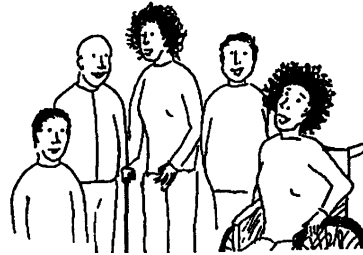# Social Inclusion Training

Our clear aim is to make sense of Social Inclusion and find ways to support its' positive growth. This programme of training from the National Development Team has been welcomed all over the UK.

The NDTi has a range of consultants with rich and diverse experiences particularly in the promotion of social inclusion, which they bring to the learning experience

FUN

Creative ideas for inclusion

Each event stands alone, although participants will gain the most benefit by attending a linked sequence of modules. Events will largely rely on active participation and shared learning, with delegates enjoying the opportunity to look at their own lives along with an exploration of the common experiences of people who use services.

Learning together

Community engagement
Recovery
Co-production

Tailor courses to suit your needs

,

Select as stand alone courses or as 'mix to match' tailored programmes to suit your particular training needs. Breadth or depth – you decide the time you want to dedicate to particular topics.

Courses can be run as inclusive events OR as events to meet the needs of specific groups

Designed to promote reflection, discussion and creative ideas for action, these course provide an ideal opportunity for communities: their service organisations (across the range of statutory, voluntary and private sector) local groups and interested individuals to work and learn together.

# Social Inclusion Training

## Theme 1 - Achieving Shared Goals and Values

### Introduction to Inclusion

This course forms the basis of all further modules on inclusion – without a clear understanding of exclusion and inclusion it would be difficult to ensure that actions we take are efficient and effective strategies towards social justice and community participation.

- Recognise processes leading to exclusion
- Position inclusion work within a broader national context
- Understand different definitions of inclusion and their implications
- Understand the implications within the context of community life and participation
- Design and begin to deliver services that promote inclusion.

### Announcing Person-Centred Approaches

Understanding person centred approaches to support and service delivery provides a vital underpinning for all inclusion work. It provides a guide towards best practice for respectful, inclusive practice: one person at a time. If you have already received training on PCA, then this module is not needed.

- Appreciate the philosophy and practice of a Person Centred Approach (PCA)
- Recognise the attitudes, values and practices involved in PCAs.
- Understand how PCAs differ from other approaches.
- Understand the importance of relationships, strengths, dreams and nightmares as foundation elements of PCA.
- Understand the relevance of PCA for ourselves and others.
- Use 'How are we doing on Person-Centred Planning?' to evaluate current arrangements.

# *Social Inclusion Training*

### *Involvement and Empowerment*

Involvement and empowerment are foundational principles for all service delivery. This course enables participants to consider common service activities that can contribute to the disempowerment of people and strategies for change that generate involvement, empowerment and inclusion. It draws on NDT material published in *A Life in the Day* and other related publications.

### *Learning about evaluation*

This course provides a general introduction to Theme 5 – 'Is It Working?' which provides a significant focus on the evaluation of inclusion and inclusive practice.

- Recognise how traditional services silence and disempower individuals
- Design strategies that support the empowerment of individuals
- Reshape services so that empowerment is built in.
- Reshape planning process to ensure they are consumer driven
- Promote active citizenship.
- Compare 'scientific' with participative research methods
- Understand why and how people who use services can contribute as evaluators.
- Select between quantitative and qualitative data, and between research, evaluation, audit and performance indicators.
- Link monitoring data with management action.

# Social Inclusion Training

### Community Mapping

Community Mapping offers participants the chance to explore the richness and diversity of opportunity for all people across the range of community and 'life domains'. This course will involve a visit to a local community venue.

### Strategies for Supporting Individuals to Build Connections.

Drawing on NDT material introduced in *Social Inclusion and Recovery* and made available in the *Social Inclusion Planner*, this enables people to examine the inclusion plans that they have built and to enhance their repertoire.

### Matching People and Community Opportunities.

Participants will be introduced to approaches that assist a person to understand and clarify their own personal aspirations, hopes and ambitions. In continuation of this process the person and their supporters can then work with strategies that help match these aspirations to relevant community opportunities.

- Explore the concept of 'life domains' – commonality and difference
- Locate opportunities in each life domain.
- Assess the individual qualities of each opportunity.
- Identify barriers and opportunities to support access.
- Analyse the process of inclusion into discrete tasks.
- Analyse the processes and strategies involved in relationship building and development
- Extend participants' personal repertoire of skills and strategies – both in the building of connections and in the facilitation of 'connecting' for other people.
- Review strengths and weaknesses of individual strategies.
- Support a person to clarify their aspirations.
- Understand and use a range of approaches to matching individuals with other people, groups and activities that make sense in their life.
- Recognise how the 'degree of fit' changes over time.

# *Social Inclusion Training*

## *Growing Friendships*

This course builds on the work already done between NIMHE, the NDT and the Valuing People Support Team. It will focus on support strategies that make use of all relevant opportunities for people to meet, develop and strengthen friendship. This will include taking a look at the multitude of ways in which the gifts of friendship are expressed and received.

- Recognise the diverse ways friendship is expressed and understand personal styles of interaction (including an understanding of preferred communication styles)
- Locate places where friendships between people with support needs and other citizens can begin and grow.
- Identify factors that enhance 'friendship-friendly' organisations.

## Theme 3 - Working with community organisations

### *Building Social Capital*

This course draws on NDT material that has been published in *Disability & Society.*

- Understand the concept of social capital.
- Design services that promote social capital in communities.
- Compare and contrast the impact of social capital and social inclusion models.

### *Building Capacity in Community Organisations*

Exploring the capacity that exists within organisations, finding creative ways to express positive futures that both recognise and utilise this inherent wealth and then mapping out the actions that move the organisation towards this future, are all aspects of this particular course.

- Explore the impact of policy, performance indicators and procedures.
- Locate opportunities and apply strategies for building capacity.
- Develop an action plan.

# *Social Inclusion Training*

### *Delivering Inclusion Training for Community Organisations.*
Spreading the learning and reflection is a major aspect of effective social inclusion in which we can all indulge!

### *Employment*
This course will draw on NDT material published in *You can work it out! Best practice in employment for people with a learning disability* and the employment resources collated for the National Social Inclusion Programme in mental health.

### *Supported Volunteering*
Drawing on NDT material published in *A Real Asset,* the lessons and learning inherent in this course are applicable, and thus transferable, to other life domains.

- Agree appropriate training messages and learning outcomes with the organisation.
- Choose between a range of media.
- Tailor training to a specific audience.
- Recognise the limitations of training events and compensate.
- Understand the limitations of traditional approaches.
- Compare and contrast different approaches to facilitating and supporting employment opportunities
- Understand employment, earnings and making payments
- Access evidence to support planning.
- Understand the key findings of the *Able Volunteers* programme.
- Assess the culture of a host community.
- Design a project from the perspective of the community rather than the individual.

# Social Inclusion Training

## Modernising Day Services
This draws on NDT material published in the *Day Services Modernisation Toolkit* and enables participants to develop objective reflection and audit skills to contribute to the continuous promotion of inclusive services and practice.

## Helping your Organisation to Promote Inclusion
Drawing on NDT material published in *Working for Inclusion, Moving to the Dance,* and *How are we doing on Person-Centred Planning?* alongside material that assists the exploration of change, change management and leadership in the change process, this course pulls together much of the learning about inclusion and shows how it can impact your organisation.

## Managing risk in inclusive settings
Detailed training on risk assessment and management is available from the NDT working in partnership with Integritas - see www.ndt.org.uk for details. When services take on the challenge of promoting inclusive opportunities, this often brings risk issues to the surface. This module explores some of the assumptions and myths surrounding risk and uses case study material to examine values and practice.

- Audit a current service in relation to the opportunities it provides for inclusion.
- Design a modernised day service based on good practice examples.
- Identify barriers and develop an action plan.
- Review whether social inclusion is a core goal of an organisation
- Stock take current organisations for key inclusion-friendly attributes.
- Understand factors that inhibit change.
- Identify change drivers and how new practices can be embedded.
- Explore our personal definitions of safety
- Understand how exclusion can increase risk
- Expose myths about risk
- Consider stakeholder viewpoints on risk
- Reflect on personal risk management behaviour in working with individuals

# Social Inclusion Training

### Reviewing Inclusive Projects

This course utilises an NDT approach to review that has been used within three NIMHE regions.

### Assessment of Inclusion

Delegates may need to have attended *Learning about Evaluation* first. This course is designed to give participants a critical in-depth ability to evaluate what is happening with Inclusion: are strategies for inclusion producing the desired effect? To what degree? And with what impact on the lives of people subject to social exclusion?

- Understand the critical success factors for inclusive projects
- Map the current provision of inclusive projects in a locality
- Analyse findings and create a development plan.
- Recognise that people are more complex than our assessments show
- Assess the extent of inclusion that a person currently experiences
- Recognise the multiple levels of inclusion that might be explored
- Develop assessment tools and indicators for a particular life domain
- Find and review the utility of existing measurement instruments.