



INCLUSION IRELAND



# **Inclusion Ireland Strategic Plan 2020 to 2022**

***Making a difference  
for people with an intellectual disability***

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# Inclusion Ireland's 3-year Plan 2020 -2022

## an easy-to-read guide



### The Strategic Plan

Inclusion Ireland has made a plan for the next 3 year. This is called the strategic plan.

This plan tells everyone what work Inclusion Ireland will do over the next 3 years.



We made this plan after talking to people with an intellectual disability, their families and their supporters.

We also spoke to government departments and to other organisations who work with Inclusion Ireland.



### The Vision

This plan tells everyone what Inclusion Ireland wants for people with intellectual disabilities in Ireland. This is called a vision.

Inclusion Ireland wants an Ireland where people with an Intellectual disability are treated as **equals**.



Inclusion Ireland wants an Ireland where people with an intellectual disability are fully **included** in their communities with the support they need.



Inclusion Ireland will work on 4 Goals in the next 3 years.

### **1. Information**

Make sure that people with intellectual disabilities and their families get the information they need.

### **2. Members.**

We will recruit more members.

Our members will be people with all sorts of intellectual disabilities, their families and their supporters.

We will provide support for our members



### **3. Rights**

We will fight for the rights of people with an intellectual disability in Ireland.

We want good change for people with an intellectual disability.

### **4. Organisation**

We will make sure Inclusion Ireland is a great organisation that gets work done.

Inclusion Ireland will use its money well and obey the law and rules for Charities.



## Foreword

On behalf of Inclusion Ireland, we are delighted to introduce our Strategic Plan 2020 to 2022, *Making a difference to people with an Intellectual Disabilities*.

The development of this plan involved reviewing our work to date, broad stakeholder consultations and research. We also worked with the Board and staff team to draw on their knowledge and expertise. We would like to thank everyone for their contributions and continued support.

When we consulted people with an intellectual disability, they told us “we are not listened to, and we are not heard”.

We were very conscious that not everyone with an intellectual disability can self-advocate. Therefore, we did research and met with parents and supporters of individuals with an intellectual disability to ensure this plan is a plan for all those with intellectual disabilities.

Through this Strategic Plan, we have agreed four Strategic Priorities to guide our work over the next three years. We will work to make a difference in the lives of people with an intellectual disability by achieving the following Strategic Priorities:

1. Meet the information needs of people with an intellectual disability.
2. Grow and support a diverse community of members and partners.
3. Influence change to secure the implementation of the rights of people with an intellectual disability.
4. Ensure good governance and build organisational capacity.

We ask you to join us in contributing to an inclusive Ireland where people with an intellectual disability are supported to live and participate as equal members within their community.

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Lorraine Dempsey  
Chairperson

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Enda Egan  
Chief Executive Officer

## About us

Inclusion Ireland is a national organisation that works to promote the rights of people with an intellectual disability. We are a charitable organisation established in 1961. We are a membership organisation. Membership is open to any individual with an intellectual disability, a family member or friend and supporting professionals and organisations.

In Ireland, there are about 66,000 people with an intellectual disability. The most recent figures from the National Intellectual Disability Database shows that over half of adults with an intellectual disability live with family members. The remainder lives in community group homes or residential centres, with just six per cent living in an independent setting. Almost all children live in a home setting.

The 2017 report by Health Research Board (HRB) shows in the 2016 Census of Ireland 3.5 people in every 1000 identifies as having an intellectual disability. When asked about the degree of the intellectual disability 6% identify as 'profound'; 23% as 'severe'; and 71% as 'moderate'.

There is no one definition for an intellectual disability as it is different for each person. All too often we look to a clinical diagnosis or focus on what an individual cannot do or cannot say. Our members range from self-advocates to members who don't speak to communicate and need substantial support to fulfil basic care needs. A common theme from our members and their supporters is to be valued for who they are and to be included as part of their community.

In 2017, Inclusion Ireland, in collaboration with Trinity College Dublin, published a report "*19 Stories of Social Inclusion - Ireland: Stories of belonging, contributing and connecting*". The report says:

*"People with intellectual disabilities in Ireland are more likely to be socially excluded than other people. They are more likely to experience poverty, are less likely to be employed and less likely to be living independently in the community than non-disabled people.*

*However, in spite of this, there are also people with intellectual disabilities taking part in their communities and living ordinary lives all over Ireland."*

Our vision is for an inclusive Ireland where people with an intellectual disability are supported to live and participate as an equal member within the community.



## UN Convention on the Rights of Persons with Disabilities

The United Nations Convention on the Rights of Persons with Disabilities, UNCRPD, is a human rights convention written by and for people with disabilities.

The UN CRPD was written with the constant involvement and input of people with disabilities. The UN CRPD says that people with disabilities are entitled to all the human rights that people without disabilities enjoy. These rights include the right to:

- choose where you live,
- work and access education,
- be involved in sport and culture on an equal basis,
- choose your own supports, to make your own decisions,
- be given information in a form you can understand, and
- be free from violence and harassment.

The UN CRPD does not create any new human rights. Instead, it says that all existing human rights apply equally to people with disabilities. Countries must take all necessary actions to ensure that people with disabilities are able to enjoy and exercise the full range of human rights.

To achieve this, countries are required to:

- change their laws and policies,
- engage in awareness-raising,
- fight prejudice and negative attitudes in society,
- further remove barriers faced by people with disabilities.

The ultimate Strategic Priority of the UN CRPD is to set out the rights of people with disabilities and provide a path to achieving those rights.

Countries who sign and ratify the UN CRPD are called a 'State Party'. This means they agreed with the rights in the UNCRPD and commit to working towards achieving these rights within its laws, policies, and culture.



## Our Vision

Our vision is an inclusive Ireland where people with an intellectual disability are supported to live and participate as an equal member within the community.

## Our Mission

Our mission is to champion the rights of people with an intellectual disability in Ireland through securing the full implementation of the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD).

We will have achieved this mission when people with an intellectual disability have their voices heard, are not isolated or segregated and can lead to more independent and healthier lives.

## Our Values

The work of Inclusion Ireland is underpinned by the values of dignity, inclusion, social justice, democracy and autonomy.

**We are Inclusive.** People with an intellectual disability are at the heart of everything we do.

**We are Informed.** Our work is informed by our members' views and life experiences and by research.

**We are Supportive.** We support our members to take part in decisions that are about them.

**We are Rights-based.** We champion the human rights of people with an intellectual disability.

**We are Outspoken.** We campaign for change when we see things that are not fair.

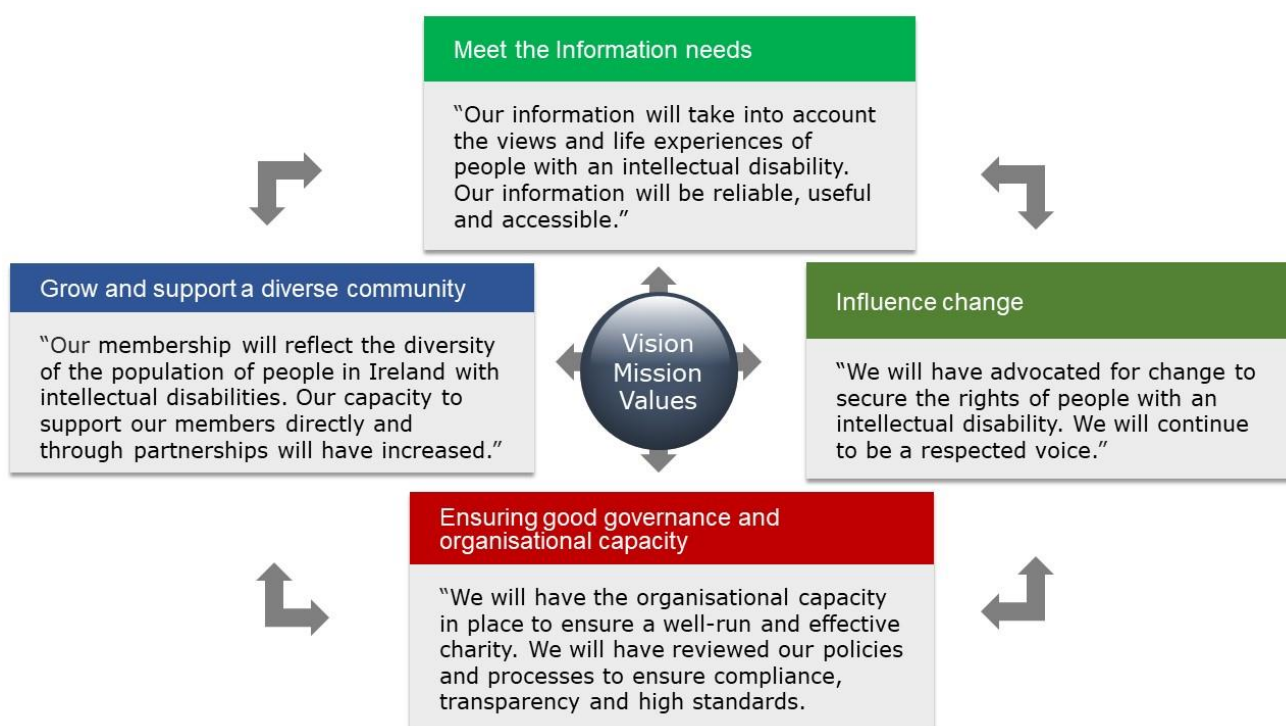
**We are Inclusive.** We work in partnership with others to build a more inclusive Ireland.



## Strategic Priorities 2020 to 2022

We will work to **make a difference** in the lives of people with an intellectual disability by achieving the following Strategic Priorities:

1. **Meet the information needs** of people with an intellectual disability.
2. **Grow and support a diverse community** of members and partners.
3. **Influence change** to secure the implementation of the rights of people with an intellectual disability.
4. **Ensure good governance and build organisational capacity.**



### How will we achieve this?

Under each Strategic Priority, we have outlined our Goal for 2023 and how we will deliver each goal through planned outcomes. The implementation of the Strategic Plan will be supported by a yearly work plan bringing together the actions and outputs needed. The CEO will manage the work plan.

The Board will oversee the progress of the implementation of the Strategic Plan through a scorecard with targets set by the Board. In addition, the CEO written report at each Board meeting will outline progress on each outcome to ensure the Board can monitor implementation in a timely manner.

**Strategic Priority 1: Meet the information needs** of people with an intellectual disability.



**Goal:** By 2023, we will further develop our ways to respond to the information needs of people with an intellectual disability and their families. Our information will take into account the views and life experiences of people with an intellectual disability. Our information will be reliable, useful and accessible.

We will deliver on this goal through the following planned outcomes:

- 1) Provide tailored and timely information to support people with an intellectual disability and their families, including signposting to relevant services.
- 2) Review our existing, and develop new, information guides to meet the needs of people with an intellectual disability and their families.
- 3) Update our online presence to inform, support and raise awareness of the rights of people with an intellectual disability.
- 4) Advocate for the wider provision of accessible information, such as Easy to Read, through leadership and building capacity.

## Strategic Priority 2: Grow and support a diverse community of members and partners



**Goal:** By 2023, we will have grown our membership to reflect the diversity of the population of people in Ireland with intellectual disabilities. Our capacity to support our members directly and through partnerships will have increased.

We will deliver on this goal through the following planned outcomes:

- 1) Develop a membership strategy and associated organisational structures to support the mission of the organisation.
- 2) Strengthen partnerships and working relationships necessary to achieve this Strategic Plan.
- 3) Support people with an intellectual disability and their families through individual and group work.
- 4) Undertake research to understand the lives lived and challenges faced by our diverse membership, including those who are non-verbal and/or hard to reach.
- 5) Communicate and share learning on best practice of working with and consulting people with an intellectual disability.

**Strategic Priority 3: Influence change** to secure the implementation of the rights of people with an intellectual disability



**Goal:** By 2023, we will further enhance our ability to represent and communicate the reality of the lives lived by people with an intellectual disability in Ireland. Based on our work, research, consultations and campaigns, we will have advocated for change to secure the implementation of the rights of people with an intellectual disability. We will continue to be a respected voice.

We will deliver on this goal through the following planned outcomes:

- 1) Inform and consult with our members to gather their views on relevant issues.
- 2) Ensure self-advocates and their families are included in advocacy campaigns, policy discussions and decision making on issues that affect their lives and their community.
- 3) Use national and international mechanisms to monitor and hold the government to account for how it treats people with an intellectual disability.
- 4) Advocate for change to achieve the full implementation of UN CRPD through awareness raising, lobbying and campaigns.
- 5) Communicate our work to support the achievement of our goals and review our branding to ensure it fully reflects our values.

## Strategic Priority 4: Ensuring good governance and organisational capacity



Charity Regulator, Governance Code

**Goal:** By 2023, we will have the organisational capacity, including our Board, finances and structure, in place to ensure a well-run and effective charity. We will have reviewed our policies and processes to ensure compliance, transparency and high standards.

We will deliver on this goal through the following planned outcomes:

- 1) Build a skilled and collaborative staff team who are managed and supported effectively.
- 2) Ensure we have in place a skilled and diverse Board, and appropriate governance policies, procedures and practices.
- 3) Ensure we are compliant with relevant laws and reporting requirements.
- 4) Secure a more diverse and sustainable funding model, including broadening sources of funding to allow us to meet our Strategic Priorities.
- 5) Ensure organisational structures are appropriate, effective and efficient for our size to allow for the implementation of this strategic plan.

*"State Parties.... recognize the equal right of all persons with disabilities to live in the community, with choices equal to others, and shall take effective and appropriate measures to facilitate full enjoyment by persons with disabilities of this right and their full inclusion and participation in the community."  
(Article 19)*

United Nations Convention on the Rights of Persons with Disabilities