



In September of 2010 the Brighton & Hove Learning Disability Partnership Board talked about 'Including Everyone' in the work of the Partnership Board.

The Partnership Board is a champion for all people with learning disabilities in Brighton & Hove. To be a champion we need to include people in our work. The work of the Partnership Board should think about all the people with learning disabilities, not just the ones we know well.

We thought about the five functions of a Partnership Board. They are:



1. **Content:** What we talk about and work on. Agenda items, Big Questions, report subjects, topics & subjects we communicate about or have at meetings, work plans



2. **Information:** How we share information, methods and vehicles for transmission of information (emails, website, meetings, information sessions, posters, etc.)



3. **Meetings:** How, when and where the meetings are. Time & timing, frequency, format, etc. How we do the voting and make decisions



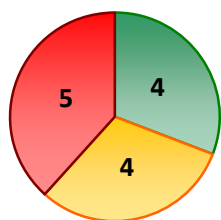
4. **Members:** Do we speak for others? Do we represent diversity? Do we have connections to and awareness of disadvantaged groups?



5. **Outcomes:** Implementation, activities, achievements, actions, influence, projects

We also thought about some groups of people with learning disabilities who might get left out of our work. You can see on the next page what groups we thought about.

While thinking about Including Everyone we scored ourselves. We gave ourselves scores for each group of people who might get left out and for each function that we do. The scores are on the next page.









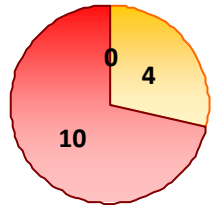
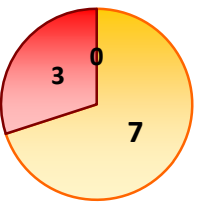
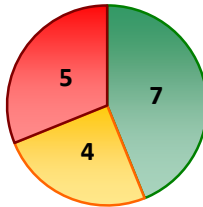
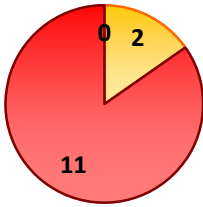
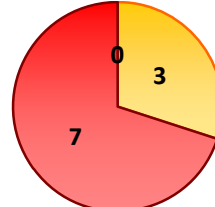

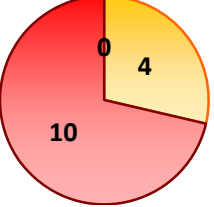
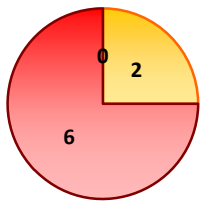
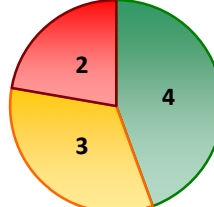
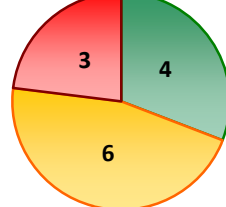
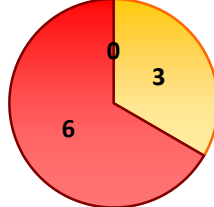

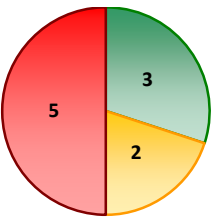
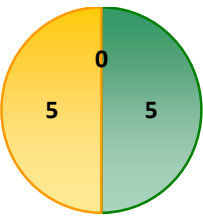
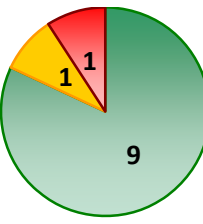
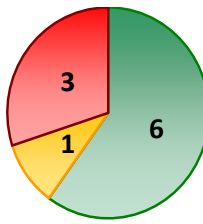
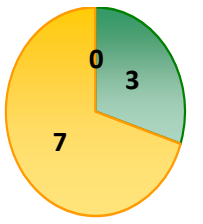

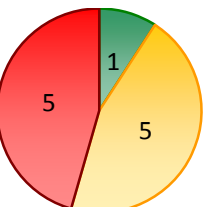
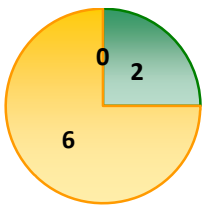
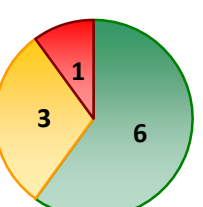
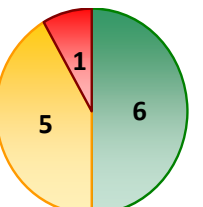
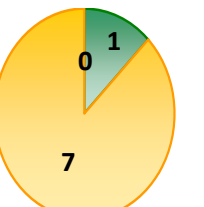

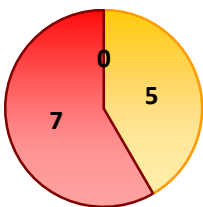
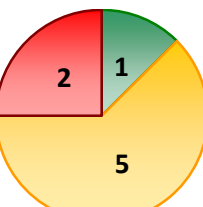
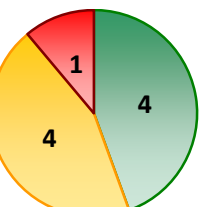
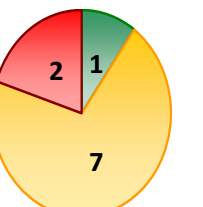
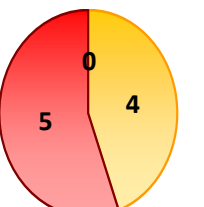

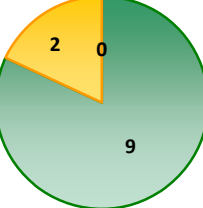
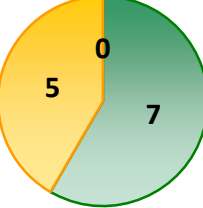
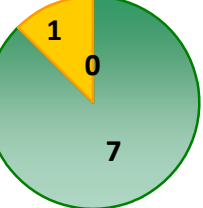
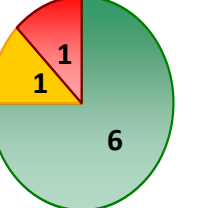
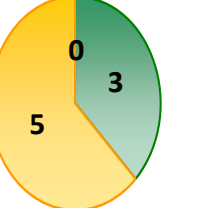

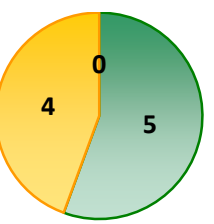
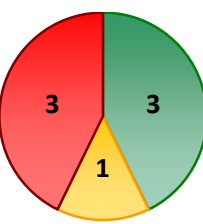
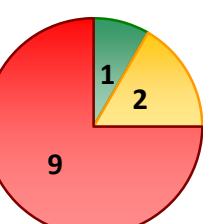
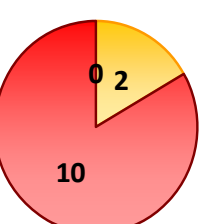
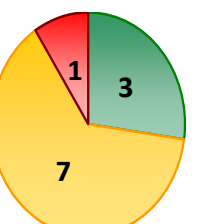

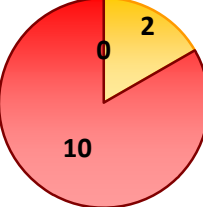
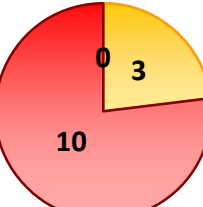
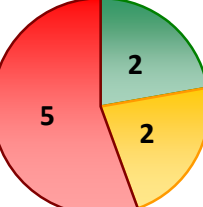
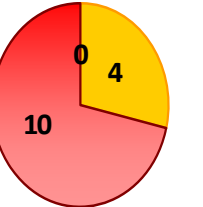
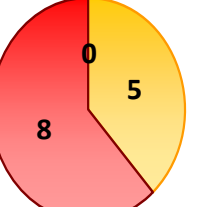

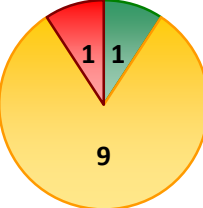
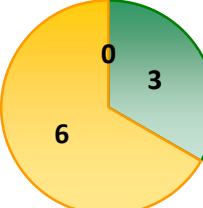
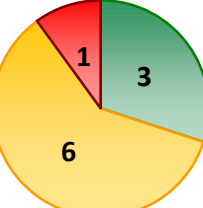
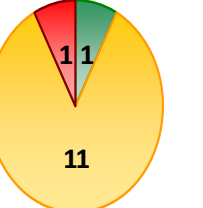
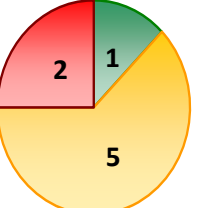
Each score is a circle. The number in the red section is the number of Partnership Board members who say we do poorly at including this group of people in this function of our work. The number in the amber section is the number of members who think we do okay and the number in the green section is the number who think we do well at including this group of people.



We also thought of ideas to help us include more people. The ideas are on the third page.



All of this information was used to write our 'Including Everyone Plan'.

	 Content: What we talk about and work on.	 Information: How we share information	 Meetings: How, when and where the meetings are	 Members: Do we have diversity?	 Outcomes: achievements, activities, projects
 Black & Minority Ethnic					
 Belief & Faith					
 Age					
 Gender					
 Sexual Orientation					
 Disabilities					
 Complex Needs Or Behaviour That Challenges					
 in prison or have been in prison					
 Autism Spectrum Conditions					

Ideas for including more people in the work of the Partnership Board:



STOP:

- Stop excluding people from our plans

CONTINUE:

- Continue Link Group issues / feedback
- Continue sharing information on what works well and where we need to improve
- Continue to fund – Big Group – support for the Big Group & Link Group
- Continue to fund Carers Link / Listening Lunches – this is a function that allows a broad range of carers to get their voices heard and carers reps to be truly representative at meetings
- Continue to fund carers' involvement & support
- Continue to involve carers, people with learning disabilities – make sure the Link Group are representing wider groups e.g. people from black & minority ethnic groups, people with complex needs, etc.
- Continue website
- Like the What's To Do project (Speak Out project) which includes people who are isolated
- Continue to include people with different ages
- Maintain at least 50% membership of people with learning disabilities and family carers

START:

- Champions for directly under-represented groups
- Contact Lewes prison to find out who are from Brighton & have LD – Link work with prison to find out issues
- Encourage / recruit / attract members from BME communities
- Equality audit / profiles of existing members
- Identify people with learning disabilities through benefit system – Learning disability - disability employment advisor
- Identify ways of including people by using existing networks e.g. LGBT force, probation, older people's groups – get LDPB reps onto membership of other groups
- Improve info on website. Improve dissemination of information
- Information & signposting for groups on website
- Interactivity - people choosing options – responding to questionnaires, blogs, etc. - on website
- Invite GP forum – feedback issues raised
- LDPB actively making links with existing diversity forums
- Maintain / keep equalities eye on topics – what the implications are for...?
- More audio on website – text hearing
- Monitor the Equalities diversity of LDPB members
- Pro-actively reach out to minority groups / fora
- Review agenda / membership of sub-groups to consider how people are included
- Speak Out doing some work with BILD identifying people with learning disabilities from BME groups – looking at needs & issues
- Start publicising Link Groups & Partnership Board meetings in a more diverse selection of publications e.g. city news, prisoners newsletters, local BME / LGBT community forums / magazines, etc. Mosaic? This would allow wider range of people from more diverse backgrounds to potentially become involved.
- Make better links between Big Meeting and Partnership Board
- Get more information from people with more complex needs and challenging behaviours. How do we do that?
- People in prison – who is there to represent them - contact person in charge of prisons, find a way in.
- Tell St John's college about the Big Meetings and Varndean Link College too
- Help with including people with different ages
- Make sure we include people with mild learning disabilities who don't get much support
- Mind Out project for LDBT – gay and mental health needs
- Start to involve the police and criminal justice system in Partnership Board
- Start to target representation of people with complex needs and behaviour that challenges services through provider organisations and carers who support them, plus through creative ways of self-representation e.g. film
- Themed sessions
- Visit and learn from other Partnership Boards