



Our Big Plan for the next 3 years

2022-2025

Inclusion Gloucestershire

INCLUSION
GLOUCESTERSHIRE

BIGGER DREAMS ► BETTER LIVES ► BRIGHTER FUTURES



We have worked together to make a Big Plan for Inclusion Gloucestershire.

This will help us with our work for the next 3 years.

We talked to our members, staff, volunteers, and disabled people across Gloucestershire to create our plan.

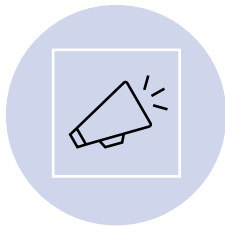


We also looked at other big plans from the Government, and what is important to our local Partnership Boards.

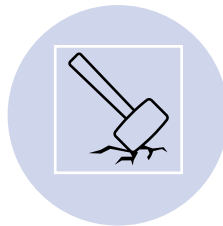
We thought about what is happening in the wider world – things like COVID-19, the amount of money the government has to spend and changes to health and social care.



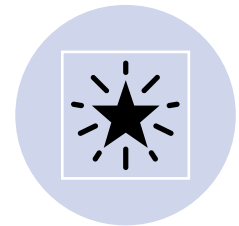
We created 5 aims that we want to work towards:



MAKE SURE THE **VOICE** OF
DISABLED PEOPLE IS LOUDER,
AND CREATING **CHANGE**



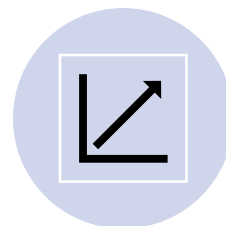
WORK **TOGETHER** TO
EMPOWER PEOPLE AND
REMOVE DISABLING
BARRIERS



BE A **STRONG** ORGANISATION



BE **ABLE TO KEEP GOING**, SO
WE CAN MAKE A POSITIVE
DIFFERENCE FOR LONGER



GET **STRONGER AND BIGGER**,
SUPPORTING MORE PEOPLE



Make sure the voice of disabled people is louder, and creating change



We want disabled people to have their own strong voices and we want these to make a difference to important decisions.

We need to make sure that people who are disabled or have mental health challenges are making the big decisions about health and social care.

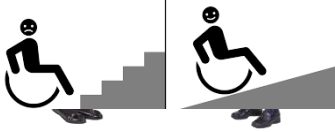


We want to do more work around disabled people supporting each other to speak up and have a voice.

We want to do more work with people who are autistic.



We want to do training to make sure that disabled people can do the same things as other people.



We want to teach more people about the social model of disability and make sure that decision makers are using it.



Work together to empower people, and remove disabling barriers

We want people to see us as being really good at working together with people, and we want to help other organisations do the same.



We want to work together with other organisations.

We want to do more work around disabled people supporting each other to speak up as peers.



We need to know about what difference our work makes and tell other people about this too.

We need to get money that helps us do work that meets the aims in this Big Plan. We need to do work that feels right for us.



We want to make the work we do in training, advocacy and mentoring even better. We need to get some more money so we can work with everybody who wants these services.



Be a strong organisation

We need to have good people, skills, and ways of doing things.

We want to have staff that are happy and do a good job. We want to be a great place to work.



We want to be really proud of having different types of people on our team, and make it a safe space to be yourself.



We want to give extra support to staff and volunteers.

We want to talk and listen to our team, so they feel included.



We want Inclusion Gloucestershire to be a place where people learn and develop.

We want to be clear about the way we do things, and who does what.



We want to be brave about saying no if we think we can't do a really good job, or a project doesn't feel right.

We want to match people's skills with work we can do and bring in new skills too.



Be able to keep going, so we can make a positive difference for longer



We want to do our bit to look after the environment.

We also want to support disabled people to look after the environment.



We need more contracts that last at least 3 years.

We need to have contracts and money from different places. We want to get our money from a mixture of donations, doing work that businesses pay for, the Council, and other organisations.

We need to bring in enough money to pay for costs like running our office and organisations. These costs aren't spent directly on delivering projects but are still very important.

We need to make sure we have enough money to do all of our work.



Get stronger and bigger, supporting more people

We want to do more work with people from different communities.

We want to work with organisations that have good links with people who may come from another country or have a different culture, religion, language, history, or skin colour.

We want to do more work in places outside Gloucestershire.

We also want to do work in parts of Gloucestershire that we don't work in now.





We want to do new work around:

- a. Health
- b. Quality Checking
- c. Helping people to find jobs
- d. Children and young people



We want to have more members, and members from lots of different communities and cultures.