NDTi
National Development Team for inclusion

Characteristics of Inclusive Teams

	Successful but excluding teams tend to…		Including teams tend to also…
A	Mix disciplines, grades and individual skills of staff to ensure that health and social care needs can be met.	**Skills** 1-2-3-4	Ensure that the team has access to sufficient specialist skills (e.g. job and other brokers) to ensure that people can be effectively supported to obtain and retain an included lifestyle.
B	In addition to on-site activities, deliver surgeries, support and supervision sessions in other helping agencies.	**Location** 1-2-3-4	Deliver the majority of interviews, supervision and support in valued community venues.
C	Maintain contact with a network of local health and social care providers and with leaders of under-represented groups.	**Community mapping** 1-2-3-4	Maintain contact with all the major agencies offering access to valued roles in the community.
D	Arrange training and ongoing staff development in health and social care.	**Staff development** 1-2-3-4	Arrange training and ongoing staff development in the skills needed to assist people to establish and sustain an included life.
E	Develop and use consistent vision statement, policies and practices on disclosure, risk, solo practice and working hours.	**Policies** 1-2-3-4	The vision and policies are effective in their guidance and support of inclusive practice (e.g disclosure to employers, tutors, neighbours etc).
F	Engage service users in contributing advice and guidance for the management of the team.	**Management** 1-2-3-4	Contribute reps to the management of community organisations and welcome reciprocal arrangements.
G	Record health and social care outcomes in assessments, records and performance indicators.	**Monitoring** 1-2-3-4	Record social inclusion aspirations and outcomes in assessments, records and performance indicators.
H	Funding and resource opportunities within the health and social care field are seized.	**Resources** 1-2-3-4	Funding and resource opportunities are seized in partnership with community agencies (Job Centre, college, community associations, etc).

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