



inclusion
north



WHO IS INCLUSION NORTH?

Creating change through lived
experience, partnership and
inclusion.

www.inclusionnorth.org

A Note from Our Chief Executive

Lasting change only happens when people with lived experience are at the heart of it.

Every day, people with a learning disability, autistic people and their families tell us the same thing. They want to live good lives. They want to be listened to. They want the same opportunities as everyone else. They want healthcare that works for them, education that understands them, services that include them, communities where they belong and decisions that are made with them, not for them.

Too often, that still isn't the reality.

At Inclusion North, we believe lasting change only happens when people with lived experience are at the heart of it. That belief shapes everything we do. We are proud to be a user-led organisation where people with lived experience don't simply contribute to our work. They help lead it, shape it and challenge us to do better.

We work alongside people with lived experience, families, providers, local authorities, the NHS, universities, businesses and national organisations because creating inclusion is something we achieve together.

Whether we are supporting organisations to improve services, carrying out research, influencing policy, developing leaders, delivering training or making information accessible, our aim is always the same. We want to create lasting change that improves people's lives.

This booklet introduces who we are, what we believe and the different ways we work with others. I hope it gives you a sense of what makes Inclusion North different and how we could work together.

Thank you for taking the time to find out more about us.

Hannah Tough, Chief Executive, Inclusion North



Who is Inclusion North?

Creating change through lived experience, partnership and inclusion.

Inclusion North is a user-led organisation working alongside people with lived experience, families, organisations and communities to create a more inclusive society.

For over 20 years, we've brought together lived experience, professional expertise and strong partnerships to create lasting change across the North of England.

We believe people with lived experience should be equal partners in shaping the services, places and communities that affect their lives. Together, we help organisations move beyond good intentions and make inclusion a reality.



USER LED

People with lived experience shape everything we do.



WORKING ACROSS THE NORTH

- North East
- Yorkshire & Humber
- Derbyshire



CREATING CHANGE

- Health
- Social Care
- Education
- Research
- Communities



TRUSTED PARTNERS

- NHS
- Local authorities
- Providers
- Universities
- Government



**inclusion
north**

**User-led. Values-driven.
Creating lasting change.**

What we Believe

Our values shape everything we do.

Our work is rooted in lived experience and driven by five simple beliefs.

These beliefs guide how we think, how we work and how we create lasting change.



People with lived experience should lead change

The people most affected by decisions should help shape them.



Co-production creates better outcomes

Working together leads to better services, stronger organisations and more inclusive communities.



Inclusion is everyone's responsibility

Creating inclusion takes partnership across communities, organisations and systems.



Relationships matter

Trust, honesty and collaboration are at the heart of everything we do.



Real change should last

We don't just solve today's problems.
We help build stronger systems for the future.

How we lead

User-led by design.

We are a user-led organisation. People with lived experience of a learning disability, autism, family caring and wider neurodiversity help shape our organisation at every level – from our Board and Advisory Council to our staff team.

Our values



Rights

Everyone has rights.
We work hard to protect and promote those rights.



Inclusion

We work hard to include everyone, meet people's needs and make everyone feel welcome.



Respect

We respect ourselves and treat everyone else with respect.



Honesty

We are honest, open and accountable in everything we do.



Flexibility

We adapt what we do to find the best way of supporting people and creating change.

Our leadership

Lived experience is at the heart of how we lead. It ensures our work is grounded in real insight and focused on what matters most.



Our lived experience includes people with a learning disability, autistic people, family carers and people with wider neurodivergent experiences.



Board of Directors

Our constitution requires at least 50% of our Board to have lived experience.

MINIMUM

50%



Senior Leadership Team

100% have lived experience.

100%



Staff Team

65% have lived experience of disability or long-term health conditions.

65%



Advisory Council

93% have lived experience.

93%



Better decisions are made when people with lived experience have genuine influence. That's why lived experience isn't something we consult on – it's how we lead.

Nothing about us without us.

Always with us.



Inclusion North is proud to be a user-led organisation, driven by our values and committed to lasting change.



RIGHTS



INCLUSION



RESPECT



HONESTY



FLEXIBILITY

What makes Inclusion North different?

More than a service. A trusted partner for change.

We bring together lived experience, professional expertise and strong partnerships to create real, lasting change.



USER LED

People with lived experience lead our work and help shape every decision we make.

65%
of our staff have lived experience.



CONNECTED

We bring people, organisations and systems together to solve problems and create opportunities.

 Working across the North and beyond.



PRACTICAL

We don't just make recommendations. We work alongside organisations to turn ideas into action.



inclusion north

Creating change through lived experience, partnership and inclusion.

INDEPENDENT

We provide honest challenge and fresh thinking that partners trust and value.


 Trusted by partners across sectors.



SYSTEM FOCUSED

We improve services today while influencing the systems and policies that shape tomorrow.



Influencing systems for a fairer, more inclusive future.



EVIDENCE INFORMED

We combine lived experience, data and research to ensure our work is effective, relevant and impactful.



Our approach is grounded in evidence and experience.



“

We don't just help organisations involve people. We help organisations change because of people.

”

How we create change

People with lived experience are at the heart of everything we do.

There is no one way to create inclusion. That's why we work in lots of different ways, bringing together lived experience, professional expertise and strong partnerships to make **lasting change**.



We're not just the co-production organisation.



We're the organisation to come to if you want to improve inclusion.



Over 20 years' experience of creating change across the North.



65% of our staff have lived experience of disability, neurodivergence or other support needs.



Working across the North with local, regional and national partners to drive change that lasts.

How you can work with us

Flexible. Collaborative. Impactful.

Whether you are looking for a single piece of work or a long-term strategic partner, we can tailor our support to meet your goals and help you create more **inclusive services, systems** and **communities**.



TRAINING

Build knowledge, skills and confidence with our wide range of training for staff, teams and organisations.



EXPERT BY EXPERIENCE

Involve people with lived experience to shape decisions, influence change and improve outcomes.



CO-PRODUCTION

Work together from the very beginning to design, develop and deliver services and projects that work for everyone.



CONSULTANCY & BESPOKE PROJECTS

Get tailored support to solve challenges, improve quality and achieve your organisational goals.



EASY READ & ACCESSIBILITY

Create and review accessible information and inclusive engagement that removes barriers and supports understanding.



RESEARCH & EVALUATION

Work with us on inclusive research and evaluation that puts lived experience at the heart and drives better evidence.



LEADERSHIP DEVELOPMENT

Develop leaders with lived experience and build confident, inclusive teams and cultures.



MEMBERSHIP & NETWORKS

Join our membership community to connect, share learning and influence together.



HEALTH & WELLBEING

Work in partnership to reduce health inequalities and improve access, experiences and outcomes.

We work with



NHS organisations



Local authorities



Providers



Universities and research partners



Government and policy makers



Charities and community organisations



Businesses and social enterprises



People with lived experience and families

Together, we create stronger organisations and more inclusive communities.



We don't just help organisations **involve** people.
We help organisations **change** because of people.



User-led

People with lived experience at the heart of everything we do.



Trusted

Over 20 years of building strong relationships and delivering real impact.



Focused on impact

Practical, honest support that leads to lasting change.

Looking ahead

Creating a future where everyone belongs.

We believe lasting change happens when people with lived experience are at the heart of every decision.

That is why we continue to work alongside people with a learning disability, autistic people, families, communities, providers, the NHS, local authorities, universities and government to create a more inclusive future.

As we grow, our commitment remains the same.



Listen.

We listen to lived experience and understand what matters most.



Partner.

We work in equal partnership to co-produce and co-design.



Challenge.

We challenge systems and inequality to drive change.



Create change.

We take action that leads to better services and stronger communities.

“ Together, we create communities where everyone can live a good life. ”



Let's create change together

We would love to work with you.

Whether you're starting a new project, improving an existing service or looking for a long-term strategic partner, we'd love to work with you.

If you would like to discuss working together, please contact us:



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info@inclusionnorth.org



PHONE

0113 244 4792



WEBSITE

www.inclusionnorth.org



Scan to visit
our website

Talk to us if you want to...



Improve
co-production
and engagement



Develop
leaders with
lived experience



Make information
and services
more accessible



Reduce health
inequalities and
improve outcomes



Design and deliver
services with
people, not
for people



Bring lived
experience into
research, policy
and strategy

We work with:



NHS



Local
authorities



Universities



Providers



Community
organisations



Businesses

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Creating change through
lived experience, partnership and inclusion.

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User-led. Experienced.
Trusted across the North.