organisation (overheads)

Looking forward to 2020-21



2020 – 21 has started off in a very frightening way, with Covid19 bringing lockdown on the whole country.



We have been working hard to create easy read information and videos for people to help them to understand how to stay safe.



We have worked quickly with partners to create projects to help people with a learning disability and autistic people to stay connected, to stay well and to support their mental health.

We have had to start doing all our work over the internet.

We know that lots of people struggle to access the internet for lots of reasons.

So one of our big projects for this year will be about making sure online activities and services can be inclusive for all.



Meet the Team

You can find their contact details here

<https://inclusionnorth.org/contact-us/>

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Eileen Fox,
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Karen Parry,
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Kellie Woodley,
Project Manager



Kirsty Morgan,
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Sandy Marshall,
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