

BIGGER DREAMS ► BETTER LIVES ► BRIGHTER FUTURES



A message from our Chair and CEO

On behalf of the Board and Senior Leadership Team, we are pleased to share our Annual Report for 2023-24. We look back and reflect on an exciting year for Inclusion Gloucestershire, in which we:

- Reviewed our **Three Year Strategy**, making it even more ambitious for disabled people
- Launched new projects around neurodivergence, including **Life in the Mind** and **Zig Zag Peer Mentoring**
- Delivered significantly more training, including **Oliver McGowan Mandatory Training**
- Secured further **Lottery funding** following the initial three and a half years of funding for our advocacy work
- Continued to deliver many of our existing projects, all aiming to **empower** disabled people and reduce or remove disabling barriers in society

We are proud to have a strong team, led by disabled people, that supports inclusion and challenges inequity. We are grateful to the organisations that we work in partnership with, the funders that make our work possible, and our many supporters, from volunteers to members.

Alisha Wala (Chair of the Board) and Vicci Livingstone-Thompson (CEO)

OUR VISION

Is to help achieve an inclusive society that **values, respects and includes** disabled people every day and in every way.

OUR VALUES

We are a **user-led organization**, driven by the social model of disability.

We make sure **everyone is involved and included**.

We **work together** to deliver exciting new ideas and **support each other, our members and our community**.

We **empower choice and control** through peer support and place **experts by experience at the centre of our delivery**.

We believe it is right to **treat people fairly** and always behave in a way that is **honest and trustworthy**, even when nobody is looking.

We challenge when things aren't right and **give people with disabilities a strong voice**.

We are a **caring and professional** organization who work together towards **shared goals**.

OUR AREAS OF WORK

In 2023/24 we delivered work **across five key project strands**

Engagement

Health and Wellbeing

Research

Quality Checking

Training and Development

Our Impact in 2023/24

Our Inclusion Hubs in Gloucester, Coleford and Cheltenham and our women's only Wellbeing Hub, delivered from the Friendship Café, welcomed anyone with a disability or mental ill health.

The hubs provide a safe space for socialising, taking part in meaningful activities, building links with the community, completing courses and a lot more!

"I don't feel alone anymore, I have new friends and lots of exciting new interests"

187
Activities

374
People

175.5 hours of 1:1
advocacy support.



10

Speak Up
advocacy sessions



"Inclusion Gloucestershire stayed with me the whole way through... Not being 'put down', side-lined, dismissed. Treated with honesty and respect, integrity, recognised for being myself as I am. No false hopes... together we prevailed."

47 people attended our
drama group

"I thought I couldn't learn the script but...[now] I can remember it all"



13 films were released

"I like working together and being together when we are filming"



4 live performances were
delivered

"It has given me the confidence to believe in myself"

We joined and supported the running of a new cross-sector **Research Engagement Network** called **Sharing the Power**

We supported more people to get involved with the **Learning Disability Partnership Board**. This year we also took on supporting the **Physical Disability and Sensory Impairment Partnership Board**.

We delivered a research project looking at the **priorities and barriers that minoritized communities face**, and a project about **barriers for young people accessing services**.

Our Impact in 2023/24

Quality Checking

“During the visit, the team were respectful, friendly and approachable, putting the person we support, and the staff team, at ease.”

135 person-centred quality checks were completed.

“The quality checking coordinator is an asset to the team. Such a pleasure to have her and the expert by experience at the setting.

The coordinator was fair and realistic.”



We continued our work on the **LeDeR Quality Assurance Panel**.

Our Experts by Experience are key part of the LeDeR programme in Gloucestershire ensuring the voices of people with learning disabilities and autistic people are heard. Our **bi-monthly newsletters** share a case study to highlight learning and good practice.

1513 people had **Oliver McGowan Tier 1 training**.

We delivered **Oliver McGowan Train the Trainer training** to **174** people.

We quality checked

34

LeDeR reviews

287 people took part in other training courses.

Training courses were run on:

- ⇒ Health Awareness
- ⇒ Easy Read
- ⇒ Safeguarding (Level 2)
- ⇒ Simulation training for health and social care students
- ⇒ And... other bespoke training

“The workshops themselves were fantastic – facilitated expertly by two personable and engaging leads, one of whom had lived experience and was able to provide insightful feedback on some of the participants initial attempts at Easy Read documentation.”

We delivered **Research Champion training** to 8 people from the Muslim community.

MHELO's membership increased by **7% to 64**, and social media reached **1,200 people**.

We shared **12 Life in the Mind podcasts** between January 2023 and March 2024, and received 29,000 video reviews on TikTok.



Accounts Summary



Our audited accounts are created alongside our annual report. These are the records of our money for the year that have been checked by a special accountant (an auditor).

The report and the audited accounts get uploaded to Companies House and the Charity Commission. These are bodies that make sure that companies and charities are well run.

Our Money	Year ending 31st March 2024	Year ending 31st March 2023
Money we brought in	£904,784	£744,474
Money we spent	£890,271	£739,813
What was left	£14,513	£4,661
Number of staff	61	61
Closing reserves (money that we have and what it is for)	£337,507 made up of: £138,030 unrestricted £154,160 for 3 months running costs £45,317 for delayed spending	

Auditor's comments

The auditor said that our accounts are accurate and as they should be.

He also said we are a 'going concern'. This means that there is no reason to think we would need to close in the next year because of money.



Accounts Summary

Health and Wellbeing

Staff: 21 (3.4 full time equivalent)

Projects

- LeDeR (Learning from lives and deaths reviews)
- Your Voice self-advocacy network
- Partnership Boards
- Coproduction Team
- Accessible Information Standards



Quality

Staff: 23 (4.3 full time equivalent)

Projects

- Person-centred quality checks
- Access Audits



Development

Staff: 26 (5.1 full time equivalent)

Projects

- Drama groups
- Short films and live performances
- Oliver McGowan Training and other commissioned training.
- Easy Read



Our areas of work

For the year ending 31st March 2024.

Some staff work on more than one project. The hours they work on each project are shown in the full time equivalent hours.

Engagement

Staff: 34 (8.3 full time equivalent)

Projects

- Inclusion Hubs
- MHELO (mental health peer support network)
- Community Mental Health Transformation (CMHT)
- Supported volunteering
- Advocacy
- Life in the Mind Podcast
- ZigZag (Neurodivergent Peer Mentoring)



Research

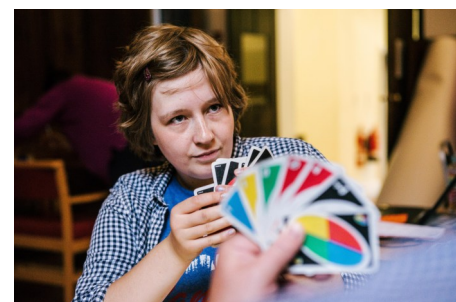
Staff: 23 (4.3 full time equivalent)

Projects

- Sharing findings of research with partner organisations
- Supported the running of a Research Engagement Network



How can I get involved?



We would love to involve you in our work this year

People who face disabling barriers can:

- Come to a Hub to see friends and try new activities
- Join our mental health network, MHELO
- Volunteer or work with us
- Receive advocacy or mentoring support
- Come to a dance or drama group
- Have your say on important issues and improve services in Gloucestershire
- And lots more!



Other organisations can:

- Receive training around disability issues, coproduction and inclusion
- Use our films to share messages in an accessible way
- Commission a film or piece of research
- Get help making information accessible
- Get help hearing the voice of disabled people
- Work with us to improve the accessibility or quality of your services



Contact us:



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www.inclusiongloucestershire.co.uk



INCLUSION GLOUCESTERSHIRE

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