

4b8

Running Community Organisations

Do

Assist people who need support to join the group that designs and monitors the community organisation.

He and his Personal Assistant rewrote the job description in language that he could understand'. (*Hemmings & Morris 2004, p5* shows the old and new versions).

Story

One college ran a mental health advisory group to draw on the views of users and staff in designing services.

'Douglas Armstrong was appointed as a Director of Thera Trust, an organisation that provides services for people with learning disabilities.

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Hints & Hazards

Sometimes care staff are invited to join the governing body of a community organisation, but think about whether the place should be taken up by a worker or a person needing support. The *Further Education Funding Council (1996)* offered an audit tool by which colleges of further education can assess the extent to which they are already inclusive. *Booth et al (2000)* does this for schools and *Suffolk County Council (2002)* has a version for all local authority services. These tools can help managers to adopt a vision of inclusion as part of their organisation's objectives.

Offering opportunities for users to participate will make the activity more appropriate and increase a sense of ownership and belonging.

Some people will need support to become involved in planning. Do not make assumptions about what support people do or do not require – ask them. It may be useful to budget long-term for offering support through, for example, direct payments or personal budgets.