



The
Inclusion
Project

NEWSLETTER

Edition 14 - June 2018

Meet the people behind
the scenes, helping
Participants to flourish

Hello & Welcome

Do you remember our 12th edition? It was the Participant takeover. Well, much like that newsletter, this edition is also a takeover, but this time it's from the inside - those that make The Inclusion Project award-winning; Group Leaders that are helping Participants to flourish, Area Managers that are creating new pathways, the staff - making sure we are always going above and beyond.

This is a chance for you to get to know the team; their passions, what a typical day for them looks like, and - of course - an interesting or (in many cases) a random fact. Can you believe we have a World Record winner, a sky diver, a recording artist, a Hollywood film extra, possibly the biggest Elvis Presley fan and a DJ from a Russian cruise ship? Don't believe it? It's all here in black and white!

We hope you enjoy reading and getting to know some of the Group Leaders, Area Managers and Directors/office colleagues a bit better.

The Inclusion Project
Team



BEHIND THE SCENES



Name: Simon Jackson-Turner
Managing Director and Founder

My role within The Inclusion Project has been forever changing from the very beginning. The one thing that has remained consistent is the enjoyment of my job and the pride that I feel when reflecting on what we have achieved so far.

As the Founder of The Inclusion Project, I began as a one man band, I was the first ever Group Leader. After great demand, I quickly recruited my first colleagues; Simon Hathaway, Catriona McKenna, Cameron Walters and Kerry Kane, 3 of which are now Area Managers within The Inclusion Project.

Recruiting Simon, Catriona, Cameron and Kerry meant my role changed to being a Group Leader and Manager. 5 months later I became a full-time Area Manager, 6 months after that we started expanding into new areas, and then I became the manager of Area Managers, which brings us up to the present day.

So what does that mean with regards to a day in my life with The Inclusion Project? Well, it varies from day-to-day. Some days I can be doing tasks such as spending hours to try and make the postcode finder on our website work (which it does now, I think!) or other general administrative work. Other days I get to meet new Participants and help to induct new members of staff or Group Leaders. It's fair to say that the majority of my time is computer based and in the office, which is good and bad for me as I miss working directly with the Participants and my colleagues, but I can recognise that I can have a bigger impact from behind the scenes.

I am also proud to be the Great Britain Special Olympics Basketball Coach and get to enjoy spending time with some our Participants outside of The Inclusion Project.

I am very proud of The Inclusion Project and I am very grateful to the staff, my family (as they are work here too and support me) and most of all the amazing and wonderful Participants who make it all worth it. So in conclusion, I would say a day in my life is rather good.

Oh, and interesting fact, I was once in a play – and forgot my lines. Thankfully I was only in one scene.



Meet Troy

Name – Troy Thompson

Area Manager – West Essex

Group Leader – West Essex, Broxbourne, Hertfordshire Evenings and St. Albans

Why did you join The Inclusion Project? – I joined The Inclusion Project because it's my dream job. I realised this when I met some Participants

who were performing songs at my local pub open mic night. I just knew I had to find out more about it and become a part of such an innovative initiative that was truly doing something inclusive.

When did you join? – I joined at the beginning of July last year, so happy one year at The Inclusion Project to me. I started as a Group Leader and then after a couple of months decided I wanted

to help spread the project and became an Area Manager.

What do you love most about your job? – That's a tough one because every day is so different and hard to compare. I love to see Participants enjoying themselves, having a laugh and accomplishing on the regular because that just makes the job so rewarding. I also enjoy going to gigs with one of my Participants; we both love

the same style of music and we always have a blast along with a little head bang.

Tell us about your Participants – I currently have the broadest range of age for Participants of any of the areas, which is from 18 to 53 with the average around 30.

They are all great individuals and I really enjoy being a part of their lives. One is a university student, another is a mum, a few gamers, then there are a couple Star Wars fans, two others that are huge Dr. Who fans and a metalhead.

Best day? – Every single one! It's so hard to choose because they are so different. Sometimes just sitting and chatting over a hot beverage can make the day special. Although, driving to and exploring a new heritage sites is top on my list of best days out because I am such a tourist and love seeing and sharing the sights in this country. Then there are the gigs, two a month. Don't get me started on those because they are just awesome.

Random fact? – I wrote, recorded and independently released my own solo album after years of playing in bands. I moved to England from Canada almost 5 years ago and love it here.

What's a day in the life of you like? – Like I said, every day is so different... Monday, I help a Participant in their home, then do some more pick ups and go to the drama group in the evening. Tuesday, I pick up a one-to-one Participant, we go for a cup of tea and find new places for us to walk and explore. Wednesday, we usually enjoy golf or similar activity in the morning and then tennis, snooker or mould clay in the art studio in the afternoon. Thursday, I sometimes attend meetings to promote The Inclusion Project and see what other wonderful things are going on in the communities that we serve for the people we support. Friday and/or Saturday, are the days that I usually go with some Participants to the seaside, for a heritage day out or other planned and agreed trip or activity.





Name: Lorna Poppy
Group Leader: Mostly Hertfordshire

I love my job as a Group Leader.

I get to spend quality time with our Participants, seeing them enjoying themselves out and about in the community, partaking in many different activities such as: various sporting activities, life skills, clubs, discos, cinema, walks around various parklands, to name just a few.

It is a delight to see them building friendships, engaging with other Participants and looking forward to the time they get to spend together.

I find it immensely rewarding and feel privileged to be part of their lives, helping them to achieve their goals and overcome fears and anxieties.

It is always a pleasure to see their smiling faces and hear their laughter, when they are clearly having so much fun.

I look forward to picking our Participants up, engaging in conversation with them and listening to what they have been getting up to since I last dropped them home. It is lovely to hear them recall their day with excitement to their parent/guardian when returning home. Equally, it is nice to see the joy on their parent/guardian's faces when they hear an account of the activities which have taken place.

It is very heart-warming when compliments are paid to our Participants by members of the community, whom we encounter whilst out and about.

My time spent with our Participants is always exciting and interesting even if challenging on occasions and we pack in as much as we possibly

can during our time together. I truly enjoy being actively involved and sharing my day/evening with them.

I would not say I favour any one day over another, as it is the Participants' enjoyment of their days out which is of ultimate importance to me. Any day I spend with them is equally special. Knowing they are happy and content with the activities we pack into our day (as we discuss and choose amongst ourselves) brings me immense pleasure and enjoyment. I couldn't ask for a more rewarding job than the one I have as a Group Leader.

Interesting fact(s): I owned a motorbike when I was 16 and rode various motorcycles in my teens and on odd occasions throughout my life. Also, when I was younger I used to carry out serving and repairs on cars I owned and on some of my friends' cars too.

As an avid Elvis Presley fan in my youth, I am lucky enough to be able to say "been there, seen it, done it and bought the t-shirt" (literally), in respect of visiting Graceland - the home of Elvis Presley. My brother arranged a surprise holiday to Memphis, Tennessee for my Husband and I when I was 32.

Another fact, is that I encouraged and guided my son James, who has extreme ADHD, to fulfil his dream (since age 6) to become a police officer. James had his assertion into the Police Force in August 2017 (aged 27). Proof that dreams really can come true...so it is important for us all to remember "if you don't have dreams, how can they come true?"





THROUGH MY EYES

Name: Jonny El Hage

Group Leader: St Albans, Herts 1:1, West Herts

I am a Group Leader at The Inclusion Project and I take huge pleasure in enriching the lives of my Participants. Whether it's through laughter, music, friendly advice, silly and interesting facts or just being there to listen.

I feel part of a significantly progressive movement. Watching these young adults grow and develop socially is incredible.

The consistency we provide enables a strong bond and rapport to be created between Group Leader and Participant, and during this invaluable process, you see the most unique and heart-warming parts of the individuals' character and personality unfold before you.

I'm making a difference in a world where true inclusion is the key to the future, and standing up to raise awareness about our people and their qualities. Smiles all around.

WE DON'T STOP LAUGHING

"I feel so happy and proud to be working for such a great company,"

Name: Simon Hathaway

Area Manager: Broxbourne and the surrounding areas (Cheshunt, Hoddesdon, Ware, Hertford, Potters Bar, Cuffley and Goffs Oak)

Group Leader: St Albans, Barnet, Enfield, Harrow, North London, West Herts and Evenings.

Why did you join The Inclusion Project? - I was the first Group Leader to be join The Inclusion Project back in February 2016. In June 2016 I became a full-time Group Leader. I joined because I knew that our Managing Director, Simon Jackson Turner, had created something truly special that would change the way Learning Disability support would, and should, be given in the future.

Just from speaking to Simon in December 2015, I got a sense from him how this idea he had would alter and impact so many people's lives from the outset of The Inclusion Project, I wanted to follow him and change people's lives for the better.

A song that would describe my friendship and relationship with Simon Jackson Turner would be the song from the film Sister Act 'I Will Follow Him'.

I have always been a people person; having a caring, sympathetic and empathetic attitude that I thought would benefit being a Group Leader at The Inclusion Project. I always put people's feelings before my own.

What is the best thing about being a Group

Leader and an Area Manager at The Inclusion Project?

Ultimately the happiness I can see in the Participants and the families' lives when I am taking out their son or daughter to access the community, giving families the respite they deserve and getting their son or daughter to participate in fun activities such as going to the cinema, swimming, bowling etc.

Best part of your day? Firstly, I love taking Participants out into the

community, the fun and laughs that we have whilst we are out. Honestly, I have come home and my stomach hurts from all the laughing that I have done that day.

Here is a quick joke that one of my Participants told me – 'Two fish are in a tank and one fish asks the other fish, do you know how to drive this thing?' – Brilliant, I couldn't stop laughing! Secondly, I love the interaction I have with the Participants and the families when I go and pick them up from their houses. I will get a high five from them, a fist bump, a good morning, and the best part, a smile from them. Also, I will



have a quick chat with their parent/guardians, I love a good chin wag. The Participants I take out in the week are not just young adults accessing the service, I consider all of them to be my friends!

I would say my favourite days of the week are any days that we do sport or go to the cinema, as I am a huge fan of most sports especially football and basketball and I love watching the latest blockbuster movies. I also love the day-trips that we do, such as, going to the seaside, theme parks, zoos etc.

Random facts?: I have 2 random facts for you about me. First, I was born on my Mum's 29th birthday, second, I used to be a chef.

What's your typical day look like?: I usually wake up around 6:15am, have a shower and then I am out the door, on to my first pickup of the day. Before I set off, however, I need to get the Sat Nav on and tune in the radio. Which radio is my number one choice in the morning; TalkSport (I know boring for some but I did tell

you earlier I was a huge sports fan so what did you expect.) Anyway, SatNav and radio done, I hit the road.

Arrive at my first pickup, and 'Good morning Simon' awaits me and what do I see staring back at me, a face with a smile; an enthusiastic young adult raring to start there day. After I have done all my pick-ups, I will ask my group if they would like to follow the timetable for the day or would prefer to do something different. Most common answer to this question is to follow the timetable.

When I finally get home, I am exhausted from the day's activities but as they say, no rest for the wicked. I get on with chores of the house and make sure that dinner is on the table before my wife arrives home from work, a wife that is fed is a happy wife. After I have prepared and cooked dinner, now it is time to go into my office and reply to the emails and messages that I have received that day and any office work I need to do or complete.

That is my typical day out and working for The Inclusion Project.

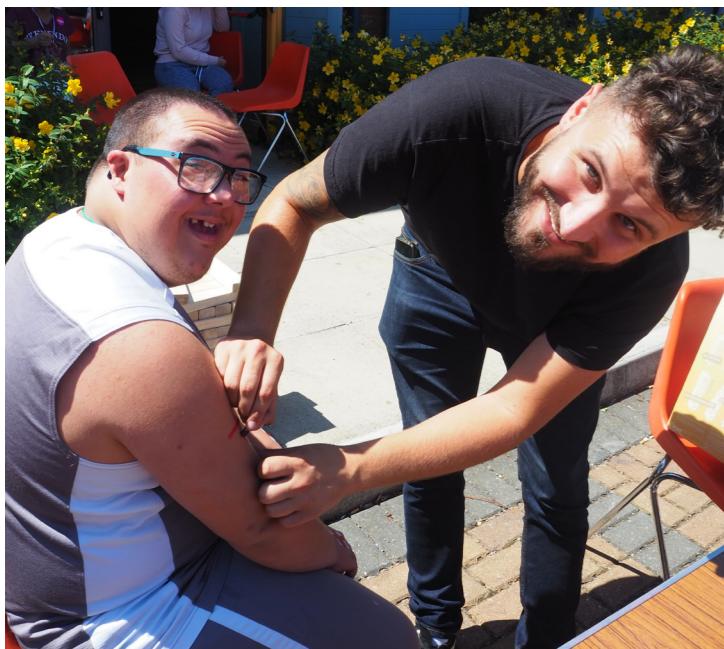
Overall, I consider The Inclusion Project to be a big happy family.

This is the best job I have ever had in my life and I feel so happy and proud to be working for such a great company and I feel that The Inclusion Project will be a staple and front runner in Learning Disabilities support in the foreseeable future.

I WAS INSTANTLY BLOWN AWAY

Name: Cameron Walters

Area Manager: North London



How did you join The Inclusion Project?: Simon Jackson-Turner and I both worked at Oaklands College some years ago, we had formed a great friendship, one that is still going strong today. In 2015, Simon told me about this fantastic idea he had for a new business venture; creating a Project for young adults with Learning Disabilities to enable them to access the community with a structured timetable of fantastic activities.

The idea was that the Participants could join us once they had finished education, or join us for the days they may have off from college during the week. It seemed apparent that this was set to solve a lot of parents dilemmas of what was next for their child, post education.

Needless to say I was instantly blown away by his idea and knew there and then it had to be something that I needed to be a part of...and as they say 'the rest is history'.

Since then The Inclusion Project has gone from strength to strength, forever growing and innovating. I feel my time with the project has helped me to grow as a person and has taught me some invaluable life lessons. As cliché as it may sound, I truly love my job and it brings me a great sense of purpose and contentment knowing that the service we provide, can help to improve the lives of these young people.

Initially I started out being a Group Leader alongside Simon Jackson-Turner in Hertfordshire. These were exciting times, as in the early days of the project many of the

Participants were spread far and wide, so every day was a new place I had never visited before; helping to build the gaps in my geography of Hertfordshire. I'm now confident I can travel to most places without the assistance of a SatNav. Since then I have gone on to manage North London, so predominantly most of my time now is spent around Harrow and Brent, occasionally I will bring my groups back to Hertfordshire to see some of the familiar friendly faces I once supported.

My favourite day out with The Inclusion Project has to be going to Thorpe park, as I'm a real adrenaline junkie. Fortunately for me, the group that I was taking on the trip all had one thing in common, they all loved roller coasters as much as me. We definitely got our money's worth that day, fully taking advantage of our fast track bands, often exiting the ride and heading straight back to the front of the queue for round two/three/four/five

Fun fact?: I'm fluent in 4 languages... (ahem). No, seriously, I am part Australian.

LAUGHTER ALONG THE WAY

Name: Brett Cahill

Group Leader: Barnet and St Albans

Being a good Group Leader is knowing that at the end of each day, hopefully, all Participants have felt like they've been as much of a positive impact on our day as we have been on theirs.

My favourite parts about The Inclusion Project are the opportunities for Participants to engage in activities. Whether they do this individually or in a group - with the confidence in their own abilities, but also in a way that we have laughter and fun along the way.

Highlights for me, in the short time I have been with The Inclusion Project, include the trip to Southend with over 16 participants which was great fun for

everyone. Also, some of the journeys in the taxi to and from activities in the mornings, and seeing personalities and good qualities come out, which have made for some funny and memorable times along the way.



From shy and nervous to



Name: Peter Seymour
Area Manager: Barnet and Enfield

“*it is always full of laughter and generosity...it doesn't feel like work as I have previously known it.*
”

CONFIDENT WITH NEW FRIENDS

Why did you join The Inclusion Project?

When I was made redundant about 5 years ago I decided to look for something completely different to do. I started working and supporting young adults with Learning Disabilities, and found it very satisfying and rewarding. I joined The Inclusion Project about 18 months ago.

The best things about your role?

It is enormously satisfying to see a new Participant, who is often very shy and nervous when they first join us, become more confident and make new friendships.

Tell us about your Participants:

Most of them want to make friends and be a part of something but they do not know how to go about it. They are also very kind and generous. A few weeks ago I hurt my arm and had a dressing on it. All of the Participants I was with noticed it and asked me about it and showed concern about my welfare. Even now one or two of them ask me if my arm is now OK.

Best day?

So many to choose from. What I find particularly satisfying is seeing Participants helping their less able friends, whether it is helping them to get their jacket on, teaching them to swim, helping them with their money or many other things

What's a day in your life like?

I leave home at about 7.45am to pick up all of the Participants. I tell them what we will be doing that day. If any of them want to buy lunch we will stop at a supermarket to do this and then go to the morning activity.

On Mondays we go bowling. We usually arrive at Finchley Hollywood Bowl at about 10.15am and meet up with one or two other groups. As we don't start bowling until 11.00am some of the Participants play pool, some have a game of Uno or Frustration and some are happy to talk to their friends.

After bowling we have lunch. If the weather is good we will have a picnic, our 2 favourite places for a picnic are Ally Pally and Sunnyhill Park. After we have eaten we go for a walk or have a game of football. We then set off for the leisure centre, usually Barnet Copthall. There is a

choice of going to the gym or swimming. Most weeks I will take the swimming group and swim with them. Although I get splashed a lot and don't seem to do a lot of swimming! We then get changed and have time for a drink before taking everyone home.

I then have some pickups to make for Monday night football. We stop for something to eat and meet up with other groups. Football is at Christ's College in East Finchley. I drop them home and eventually get home myself at about 9.30pm. It is a long day but it is always full of laughter and generosity and so it does not feel like work as I have previously known it.

Random fact?

I once worked as a DJ on a Russian cruise ship, I was not very good (is this random enough?).

COFFEES AND COUNtrysides

Name: Hannah Mullens
Area Manager: Cambridge and Huntingdonshire.

I joined The Inclusion Project in December 2017, so whilst my area is beginning to develop I am also working as a Group Leader supporting Marcus with the Hertfordshire 1:1s, Kerry with the Hertfordshire evenings and occasionally Simon Jackson-Turner with the St Albans area.

I can honestly say it's been a very busy yet brilliant 6 months with The Inclusion Project so far and I am really excited to see how the organisation continues to progress.

I joined The Inclusion Project after my autistic brother begun using the service and absolutely loved it. Having grown up supporting my younger brother I have always had a passion for supporting other people and offering care and compassion to everyone.

So, when I came across The Inclusion Project I felt I had found the perfect role I had been searching for since completing my degree. As for my brother, we are really close but when our paths occasionally cross at The Inclusion Project you wouldn't know it as he pretends I'm not there ... but then again who blames him, why would he want his big sister around when he's with all of his friends!

I know it sounds cliché, but the best bit of the job is sharing in the individual's happiness and seeing their confidence, skills and friendships develop. I wanted to work with The Inclusion Project to feel I am directly having an impact on improving the lives and opportunities of these young adults, and it really does feel like that.

As for a day in the life of an Area Manager, it's busy! When I'm not out working as a Group Leader I'm responding to emails, attending meetings with colleges, local authorities and potential new Participants, and planning future days of fun for those in my area. It's a role that requires a lot of dedication and hard work, but the satisfaction is immense.

Outside of The Inclusion Project I love to spend time with family and friends, especially for a great coffee shop visit or a lovely countryside walk. My main interest outside of work ... wedding planning. An unusual combination I know, support work and wedding planning, but the wedding side of things provides an alternative outlet for my organisation and creativity skills, and I love everything creative!



SOCIAL AND ACTIVE

Name: Anna Jennings
Area Manager: Uxbridge
Group Leader: North London

I joined The Inclusion Project because in my experience as a Special Needs Teacher, this is such an amazing resource for young adults with Learning Disabilities, and I am so proud to be a part of it. I joined The Inclusion Project 1st May 2018.

The best thing about The Inclusion Project is that it gives young adults with Learning Disabilities the opportunity to live a sociable and active life, just as their peers do. It gives



them something to look forward to every week. It is the best job I've ever had.

I have fun with some truly wonderful people every day, and even when I'm tired, I get up with a spring in my step and can't wait to get to work and pick up my first Participant.

I love spending time with my Participants, socialising, encouraging their independence and loving life. We have an amazing time.

My favourite days are when it's lovely and sunny and we get to spend time going for walks around beautiful parks, when we go sailing, and when we just get a chance to sit and chat over a cuppa.

This (above) is a selfie of me, with Andre, Aimee and Shamir out on a walk around St. Albans Verulamium lakes.

Fun fact? I'm a black belt in Karate!

“It is the best job I've ever had.”

ENCOURAGING LIFE SKILLS

Name: Maggie Hall
Area Manager: Welwyn, Hatfield and North Herts



I worked at Oaklands College, and I realised that after the students left, there was absolutely nothing for them to move on to.

So, when Simon Jackson-Turner offered me a role looking after the Welwyn, Hatfield and North Herts area, I jumped at the chance as it is something that I had always wanted to do but didn't know how to go about it.

I wanted to help those that leave college

enjoy life and The Inclusion Project helps them do this.

The best thing about The Inclusion Project is seeing Participants enjoying themselves with their friends.

The best day for me is Friday. The club in Hatfield is a great club for the Participants to socialise in a safe environment and they love the activities that are on offer. It also encourages life skills as Participants can shop and cook.



WE ARE ESTABLISHING A COMMUNITY

Name: James Graham

Area Manager: North and West Bedfordshire and Milton Keynes

When did you join? I'm incredibly proud to see and I joined The Inclusion Project in the summer of 2016. be a part of.

Why did you join?
I was a tutor at Oaklands College and I knew there was nothing really out there for my students when they left college. It's what our guys need and they benefit from it day in and day out.

I have fun every day and I see my Participants having fun while they are with me and my staff.

Tell us about your Participants:
The best thing about my Participants is that they are all becoming friends and we are establishing a community which

Your favourite day?
I think my best day was when I scored 216 at bowling! To be honest, every day is a great day so I can't really choose.

Any interesting facts?
I memorize films which is great when chatting to my guys as they all like different films and I'm very good at impressions so my guys find that fun when my voice changes randomly.

A typical day?
Picking my guys up, having fun, eating lunch, having more fun then dropping them home.



“ It's what our guys need and they benefit from it day in, day out. ”

LIVING THEIR LIVES TO THE FULL



Name: Kerry Kane
Area Manager: Hertfordshire Evenings

I have been lucky enough to have worked for The Inclusion Project since it began nearly 3 years ago.

I work both as a Group Leader and as Area Manager for the evening sessions.

My favourite part of the job is watching our Participants making real, solid friendships and living their lives to the full.

On a Tuesday I have had the pleasure of supporting Callum, Jake and Alexander for nearly 2 years. We take part in some work experience in the morning followed by the cinema in the afternoon.

In the evenings I support the Participants to attend lots of different activities including boxing, nightclubs, drama sessions and lots more.

LAUGHING TOGETHER IS A FANTASTIC THING



RECORD HOLDER

Name: Cameron Greer
Area Manager: West Herts

I have worked in care since I was 19, of which 7 years were at Oaklands College. I decided that it was time to venture out of the educational environment and realised The Inclusion Project was for me.

I feel that it is so important for there to be something out there for adults with Learning Disabilities post school and college and The Inclusion Project was exactly that, and that is why I decided to join the team. That was September 2016.

The Participants are fantastic, every day I feel extremely lucky to work with fantastic people. The energy and fun they bring to each day is something special. Seeing the guys bond and create friendships, helping each other, laughing together is a fantastic thing.

What about a day in your life? Well, I'm woken at 6am every morning by my 1 year old son! Breakfast together then off to work.

Spend the day with my Participants from the West Herts area.

Favourite day? I must say I love a Tuesday (who doesn't love the cinema) however, every day is brilliant fun as we change what we do almost weekly and get up to some really great stuff.

What about an interesting fact? A random fact about myself...I once took part in the longest football match ever played. It broke the World Record; 36 hours without stopping. Unfortunately it has been broken several times since!

MY DAYS ARE GREAT FUN

Name: Sarah Clark
Group Leader: St Albans, Welwyn Hatfield and North Hertfordshire, and Hertfordshire Evenings

My days are great fun with my Participants, they sometimes want to change the day and do something different which is absolutely fine. Now that the weather is better we do more outdoor activities like walking, visiting farms and parks, as well as usual activities like cinema, gym and tennis.

The thing I love about most about my job as a Group Leader is that I am helping my Participants to have a healthy, social life. It's a very rewarding place to work.

My favourite day is Fridays as we do so much: shopping, cooking, football, pool, table tennis, bingo.... It's such a fun day that I don't feel like I'm at work. The Participants treat us like their friends and that is a massive compliment to me.

An interesting fact about me... When I did my Duke of Edinburgh award at school, on our trial run using compass and maps my group got lost and came back 4 hours after everyone else. We finished on time for the real part.



CONFIDENCE AND INDEPENDENCE

Name: Rachael Waddingham
Area Manager: Kettering, Wellingborough and St Neots
Group Leader: (own area), Bedfordshire and Hertfordshire



I joined The Inclusion Project because I felt it filled a much needed gap in our Participants lives and saw the enjoyment they got out of coming. That was a year and a half ago now.

The best thing about my job is seeing the Participants out enjoying themselves in the community gaining confidence, independence and making friends.

Every day is a great day, but the best are seeing Participants trying new activities, and when they make new friendships.

My favourite day so far is when we went to Woburn and a bear started to climb on my car - which the Participants found amusing.

My typical day consists of picking up my Participants, having a chat and sing along in the car on our way to our activities, doing activities of Participants' choice, having a nice lunch and chat, doing our afternoon activity then dropping them off home.

Interesting fact about me: I love to travel and I'm hoping my next destination will be Chile.

LUCKY ME IS ALL I CAN SAY

Name: Bea Chase

Area Manager: South Bedfordshire



Let me start by saying how much I LOVE my job working for The Inclusion Project!

Working with people who give as much love and support to me as I give them is more than a job related reward, it's similar to having an extended family. There is no other job I have undertaken in my entire career that has felt as satisfying.

I wake each day looking forward to meeting up with Participants and colleagues in my area, supporting Participants in reaching their personal goals and sharing in their achievements.

In the past 9 months since starting in South Bedfordshire, I have watched new, evolving friendships. Witnessed so many Participants mentor one another with an ability so natural, they haven't even been aware they were doing it; when it has been brought to their attention that they have such enthusiasm.

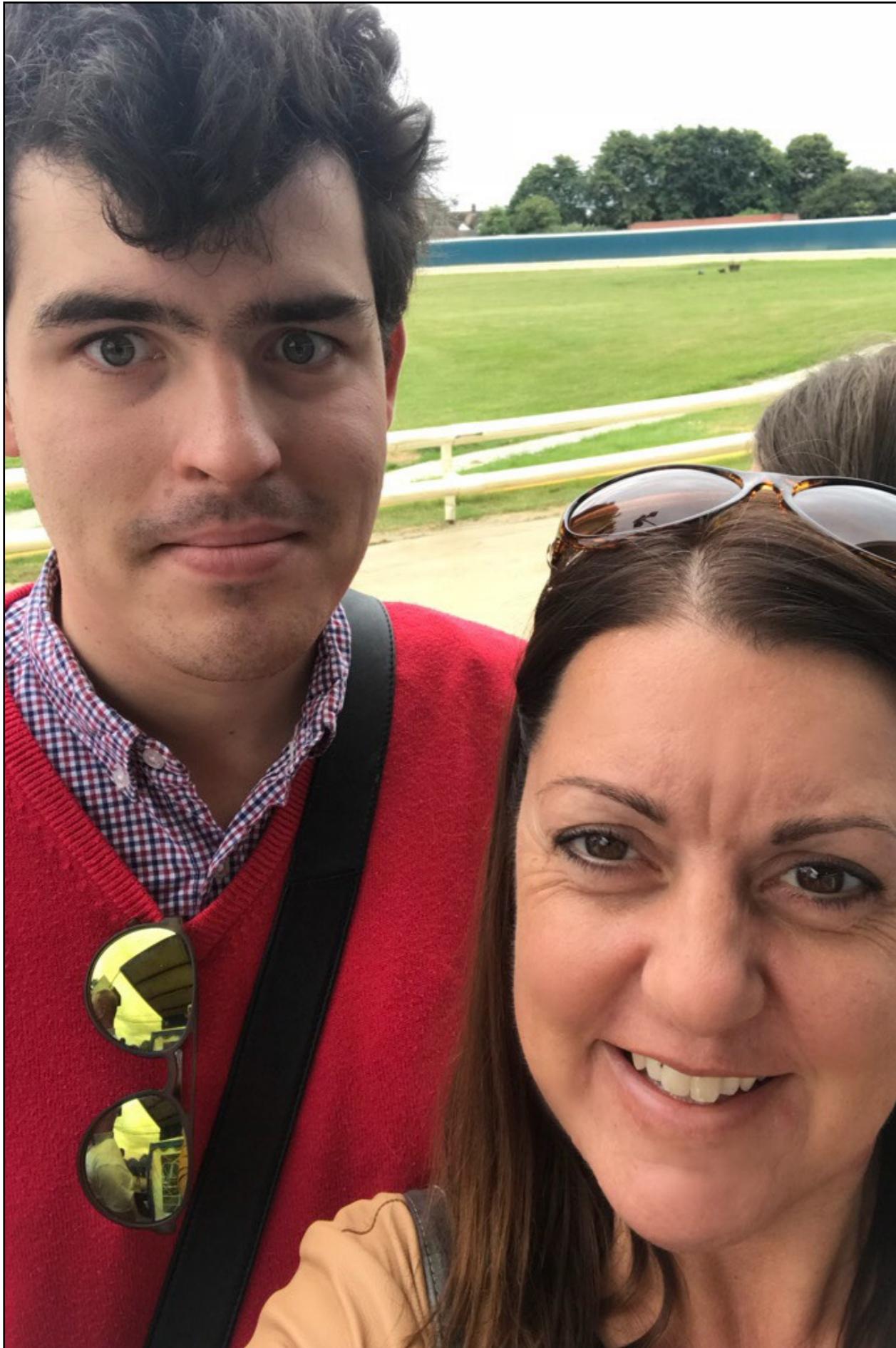
I've been proud to see increasing confidence in Participants' day to day routines and activities, from saying good morning to one another without being prompted, through to ordering lunch, handling of money and paying for use of activities themselves. And we have fun whilst achieving these life challenges. Pretty awesome right!

It is not just a relationship built between myself and Participants, it is also the relationship built with their family.

Being able to support Participants myself allows me opportunity to get to know each family individually and creates an echo of trust. That trust has helped parents feel confident in knowing their sons and daughters are in safe hands when out with us, an additional comfort.

And all of this is a job. Lucky me is all I can say!





ALL IN THE NAME OF FUN

Name: Cheryl Mucklin
Area Manager: Hertfordshire Weekend and The Inclusion Project at Home
Group Leader: St Albans, Broxbourne, West Herts and Herts Evenings



I want to say how much I enjoy my days out with Participants , seeing them enjoying themselves trying new things and watching friendships grow it's wonderful to be part of the weekend team. We try and introduce some new activities each month to accommodate all preferences.

Every day is great for various reasons; the Participants make the day. I collect Participants between 9am and 10 am then off to our first activity. I usually make a rota by the month with my weekly Participants so they all make the choices between them

and learn to compromise a little and they all get to do their favourite activities, and we try out some different things.

The pictures here are from a Sunday at Henlow dog races. Those who wished, placed small bets and we even won a few races between us. I was told I had "a woman's moment"!!! It's a running joke... as I put a bet on a name I liked rather than checking the odds?!?! All in the name of fun I said...

Interesting fact? I did a parachute jump in 2015 for children's liver disease.

TRULY AMAZING

Name: Tina Wilson
Area Manager: Hertfordshire Weekends and The Inclusion Project at Home
Group Leader: St Albans and West Hertfordshire

I joined The inclusion Project in September 2017, working Saturdays while still working at a Hertfordshire College. Then the opportunity came to work full-time, so I joined fully in February 2018.

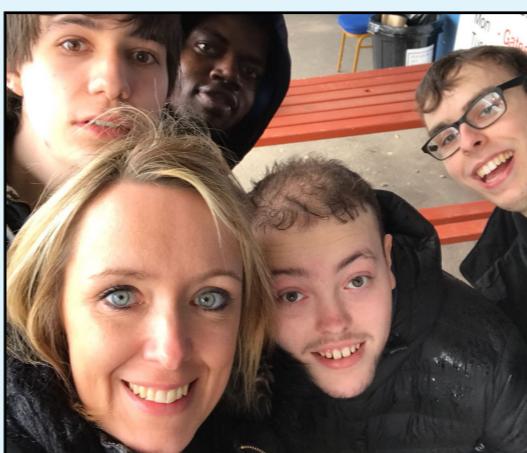
Myself and Cheryl are the Area Managers for Hertfordshire Weekends, each calendar month we create a weekend timetable and send it out to our Participants/parents which they can then book onto. The activities have included Thorpe Park, Go-Karting, Golf, Cinema, Bowling, Picnics and Pots of Art, and much more. It is great to see the Participants enjoying the activity of their choice and having a great social life.

Myself and Cheryl are also the Area Managers for the at home service. It has been truly amazing to see the positive changes in our Participants' day to day lives; enabling them to live independently, rebuilding their confidence and accessing the community.

My favourite day is Thursday - Gym and Bowling. The day starts at 9am picking up my first Participant; he is so excited when I arrive it's a great start to the day! We continue to pick up a further 2 Participants and make our way to Westminster Lodge Gym where we head to the cafeteria for a social catch-up and a drink. One of my Participants especially enjoys the gym session, he has now hired a personal trainer while we are there, which he thoroughly enjoys and is making great progress! It's lovely to see him so enthusiastic.

The guys enjoy the bowling session, it is great camaraderie; they support each other and love getting stickers for strikes!

Interesting fact: I helped to perform CPR on a member of the public due to a massive heart attack I was awarded Royal Humane society Resuscitation certificate.



THEIR FACES LIGHT UP

Name: Ashea Dollimore
Group Leader: Herts 1:1 and Evenings



Well, what can I say, I'm loving being a Group Leader. I did not think that I would have as much fun with my Participants as I do, they really make me feel young again.

My favourite part of the job supporting my 1:1 Participants, is that I have set up horse riding and a spa day for them, and it makes my day when I see their

faces light up, and I know I have made that happen. I know that I have made the right choice having a job as a Group Leader.

I'm so lucky to be given the opportunity to work alongside such fantastic Group Leaders, we are just like one happy family.

I thoroughly enjoy being a Group Leader - I get paid to have fun doing all the different activities with my Participants.

My car boot is an Aladdin's cave, filled with something for every Participant to do activities if they choose.



I HAVE NEVER LOOKED BACK

Name: Sue Ward
Job Title: Personal Assistant to Managing Director, Simon Jackson-Turner



I have worked for both the Private and Public Sector in my career history to date and have a wealth of experience in all areas having supported CEOs of large organisations, Superintendents at Hertfordshire Constabulary, County Councils and more.

I joined The Inclusion Project beginning of April this year and never looked back, I have never been happier working with such a caring group of people who are very passionate about what they do and the service they deliver to the community, I love being part of that and knowing we can make a difference to peoples lives.

The Inclusion Project Board of Directors of course care about their participants and their families well being but they also treat each member of staff as an individual, Management are always there to talk to should there be any concerns or your need help with anything.

As I am still new to the job, I am learning something new everyday and being given the opportunity to take more on as a PA to the Managing Director. I also have background experience within the HR sector while I was in particular working for one of the UK's largest retailers as a Project Manager, also lots of experience in recruitment having worked for both Reed and Manpower.

Interesting fact! My claim to fame, I had a date with Phil Tufnell

SO MUCH GOOD FOR SO MANY PEOPLE

Name: Dr. Denise Jackson

Job Title: Quality Assurance Director



I have about 30 years experience of teaching in Schools, Colleges and Universities; teaching across the Social Sciences and in Teacher Training on Education courses, and as a Visiting Tutor in schools in Hertfordshire and Essex.

Across my teaching career, I have always worked with young people with Learning Disabilities and Differences. I completed my PhD at the University of London in 2014; my research and thesis were about inclusion history, politics, economics, sociology, psychology, policy and provision.

My previous experiences professionally (as a Manager for many years) and academically (PhD, MA Management, PGCE, BSc Hons, BA) have stood me in good stead for my Registered Manager and Quality Assurance roles with The Inclusion Project, where my role covers staff recruitment DBS and contracts; CPD; policies; procedures; compliance and regulation.

I am really enjoying my work with The Inclusion Project. Simon Jackson-Turner is my son and I am very proud of him for so many reasons but in setting up The Inclusion Project, he has done so much good for so many people, and his foresight and planning of how it works has been sustainable through the development of the organisation.

Both Ashley and I are in awe of all he has achieved; proud parents to say the least! Another reason I enjoy working with The Inclusion Project is because of its ethos and what it stands for, and how it enables so many of our Participants and Group Leaders and Area Managers to develop and grow.

Interesting fact: I live in Frinton over-looking the sea which I enjoy. We have a Bichon Frise who has changed our lives! He is definitely the boss. On his walks in the evening, he is 'Dudley of Frinton' who thinks he is a super hero in chasing all the cats he can find! He is the 'Cat Chasing Champion of Frinton'! His record is eleven cats in one evening. When he returns home from his adventures, he places cat stickers on his map of Frinton to show where he found them and chased them!

BEHIND THE SCENES

Name: Ashley Turner

Job Title: JTM Representative

I have over 30 years experience of IT and Computer, specialising in HR, Payroll and Finance systems.

I have worked for many different organisations including The Royal Marsden (NHS), Queen Mary University London, Hertfordshire University and Newham FE College.

Interesting fact: I used to be Harlow wrestling champion



Name: Ethanie Jackson-Turner

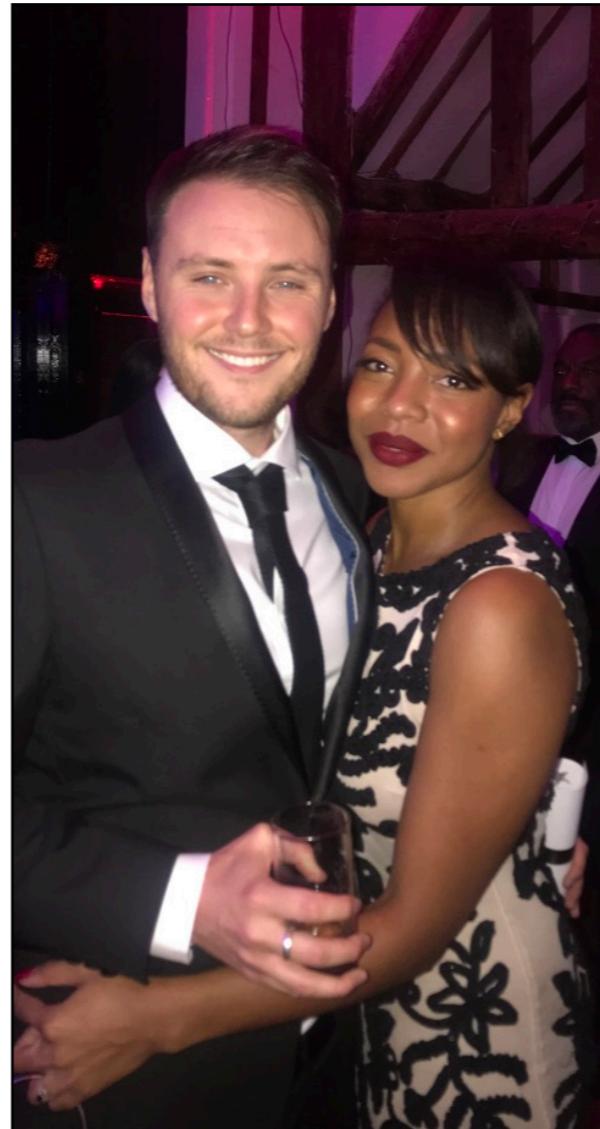
Job Title: Marketing Director

I started working in marketing over 5 years ago, specialising in Social Media and Content Management.

I have worked within education, and for the most part of my career, at the UK's leading retailer, where I lead on alphas with Facebook/Instagram, Twitter, YouTube and Pinterest.

Some of my accolades include; being voted the most loved grocers in Net Base's 'Brand Love' poll (along with Apple, Lego and BMW). Award winner for Pinterest's 'Best Customer Journey' and 'Best inter-agency Relationship', and 'Team of the Year' at the 2017 Retail Week Rising Star Awards (2017).

I am now bringing my knowledge and experience to The Inclusion Project; helping to raise their marketing profile to reach more people in need of their fantastic service.



Interesting fact: I was an extra in the Simon Pegg and Nick Frost film, "The World's End". I'm in pub number 5 - for about 2 seconds as a faint silhouette. I'm still waiting on my Oscar!



The
Inclusion
Project

Back cover stars:
Hannah Mullens,
Bea Chase and
Kerry Kane