Introduction to the **Keys to Inclusion**

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Inclusive Solutions

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Suffolk County Council
A recognition of the importance of ‘ordinary needs’ in planning for a good life.
Being Someone
- What do people like and admire about ..............
- What's important to ..................
- What's important for ..............
- How best to communicate with ..............

Choice & Control
- How involved is the person in making decisions about their life?
- What important decisions need to be considered?
- How can we help the person to be more involved?

Making a contribution
- What are the person's gifts and strengths?
- Where could their gifts and strengths be used?

Sharing Ordinary Places
- How involved is the person in making decisions about their life?
- What important decisions need to be considered?
- How can we help the person to be more involved?

Knowing people / Belonging
- Who is important to this person? who loves them, cares for them, knows them?
- Who are natural supports?
- Who are paid supports?
How are these ‘keys’ reflected in your behaviour and work?

- Welcome
- Listen
- Learning
- Capacity thinking
- The long view
- Person-centred planning
- Teamwork
- Relationships
Never underestimate the importance of welcome.

What does it take for that person?

How can you create a sense of safety and belonging from the start?
5 Star Welcome

Find out what makes a 5 star welcome for the young person you are working with.
2 October 2019

WELCOME

SET THE TONE

Plan a 5 star welcome that works for the young person

WELCOME

Consider:
- How you greet
- Friendly complement
- Sense of safety
- Belonging

WORK TOGETHER

- Consider your context
- The people you work with

INCLUSION

GIFTS AND LEARNING

CAPACITY

What does the young person bring?
- Notice their strengths
- What happened?

TEAM WORK

Never dive alone

RELATIONSHIPS

Restorative Approach

- Think about an inclusive goodbye

THE LONG VIEW

Remember our influences

PERSON CENTRED PLANNING

PATH and MAPS

80% of learning by imitation

ATTEND TO WHAT IS SAID AND WHAT IS MEANT

When this is happening?
- And the person does this...

NO TRUST

- They tell me the truth
- No element of mistrust
- Honesty

ATTENTION

- Good gauge of their intentions
- Loyal
- Can keep secrets

INTEGRATION

- They build over time
- Experience
- Choice

INCLUSION

- They have my best interests at heart

ATTENTION

- They are important to me
- Admire

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ONE PAGE Profiles

Like + Admire

A Way of Trust

- Kindness
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• The Long View
  • The journey towards a good life for the person must begin with the search for capacity in the person.

• We need to find out:
  • What sort of life do you want to have?
  • Who can help you?
PATH and MAPS

Person Centred Planning
Inclusion Facilitator Team work with staff in order to empower staff to embed the ‘keys to inclusion’ e.g. developing One Page Profiles, supporting transition, person centred planning / planning for the young person’s future.

What is important to us as Inclusion Facilitators?

We like to get to know people, so that we know what is important to them by building trusting relationships

We can work with people to help them in pursuing a positive future

We maximise inclusion and connection with the wider community

We can help to find ways to improve friendships and social connections

We can help to boost confidence and raise self-esteem

Planning Alternative Tomorrows with Hope (PATH)
The dream will be changed by reality, but reality will be changed by the dream.

(Ref: Judith Snow)