

# INCLUSION GLOUCESTERSHIRE

**BIGGER DREAMS ► BETTER LIVES ► BRIGHTER FUTURES**

## Annual Report 2022/23

# A message from our Chair and CEO

On behalf of the Board and Senior Leadership Team, we are pleased to share our annual report, capturing our work in 2022/23.

With the impact of the pandemic and cost of living crisis hitting disabled people particularly hard, our staff and volunteers have been working tirelessly to empower and support disabled people in Gloucestershire. You can read more about the work we carried out, from advocacy to quality checking, and the impact that it had, in this report.

Working as a strong team, led by disabled people, is essential to achieve our aims of removing barriers to inclusion, and we are proud to be a self-advocacy organisation that creates positive change. We are grateful to the organisations that we work in partnership with and the funders that make our work possible. A big thank you to our many dedicated supporters, from volunteers to members - you are so important in helping us to work towards our vision of an inclusive society.

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

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## OUR VISION

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

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## OUR VALUES

We are a **user-led organisation**, 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** organisation who work together towards **shared goals**.

## OUR AREAS OF WORK

In 2022/23 we delivered work across **five key project strands**.

Engagement

Health and Wellbeing

Research, Strategy and Partnerships

Training and Development

Quality

# Our Impact in 2022/23



"Mondays and Wednesdays (when I attend the Hub) are the only days I really see people"

Our Inclusion Hubs in Gloucester, Coleford and Cheltenham, and our women's only Wellbeing Hub, delivered from the Friendship Café, welcome 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!

"It's somewhere I can go and get away from it all and be me"

**154**  
sessions

**212**  
people



**343** hrs  
of 1:1 advocacy  
support

**230** hrs delivered  
by staff

**113** hrs delivered  
by peer mentor  
volunteers

**41** people received 1:1  
advocacy support  
including **25** new  
referrals

**9**

Speak Up group advocacy  
sessions attended by

**127**  
people

**1**

New dedicated  
Volunteer  
Coordinator



We expanded our  
Dramatic Change  
Drama Group, setting  
up **four new groups**

"Doing drama - it helps me have  
confidence in myself - I like to try  
different things."

**6**  
Groups

**132**  
Members

**95**  
New  
members

"The drama group  
has provided me  
with stability while  
I've been in a  
mentally  
exhausting place.  
It's let my mind  
calm down."

That might sound  
ironic to other  
people but when I  
become a different  
character at drama,  
I can have a  
different mindset  
and let my mind  
overall cool down"

"I feel it gives me more  
strength - it makes my brain  
more active."

Most of the time I'm sitting  
down in the chair and standing  
up for drama makes me more  
active and I feel like I have  
more energy."

In **November 2022** we  
hosted a **Coproduction  
Conference** for  
organisations across the  
South West

To **support our training  
delivery** we created:

**4** Short films about  
Hate Crime featuring  
disabled actors



**3** Forum theatre pieces

We wrote **four reports**, using  
our findings to inform our new  
**Three-Year Strategy**  
and influence decision  
makers



# Our Impact in 2022/23

"Having an external, impartial and knowledgeable lens shone on your work, gives validation to what you do well, but it also highlights any blind spots or areas you can improve. The service users subsequently benefit from the "even better if" aspect of the report."



**138**

person-centred  
quality checks

**23**

Access Audits

"It is good to have  
another perspective  
on the service we run  
and make  
improvements. Good  
communication and  
feedback was  
thorough."

"It was a well organised, clearly explained process. The tone was encouraging and supportive. The feedback was constructive and insightful. Using the online Quality portal was very straightforward."

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

Our **Experts by Experience**  
are a key part of the monthly  
Panel meetings, ensuring that  
the voices of learning disabled  
and autistic people are central  
to the process

Our **monthly newsletters**  
share the key learning themes  
from the Panel meetings

We **quality assessed**

**26**

**LeDer Reviews**

**over 4600**

people took part in  
**Oliver McGowan**  
training

"The Oliver McGowan  
training is an insightful,  
informative and emotive  
training package."

**111**

people took part in  
our new **Train the  
Trainer** training

**264**

people took part in  
online and face to  
face training on a  
**range of subjects**  
including:

- Understanding  
Hate Crime
- Inclusive  
Communications
- Easy Read
- Reasonable  
Adjustment
- Bespoke training  
for organisations

"This training is  
really important!  
I loved the  
contribution of  
**Experts by  
Experience** running  
through the day."

"A must for all who  
work in the care  
sector.  
**Very powerful  
stories. Excellent  
training!**"

We **strengthened  
existing  
partnerships and  
formed new ones**  
through a range of  
projects including  
Drama, Advocacy  
and Quality  
Checking

MHELO membership  
**increased by  
20% to 60**

The peer-led network  
distributed a self-care  
toolkit to support  
individuals to manage  
their mental health



We coproduced a short  
film about **Accessible  
Information  
Standards**

Our **Your Voice** project  
continues to engage  
with self-advocacy  
organisations and self-  
advocates across the  
South West

Key themes from the  
group's monthly  
meetings are fed  
back to NHS England  
to **influence health  
commissioning**

As part of the project  
we recorded  
**our first podcast** to  
be launched in  
2023/24





# 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.

<b>Our Money</b>	<b>Year ending 31st March 2023</b>	<b>Year ending 31st March 2022</b>
<b>Money we brought in</b>	£744,474	£765,953
<b>Money we spent</b>	£739,813	£710,131
<b>What was left</b>	£4,661	£55,822
<b>Number of staff</b>	61	55
<b>Closing reserves (money that we have and what it is for)</b>	£322,994 made up of:  £97,450 unrestricted £20,000 to return the building at the end of the lease £51,384 for delayed spending £154,160 for 3 months running costs	

## 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

## Our areas of work

for the year ending 31st March 2023.

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

### Health and Wellbeing

**Staff:** 12 (2.3 full time equivalent)

**Projects:**

- LeDeR (Learning from Lives and Deaths Reviews)
- Your Voice self-advocacy network
- Consultation and coproduction sessions
- Evaluation of advocacy services
- Accessible Information Standards



### Research, Strategy and Partnerships

**Staff:** 4 (0.72 full time equivalent)

**Projects:**

- Research and reports around disabled people's priorities in Gloucestershire
- New Three Year Strategy (2022-2025) launched
- Existing and new partnerships



### Quality

**Staff:** 17 (4 full time equivalent)

**Projects:**

- Research and reports around disabled people's priorities in Gloucestershire
- New Three Year Strategy (2022-2025) launched
- Existing and new partnerships



### Training and Development

**Staff:** 20 (5.2 full time equivalent)

**Projects:**

- Drama groups in Gloucester, the Forest of Dean, Stroud, Painswick, Cirencester, Cheltenham
- Short films
- Forum theatre
- Oliver McGowan Mandatory Training
- Other training
- Easy Read



### Engagement

**Staff:** 26 (6.8 full time equivalent)

**Projects:**

- Hubs in Gloucester, Coleford and Cheltenham and a women's only Wellbeing Hub in Gloucester
- MHELO (mental health peer support network)
- GEM (ended this year)
- Supported volunteering
- Community Mental Health Transformation
- Advocacy

