

Inclusion North Annual Report 2020- 2021



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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, autistic people 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, autistic people and their families, and work to remove them.



We always start by listening to people with a learning disability and autistic people, 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, autistic people and family carers.



We employ people with a learning disability, autistic people 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



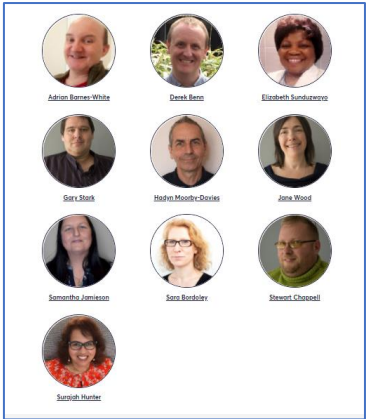
We would like to thank all the staff and volunteers for their hard work and contribution over the last year.



Covid 19 has continued to be a challenge for us all. The good news is we have made it through and are coming out the other side.



We have welcomed more staff and have a lot of new volunteers.



All the places on the Board of Directors and Advisory Council are now filled and we feel that we have stronger and more diverse representation.



The staff team have continued to work very hard on membership, bringing in new work and building on existing work.



We have worked on so many different projects and you will get to read about some examples in this report.



A key part of our work this year has been keeping people connected and safe through the year.

Thank you for reading our report.

Stewart Chappell

Samantha Jamieson

Co Chairs of Inclusion North



Membership



One part of our work is our membership scheme for Local Authorities and Clinical Commissioning Groups.

We work with members on local projects to increase inclusion for people with a learning disability, autistic people 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 projects to help all members.

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

Our Members 2020-21



In the North East we had 11 member areas in 2020-2021. They were Darlington, Durham, Gateshead, Hartlepool, Newcastle, North Tyneside, Northumberland, Redcar and Cleveland, South Tyneside, Stockton and Sunderland



In Yorkshire and Humber we had 6 member areas in 2020 - 2021.

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

Some work we did with members this year



Supporting providers to help make sure people access Annual Health Checks



Researching what health information was available in Easy Read for people and families



Supporting member areas to include people and families voices in plans and strategies



Helping to review the local Transforming Care Team

Some work we did with members this year



Supporting Local Authorities to come together in the region to share information and strengthen working together



Looking at ways that small pots of money can be used to help voluntary sector organisations make a big difference

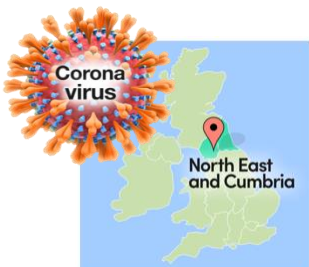


Creating Easy Read information to help local areas to share their plans and strategies with people



Supporting people, commissioners and providers in a local area to come together to remain connected during the pandemic

Keeping People Connected in the North East and North Cumbria



As part of our membership offer we supported 9 local community organisations across North Cumbria and the North East, to set up the Keeping People Connected project in response to the Covid-19 situation.



It aimed to help people with a learning disability and autistic people during this difficult time to

- Understand information from the Government
- Connect with others to avoid isolation
- Get the support needed for other things in their lives



During the 16 weeks of the project, 1599 people were supported. Some had a lot of support; others only needed a little. Much of this support was around



- Anxiety
- Loneliness and isolation
- Mental Health concerns



The project has identified the need for Health and Social Care systems to

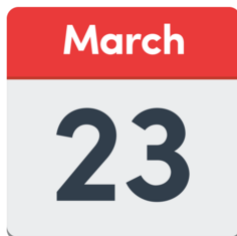
- Better understand the needs of people on the edge of their services
- Work in partnership with more local community organisations
- Reduce barriers for people to access support
- Address issues of loneliness now, help to build networks and connections



Other benefits for members



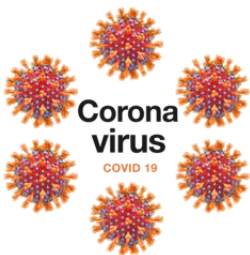
Every year we do some projects to help all members. These focus on important issues facing people with a learning disability, autistic people and their families today.



On 23rd March 2020 the whole country went into lockdown because of Covid-19. This carried on for over a year.



This left a lot of people with a learning disability, autistic people and family carers isolated and without enough support.



In 2020-21 a lot of our work for members was on supporting people through Covid-19.



We focused on getting Easy Read information to people to explain the lockdown rules.

Other benefits for members



We produced Keeping Well Tips to help support people's mental health.



We supported organisations to work together to share ideas for supporting people.



We supported people to get online and to understand how to use Zoom and Teams.



We joined the Better Connected campaign for digital inclusion to make sure that people with a learning disability, autistic people and their families were included in it.



We produced Easy Read information about the campaign and supported people to speak up about digital exclusion.



We moved all our work online and carried on delivering our free Human Rights workshops.

Human Rights Workshops



Last year we co-produced Human Rights workshops after Whorlton Hall. We delivered one workshop face to face in Barnsley before Covid meant everything had to stop and go online.



We started working on an online version of the workshop and tested it with several of our Expert Advisers.



We developed a workbook, word searches and spot the difference activities to post out to people who booked onto the online workshop to make it as interesting as possible.



We ran 3 workshops this year. 28 people have joined in including family carers, self-advocates and supporters.

This year we have seen examples of people's Human Rights being impacted on.



The Right to Life – Article 2 - where people with a learning disability have died due to "Do Not Resuscitate" being wrongly put on their medical files.



The Right to freedom of assembly and association – Article 11 – Not being able to meet together and campaign against important issues.

Human Rights Workshops



Public bodies like Local Authorities have a duty to make sure our Human Rights are met.

We want our workshops to help people challenge those public bodies when their Rights are not being met.



We hope the workshop will help people to recognise those 16 really important basic Human Rights and to challenge public bodies when Human Rights are not being met.



Some things people said about our online Human Rights workshops

- Well chaired and well organised
- The workshop was interactive, everyone contributed and got involved
- I feel more informed about Human Rights than I did before
- There wasn't anything I didn't like – it would have been better to meet face to face.
- I found it very interesting and learnt a lot about my Human Rights.



Keeping people informed



In 2020-21 we spoke up about the lack of Easy Read information from the Government about Covid-19 and the changing lockdown rules.

There was so little accessible information we decided to do our own.



We listened to the daily Government briefing and then summarised it in Easy Read to make it simple and easy to understand.

We made a video to go with it to help people understand what was happening.



We produced 59 daily news updates between April and June 2020.



In June 2020 the daily government briefings ended.

We decided to make a weekly news update in Easy Read with a video to go with it to help people understand the main messages about Covid-19 from the Government that week.



We produced 43 weekly news updates between June 2020 and March 2021.

Keeping people informed



We knew that not everyone could use email or social media so we offered to print the Easy Read news and post it out to people.

Every time we created a news update we posted it to 32 people to help keep them connected.

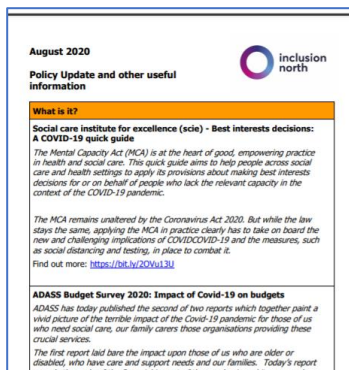


Over the Christmas period this went up to 61 people, as we offered to send out craft activity packs to help people who might be isolated over the holidays.

Over 700 people signed up to be sent our news by email.



Lots more people went on our social media and watched the videos of Becki, Dawn, Craig and Denise reading our news.



We also 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, because we put it all together in one place for them.

Our social media



We know that not everyone likes emails. Some people prefer to get most of their news from Facebook, Twitter and Instagram.

So we set up an Instagram page and we shared our Easy Read daily and weekly news and videos on Instagram, Facebook and Twitter to help more people see them.

We know that more people are checking our social media and getting the information they want from us.

- New people following our Twitter 7%



This year we shared our information and videos on Social Media 407 times.

On Twitter our tweets were seen 325,700 times.

We had 461 new people following us on Twitter this year.

- Facebook 1292

158 people now follow our Instagram posts.

- Instagram 158

1292 people follow our Facebook posts.

- Twitter 6166

In total 7,616 people or organisations follow our social media pages.

The Expert Hub



In 2020-21 we had 23 Experts 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 2020-21, our Experts went to 320 Care (Education) and Treatment Reviews. These were done online using Teams.



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 spoke with the person's family, they built a good rapport with the person, they were comfortable to raise points and provide their input to the involved professionals.

The expert asked a number of questions. The expert was approachable, he built up a good rapport with people, he brought lived experience.

Looking forward to working with him again in the future."



Projects with different organisations



Welcome to the involvement leaders

We said a huge thank you to the North East Transforming Care Confirm and Challenge Group who have worked for over 6 years to influence services and bring about change.



They have done an amazing job and have gone on to shape the citizenship work for the region.



We welcome the 10 new involvement leaders. All of the leaders have lived experience of hospital services and have come into the role with energy and passion to make a difference.



We all come together weekly. The group have set out a big plan – choosing 3 areas of work to focus on

- Our voice matters
- Getting it right for people in hospital
- Just do what it takes



They will be working on 'our voice matters' first and they have just produced a statement called 'stop pushing us out'.



This is to raise the issues that people still experience being left out of meetings about them and they want this to change.

Projects with different organisations

Making a Difference Together group



We are working with the Humber Transforming Care Partnership, local people with lived experience and other organisations to bring them together to develop a vision and big plan (strategy).



The group have called themselves the 'making a difference together group'. We meet every month to talk about the important things for people with a learning disability and autistic people living in the Humber area.



This includes:

- North East Lincolnshire
- North Lincolnshire
- East Riding of Yorkshire
- Hull



The meetings are a place where people can feel comfortable talking to each other and taking part in discussions where we can share our knowledge and experience.



The information we share will help to develop the vision and big plan. So far, the group has talked about things like:

- Getting the right services and support
- Training for GPs and other staff
- Self-advocacy – support for people to speak up and to have a voice

Projects with different organisations



Working with Disability Rights UK

Inclusion North have supported Disability Rights UK to deliver more co-production workshops this year.



One workshop was for the West Midlands Combined Authority and one was for UK Active.



The main aim was to encourage organisations to include disabled people when thinking about designing and delivering new services and how to involve people.



Disabled people are often excluded – but Disability Rights UK is working hard, with our help to make those changes happen and to make sure disabled people are included.



The workshops looked at the history of co-production and the good things that can happen when we work this way.



One person who came to a workshop said

“Top effort and many thanks for the session.”

Projects with different organisations



Bringing Change to the Board!



Our aim was to support more people with a learning disability or autistic people to become Directors or Trustees within an organisation.



We looked to build the confidence of 11 people with lived experience who were already Directors or Trustees, or wanted to take on these roles.



A 9-week training course was designed and delivered to cover knowledge, skills and practice areas. 3 people from the course have already gone on to become new Directors.



We worked with 6 organisations to help them get better at involving people with lived experience as Directors or Trustees. We gave them direct support, feedback on their Board meetings and developed useful resources.



We hope to inspire other organisations by sharing these resources on our website

https://inclusionnorth.org/our_work/bringingchangetothboard-inclusivegovernance/



Project plans were changed because of the pandemic with us having to move everything online. This meant we thought differently, designed and delivered things in new ways. We have been able to reach more people working this way.

Projects with different organisations

Stop People Dying Too Young



The Stop People with a Learning Disability Dying Too Young group are a group of self advocates and family carers in the North East. They have been working together for three years on a national programme called LeDeR – learning from life and death reviews.



Every year a LeDeR annual report comes out saying what has been learned from reviewing the deaths of people with a learning disability.



The group always creates a response to the report. This year the group's response was called 'Nothing Much has Changed' and they made an Easy Read report and a video.

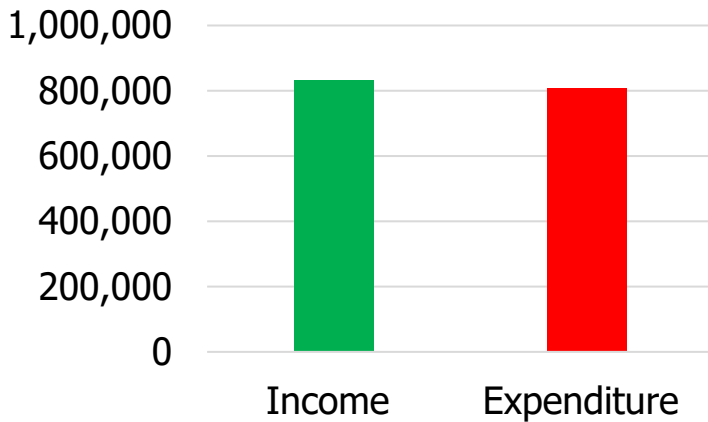


They asked why the deaths of people with a learning disability are not reported to the Coroner as often as other people. A **coroner** is a type of judge who investigates some deaths.



We did some work with a journalist called George Julian to help people with a learning disability and family carers to understand what Coroners do and what inquests are.

Understanding The Money



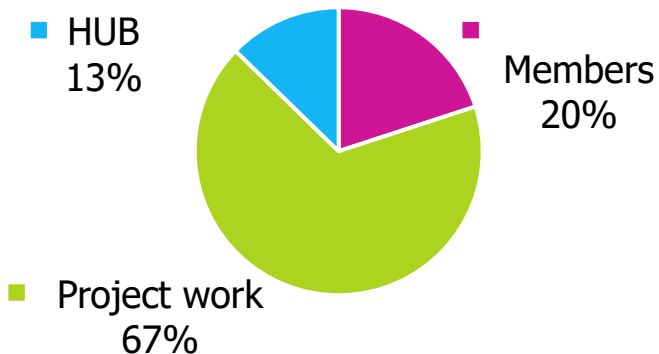
In 2020 - 2021

We earned **£833,235**

We spent **£808,132**

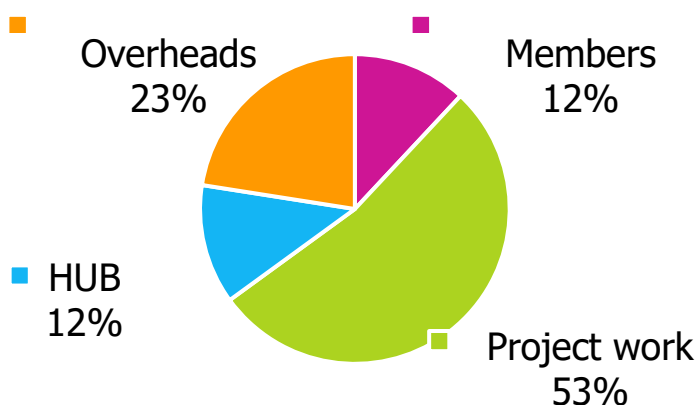
This means that we earned more money than we spent.

We earned **£25,103** more than we spent.



We earned our money from

- Memberships
- Projects for other organisations
- The work in the hub



We spent our money on

- Working with members
- Working on projects for other organisations
- Work in the hub
- Running the organisation (overheads)

Reasons to Celebrate



In December 2020 our Leadership Coach Becki Parker was announced as a winner of a Coronavirus Learning Disability and Autism Leaders award.

Becki was a winner in the category of Information and Support for all her work to support people to understand the lockdown rules.



Our Hub Expert and weekly news reader Denise Bowles appeared on ITV in February 2021 to encourage other people to have the Coronavirus vaccine.

It is great to see our Experts speaking up and getting their message out.



In November 2020, we welcomed Rachael to the team as our Administrator. We are really lucky to have someone so talented join us.



It was a whole team effort to work together to get through lockdown and the team were brilliant. We also want to thank our Directors and Advisory Council for caring about the team and doing things to help our well being.

Looking forward to 2021-22



We have started the year being very successful at recruiting new people to join our Board of Directors and Advisory Council.

We are excited to have so many new, diverse people bringing their ideas and energy to Inclusion North.



We are hoping to get funding to update and grow our Tomorrow's Leaders leadership training course.



If we are successful, our two Leadership Coaches Dawn and Becki will stay with us for another 3 years to do this work.

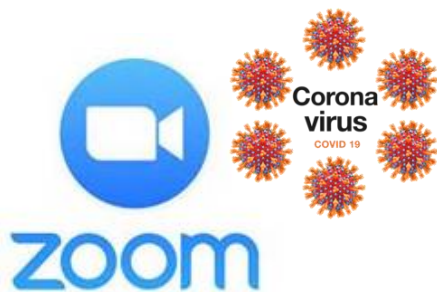


We are busy recruiting a team of 4 people to lead on the Citizenship work in the North East and North Cumbria.



The team members will be a person with a learning disability, an autistic person, a family carer and a project support coordinator.

Looking forward to 2021-22



We are still doing all our work online to keep people safe from Covid-19.

We have a plan for starting to do face to face work again when it is safe.



We are carrying on with our weekly news to make sure people know the latest update from the Government about Covid-19.



Our experts in the Hub are doing C(E)TRs online to help make sure that people's care and treatment is well planned and meets their needs.



We have got lots of new work starting this year.

Member areas have lots of ideas about what we can work together on.

Meet the Team



Becki Parker
Leadership Coach



Dawn Flockton
Leadership Coach



Eileen Fox,
Hub Administrator



Karen Parry,
Chief Executive



Kellie Woodley,
Project Manager



Kirsty Morgan,
Project Support



Melissa Peacock,
Office Manager



Rebecca Cole,
Project Manger



Rachael Munro Fawcett
Administrator



Sandy Marshall,
Project Support

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