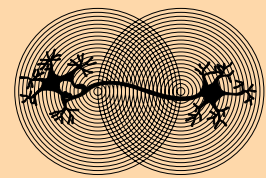


Programming For Inclusion

PFI



BAPU TRUST FOR RESEARCH
ON MIND & DISCOURSE



The United Nations' Convention on the Rights of persons with Disabilities provides guidance as well as a vibrant imagination for the Inclusion of persons with mental health problems and psychosocial disabilities.

The concept of 'Inclusion' is at the heart of the CRPD.

The Government of India has taken it to heart: It is now included within the '**Rights of persons with disabilities Act 2016**' and '**The Mental health care Act of 2017**'. In both, it is stated as the right 'to living independently and be included in communities' in both of these recent laws.

The BT conceptualized and designed the '**Programming for Inclusion**'(PFI) capacity building project as one pathway to realize its mission of creating enabling environments for persons with mental health problems and psychosocial disabilities to achieve their full inclusion in communities. A key objective of PFI is including psychosocial health within the overall frame of disability inclusive development.

The PFI program aims at building bridges with stakeholder groups through the development of knowledge, capacity, competence and skill sets from a Disability Inclusive Development framework. Inspiration for the training program comes from the 20 year old experience of service delivery through Seher, community MH and Inclusion program of the Bapu Trust. In this time, the program transitioned from being a mere mental health service to a disability inclusive development service.

Bapu Trust shares its vision and community practice by offering PFI trainings. The training program will help organizations in:

- ❖ **Understanding** the notion of inclusion of persons with mental health problems and psychosocial disabilities from new policy frameworks and good practices
- ❖ **Learning new strategies** through which such persons can be included within existing development programs and community life
- ❖ **Learning locally applied techniques** that employ a range of psycho-social mechanisms for individual, family and community wellbeing
- ❖ **Preparing Development programs and communities** for delivery of psychosocial care to address needs of persons with disabilities in general.

DURATION OF THE TRAINING PROGRAM

PFI is an **18 month long training program**. It involves **two 8 day long residential workshops in Pune; online supervision and field visits**.

Additionally, **refresher courses** on specific modules (e.g. group support) are offered, along with a substantial **training kit of posters, games, booklets and other materials for use in community** (in 3 languages - Hindi, Marathi and English).

The course is **open to all Indian / South Asian DPOs, NGOs and organizations in Development Practice**.

ABOUT THE TRAINING PROGRAM:

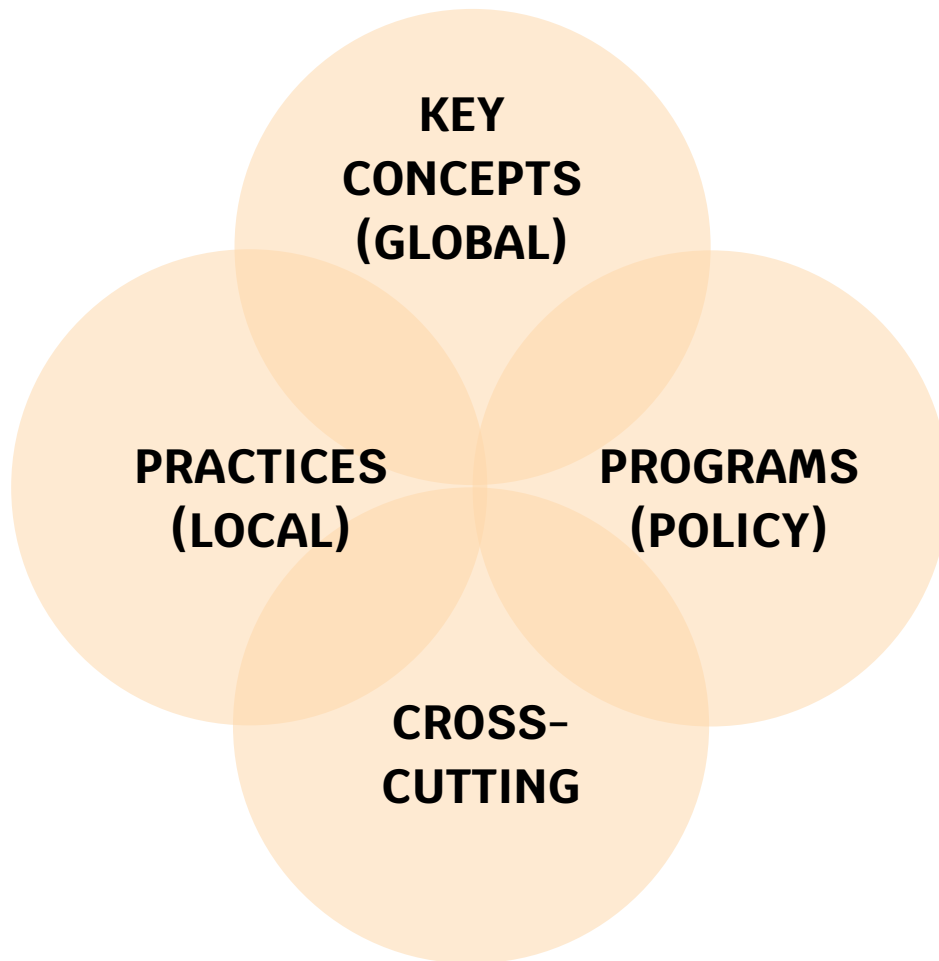
WHY 'PROGRAMMING FOR INCLUSION?'

- The disabilities sector in India and Asia is today powered by the United Nations Convention on the Rights of persons with Disabilities. ***The philosophy and skill sets within the PFI training program are congruent with the vision of disability inclusive development.***

- There is a continuing fragmentation of communities and neighborhoods through migration, poverty, disasters, urban development, insecurity in employment, housing, climate change, and various new emerging structural inequalities due to COVID. People are experiencing a higher range of psychosocial stresses, disturbances and disabilities. ***The need for recovering psychosocial health and overall wellbeing is being heard in all demographic, social, economic and population based settings.***

- ***Creating inclusive communities built on social entrepreneurial idea of psychosocial sustainability, is a legitimate program objective, as a way to mitigate escalating stresses and strains of daily living.*** Just like education, housing, etc. are development needs that need to be considered in bringing empowerment to communities, so also, the psychosocial milieu within which families, households and neighborhoods transact and exchange, has to be considered. Caring, peace, emotional equanimity, empathy, connection and support are skills that can be taught and practiced within Development.

KEY TRAINING DOMAINS AND MODULES



KEY CONCEPTS (GLOBAL)

Setting the ground for training

Intersectionality

Mental Health Spectrum

Disability Inclusive Development Framework

Understanding Disability in / and Mental Health

Rights Based Approach in service delivery- CRPD

PRACTICES (LOCAL)

Content Development for Inclusion in community work (Awareness)

Psychosocial supports -strategies for marginalized communities

Moving from Recovery to Inclusion - 8 Point Recovery Framework model

Circle of care: Working with stakeholders

Local actions for inclusion: Building partnerships

Gender based Violence and Accountability

PROGRAMS (POLICY)

History of Rights/ Disability/ Movements

Partnerships for Inclusion- Amplifying support systems through linkages

Knowledge capture and creating evidence base through participatory research methods

M&E

Legal frameworks promoting inclusion

Financing community MH and inclusion programs

CROSS-CUTTING

CRPD and Community Based Inclusive Development

Public policy influencing- private public partnerships

Intersectionality and removing the barriers

Gender

Participatory, creative methodologies to engage communities

Value Based Service Delivery

COURSE FLOW AT A GLANCE

Year 1: 12 Months. Learn, Pilot, Document, Learn, Pilot, Document.

8 Days Residential Learning Workshop 1 in Pune

Pilot Phase 1- 6 months at Project site (Research baseline, awareness)

Ongoing Exchange Loop with BT Supervisors

BT Supervisors Site Visit to Trainee Project Location

8 Days Residential Learning Workshop 2 in Pune

Pilot Phase 2- 8 months at Project site

BT Supervisors Exchange and Supervision Ongoing

BT Supervisors Site Visit to Trainee Project Location

In-Between online Refreshers as required

Year 2: 6 Months. By now program is into implementation among trainee organizations.

3 Days Refresher in Pune

Trainee Project Team Set, Trainee M & E Systems Set
Trainee Documentation Systems Set

7 Days Internship at BT services program

BT Supervisors Exchange and Supervision Ongoing

1 Site Visit in Addition

Program Learning Curve- Leadership Exchanges

Program Review and Evaluation, other facilitation and linkages for program sustainability

Move into stabilizing program within the organization and planning HR, sustainability and M&E

BT continues the mentorship while also waiting for ripple effects (other partners inspired by works done, linkage with government, technical support agencies, donors etc.).

UNIQUE FEATURES

- The capacity building program brings in Bapu Trust's 20 years of work in community mental health, and its expertise on the Convention on Rights of persons with Disabilities.
- Course faculty trained in UNCRPD, Arts Based Therapy, Cognitive Sciences and Social sciences.
- Course trainers have vast experience in program application as well as training.
- The course trainers are able to adapt the training sessions to Hindi, Marathi and English to ease accessibility.
- Accessibility features for all online resources and offline trainings.

THE COURSE WILL BE USEFUL FOR

- i. An organization working in mental health, desirous of using a social model of disability inclusion
- ii. An organization working in the development sector (education, livelihoods, women's empowerment, agriculture etc.) and desirous of developing the psychosocial/ wellbeing aspects of their programs
- iii. Organizations working in cross disabilities who wish to address psychosocial needs of their constituencies

Note: The training is for organizations only, and not for individuals. Induction into the training program is a mindful process with clear eligibility criteria.

ELIGIBILITY CRITERIA

We invite organizations that are

1. community based and work with marginalized groups, urban or rural, or working in remote areas
2. work in development, empowerment, cross disability, social services, public health, mental health, integrated community development (NGOs, CBOs, DPOs)
3. open to new learnings on psychosocial wellbeing, intersectionality and inclusion
4. have strong program management strengths and have sustained for 10 years or more
5. legally compliant, have strong governance systems and diversified staff roles
6. willing to commit to 18 months of training (end to end)
7. able to nominate at least 2 to 3 personnel to each training program from across all staff levels; and in a dedicated manner throughout the training period. (Ref: Trainee Mix Chart Below)
8. willing to incorporate psychosocial health (mental health) and well-being as cross cutting in their existing efforts
9. looking at long term sustainability of the program rather than as quick fix or piecemeal solution to an immediately present problem
10. open to share programs data as needed and aligning with the research overlay of training
11. willing to enter into an MOU with the Bapu Trust in fulfilling commitments to the training program including pilot implementations and supervision
12. able to invest resources particularly in the piloting phase I and II in implementation of the program

An Impact assessments/ evaluation of the training program can be offered at additional cost, by an external evaluator.

RECOMMENDED TRAINEE MIX

Learning workshop 1:	Learning workshop 2:
Organizational Leaders/ Decision Makers	Program Executives (Senior)
Program Executives (Senior)	Program Supervisors
Program Supervisors	Program Grassroots

TRAINING COSTS

1. COST OF TRAINING WORKSHOP I AND WORKSHOP II, PUNE:

INR- 50000/- per organization to a maximum of 3 participants for the 18 month period.

The training program is currently financed by the Paul Hamlyn Foundation and the International Disability Alliance (through their various projects) in geographical areas of Madhya Pradesh and Chhattisgarh. This training fee could be waived off for organizations from the said states, based on mutual agreement.

WHAT IS COVERED IN THE FEES?

- Trainings provided at subsidized costs to trainee organizations
- Lunch and refreshments on training days' workshop I and workshop II

WHAT IS NOT COVERED IN THE FEES?

- Local accommodation and food arrangements on training days towards both learning workshops
- Accommodation is on actuals at venue (8 days @approximately 25000 INR per person not including dinner)
- Alternatively, the organization can make their own accommodation arrangements for their staff
- Cost for support persons, translators in Pune, nearby the venue
- Any medical or emergency needs that may emerge during the learning workshop sessions

2. COST OF TRAINING RESOURCE KIT TO ALL PARTICIPATING ORGANIZATIONS

1 full kit @ INR 10000/- and 5000 INR for every additional kit

WHAT IS COVERED IN THIS KIT?

- Training kit includes: 2 sets of posters (n=50); Community mental health booklet- 2 each in English, Hindi or Marathi (n=4); Games- MH Spectrum, Nutrition, EPRFW Game, Emotions Game (n=4); Inclusion Chart, Spectrum cloth poster (n=2); Key Awareness Booklets- English, Hindi/Marathi) (n=2); Program Handouts, training study materials.
- If further resources are required additional costs would be applicable as per request for specific training products.

3. SUPERVISION COSTS:

The trainee organization is expected to provide local accommodation for days of stay for the supervision period; covering 3 supervision visit cycles in the 18 months.

Every trainee organization will be assigned a dedicated supervisor by the Bapu Trust.

BT will take care of supervisors travel to the trainee organization's sites.

WHAT IS COVERED IN THIS?

- 3 supervision visits in a cycle of 18 months

WHAT IS EXPECTED?

- Local accommodation should be safe, hygienic and having basic amenities

4. IMPACT ASSESSMENTS AND EVALUATION:

INR 500000

BT recommends Impact Assessment study by end of the training period. This will be done by an external evaluator. Ideally the evaluation will be done on cost sharing basis.

PFI

Programming For Inclusion



For more Information, visit:

URL: www.bapustrust.com

URL: <https://bapustrust.com/trainings/>

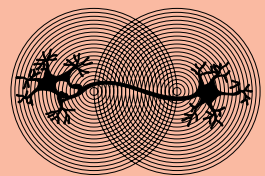
URL: <https://bapustrust.com/inclusion-training/>

Contact Details:

Ms. Kavita Nair, Assistant Director (Trainings)

Email:

bt.admfin09@gmail.com



BAPU TRUST FOR RESEARCH
ON MIND & DISCOURSE

