

## Lived Experience

“The Disability Trust acknowledges and respects the lived experience of people with a disability. We value that experience and partner with people with disabilities and their families in the design and provision of supports to create resilient, inclusive communities.”

To do this the Trust engages the contribution of people with disability and their families at all levels: the design of individual supports, organisational leadership and the engagement and development of communities.

- The Trust values the guidance of people with lived experience in the governance of the organisation through their membership of our board of management.
- We value the contribution of people with disabilities to the continuous improvement of our organisation through their membership of participant Advisory Groups.
- The Trust listens to local community needs through involvement in Disability Forums and Local Community Committees.
- We support people to make informed choices and guide us in the design of their supports by our staff using individualised, person centred approaches.
- We recognise the rights of people with disability to be heard and to have their say in any and all decisions that affect them.
- The Trust values the input of families and carers in decision making and the design of day to day supports.
- Feedback from participants and their families is welcomed through the Annual Client and Carer Surveys.
- People with a disability and their families are actively involved in the recruitment and selection of staff.
- People with a disability are valued members of the Trust’s workforce.