



**inclusion
north**

Inclusion North Plan.

2022-2025



InclusionNorth

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Introduction



This is the plan that everyone at Inclusion North will use to guide their work from April 2022 to March 2025.



The plan has 2 parts



Part 1. The work we will do to make inclusion a reality for people with a learning disability, autistic people and their families



Part 2. The work we will do to carry on being a strong, well-run company



Part 1 – the work we will do



We have 4 priorities. Priorities are the things we think it is most important to focus on.



1. Citizenship, Rights, Inclusion and Equality



2. Understanding the Integrated Care System and making sure people have a voice in it



3. The mental health and well-being of people with a learning disability, autistic people and their families



4. Involving everyone

Priority 1 – citizenship, rights, inclusion and equality



Making sure people have a life, not just services



Helping people to know their rights and be well informed about issues that affect them



Making sure people are valued as equal members of their communities



Knowing where other inequalities make things more difficult for people and tackling this in our work



Making sure people's voices are heard in national policy making that affects their lives.



Priority 2 - Understanding the Integrated Care System and making sure people have a voice in it



Helping people to understand the
Integrated Care System



Building relationships so we can influence
what is happening



Helping make sure people have a voice in
the Integrated Care System and can
influence decision making



Speaking up about what is not working for
people and families



Speaking up about the long term impact of
Covid on people and families

Priority 3 – The mental health and well-being of people with a learning disability, autistic people and their families



Keeping a focus on what helps people to stay well and avoid crisis.



Making sure that people co-produce services and support that meets their needs



Making sure there are reasonable adjustments for people with a learning disability and autistic people



Working to influence culture change and encourage creative thinking





Priority 4 – involving everyone



Working hard to include more diverse people in all our work.



Knowing whose voices are not heard and noticing which groups of people are never around the table. Doing work with them to make sure everyone is included.



Speaking up about these inequalities



Supporting young people to have their voices heard and to become the leaders of the future.



Think more broadly about access, inclusion and reasonable adjustments in all our work.



Part 2 – Being a strong, well-run company



We have 6 priorities. Priorities are the things we think it is most important to focus on



1. Preparing for the future



2. Looking after the people at Inclusion North



3. Using our resources well



4. Checking we are making a difference



5. Shouting about what we do



6. Having good systems that support our work



Priority 1 – preparing for the future



Reviewing our membership to make it stronger.



Keeping an eye on the risks and what might be coming



Reviewing which areas of the country we work in



Planning for when staff and volunteers move on



Agreeing what we should and shouldn't do to make change happen



Finding new ways to earn money and new work to do



Strengthen our partnerships to be stronger and have a bigger impact



Understanding what is happening in other parts of the country and the world



Priority 2 – looking after the people at Inclusion North



Give everyone good training opportunities and time to learn and develop



Connect the Directors, Advisory Council and staff more



Give young people a voice in the organisation



Make sure we have enough people to do the work



Understand the impact of the team getting bigger.



Employ more people with lived experience on permanent contracts



Work hard to attract more diverse people into Inclusion North as staff and volunteers



Look at what benefits more volunteering opportunities might add to Inclusion North



Priority 3 – using our resources well



Have a better plan for how we use our savings and how we make decisions about money left over at the end of a project.



Make sure what we charge is fair and values our skills and expertise



Look at how we can use digital technology to reach more people with our work



Create some project toolkits that can be used again and again.



Look for funding for a project that could cover the whole region we work in



Priority 4 – checking we are making a difference



Make 'evaluation' something we know how to do in all our work.



Share what we learn from our work more.



Produce more reports and resources to share



Join important schemes that show our values and the quality of our work



Priority 5 – shouting about what we do



Get even better at making good use of our social media.



Get better at promoting our work



Nominate Inclusion North for more awards



Have media training and use the media more



Increase the number of people who know about us. Make it easier to find us.



Keep the website looking fresh and new



Priority 6 – having good systems that support our work



Make sure we have the right policies to support us to do the work and run well as a company



Have templates to make our work quicker and easier



Invest in what we need to support us as we become a bigger company



Bring in experts to help us in the areas we have less experience with