



An Inclusive Kingston

A plan to include everyone



2021-2025

	<h3>Introduction</h3>
	<p>Kingston Council wishes for all of its residents to have the chance to be the same as everyone else, and for services to be fair for everyone.</p>
	<p>This plan talks about who they are hoping to support and how they will support them.</p> <p>They will make it easier for people to access services that they need.</p> <p>Over the next four years the Council will work hard to make sure they carry on to involve people and make sure they have fair access to the services they need.</p>

Care Plan



To make sure everything is the same and fair for people living in the Borough of Kingston, the Council will look at the following areas:

- Giving every child the best start in life
- Supporting all people to have the best choices over their lives and choose how they want to live
- A healthy standard of living for all, example access to a doctor and good housing, and access to services like help from a Social Worker or Nurse
- Making fair employment and good work for all
- Making and grow good communities
- Doing their best to make sure people stay in good health



As a council, we work hard to make sure that everyone has their say, but we know that we are not always reaching all our groups,

That some communities do not access our services as much as we would like them to. We want to change that



We want to make sure that we are a welcoming borough of chances for all, and to deliver better services,

designed for those who need them, where every voice is listened to and valued.

We know there is more to do to make this happen and we are able to take action to understand and to see our vision for an Inclusive Kingston

With this plan the Council is hoping to involve everyone who lives in the Borough

The Council must:



Think about any changes they make to services and how this will make people who use them feel. They must make sure everyone has access to services no matter who the person is, (age, colour, physical or learning disability or their religion / faith, or if they are married.) The law makes carers safe, this is someone who looks after another person.

Our aims for the next four years:



Aim number one is to listen to, and learn from, all the different people in the communities we serve.



We will do this by making sure we listen to people who use our services and we will try and talk to people who wouldn't use our service, maybe they don't speak English, or they might have a learning disability, or have mental health problems.



Aim number two is to celebrate all the different people of our borough and to make sure our communities are safe for everyone.



We will do this by helping people understand each other.






We will work with people / residents, businesses and communities to speak up to someone if they are treating someone unfairly.



The council wants to work with people so they all feel they all have the right as a resident of Kingston Borough.



Aim number three is to deliver accessible services that meet the different needs of everyone in our communities in Kingston.

	<p>We will do this by:</p>
	<p>Talking carefully to people who use our services before making new services for people. So we can make the services are best for them.</p>
	<p>We will also make sure that the services are managed carefully, so if anything needs to be changed we will know about it.</p>
	<p>We will also talk to the people who use the services all the time to find out if they are happy with the services they are having.</p>



Aim number four is to be the best employer for people of all backgrounds

We will do this by:



- Making sure all the people who work for Kingston Council are treated fairly.



jobcentreplus
Work Coach

- Making sure we are aware of people's talents and helping them use these at work if possible.



- Making sure we include people and look after their wellbeing while they are working for the Borough.



- Caring for each other and managing poor behaviour.



- Listening to each other and supporting everyone to be themselves at work.



- Making sure everyone has the same as everyone else and has good support



- Making sure everyone at work is aware of their rights and they are as important as other members of staff