



**INCLUSION**  
**GLOUCESTERSHIRE**

BIGGER DREAMS ► BETTER LIVES ► BRIGHTER FUTURES

# Three Year Strategic Plan

2025-2028

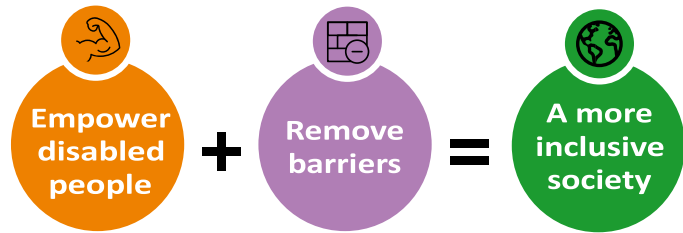
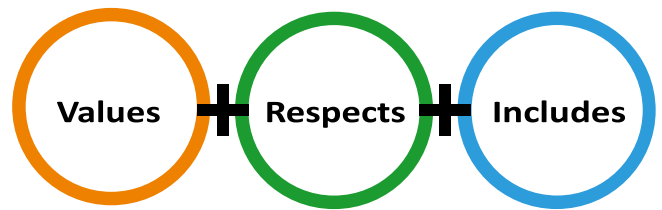
Inclusion Gloucestershire

# Who We Are

Welcome to our coproduced plan for the next 3 years, setting out what we will do as a Disabled People’s Led Organisation to work towards our vision.

## Our vision (where we want to get to):

Our vision is an inclusive society that values, respects and includes people who face disabling barriers, every day and in every way.



## Our mission (our purpose):

To achieve an inclusive society we must:

- Work alongside disabled people so people are empowered, know their rights, and have real opportunities
- Work with society more widely – including businesses, governments, councils and health systems – to remove disabling barriers

## Our values:

At Inclusion Gloucestershire we...

**Value lived experience**

As an organisation led by disabled people, for disabled people

**Respect**

Each other, our community, our environment, and our partners

**Include**

A broad range of lived experiences, because we are better together

**Empower**

Strong voices and choice and control for people facing disabling barriers

# The Strategy at a Glance

Our key strategic aims:



# Key Strategic Objectives

We have coproduced five strategic aims with objectives for each, to guide our work over the next three years.

## 1. Use our voices to create change

- Listen, champion and represent disabled people's voices
- Influence decision makers
- Hold decision makers to account
- Speak up when things aren't right

## 2. Empower

- Ensure that disabled people know their rights
- Empower people to have their own voice
- Ensure that we are central in decision making – 'nothing about us without us'
- Create opportunities for peer support

## 3. Reduce or remove disabling barriers

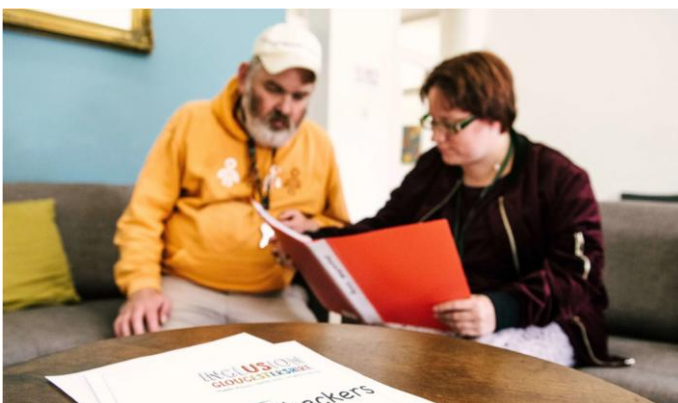
- Challenge systems that hold people back
- Educate and influence organisations around accessibility
- Educate and influence society about barriers
- Advocate for and support equity

## 4. Work together

- Work with health and social care systems to ensure that people get the right support, at the right time, in the right way
- Work with communities in a way that suits them
- Work with partner organisations in a way that is fair and equitable, so we can achieve more together
- Actively challenge unfair and oppressive practices

## 5. Make a positive difference

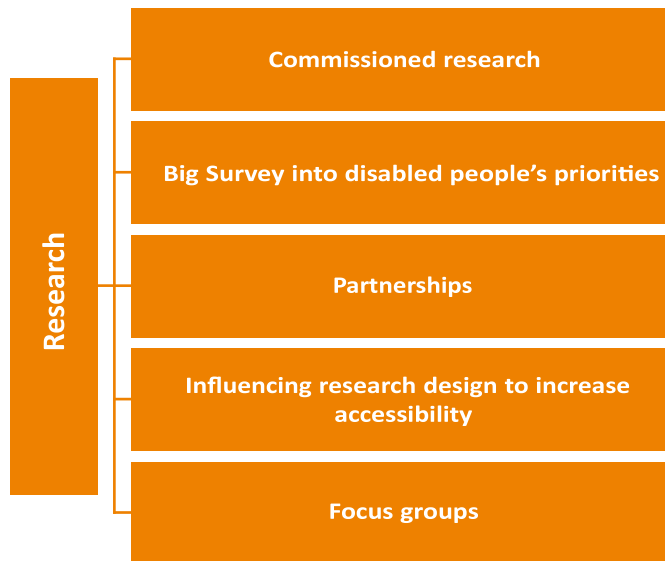
- For disabled people
- For our staff and volunteers
- In the way we work with partners
- For society as a whole
- On the environment



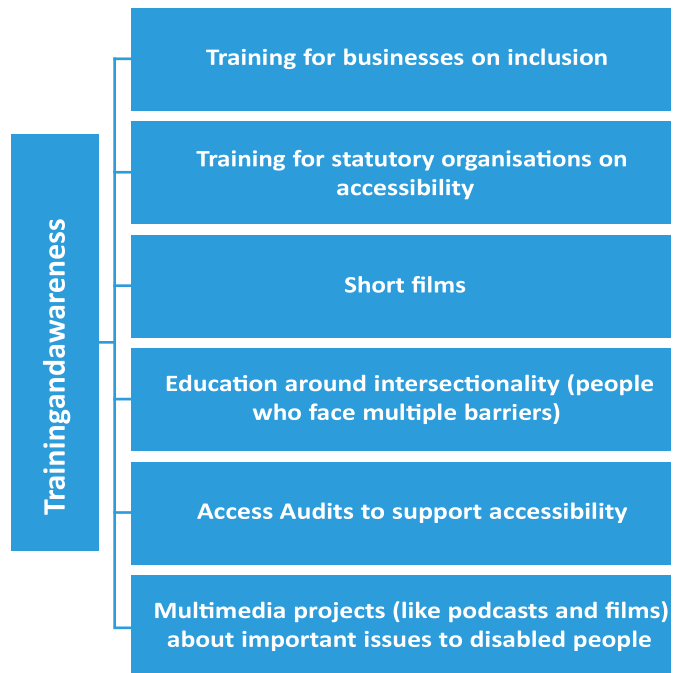
# What will this look like?

Our annual plans will set out in detail what work we will do to achieve our objectives each year. Here are some examples of the projects we will deliver.

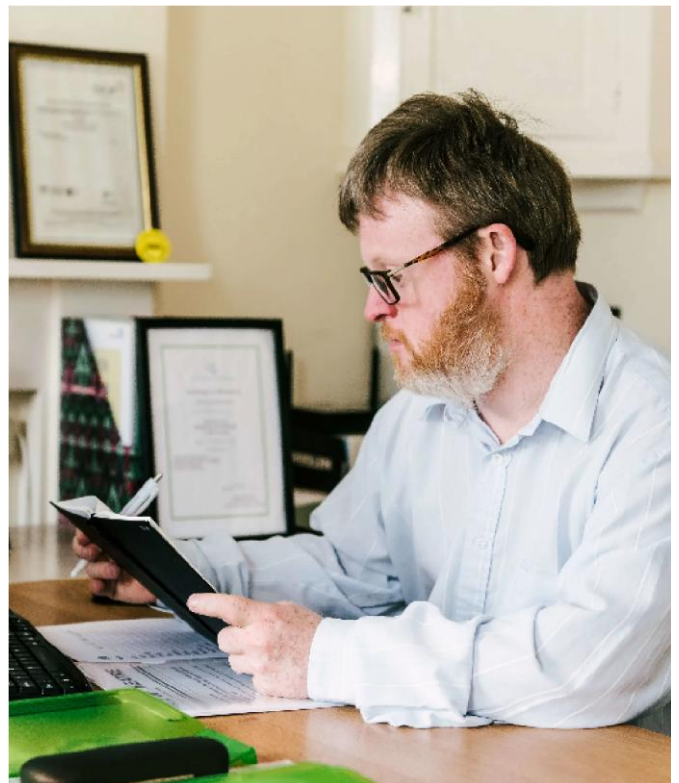
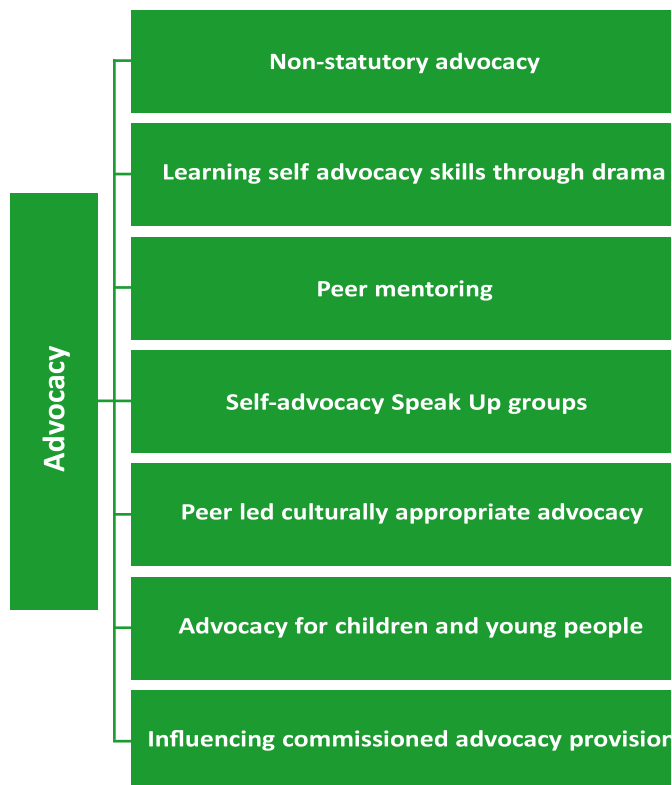
## Aim: Use our voices to create change



## Aim: Reduce or remove disabling barriers



## Aim: Empower

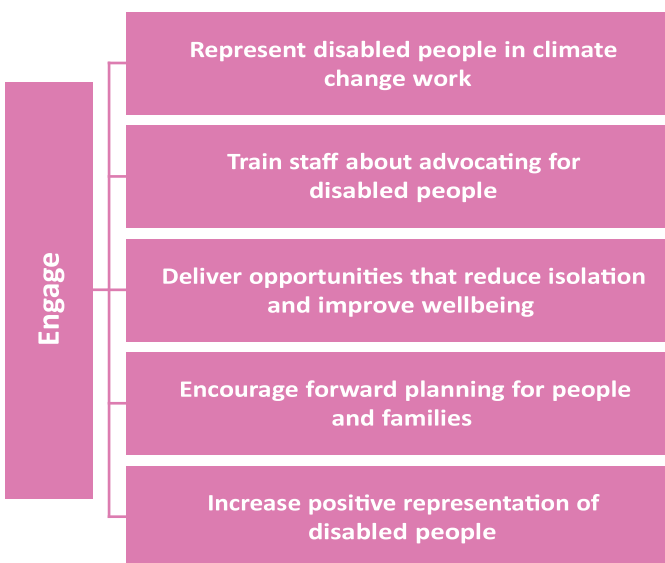




### Aim: Work together



### Aim: Make a positive difference



# Putting the strategy into practice

It is vital that our strategy is a living document that guides all that we do. Our Three Year Strategy will be shared with colleagues, partners, funders and people who face disabling barriers to provide clarity about our aims and direction.

Each year, the Three Year Strategy will guide the content of our Annual Business Plan, and in turn each Project Plan.

We will measure our success against the strategy regularly, and will report on this annually.

## Thank you

We are very grateful to everyone who has helped shape this strategy, especially people in Gloucestershire who face disabling barriers and shared with us what is important to them. We look forward to working together over the next three years to deliver our big plans!



From the team at

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Find out more about us at: [www.inclusiongloucestershire.co.uk](http://www.inclusiongloucestershire.co.uk)

Designed by Emily Laver @emilylaver.com