

Competencies for Inclusive Practice

	Successful but excluding workers tend to...		Including workers tend to also...
A	Recognise the processes within services that disempower users and compensate with empowering approaches	Empowerment 1-2-3-4	Recognise the processes within communities that lead to exclusion and support people to obtain and retain an included life (job, home, family, friends etc).
B	Locate, understand and utilise a wide variety of health and social care services for the benefit of clients	Mapping 1-2-3-4	Locate, understand and utilise a wide array of ordinary community organisations and individuals in order to support people in their positive roles and identities.
C	Focus on the individual client and immediate carers and attend to their needs	Focus 1-2-3-4	Focus equally on the individual and their community and provide support to each so that everyone values the contribution of those people who need support.
D	Commonly utilise spaces in existing services that broadly match the person's care needs.	Person-centred 1-2-3-4	Commonly design solutions that are unique to the person, in partnership with the person's informal friends and supporters.
E	Recognise the similarity of experience between people who use services and link them together for mutual support	Bonding 1-2-3-4	Recognise similarity of experience between people who use services and other members of the community and link them together to share common interests.
F	Develop skills in equipping the person to make their own choices and manage their own health and social care needs as independently as possible.	Skills with individuals 1-2-3-4	Develop skills to support the person in defining and achieving their own life ambitions in relationship with others and the communities of their choice.
G	Seek funding and harness diverse interests across a range of health and social care agencies in order to create new responses to health and social care need.	Community development 1-2-3-4	Provide support to mainstream community organisations to enable them to respond positively to community members who need support. This may include new developments by these agencies.
H	Monitor the impact of health and social care interventions on identified individual problems.	Evaluation 1-2-3-4	Monitor the impact of community development and individual work on the positive social roles of individuals and the social capital of communities.