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Inclusion Training

Do

Deliver training events to key people in the community agency to help them understand inclusion.

Story

A team of four people, some of whom have personal experience of mental illness, deliver social inclusion training to leisure centres, libraries, colleges and employers in one part of south London. This is planned after visiting these venues, collecting information and

then using a questionnaire to find out about prior knowledge and expectations of training. Training will consist of a one-day event with a half-day recall event after three months. At least two people will co-present and evaluations forms will be used to find out about the impact of training.

Hints & Hazards

Use both personal and professional life to offer accurate information and challenge misconceptions. Trainers with personal experience of exclusion have the most impact. They need presentation skills, payment and to be prepared for negative reactions. Take training into school and colleges – target places where staff in community agencies train, introducing your training into the training settings that people use already. So if there is a regular training slot in a staff meeting, try and use that rather than adding a new event. Offer free training as a perk to those organisations that are trying to offer a welcome and good support to your people. Learn from participants. It's about human rights and connecting people. Test how honest you can

be before starting – can we discuss recreational drug use and risk? Look out for differences between the official view and individuals.

Questionnaires don't tell the whole story. *Felce (1988, p353)* found (a) attempts to prepare communities have little positive effect and can generate opposition, (b) opposition in practice can arise from people who have been positive hypothetically, (c) actual experience of disabled people is more important in shaping attitudes, (d) positive experiences shape positive attitudes so we need to structure contact to be successful, and (e) opposition fades to acceptance or indifference following actual experience. Help trainers to prepare resources, e.g. make a short video highlighting their experiences.