inclusiondesignlab

practice leadership

in disability support organisations

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inclusionmelbourne

inclusiondesignlab

Inclusion Melbourne is a community support organisation that has worked with people with an intellectual disability for more than 65 years.

Unlike other disability day services, Inclusion Melbourne is not centre-based and doesn't ask you to select activities from a list, follow a group schedule or stay in a centre. Instead, Inclusion Melbourne supports you to live a fulfilled life, to participate in activities based on your own needs, wants and interests, and to develop meaningful friendships within your local community. In other words, Inclusion Melbourne offers fully personalised support in the community.

Inclusion Melbourne's vision is to provide people with the opportunity to live in an inclusive community and to take their place in society as respected citizens.

Inclusion Designlab is Inclusion Melbourne's engine room for research, innovation, communications and policy.

Our vision is to bring together people with a disability, community organisations, and the world's leading disability researchers to develop cutting-edge models of practice, choice and citizenship that shatter glass ceilings and promote a more inclusive Australia.

We do this by developing, trialling, and implementing new systems of support and communicating our insights through a range of publications and media. We are also significant contributors to public policy and government inquiries.

The products and services created by Inclusion Designlab contribute to the continuous development of the disability sector through evidence based practice, accessible materials, and vital training for families and collegiate organisations.

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meet the contributors

bev murphy

Bev Murphy is the Practice Development Coordinator at United Response. Her area of expertise is developing person-centred approaches for the social inclusion of people with intellectual disability for which she has helped develop multiple resources on the topic.

United Response was founded in 1973 in West Sussex, England. It has grown to support 2000 people across England and Wales, with over 3500 staff members. This UK national charity supports people with intellectual disability, mental health needs, and physical disabilities that interfere with life. The organisation supports people to live as independently as possible in their own homes, to access their communities, get trained and seek work opportunities. United Response's philosophy is that people with disability are equal participants in society and should have the same rights and opportunities as everyone else.

professor julie beadle-brown

Dr Julie Beadle-Brown is a practicing Psychologist and Professor of Disability Studies in the Department of Social Work and Social Policy at La Trobe University, Australia. She is also an Associate Fellow of the British Psychological Society and is a Professor in Intellectual and Developmental Disability at the Tizard Centre, University of Kent. Dr Beadle-Brown's 20-year experience in the field of intellectual and development disability has led to the completion of her PhD focusing on children and adults with autism, and her recent publication of two books. Her research has now shifted to focus on understanding the factors that influence the implementation of support services such as practice leadership, the culture in services and their organisational systems, structures and the policies in place to support staff.

The Tizard Centre is part of the School of Social Policy, Sociology and Social Research at the University of Kent, Canterbury. It is one of the leading academic groups in the UK working in the field of learning disability and community care.

More resources from Julie Beadle-Brown and Bev Murphy

A Valued Life: Developing person-centred approaches so people can be more included (collaboration with Dr Julie Beadle-Brown)
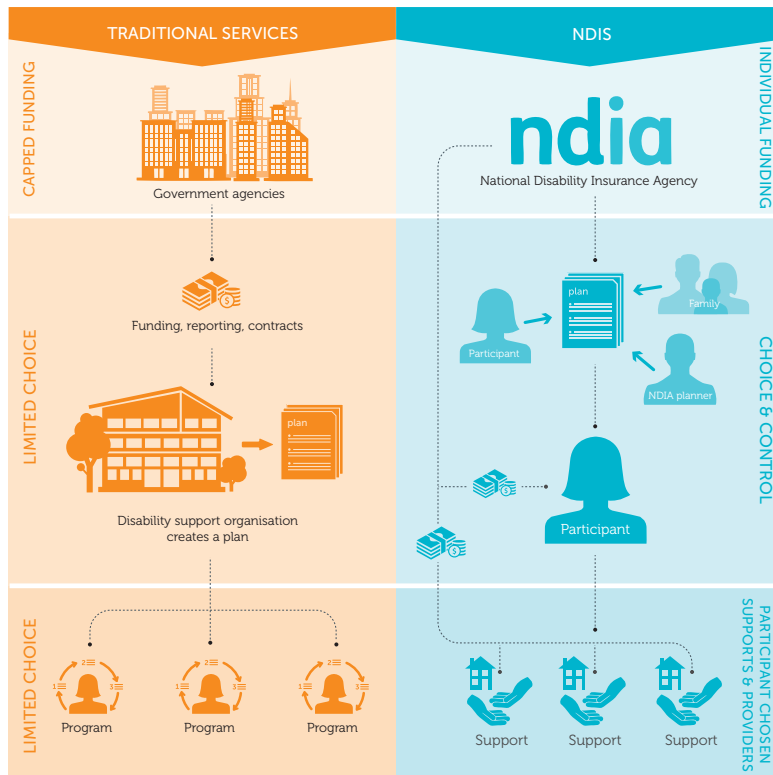
Person-Centred Active Support – A multimedia training resource for staff to enable participation, inclusion and choice for people with learning disabilities

Transforming Care: New referral checklist – United Response's approach to supporting people to move from Assessment and Treatment Units or Long Stay Institutions to their local community

what is the NDIS?

The National Disability Insurance Scheme (NDIS) is an insurance scheme that offers all Australians with disability access to the funds and support required to live fulfilling lives as equal citizens and community members. The Scheme is managed by the National Disability Insurance Agency (NDIA) and funded by the Federal and State governments. People who receive support through the scheme are known as participants and commence their engagement by developing a support plan with the assistance of a Local Area Coordinator. Unlike Australia's previous disability funding systems, in which an often insufficient amount of funding was distributed to support organisations, the NDIS will see funds go directly to participants in line with their reasonable and necessary supports.

The NDIS therefore offers people with a disability increased choice and control via self-management of their support funding and the ability to shop around for the most suitable supports. The scheme will establish a new partnership and transactional relationship between people with a disability and disability support organisations. More than ever, disability support organisations will need to function as enterprises – businesses – that exist in a free market environment and accordingly will need to offer value for money and have firm boundaries around their core business and strategic planning. This is a significant challenge for the hundreds of small to medium sized charitable organisations that form the current support system.

TRADITIONAL SERVICES

CAPPED FUNDING

Government agencies

Funding, reporting, contracts

LIMITED CHOICE

Disability support organisation creates a plan

plan

LIMITED CHOICE

Program Program Program

NDIS

INDIVIDUAL FUNDING

ndia
National Disability Insurance Agency

plan

Participant Family

NDIA planner

CHOICE & CONTROL

Participant

PARTICIPANT CHOSEN SUPPORTS & PROVIDERS

Support Support Support

The NDIS website is www.ndis.gov.au and the My Access Checker for prospective participants is https://ndis.gov.au/ndis-access-checklist

what is a practice framework?

Practice within support organisations happens in different ways and with various degrees of consistency.

Stronger ⟶ **Weaker**

The collection of evidence based models, theories and practices upon which an organisation relies when delivering services. These frameworks are central to the organisation's vision and mission.

Staff members' practical experience of working and functioning in an organisation. This may be through a combination of observed behaviours. This may be developed through modeled behaviours, long standing organisational policies, or principles incorporated from tertiary qualifications and training.

The way an organisation works – sometimes conscious, articulated and widely understood, other times unconscious and varying from site to site and even from department to department within an organisation.

If an organisation's practice framework is not clearly articulated and communicated, the staff and stakeholders may have contradictory ideas about:

▸ what good support looks like

▸ the purpose of support

▸ how to provide positive behaviour support

▸ inclusion in the local community

▸ what to prioritise when providing support to people

▸ what to prioritise when assisting people with long term planning

"The lack of a person-centred practice framework that incorporates models such as Active Support can mean that seemingly utopian service systems with endless finance and the appearance of independence can offer no better support, choice, meaning and engagement than institutional systems of the past."