



Forum Area or Division:	Carlisle - Carlisle wide
Reference:	CCGA/2011-24
Group Name:	Carlisle Mencap
Community Development Officer:	Jackie Hayhow
Community Development Assistant:	Joanne McKenna
Amount Requested:	£5,000.00
Total Project Cost:	£5,000.00

APPLICATION REPORT

Application Summary

Carlisle Mencap is a membership organisation, an independent Registered Charity affiliated to Royal Mencap, and a Company Limited by Guarantee based in the north of the city.

They directly provide life-long person-centred support for 250 people with a Learning Disability, Autistic people, their families and carers. They work to reduce loneliness, build resilience and boost self-esteem through social and leisure activity provision, specialist residential facilities and respectful home-based and community-based support.

They were established in 1968 by a group of local parents who wanted better life chances for their children; our mission then as it is now, is to empower people with and Learning Disability to live happy and healthy lives. We have been improving peoples lives for over 50 years.

Carlisle mencap are governed by an executive committee all of whom are parents with lived experience and three of our trustees are adults with a learning disability. Together with their wider membership, they strategically drive the organisation forward, operating with compassion, dignity and respect, advocating for those seldom heard and supporting them to live fulfilling, active and inclusive lives.

Carlisle Mencap are registered with the Care Quality Commission holding rating of good which is testament to the high standards of safety, care, effectiveness, responsiveness and quality leadership that we adhere to. Other recent endorsements include Investors in People and our Disability Confident Committed Employer Award.

The investment is required to run a twelve-month pilot project to support people with a learning disability and or Autism to understand Equality, Diversity and Inclusion in a way that is meaningful to them. To enable them to understand difference in a way that makes sense, what is right and wrong, the implications of their own actions and how this is treated in law and give them the tools to challenge such behaviour as a responsible member of their local community. This project turns traditional EDI training on its head treating people with a learning disability as equal citizens with the capacity to make poor choices or be influenced by the opinion of others. They will focus on the learning disability community as the perpetrator of racism and marginalisation and opposed to being the victim. Through their work they have discovered that there are no opportunities for people with a learning disability to benefit from this kind of support, this was brought to light recently when we were asked to support an individual who had taken part of a racist act.

They treat everyone they work with as the individual they are, and they expend enormous energy to safeguard them from harm and fight for equity and their inclusion within society. This project seeks to challenge conventional concept of protection and assumes that people have the capacity, unless proven otherwise by the court of protection, to learn how to protect themselves.

They will create and deliver a series of EDI training workshops for people with a learning disability.

Each session will last for up to two hours, the pace and content will be tailored to the needs of the people attending. They are able to

offer one to one support where required. They will offer the workshops on a rolling basis allowing people to complete the series at their own pace.

They will practically build a suite of accessible learning resources covering a range of topics such as positive aspects of difference, celebration of uniqueness, diversity of families, honesty about prejudice and mistreatment and the law. All sessions will be delivered in someone's preferred communication type including Picture Exchange Communication System, PECS and story boards where appropriate. Participants will take part in a range of activities to support their understanding such as creating their own cultural passport or explore difference through music and art.

The workshops will be delivered by our training team lead by our Registered Learning Disability Nurse who is responsible for running our in-house training department. They have a proven track record of developing and delivering high quality training and are a City and Guilds registered centre with 'exemplary standards of work' at our Jan 2024 External Quality Assurance. They will deliver the programme face to face in community venues throughout the city and if necessary, one to one at a suitable venue. The workshops will be open to the persons wider support network, family and carers will be able to attend.

As a not-for-profit organisation, they rely on a diverse income stream including grant funding to support our work. They need the investment to fund the staff time, resources and venue hire for the pilot project for a twelve-month period. Unfortunately, they do not have the free financial reserves to invest in this project without seeking external funding.

They expect that over the life of the pilot they will engage with between 30-40 people with a learning disability. Based on their own membership alone, they would expect to engage with participants as follows within the panel areas:

Carlisle West 40%

Petteril 40%

Border, Fellside and North Carlisle 20%

The learning disability community of Carlisle will be more confident to deal with situations that arise and make positive choices. They will benefit from the social interaction that the workshops will promote and be part of a peer support network. Their families, and carers will directly benefit from this project and be in receipt of the service. Giving them the confidence that their loved one is equipped with the right tools to keep themselves safe and make the right choices. They will also benefit from the social interaction with other parents and carers.

The wider community will benefit from people's increased understanding of EDI and their personal responsibility as part of their local community.

Their partner provider organisations will benefit as we work with them to identify people to take part in the pilot, share best practice to develop the project further.

Cumberland Council: they are keen to share our work and findings with the council to develop this pilot further and explore the partnership to create a programme of training for our learning disability community and other identified groups.

They want to achieve a more integrated and cohesive community. Improve the health and wellbeing of people with a learning disability and prevent them from accessing the justice system, reduce the likelihood of hate crime and exploitation that could be generated a lack of understanding regarding EDI.

Key Themes Met

Their pilot project will address the general council priorities of; addressing inequalities by giving people with a learning disability the tools they need to integrate with their local community. To be responsible citizens equal to their peers. It will meet an identified need offering people with a learning disability access to training to support them as valued members of the community.

Deliver excellent public services, by working with the council to develop this innovative approach to addressing EDI and taking the learning from the pilot and applying this to other protected characteristic groups, the wider council, elected members and communities themselves.

Carlisle West: making a valuable and innovative contribution to the public service framework trailblazing the concept of inclusion by treating people with learning disability as equals with a valuable contribution to make to their community. Offering a preventative service reducing the need for future interventions.

Petteril; by supporting the emotional wellbeing and mental health of people with a learning disability, their wider support network, family and carers. Empowering them to make the right choices when faced with difficult decisions and giving their wider family the confidence to allow them to live their own independent lives.

Border, Fellside and North Carlisle; by supporting community facilities and support people within the panel area again offering a preventative service reducing the need for future interventions

Number of People Benefiting

10- 50

Breakdown of Project Costs

£855.00 - Staff time set up 3 days £38 per hour

£2736.00 - Staff time session delivery

£800.00 - Training materials and equipment

£159.00 - Travel costs

£100.00 - refreshments

£350.00 - Venue hire

Total costs £5,000.00

Investment recommendation

Petteril - £2,000.00

Carlisle West - £2,000

BFNC - £1,000

Previous CCC Funding

2022 £975.00 - develop a games room at the centre

Grant Amount Recommended

5,000

Officer comments

Investment allocation recommendation

Petteril - £2,000.00

Carlisle West - £2,000

BFNC - £1,000

This is a unique pilot and is supported by Joel Rasbash - Strategic policy and scrutiny advisor

Comments from Elected Member(s) / Neighbourhood Forum / Grant Panel

Member Signature:

Date: