

East Midlands Inclusion Framework - Summary

Inclusion Matters: From Rhetoric to Reality

One East Midlands - June 2018

Introduction

Inclusion isn't working. For many people, groups and communities it remains rhetoric and an aspiration rather than a reality. This **is** the conclusion from the research undertaken to inform this summary and the full East Midlands Inclusion Framework 2018.

The wider evidence for this can be seen in the poor levels of social mobility nationally and in the East Midlands in particular, high levels of poverty including in-work poverty and levels of homelessness including rough sleeping. Interviews and surveys with over 70 local organisations and groups as participants have provided rich data which underpins this framework.

"[We have seen] money being channelled into communities and money invested in large programmes over years and with little real impact..." [VCS representative to local LEP Board]

This sentiment is echoed across all sectors.

Today the majority of households living in poverty are in work...skills shortages are a significant factor, but so too are the proliferation of low-skilled jobs. Deprivation has an economic as well as a social cost and is estimated to account for 38% of the productivity shortfall of the UK's Core Cities. Austerity has heightened the challenge; local government spending has reduced and re-profiled around reactive spend rather than pro-active investment... [Refreshing the D2N2 Strategic Economic Plan: The case for inclusive growth, October 17]

There is clearly a long way to go.

This document is a summary of research findings and a longer report developed by One East Midlands to build on previous work of the East Midlands as a leader in social inclusion policy. It is intended to build on the experience, knowledge and perspectives in the region and sector and expressed in several key strategic documents to form a Framework usable by all sectors to work against exclusion and poverty.

The East Midlands Inclusion Framework is a working/practical focused document that will make a difference at strategic, operational, community and individual levels, seeking to:

1. Support the work of policymakers and commissioners and add value to the development of strategy, policy and procurement;
2. Support One EM member organisations to;
 - use the framework to establish/benchmark alignment
 - hold one another and themselves to account against the framework
 - use the framework to help develop their own policy.

Definitions

Included in What?

When we talk about inclusion it is worth asking what it is that we can all expect to, that we have a right to, be included in. Inclusion encompasses every aspect of life including:

Housing, Neighbourhood/environment, Work satisfaction, Good relationships, Safety, Green spaces, Secure/suitable work, Having enough money, Financial security, Culture/Hobbies, Local facilities, Skills and education, Community spirit, Good transport, Good services, Tolerance, Feeling good. [Oxfam Human Index 'Framework']

Inclusive Growth and Literal Inclusion (↔)

This Framework document uses a literal definition of Inclusion and seeks to promote the adoption of such a definition by all stakeholders involved in moving forward inclusion initiatives across the East Midlands.

First it is important to consider *Inclusive Growth*, as the concept is a major and welcome step forward in economic thinking and development that is beginning to inform local economic strategy and planning.

Inclusive Growth

The Framework explores the concept of Inclusive Growth and seeks to bring together Inclusive Growth and Literal Inclusion. The European Commission defines inclusive growth as '**connecting people at risk of poverty and exclusion to opportunities**'.

The RSA's Inclusive Growth Commission defines it as '*broad-based growth that enables the widest range of people and places to contribute to economic success, and to benefit from it too. Its purpose is to achieve more prosperity alongside greater equity in opportunities and outcomes.*'

It is fundamentally concerned with the economy but takes a much more inclusive approach than either the traditional 'growth for growth's sake' approach or a partial growth approach.

However, does it go far enough in addressing the barriers and obstacles to full/literal inclusion?

East Midlands Inclusion Framework definition of Inclusion:

Inclusion at its simplest is 'the state of being included'.

Work towards inclusion must be active, involves imagining better and understanding that we all have something to contribute. It encompasses people having control over their own support and making their own decisions (personalisation), participation and presence in their own communities.

This is essentially a **literal definition** as suggested by the L→Power report 'The Key to Inclusion' (CEFET / eapn, January 2007) as:

"being about circumstances, barriers or problems keeping individuals or communities outside of full participation"

as opposed to what might be described as a partial definition of exclusion:

"that attempts to reduce or substitute categories or classifications, usually relating to disadvantage and make the work part of other initiatives."

Our definition has been adapted from the work of Miller and Katz (2002) and adopted as an outcome of an initial EMIF consultation meeting held in March 2018.

The call to action:

- 1. Sign-up to the East Midlands Inclusion Framework.**
- 2. Decide what inclusion means for your organisation/group/service.**
- 3. Put Inclusion at the centre of your agenda**
- 4. Involve those who are currently excluded/at risk of exclusion in co-production/co-design/co-development at all opportunity and levels – and be clear about what that means.**

East Midlands Inclusion Checklist

The following are the key points taken from research findings that organisations involved in inclusion work at all levels should consider and pursue as key principles that promote and help achieve inclusion:

1. Involve, Empower, and Co-produce services, strategies and plans with people who are currently excluded at risk of inclusion at all levels and in all arenas.
2. Invest in this process with time, money, resources and training. Quantify and record this. (NB no additional resources often needed, utilise existing resources differently).
3. Have a written and inclusive Inclusion Policy co-designed / produced with the people who use your services.
4. Take opportunities to innovate/ commission innovation but allow opportunities to test approaches, systems, services and allow for failure.
5. Learn from failure and success by systematically building lessons learnt into new project design and programme development.
6. Demonstrate links between Inclusion work and organisational Equality and Diversity policies and practice.
7. Produce policy, strategy documents, meeting agendas and notes etc in ways that are accessible to all – (including for example using pictures and symbols for people with learning difficulties and using readability tests.)
8. Follow/Contribute to an integrated Place-based Approach. This has been defined as; *‘...a person-centred, bottom-up approach used to meet the unique needs of people in one given location by working together to use the best available resources and collaborate to gain local knowledge and insight.’* Place-Based Working, Institute for Research and Innovation in Social Services (IRISS), F Munro, July 2015
9. Ensure partners are included from all relevant sectors and document this.
10. Ensure that inclusion is embedded in commissioning processes through construction of specifications/invitations to tender and creation of specific lots and / or scoring frameworks which values/weights involvement of local organisations
11. Measure the impact of initiatives to promote inclusion including using social mobility and levels of target community involvement in design and delivery of programmes and outcomes as a key measure.

The full EMIF document includes fuller discussion of these issues and other aspects, such as Leadership, Commissioning & Investment, and Delivery. It also has much more on data and methodology, case studies and a bibliography. Thank you to all participants and those involved in producing this summary and the full report.