



**Inclusion  
Scotland**

Disabled People's Organisation

Our voices ■ Our choices

# A warm welcome!



John Beaton

Highland Policy and Engagement Officer

Mobile: 07442 278287

Office: 01349 807062

Email: [john@inclusionscotland.org](mailto:john@inclusionscotland.org)



Inclusion Scotland

Thorfin House

Bridgend Business Park

DINGWALL

IV15 9SL





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# What is our value?

Inclusion Scotland is  
recognised as the Scottish  
Government's **key**  
disability stakeholder.



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# What is Inclusion Scotland?

- Is a **national disabled person's organisation** made up of a **membership of disabled people** and their **organisations**.
- It **networks** with other **allies** and **public bodies** who protect the **rights** of disabled people.





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# How is it run?

Disabled people are in charge of the majority of the running and **governance** of the organisation and importantly we have a high proportion of disabled people in **leadership** and **influencing** roles.



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# Definitions of disability?

## Medical Model:

People who have an **impairment** such as a learning disability or neurodiversity, long term physical or mental health condition, physical or sensory impairment.

## Social Model:

Share the experience of facing the same **barriers** socially, economically, physically, attitudinally and civically and that they **self-identify** with these experiences as disabling.







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**A FAIRER SCOTLAND  
FOR DISABLED PEOPLE**



# A Fairer Scotland for Disabled People?

This is the Scottish Government's **Delivery Plan for the United Convention on the Rights of Persons with Disabilities** until 2021.



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# It has big ambitions

**5.93**

**Five ambitions  
Ninety-three actions**

1. Support services that meet disabled people's needs
2. Decent incomes and fairer working lives
3. Places that are accessible to everyone
4. Protected rights
5. Active participation

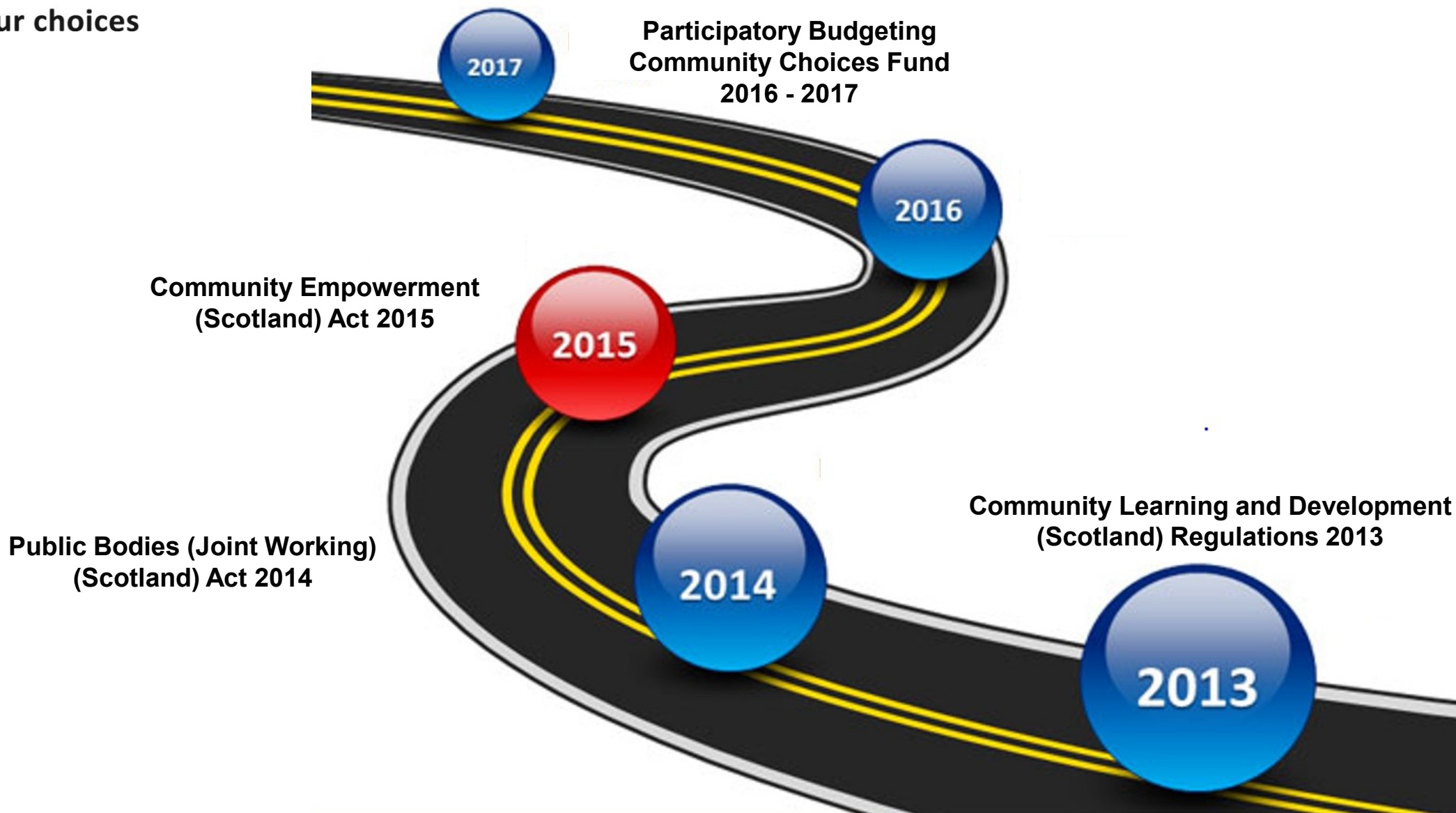


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# What is driving the change?







# The Highland Localisation and Empowerment Project

- Funded by the **Scottish Government** by the Promoting Equality and Cohesion Fund.
- Initial pilot project for 1 year (**2016-17**), with another 1 years funding granted (**2017-18**) with a potential to secure a further 2 years funding (**2018-20**).





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# Support services that meet disabled people's needs



Support services that promote independent living, meet needs and work together to enable a life of choices, opportunities and participation. Health and social care support services are designed to meet – and do meet – the individual needs and outcomes of disabled people.

**Our ambition: Support services  
that meet disabled people's needs**

# Active Participation

Disabled people  
**participate** as active  
citizens in all aspects of  
daily and public life in  
Scotland.



5

**Our ambition: Active participation**





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# Highland Localisation & Empowerment Project

Funded **outcome** to **increase** the **quantity** of disabled people **participating** in **local decision making** and **improve** the **quality** of those experiences within the Highland region.



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# What is the quantity of disabled people in Highland?



**1 in 5** of people in Highland are disabled people.

**40K**

Approximately 40,000 adults in Highland





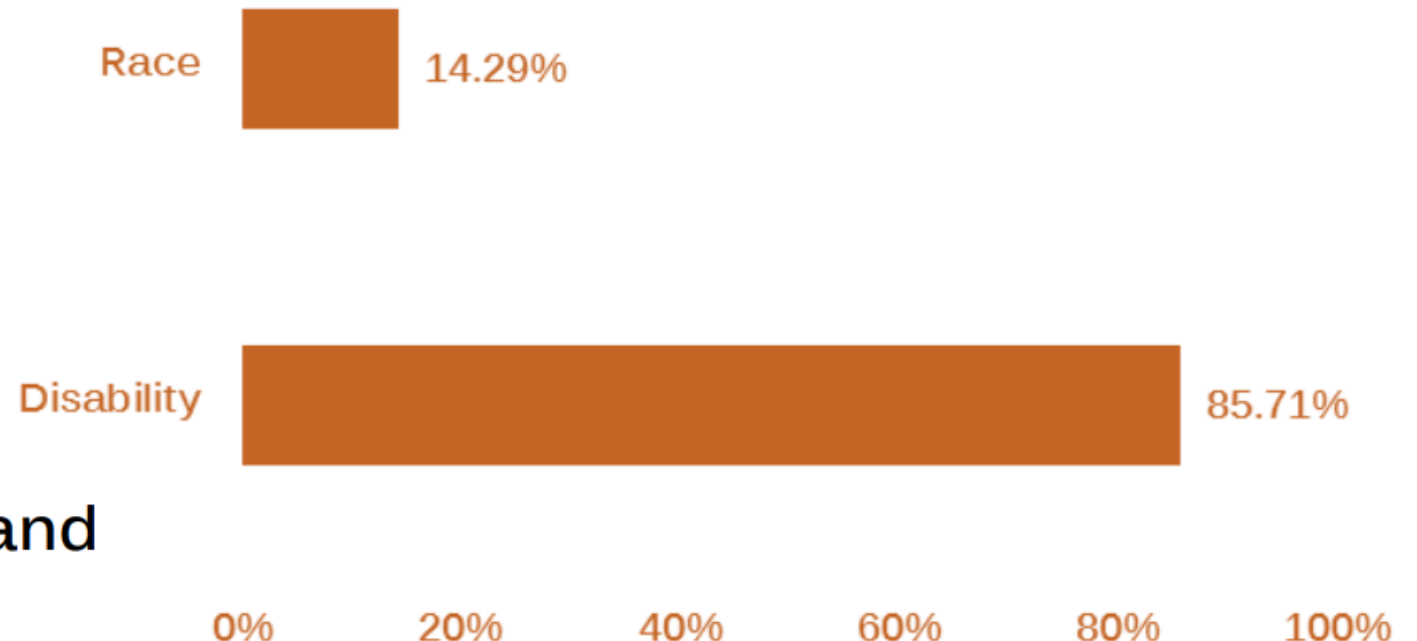
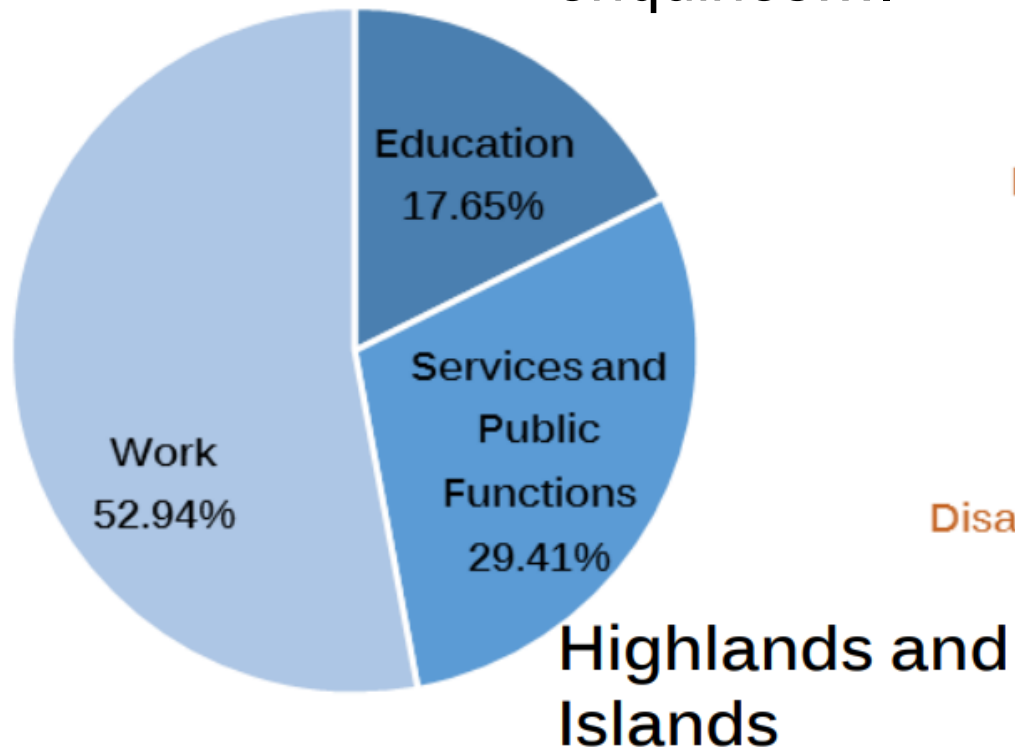
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# What is quality of the experience of disabled people with public bodies?

The Highland Equality Advisory Support Service statistics for June, July and August 2017 show the volume of enquiries....





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# Definitions of community



A specific group of people who all hold something in common.

Community has tended to be associated with **two key aspects**:

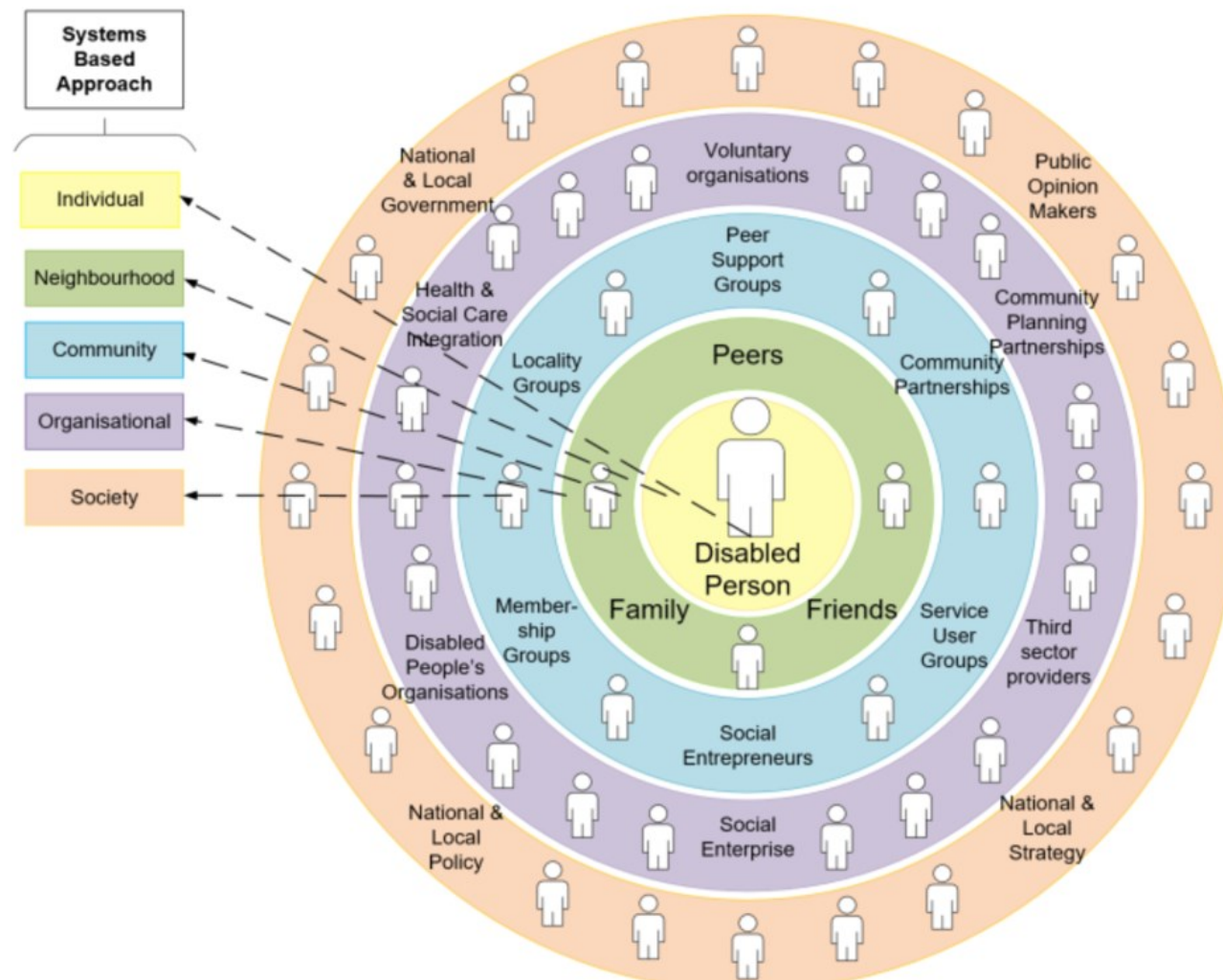


- **Communities of place**, who share a **locality** or **geographical place**



- **Communities of interest**, who share an **identity**, or an **experience**.

# What does our community of interest look like in Highland?

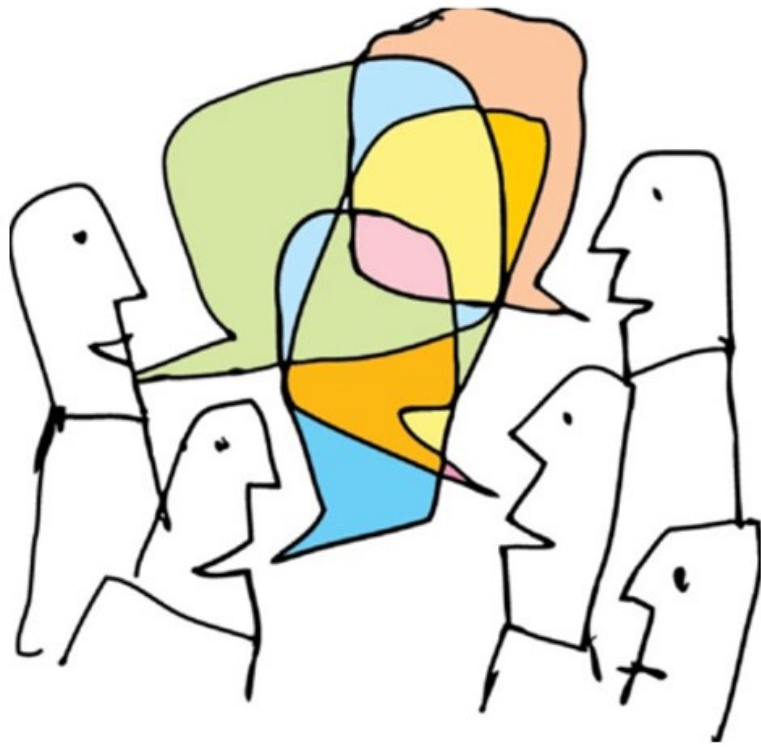




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# How can our community of interest participate?



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# Participatory Budgeting



- ✓ **Participatory Budgeting is a way for local people to have a direct say in how, and where, public funds can be used to address local requirements.**



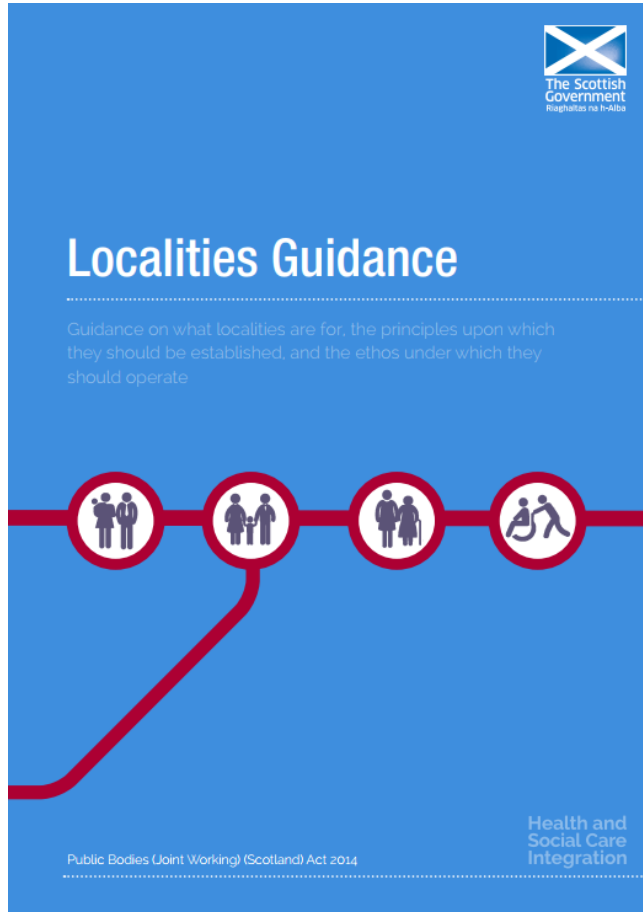


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# Locality Groups



- ✓ **Locality Groups** recognised by the **Integrated Joint Monitoring Committee** under the **Public Bodies (Joint Working) (Scotland) Act 2014**.



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# Community Partnerships

Community Empowerment  
(Scotland) Act 2015

Part 2  
Community Planning Guidance

December 2016



- ✓ **Community Partnerships** formed by **Community Planning Partnerships** in response to the **Community Empowerment Act (Scotland) 2015**.

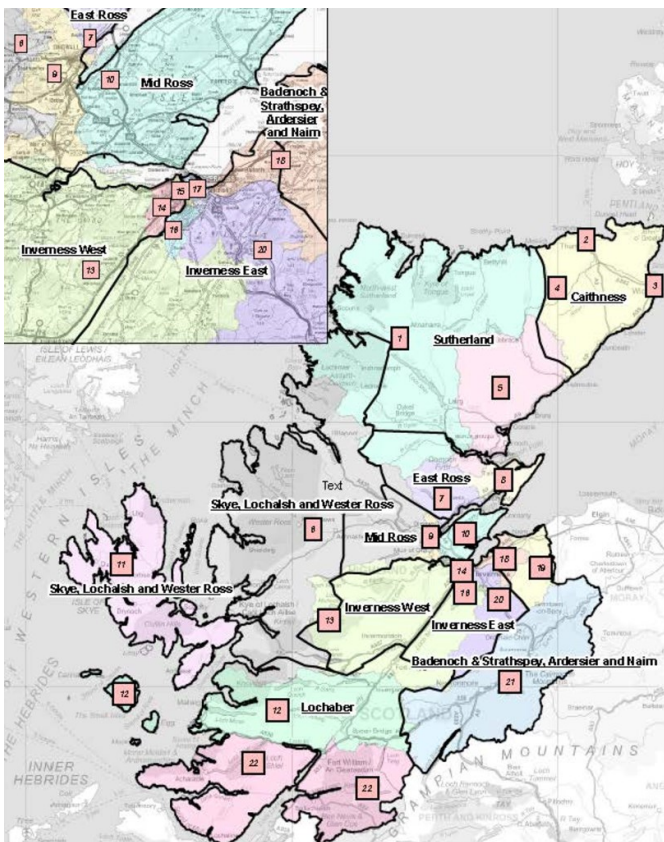


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# Where can our community of interest participate?



- Badenoch & Strathspey
- East Ross
- Inverness
- Lochaber
- Mid Ross
- Nairn
- Skye, Lochalsh & West Ross
- Sutherland
- Caithness

# Finding and co-producing solutions

**Analysed** the data using **Participatory Action Research** Groups with all stakeholders: disabled people, their organisations and public body decision makers.

**Fed back** to disabled people and their organisations their co-produced findings at a local **Ministerial Visit**, and to decision makers meeting of the **Highland Community Planning Partnership**.



# Promoting inclusive participation



**Hosted** a series of “**active listening events**” in **3 community partnership areas** (Lochaber, Caithness & Inverness) with nearly **100 people taking part**.



**Formed** an **Inclusion Scotland Highland Advisory Group** with a membership of **28 stakeholders**, made up of disabled people, their organisations and public body decision makers.



**Conducted** a **survey of nearly 200 people** including disabled people, their organisations and decision makers.





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# Mapping current levels of disabled peoples participation in Highland.

We have **no disabled people's participation** at a planning or strategic level shaping the delivery of **Highland integrated health and social care services**.

We have **no disabled people participation** at a planning or strategic **Highland Community Planning Partnership** level.

We are awaiting **statistics** whether disabled people, or their organisations were stakeholders or direct beneficiaries in Highland of **Participatory Budgeting** to date.



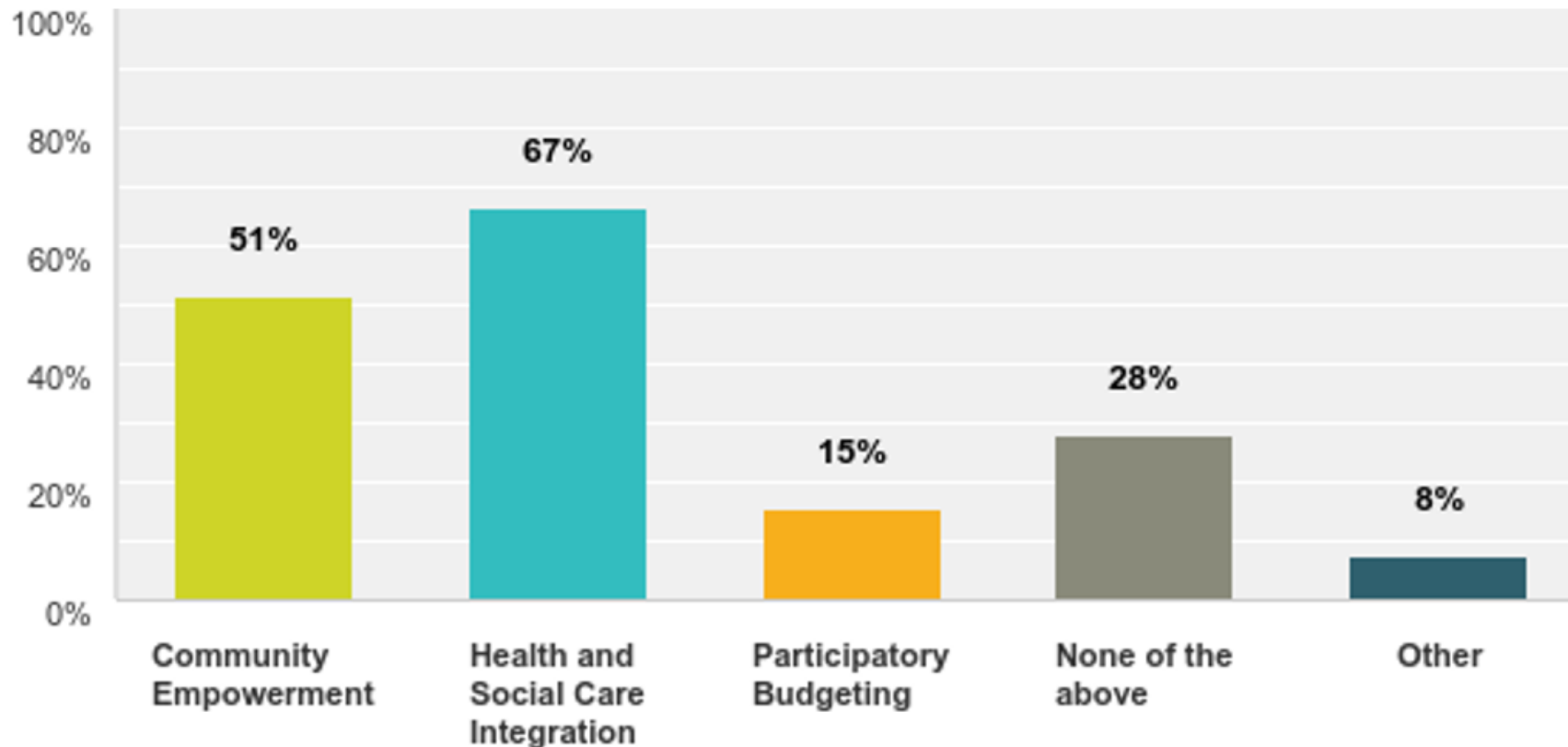
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# What is the awareness like among Highland disabled people?

Disabled People – The way local decisions are made is changing. Here are names of some of those changes. Please tick those you have heard about.





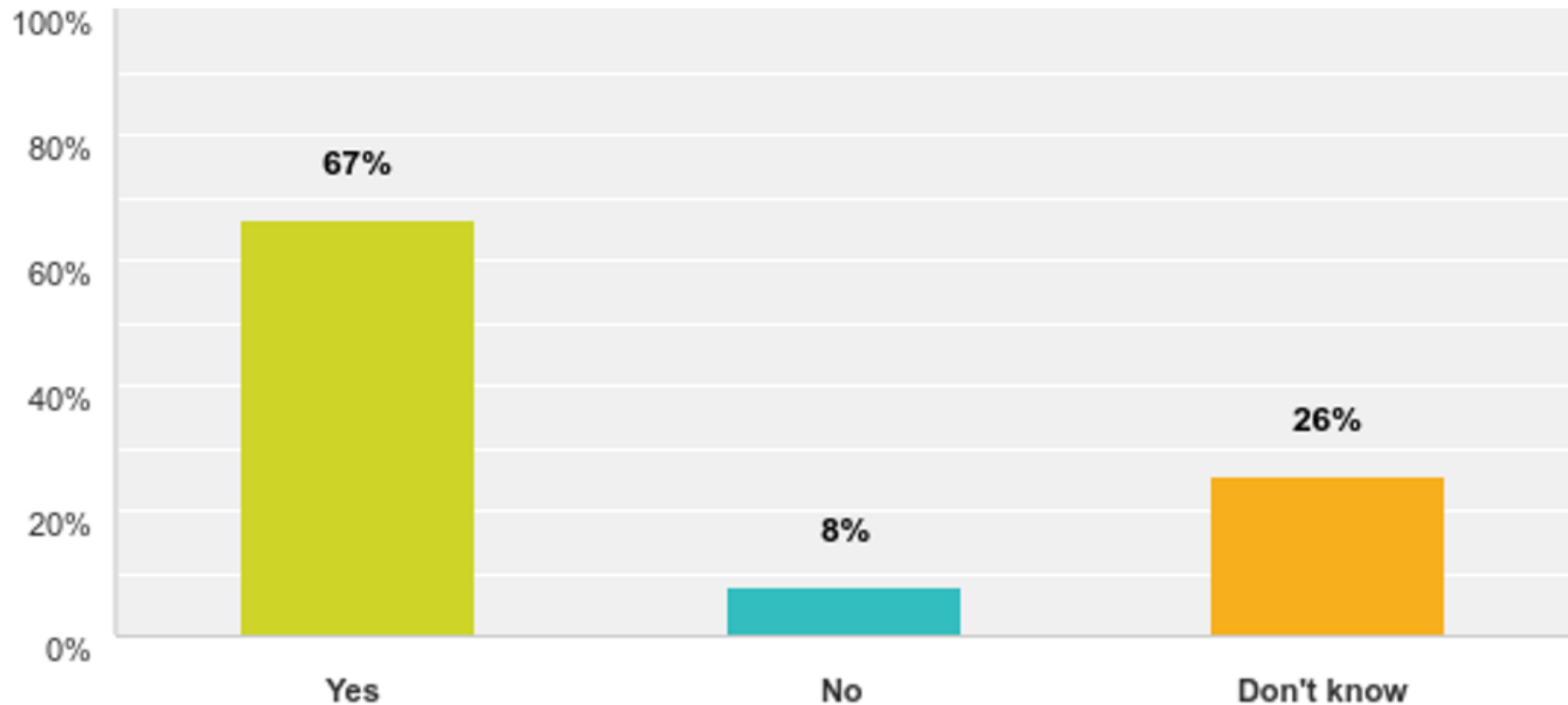
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# What is the appetite for participation among Highland disabled people?

Disabled People - If you aren't currently taking part in local decision making would you like to be?



# Seeking empowerment

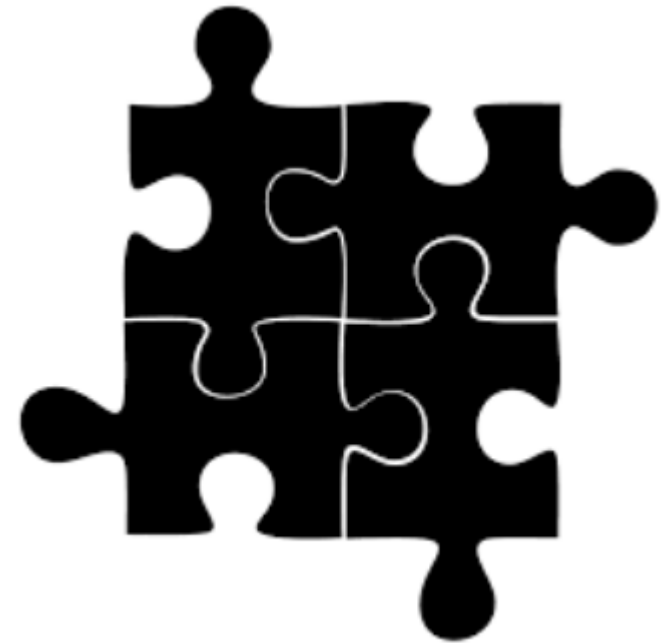
## Disabled people said they sought empowerment in 5 ways.

- **Communication:** using a common language, providing accessible information, and active listening.
- **Time and place:** involve disabled people early enough in decision making cycles to make a difference in accessible venues where relationships could be formed and maintained.
- **Representativeness and collective advocacy:** more representative opportunities for disabled people and support to get their voices heard.
- **Impact and accountability:** let disabled people know what difference their views have made and how they are taken into account. Let disabled people know what the final decision is.
- **Flexibility:** provide opportunities to participate that are sociable and enjoyable. Provide a variety of participatory options that fit in with disabled people's everyday lives.



# Promoting Participation

**Disabled people identified two pairs of barriers and solutions to participation in local decision making.**



- **Challenging stigma and discrimination** (self, social & stigma).
- **Sharing critical components** (values, norms, & networks).
- **Building resources** (felt, practical & learnt).
- **Growing social capital** (bonding, bridging & linking).



# Who can enable the change?





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# The missing link



The idea of an **expert by experience** in social inclusion is a response to the missing link between **disabled people, their organisations** and **public bodies**.



A missing link between on the one hand **providers of all services** and on the other hand **disabled people** themselves.



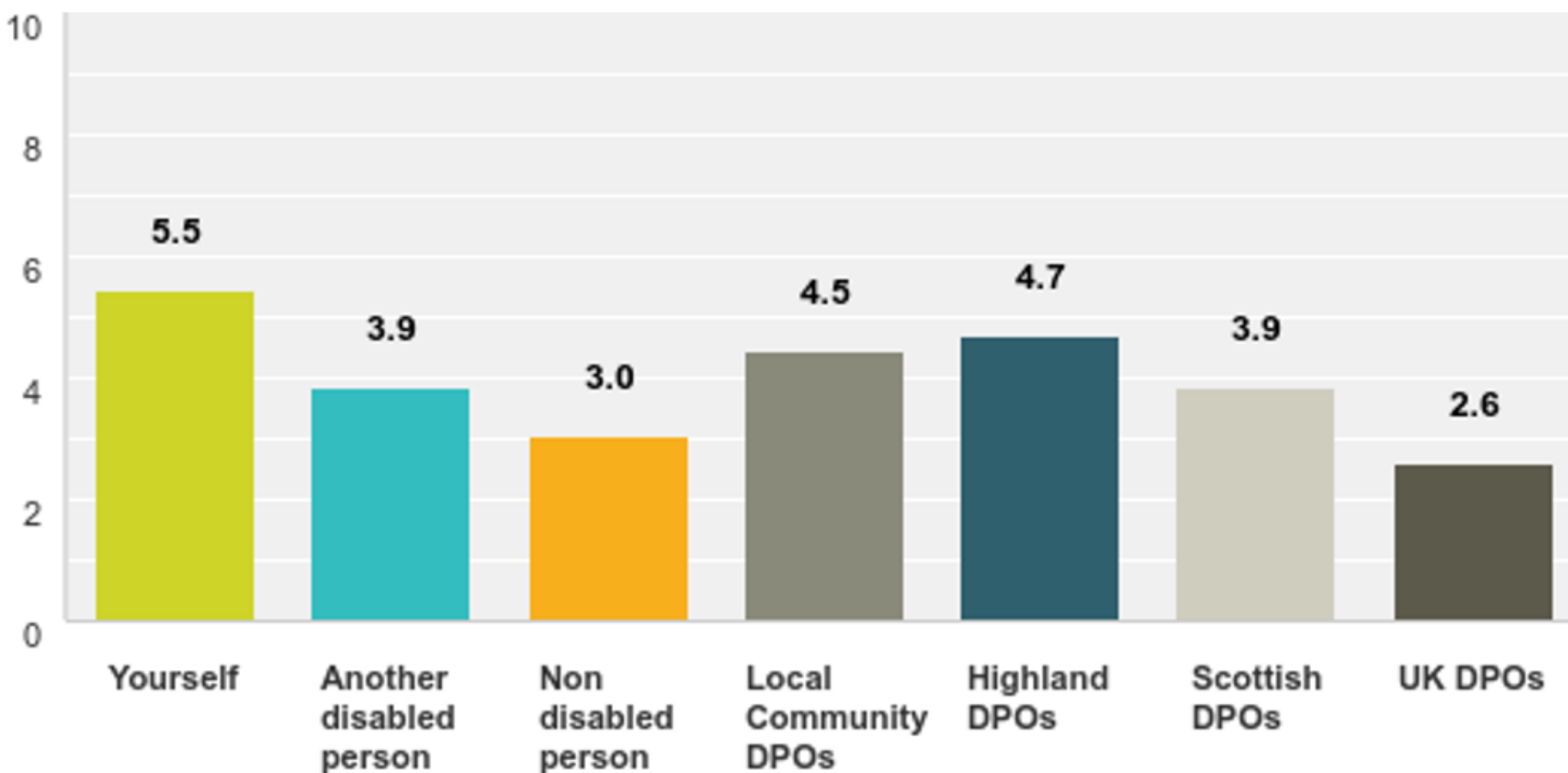
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# Who disabled people trust get their views across?

Disabled People – Which of the following do you trust to get your views across to local decision makers?





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# Peer Participation & Empowerment Advisors

**We will be conducting a pilot of the above positions based on an experts by experience in Mid Ross Community Partnership:**

**These Advisors will:**

- **peer support** the local disabled people to participate in local decision making.
- **competently support** community partnerships, locality groups and participatory budgeting to become more inclusive.



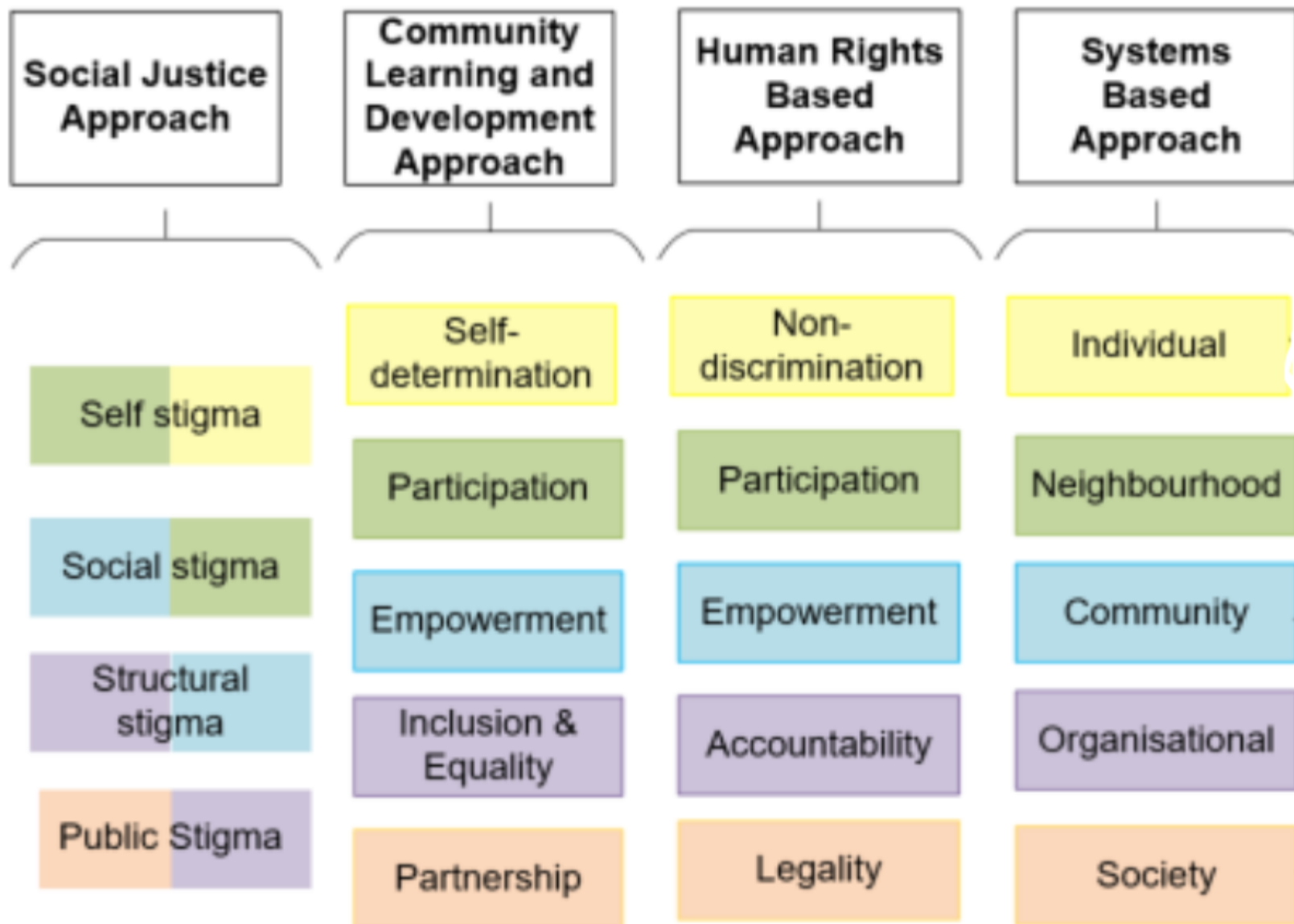


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# Taking a Human Rights Based Approach







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# Competent Participation and Empowerment Advisors

We will adopt Community Learning and Development competencies to meet rights of disabled people consistently, and the community engagement standards.



# Back to Community Empowerment

Where communities are empowered we would expect to see a range of benefits:

- ✓ increased confidence and skills among local disabled **people**.
- ✓ more satisfaction with quality of life for disabled people in a local **neighbourhood**.
- ✓ higher numbers of disabled people volunteering in their **communities**.
- ✓ local **democratic** participation by disabled people boosted.

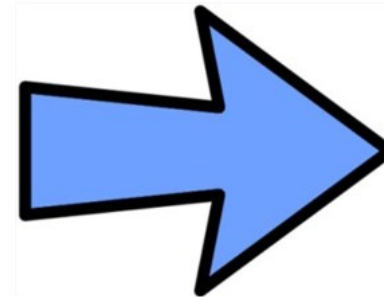
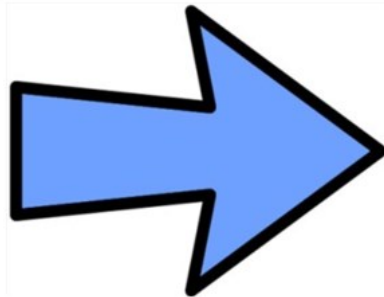
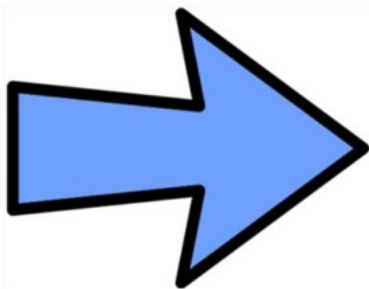


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# Having your cake and eating it!



INPUTS

ACTIVITY

OUTPUT

OUTCOME





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# The Great Highland Bake Off!!!

