



**inclusion
north**

Inclusion North Annual Report 2024 – 2025



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



The past year has involved big change, after 8 years Karen Parry resigned from the CEO role.



Karen led the organisation during a time of change and development.



We would like to thank Karen for the work that she did as CEO.

The board recruited a new CEO Hannah Tough.



This recruitment process involved directors, advisory council, staff and experts by experience.



Hannah lives Inclusion North's values and has made a great start in her new role.

Introduction from our Co Chairs



There has been a lot of change in the health and social care sector since the new government came to power in 2024.



Inclusion North has had to adapt. Directors and advisory council have been involved in the latest Big Plan.



We are committed to keep developing and reviewing what we do in the next year.

Thank you to everyone who has worked with us this year.



Welcoming new people.

This year we welcomed new people to Inclusion North as staff and volunteers.

Hannah joined the team as Chief Executive



Terry joined the team as a Project Worker



Denise and Kirsty joined the team as co-researchers



Our Members in Yorkshire and Humber.

In Yorkshire and Humber we had 3 people in the team who worked with member areas.



Rebecca



Sandy



Maria

**Yorkshire
& Humber**



In Yorkshire and Humber we had 5 member areas in 2024 - 2025.

They were Doncaster, Hull, North Lincolnshire, North Yorkshire, North Yorkshire and York ICB.

Some work we did with members this year



We brought self-advocates together from North Yorkshire to think about the Mental Capacity Act.



Together we created an Easy Read guide. This has been shared across North Yorkshire so that more people know what the Act is.



The group also enjoyed making a short video to tell people about this work.



We held a special meeting for North Yorkshire's Learning Disability and Autism Partnership Board.



People shared ideas about speaking up and making this easier for people.



They shared ideas in different ways. Some made art and some did video interviews.

More work we did with members this year



We held six meetings for Hull's Learning Disability Partnership Board.



This involved:

- Organising face to face meetings
- Putting Easy Read agendas together
- Chairing the meetings
- Supporting actions from the meetings



We also did some research for Hull.



They wanted to know more about how other towns and organisations are supporting people with a learning disability to have a good life.



They will use this to help them plan their Learning Disability Strategy.

Other work in Yorkshire and Humber

Funded by the Humber and North Yorkshire Integrated Care Board



We held workshops about people having fair and equal access to health care. The workshops were called Getting my Health Right for Me.



This work is important because people with a learning disability and autistic people don't always get the same good health care as everyone else.



Lived-experience experts from the North Yorkshire Working Together Group helped to plan the workshops and some of the members also helped to deliver them.



We made a short film about everyone getting good health care. You can watch it on Inclusion North's [YouTube page](#).

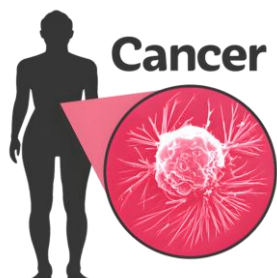
More work in Yorkshire and Humber



We held some workshops about keeping healthy. The workshops talked about different topics.



- Annual Health Checks
- Health action plans
- The Learning Disability Register
- Reasonable adjustments



We also delivered sessions about:

- Looking after your bodies
- Cancer screening checks



We held four workshops in 2024, to over 100 people from four different groups.



We made the workshops fun with games and quizzes and bingo.

Swept Under the Carpet – Sex, Periods and Having Babies



We are working on a new project with Lancaster University, The University of East Anglia, and The University of Essex and Ace Anglia.



The project is funded by the National Institute for Health Research. It is called Swept Under the Carpet.



We are working on a new project with Lancaster University, The University of East Anglia, and The University of Essex and Ace Anglia.

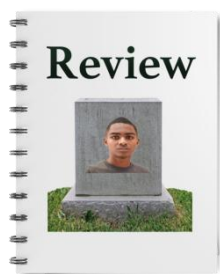


We will use what we find out, to apply for more money for a bigger project to look at the most important topics.

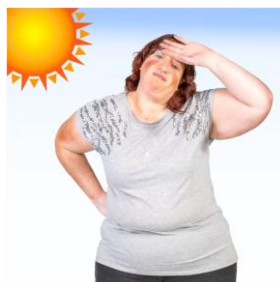


There is an information booklet about the project, and a short survey for people to fill in.

Weather Project for NHS England



The **LeDeR Programme** is about learning from the lives and deaths of people with a learning disability.



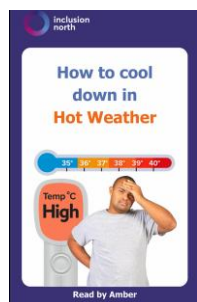
A LeDeR report showed that lots of people died from the very hot weather in July 2022.



We worked with a group of people with a learning disability and autistic people to think about top tips for keeping well, when the weather is really hot or really cold.



Together we created an easy read guide called Stay Well in Very Hot or Cold Weather. We also delivered a webinar to 38 people.



We created 6 short videos that share good advice about keeping well in hot or cold weather.

Oliver McGowan Mandatory Training



Inclusion North delivered Oliver's Training for the West Yorkshire Integrated Care Board.



From November 2023 to October 2024, we ran 66 Oliver McGowan Mandatory Training sessions online.



We invited 775 people from 4 different organisations to book a training session. In total 638 people joined.



Our facilitators with lived experience of autism and learning disability told us they enjoyed giving advice and guidance as an expert by experience. It made them feel valued.



People gave us really good feedback about the training. They said that being reminded to 'ask, listen and do' was a simple but powerful thing to learn.

Young Voices Group



Inclusion North want young adults from Yorkshire or Humberside to have their voices heard in our work.



To do this, we started the Young Voices group to find out what matters to young people who are autistic or have a learning disability.

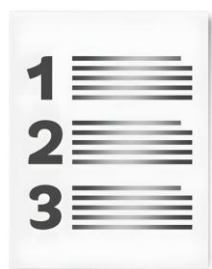


It is a chance for young adults to talk about what matters to them in their lives.



So far in our sessions we have spoken about

- Speaking up for ourselves and others
- Managing money



By listening to young people about the problems they face and what chances they want, we can use their ideas to shape our work in the future.

Take the Lead



Take the Lead is a training course for people with a learning disability and autistic people. It helps people to speak up for their own rights and the rights of others.



The course helps people develop their confidence and skills. It is also a good way to meet people and work as a team.



The course has 3 levels. This year:

- 5 people have done Level 1
- 9 people have done Level 2
- 9 people have done Level 3



In February 2025 we had a graduation in Leeds. Lots of learners shared projects they are working on after doing the course.



Some people told us Take the Lead gave them confidence to help them find volunteer roles and paid work.

Our Members in the North East.

In the North East we had 5 people in the team who worked with member areas.



Anya



Hayley



Joanna



Jo



Terry



In the North East we had 10 member areas in 2024-2025. They were Darlington, Durham, Gateshead, Hartlepool, Newcastle, North Tyneside, Northumberland, Redcar and Cleveland, South Tyneside, Stockton

Some of our work with members



This year we helped Durham County Council improve how they work with people with lived experience.



We talked to people who live and work in County Durham. This included people with a learning disability, autistic people and family carers.



Involve

Everyone we spoke to wanted the Council to do more to involve people with lived experience.



The council agreed to set up a new **Advisory Group** for people with a learning disability.

An Advisory Group helps the council with pieces of work by giving people with lived experience a say in how services can be better.



The Advisory Group will start meeting in June 2025.

More of our work with members



North Tyneside Council

We are making a **Learning Disability strategy** for North Tyneside. We have been speaking with people who live and work in North Tyneside.



A Learning Disability Strategy is a plan. It lets the council and health services know what local people need. It says what the council will do to support people.



We made sure that people with lived experience of a learning disability have their voices heard. They have told us what the strategy must include.



We helped the Council to create an action plan for the next year. This says what the council will do to meet the goals in the strategy.

Involvement Project



We are working in Holme House Prison where half of the men are neurodivergent. We are talking about what is going well and what could be better.



We are speaking to young people in Fernedene hospital to understand what life is like for them.



We are starting a project with young people to learn what being in hospital is like.



The Involvement Leaders who have lived experience are challenging the system by asking questions.



We are looking at admission rates and what community support looks like.



We will be speaking to people and their families in hospital to learn what needs to change.



We report back to the Intergrated Care Board to help improve the system for people with a learning disability and autistic people.

Oliver McGowan Mandatory Training



We are helping to deliver the Oliver McGowan Mandatory Training on Learning Disability and Autism. We are working with Good Life Collaborative to do this.



Oliver McGowan was a young autistic man who died because he was not given the right treatment while in hospital. He and his family were not properly listened to.



Good Life Collaborative is a group of local self-advocacy organisations who employ people with lived experience to deliver the training.



Oliver's training is for health and care staff to learn more about how to properly support people with a learning disability and autistic people.



This training will help to improve people's access to health and care services. It will also help people with a learning disability and autistic people to be better understood by health care staff.

Involving Everyone



This project is about making sure people with a Profound and Multiple Learning Disability are seen and included.



The project is led by the Involving Everyone Steering Group, made up of family carers and professionals. We have a private Facebook group where we share good news, ideas and advice.



We are working with family carers to find out what support there is in the community. We are finding that there isn't much for people with a profound and multiple learning disability.



We are working with family carers and staff from Skills for People to make new training for Quality Checkers.



The new training will make sure that Quality Checkers have a better understanding of how to check that services are meeting the needs of people with a profound and multiple learning disability.

Stop People Dying Too Young Group



The **LeDeR Programme** is about learning from the lives and deaths of people with a learning disability and autistic people.



The Stop People Dying Too Young group are a team of people with a learning disability, autistic people, and family carers. Members of the group go to LeDeR meetings with health and care professionals.



They look at reports of people who have died. They think about the learning and make plans to raise awareness and make things better.



In early 2025 the group helped Lancaster University with research about suicide and self-harm in people with a learning disability.



The group also helped the Social Care Institute of Excellence to write a report about helping people get to hospital.

My Ordinary Life Podcast



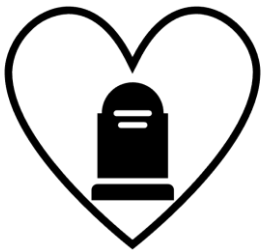
In December 2024 we released the second series of the My Ordinary Life Podcast. The Stop People Dying Too Young group decided what should be in the podcasts.



This series helps people to be more comfortable and confident talking about death and dying.



Group members and people whose jobs are connected to death and dying talk about end of life.



The group have conversations about grief, choices at the end of our life, and funeral planning.



You can watch the podcasts on YouTube. You can listen to them on Spotify, Apple Podcasts or wherever you listen to podcasts.

Restraint Reduction



Restraint is a way of stopping people from doing something they want to do. It is also a way of making people do something they don't want to do.



Restraint can include being held to the ground by lots of people. Or being locked in a room for a long time.



We are working with people with a learning disability, autistic people, and family carers to make a video about restraint and their experiences.

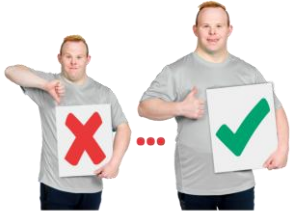


The group want people who work in health and social care to watch the video and use less restraint.

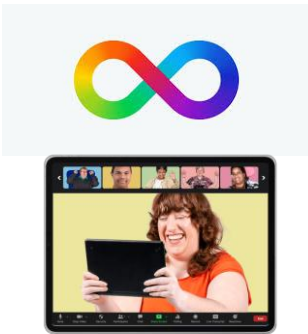


The video will be finished in summer 2025.

Darlington Autism Local Working Group



The Darlington Autism Local Working Group has been set up by Inclusion North to help improve life for autistic people in Darlington.



The group is for autistic people, families, carers, and any professionals living or working in Darlington. We meet once every 2 months online.



The purpose of the group this year to create Darlington Council's new **Autism Strategy**.



An Autism Strategy is a plan for how life can be improved for autistic people living in Darlington.



The group will also reach out to other autistic people and their families or carers living in Darlington.

North East Ambulance Service



Inclusion North helped the North East Ambulance Service to make staff training about learning disability and autism.



We supported a person with a learning disability, two autistic people, and a family carer of a person with a profound and multiple learning disability to go to planning workshops.



The new training also uses videos. Some of the lived-experience experts were filmed and will be part of the training videos shown to ambulance staff.



The help of lived-experience experts in this work means that ambulance staff will have a better understanding of how to support people with a learning disability and autistic people.

Our Hub of Experts



Experts working in the Hub are self advocates or family carers with lived experience.



Experts do **Care (Education) and Treatment Reviews (C(E)TRs)**. They also do other work for Inclusion North like projects and delivering The Oliver McGowan Mandatory Training.



C(E)TRs check that people are safe and are getting good quality care in hospital or in the community.



This year, Experts went to 279 C(E)TRs across 12 areas of Yorkshire, Humber and the North East. 16 Experts were employed in the Hub this year.



We get a lot of good feedback about what a difference our Experts make in C(E)TRs.

“The Expert was open and honest throughout and was not afraid to discuss difficult topics. The parent left saying she felt the most heard she had ever been.”

The Organisational Support and Development Team



Melissa

The Organisational Support and Development Team at Inclusion North.

Melissa is our Finance, Business and Culture Lead.



Daniel

Daniel, Lisa and Kim are the Project Administrators.



Lisa

Karen is the Finance Administrator.

Their job is to ensure that everyone who works for and with Inclusion North is well-supported with the correct information at the right time.



Kim

They support all areas of Inclusion North and keeping good records and information for the work we do and the money that is earned and spent.



Karen

The Money



Melissa

We have two people who look after the money for Inclusion North. We have Melissa our Office Manager and Karen our Finance Assistant.



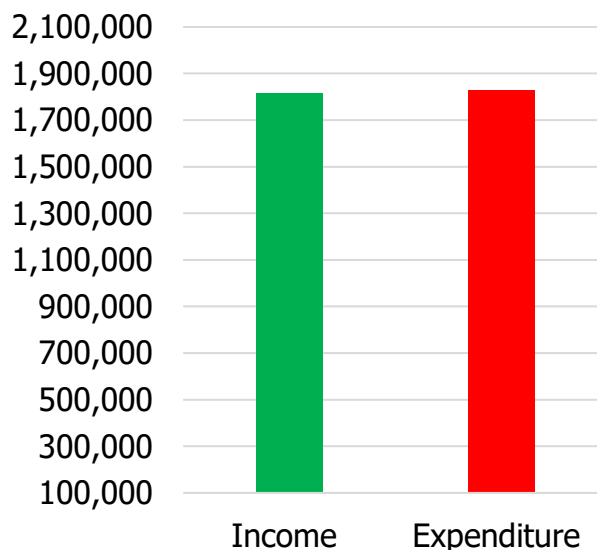
Karen

This year we earned **£1,813,495**. This is called **income**.

This year we spent **£1,826,153**. This is called **expenditure**.



We spent more than we earned by **£12,658**.

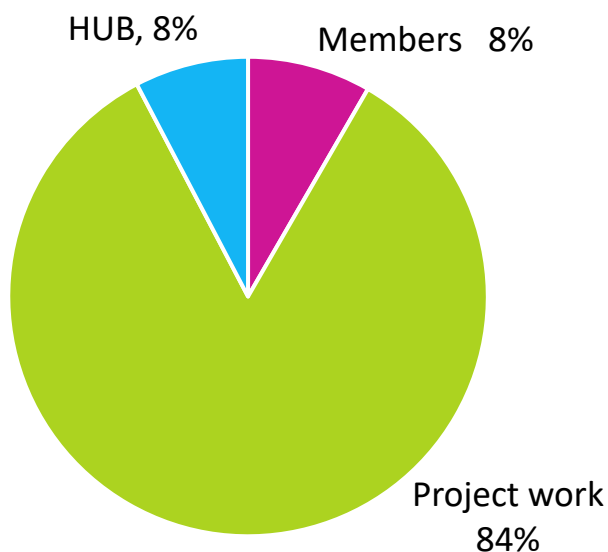




The Money

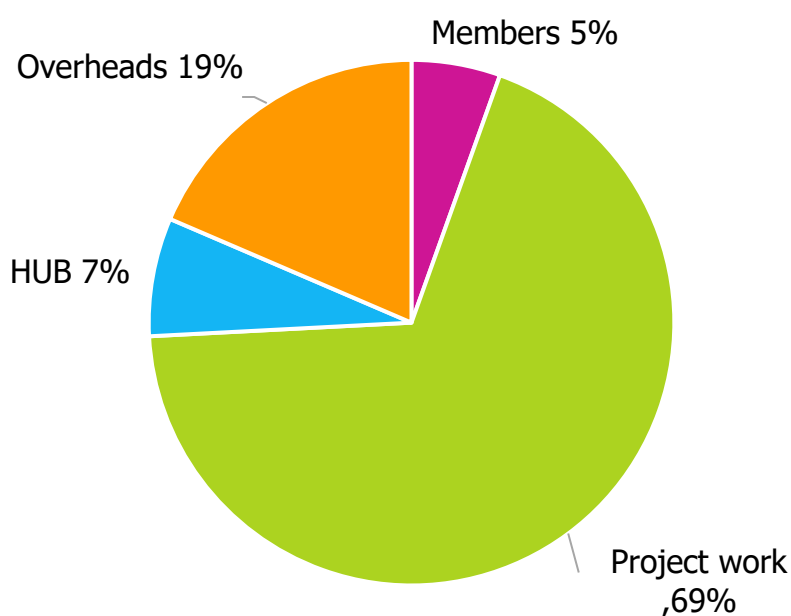
We earned our money from

- Memberships
- Projects for other organisations
- The work in the Expert Hub



We spent our money on

- Working with members
- Working on projects for other organisations
- Work in the Expert Hub
- Running Inclusion North (overheads)



Accessible Information



We have How To guides and accessible information guidelines for staff to use and make sure their documents are accessible.



We produce most of our information in Easy Read.

We use Plain English and make sure we use full words.



We make sure our documents and forms can be read by screen readers.



We share information by email, on our website and social media channels.



We print out and post information to people who request it.



Keeping people connected using social media



I'm Daniel and I manage our social media.



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



This year we shared our information and videos on social media 703 times.



Our posts were seen 89,999 times. Our new social media Bio page on Instagram has now had 96 views in just a couple of months.

343 people now follow us on our LinkedIn page.

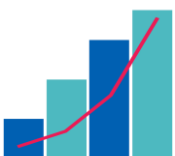


535 people now follow our Instagram page.



310 people follow our new Facebook page

In total 7825 people or organisations follow our social media pages.



Fortnightly news



We created 26 Easy Read newsletters in 2024 – 2025. To make them more accessible, we made videos of every newsletter.



We share our Easy Read news and videos on Instagram, Facebook, and LinkedIn to help more people see them.



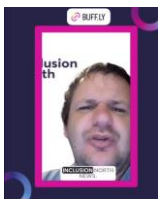
Over 550 people get our newsletter sent to them by email.



Lots more people go on our social media and watch the videos of Craig reading our news.



We know that not everyone uses email or social media, so we also post copies to people. Every time we created a news update, we posted it to 39 people to help keep them connected.



We have also just started advertising our Newsletter videos via shorts on Instagram and Facebook stories. These are getting nearly 30 views per video and are steadily going up.

Wellbeing



‘Bringing My Whole Self to Work – My plan for working well’ is something we have been trying this year.



Staff are asked to complete a plan answering questions about them as an individual, they can be as open and honest as they feel.



The plan helps managers to better know their staff and how to support them.



Viva Engage

We have set up Viva Engage as a place to support wellbeing.



Staff are encouraged to share:



- The different things happening across the organisation.



- Celebrate success.
- Send praise to people we work with.

Wellbeing Staff Survey



Every year staff complete a health and wellbeing survey. This is what they said this year.



65% said they had a disability or long-term health condition.



70% felt happy when they were working for Inclusion North.



82% felt valued and listened to by Inclusion North and enjoyed their job.



73% felt supported at work when they were not well.



67% felt safe and had the right equipment to do their job.



38% felt good about their life in the last few weeks.



82% felt valued and listened to outside of work.



Wellbeing Volunteer Survey



Every year volunteers complete a health and wellbeing survey. This is what they said this year.



60% said they had a disability or long-term health condition.



100% felt good volunteering at Inclusion North.



100% felt valued and listened to by Inclusion North and enjoyed their job.



80% felt supported at work when they were not well.



80% felt safe and had the right equipment to do their job.



17% felt good about their life in the last few weeks



20% felt valued and listened to outside of work.



Goodbye and Good Luck

This year, some team members and Directors left Inclusion North to move on to new challenges. We thank them for all their hard work.



A final word from the Chief Executive



Hi I'm Hannah and I'm Chief Executive at Inclusion North. I joined Inclusion North as Chief Executive in early 2025 and have stepped into an organisation with deep values, a strong legacy, and an unwavering commitment to people with a learning disability, autistic people and family carers.



This report reflects a year of real impact. Across 2024 and 2025, Inclusion North has supported members, delivered training and projects rooted in lived experience, and influenced regional systems. Whether through peer-led education, climate resilience work, or accessible resources, we've seen the difference that comes from working alongside people, not speaking for them.



I want to thank our team, our partners, and especially our members for all the hard work, care, and leadership that has shaped this year's achievements.

A final word from the Chief Executive



It's clear to me that Inclusion North is strongest when we collaborate and I'm excited about how we can build on that.



As we look ahead, we'll continue to focus on sustainability, inclusion and meaningful change.



I'm particularly looking forward to exploring how we can join up work across our membership and support each other to go further, together.



2025 also marks our **20th anniversary!**

An opportunity to celebrate how far we've come, and to shape where we go next.



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