

# Inclusion Coach Self-directed Support



## About Community Living Project

The Community Living Project's Mission is to assist people with disability to live their own unique and purposeful life of inclusion through having: home, relationships competencies and highly valued roles in the community.

## About Family Leadership and Self-directed Support

Community Living Project supports people with disability and their families to develop their personal leadership skills and to work towards building a good life for the future.

A key way to achieve this is through supporting each person to make decisions around who works with them, and building their capacity to self-direct their day to day support.

Self-directed Support begins with assisting each person to identify what is important for them in their paid support, helping them to individually recruit workers who fit with their vision, as well as managing the workers in their day-to-day activities.

This is further strengthened through the active involvement of family and friends in helping to build the person's skills.

### Self-directed Support:

- strengthens opportunities for individual and family leadership
- builds opportunities for community inclusion
- focuses on 'one person at a time' (and their family)
- increases people's understanding of how to work toward their personal goals
- believes that everyone is able to build their capacity and independence
- shares authority and responsibility with the person and their family
- Is based on practices that enable 'right relationship' where supports are strongly aligned to the person's individual needs and wishes, and are delivered 'with' the person/family, rather 'to' them
- safeguards vulnerable people for the future as the person's formal and informal support network guides the person's life vision
- is congruent with the National Disability Insurance Scheme (NDIS) context and ideals:
  - building capacity and effective and sustainable support
  - identifying purposeful goals
  - enabling people to have choice, autonomy and control over their support.

### About the role

#### The Inclusion Coach seeks to:

- strengthen and support the shared vision of the person/family
- develop the capacity of the person with a disability and their family to lead a group of workers
- build the capacity of the person/family to understand, lead and implement their support within the opportunities and constraints of their NDIS plan
- build safeguards around the person/family and workers: sharing knowledge, strategies and systems through the practice of coaching, open and direct communication, continuous learning and shared vision
- develop an ethical and effective framework to enable the workers and family to work together
- develop strategies to resolve problems quickly, creatively and locally
- build resilience, trust and a culture of reciprocity between family and workers
- develop a deep commitment to and delivery of 'power with, not over'
- work with a shared understanding that the purpose of the Inclusion Coach is to build the capacity of the person/family and workers and reduce reliance on paid support.

# Inclusion Coach Self-directed Support

## What Community Living Project will ask of you

The Inclusion Coach will work in conjunction with the person/family, Support Manager, Key Worker/Workers to implement the Self-directed Support model:

- **Build and sustain the capacity and leadership of the person and their family** by working in partnership alongside the person/family to:
  - build a strong, shared vision of an inclusive life for the person with a disability
  - understand the person's NDIS plan, goals and funding, and develop a service delivery strategy in line with their individual goals
  - use the 7 Step Self Directed Support\* process to attract, engage, orientate and sustain workers that match the needs, culture, aspirations and interests of the person with a disability
  - develop service expectations that are explicit and specific to the person
  - build the person's knowledge, expertise, confidence and independence to lead a group of workers to meet their individual support needs; through recruitment, orientation, problem solving and conflict resolution
  - build the capacity of the person and their family to strengthen and support workers' capacity to self-organise
  - understand and work alongside the person's informal and freely given relationships to safeguard the person's future.
- **Build the capacity of the workers** to create and sustain a self-organising team:
  - committing and contributing to the person's vision
  - delegating roles and responsibilities to deliver the individual support plan, while clearly understanding their individual role and responsibilities
  - sharing individual skills/knowledge/passions/interests
  - building skills and knowledge of support provision
  - supporting and orienting new workers
  - resolving issues quickly, locally, creatively
  - establishing highly effective communication pathways
  - building and maintaining a culture of respect, kindness to each other; with the person at the centre of every decision and action
  - identifying and implementing training and development needs of individuals and the group of workers.

## Expectations of employment

The Inclusion Coach will:

- demonstrate a strong understanding of the importance of inclusion
  - understand the natural authority of families
  - acknowledge the risks associated with segregation and congregation
  - build opportunities for valued community roles
  - build individual competencies
  - strengthen freely given relationships
- have demonstrated strengths and skills in coaching and/or mentoring
- work in a way that is congruent with Community Living Project's Mission, culture and values
- build trusting relationships with the person and their family to strengthen their capacity to lead their support
- build trusting relationships with workers in the Self Directed Support model
- work closely with the Community Living Project Support Manager and administration team
- operate with the mindset of co-design, open communication and continuous learning.