



**inclusion  
north**

# Our Big Plan 2026-2029



**Making inclusion a reality  
for people with a learning disability,  
autistic people and family carers**

# Contents

	Page
<b>Introduction</b>	3
Who we are	4
What makes us different	5
Our role	7
Our voice	9
Our direction	10
<b>Our Key Areas</b>	
Key Area 1 – Sharing, co-production and voice	12
Key Area 2 – Learning and Leadership	13
Key Area 3 – Memberships and partnerships	14
Key Area 4 – Future and running the company well	16
Our People and how we run	18
How we work	20
Next Steps	22
Final Message	23



# Introduction

This is the plan that everyone at Inclusion North will use to guide their work from April 2026 to March 2029.

This plan says what we will do to make inclusion real for:

- People with a learning disability
- Autistic people
- Family carers



We value and support our staff to do this work well.

We want everyone to be listened to, treated fairly, and included in decisions that affect their lives.

This plan builds on what we learned in 2025 a year when we worked hard to become stronger and more stable.

We know times are tough for organisations like ours. Money is tight and the needs are growing.

Inclusion North is ready to grow stronger together with our members, partners, and communities.





# Who we are

Inclusion North is a membership organisation.

We work across the **North East, Yorkshire and Humber**.

We bring people, families, organisations, and leaders together to make inclusion real and not just something people talk about.

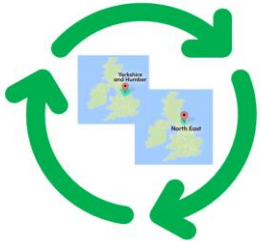
We want everyone to:

- Live good lives
- Be part of their community
- Have their voices heard

Our members include local councils, local authorities and Health Integrated Care Boards (ICBs).

They join so we can work across whole systems, not just one service.

From 2026, we will also welcome providers, community groups, and charities as partners.



# What makes us different

Inclusion North is **rooted in lived experience**.



We believe the best ideas come from people who have lived through them.



We do things **with** people, not **for** them.

We make sure people with lived experience are:

- Listened to
- Paid fairly
- Treated with respect
- Part of every stage of our work



We are proud to be a Disability Confident leader.

At least 65% of our staff have lived experience of a disability.



We will keep aiming to provide employment opportunities for people with lived experience.



# What makes us different

We will also create a Youth Advisory Council so young people can shape the future of inclusion.

## **Accessibility matters to us.**

All our information is written in Easy Read or other accessible formats.



We are creating an Easy Read Assurance Panel a group of people with lived experience who will check our materials to make sure they are clear and accessible.



## **Working with Experts by Experience**

We will support Experts by Experience to take part in our work.



We will offer:

- Regular check-ins
- Opportunities to develop skills
- Support to take part in different types of work



This will help people feel confident, valued and involved.

# Our role



Inclusion North is both a **partner** and a **challenger**.

We work with systems to make them better.



We speak up when things are not fair.

We connect people from health, social care, education and communities.



We help everyone work together to make change happen.



We collect stories, data, and learning from across the region to show what is working and what needs to change.



We share this learning so systems can make better decisions.

# Our role

## Training

We will deliver training to help staff understand what good support looks like.

This will help people get better support and stay safe.

## Why this matters

People with a learning disability and autistic people can have worse health and may die too young when support is not good.

## Research and inclusion

We work with universities to make research more inclusive.

People with lived experience help design research and share the findings.

## Inequality

People experience inequality in different ways, including through race, poverty and where they live.

We will continue to find ways to give people more opportunities.





# Our voice



Our Staff, Experts by Experience, Board, and Advisory Council told us clearly:



**We must speak up more and challenge more.**



We will:

Challenge unfair systems.

Challenge language that limits people's potential.

Challenge assumptions that stop people being seen as equal citizens.



Inclusion North will stay an **independent voice** representing everyone we support.



We will speak up for people with a learning disability, autistic people, and family carers especially when inclusion and equality are under threat.





# Our Direction

After a year of rebuilding and strengthening, we are ready to grow and have more impact.

We will:

- Continue work on our partnerships
- Update our membership model
- Invest in long term success
- Get better at showing the impact of what we do

This means using data, stories and feedback to show what is changing and where more work is needed.

We will measure success by real changes in people's everyday lives.

Everything we do will stay rooted in lived experience and focused on system change that makes life fairer.



# Our work



Everything Inclusion North does links back to one goal:

**To make inclusion real and lasting.**



Connecting lived experience with decision-making



Delivering training that changes how people think



Bringing partners together to make systems work better



From leading Oliver McGowan Mandatory Training to influencing learning disability plans, we combine direct action with long-term change.



Over the next three years, our work will focus on **four key areas.**

# 1



## Key Area 1 - Sharing, Co-production and Voice



We will use evidence, partnerships, and lived experience to influence change.

Champion co-production and shared decision making at every level



Co-deliver research, campaigns, and influencing work with people with lived experience.



Share stories that show the power of lived experience leadership



Support neighbourhood-level co-production that connects local voices to regional and national systems



Create more chances for people with a learning disability, autistic people, and family carers to lead research, campaigns, and policy work.

# 2

## Key Area 2: Learning and Leadership



We will build knowledge, confidence, and leadership across our regions so that inclusion becomes everyone's business.



We will:



Deliver high-quality training co-led by people with lived experience



Expand Oliver McGowan Mandatory Training across Yorkshire and Humber



Create different types of Inclusion North Training



Develop a quality and impact framework to measure training outcomes



Explore official stamps so our training gets national recognition



## Key area 3 – Memberships and Partnerships



We will strengthen relationships and collaboration between members and partners.



Launch new Bronze, Silver, and Gold membership levels from April 2026



Bring people together across the North East, Yorkshire and Humber to share learning and practice



Collect stories and data from members to build a clear picture of inclusion across our members



Encourage coproduction work with all our members

# 3



## Key area 3 – Memberships and Partnerships



Use what we learn to influence health and local system strategies



Work with regional groups across health and social care on shared priorities



Clearly show how membership helps inclusion and system improvement



We will welcome more organisations to become members. This includes providers, educators, partners and community organisations



We will develop a new membership offer for them.



This will mean more organisations work in inclusive ways.

# 4

## Key area 4 - Future and running the company well



We will secure Inclusion North's future through ideas, good leadership and strong finances.

We will:



Build income from membership, training, advising, fundraising and partnerships.



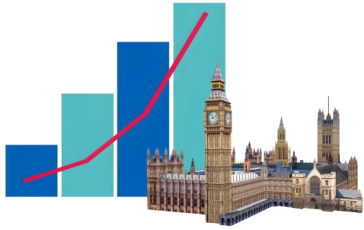
Grow our fundraising, create a plan, apply to trusts, foundations and run events



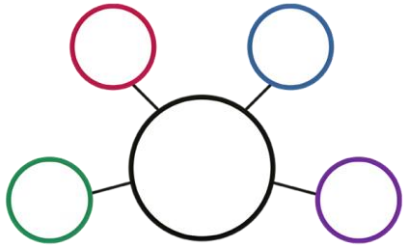
Explore becoming a registered charity to access new funding and strengthen our mission



Be recognised as the regional voice for inclusion, combining lived experience and evidence



Use data to influence policy and how the system spends money



Develop new creative projects that generate income



Develop our **Experts by Experience Hub**



Plan for risk so we can stay strong during change



Build relationships with funders who share our values



Care for the planet and measure progress towards net zero



Focus on depth and quality – growing stronger, not wider



# Our People & how we run

Inclusion North's strength comes from its people – our staff, Experts by Experience, Advisory Council, and Board.



We are a **values-based organisation** that believes in equality, fairness, and belonging.

We will:

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



Keep investing in wellbeing, learning, and development





Stay a **Disability Confident** leader



Support and develop people with lived experience to grow into leadership and training roles



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



Keep our Board skilled, diverse, and values driven

# How we work

Our principles guide everything we do:



Co-production and co-delivery



Valuing lived experience and paying people fairly



Accessibility and reasonable adjustments



Collaboration across sectors and communities

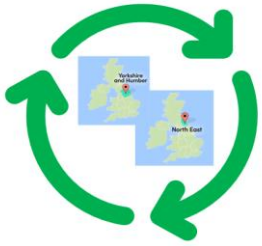


Ideas, reflection, and learning

Leadership and accountability

Our Board and Advisory Council will support, challenge and hold us to account.





Regional influence – sharing learning to shape better policy and practice



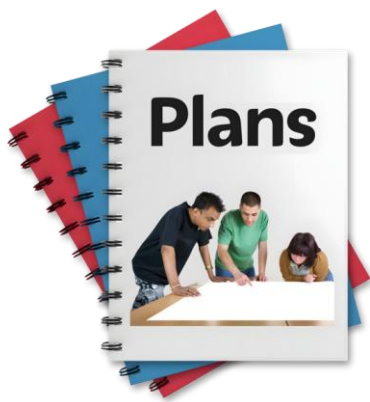
Caring for the planet and reducing our environmental impact.



Make sure we are making the best use of technology.



We will use technology in ways that are accessible for everyone.



## Next Steps

We will:

Use this plan to shape our yearly work and track progress



Keep looking at the money throughout the plan to make sure we are running well.



Gather feedback from members, Experts by Experience and partners



Share what we learn openly



Produce more reports and resources to share



Celebrate success and keep improving



Keep changing as we need to so we stay relevant and strong



**inclusion  
north**



**Rooted in lived experience.  
Growing stronger together.**



This big plan is about strong foundations, collective voice and lasting change across the **North East, Yorkshire and Humber.**



Together, we can make inclusion real and make it last.

**Photosymbols®**

Publisher Licence 22987847205240