

Inclusion Traffic Lights – positives and negatives

	Positives	Negatives
Red - disability building, segregated group	<p>Easier for staff in some ways.</p> <p>Provides a break from responsibilities and a rest for relatives.</p> <p>Non-judgemental place of safety, clear boundaries, security and acceptance – safe place to experiment.</p> <p>Can be cheaper in the short term.</p> <p>Easy to target, assess, intervene, measure and audit intensively.</p> <p>Common experiences build peer support and long-term friendship.</p> <p>Popular with some people and less embarrassing for some staff.</p> <p>Familiar and valued culture for some, can offer high status (big fish, small pond) in an accepting sanctuary.</p>	<p>Segregated from others, surrounded by paid staff. Little 'community presence'.</p> <p>May be far from home.</p> <p>Boring routines with little choice, variety of activities or opportunity for independent risk taking.</p> <p>Nothing to talk about (apart from illness) as no common bond and everyone has done the same things here.</p> <p>Negative self-identity.</p> <p>Hard if surrounded by people who are more unwell or 'differently ill'.</p> <p>People learn negative behaviours from each other and staff can be over-tolerant.</p> <p>Minorities don't attend or are poorly served.</p>
Amber - ordinary building, segregated group	<p>Common bond, so easy to start friendships.</p> <p>Can practice running it ourselves.</p> <p>More community involvement and independence than red.</p> <p>More opportunities for experiences and potential for contact with other building users.</p> <p>Variety of non-stigmatised buildings to choose from.</p> <p>Provision can be local to people's home.</p>	<p>Geographical integration but social segregation – illusion of inclusion.</p> <p>Money and time used on room hire, not support.</p> <p>Activities limited to those suitable for the group.</p> <p>Mainstream opportunities in view but out of reach, so hard to connect to other building users.</p> <p>Teaches the public that people should be batched into separate places, so community can abdicate responsibility.</p>
Green – side by side with the general public	<p>Paid jobs and positive roles in the community help people see themselves as like other citizens.</p> <p>Can help people retain lifelong connections and be an opportunity for new friends and new conversation topics.</p> <p>General public people treat people using services the same way as others, so it feels 'normal'.</p> <p>Educates the community and can lever their money in.</p>	<p>Pressure to succeed in unfamiliar setting may be risky, stressful and failure damages wellbeing.</p> <p>The support needed may constrain opportunities or mark out the person as different.</p> <p>The public and venue staff may be unskilled in supporting people or abusive, demand compliance with strict norms or say NIMBY.</p> <p>Hard to contain crises or hide mistakes from media.</p>

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Red - disability building, segregated group	<p>May provide free stuff.</p> <p>Can keep the public safe from the tiny minority of violent people.</p> <p>1-stop shop for people using the service, relatives and other agencies.</p> <p>Concentration of specialists who can see everyone quickly and supervise intensive interventions.</p> <p>People can pool resources.</p> <p>May develop specialist skills of staff.</p> <p>Cope with those who are very challenging or distressed by creating a controlled and planned therapeutic environment.</p> <p>Signals seriousness of the situation.</p> <p>Wheelchair friendly. Can be 24/7.</p>	<p>Amplifies stigma, bullying, misuse of power, abuse, sick role and career.</p> <p>Institutional (one size fits all) approach disempowers and stifles individuals.</p> <p>Artificial routines stunt growth and thinking.</p> <p>Focus on specific problems rather than the whole person and their strengths.</p> <p>People get stuck, fearful and dependent with few hopes of recovery and inclusion.</p> <p>Money used on buildings, not support.</p> <p>People lose their job, partner, home, friends, status.</p> <p>Big step-down on discharge.</p> <p>Community abdicates responsibility.</p>
Amber - ordinary building, segregated group	<p>Chance to see other people and how they live.</p> <p>Can try out new things with the support of familiar people and a continuing sense of identity.</p> <p>Tolerant and can contain difficult behaviour and provide extra support.</p> <p>Easy to contact staff and may give access to new funding sources.</p> <p>Venue staff may have insecure jobs so be very creative and resourceful.</p>	<p>More 'goldfish bowl' public display of difference— proximity without relationships.</p> <p>Rules created by other groups and you have to ask to use things.</p> <p>Poor or missing facilities.</p> <p>Rules on funding may restrict eligibility.</p> <p>Amber groups like to meet with similar groups e.g. disabled football leagues.</p>
Green – side by side with the general public	<p>Activities available over more days and times.</p> <p>Increases personal skills, responsibility, self-confidence and self-esteem.</p> <p>More opportunities for support from the informal community, so the person may get more support.</p> <p>It is what many people want and fits with recovery ethos.</p> <p>It can be a discreet service if people enter 'anonymously' and receive subtle support.</p> <p>Gives people an opportunity to make a contribution and feel they belong to the wider society.</p> <p>Seen as citizen not 'service user'.</p> <p>Less controlled setting.</p> <p>Aids discharge.</p>	<p>Lonely in a hostile (fragmented, discriminating, racist) community and lost to service.</p> <p>Fear of independence, discharge or being 'on show'.</p> <p>Some people are unable to cope with so many choices.</p> <p>Inaccessible buildings that have no disabled loos.</p> <p>Expensive - travel costs, entrance fees - and more work for providers and carers.</p> <p>Staff can't control group culture, may be more at risk and are expected to work themselves out of a job.</p> <p>Some people don't want to be included, may be afraid of failure or feel unsafe.</p>

