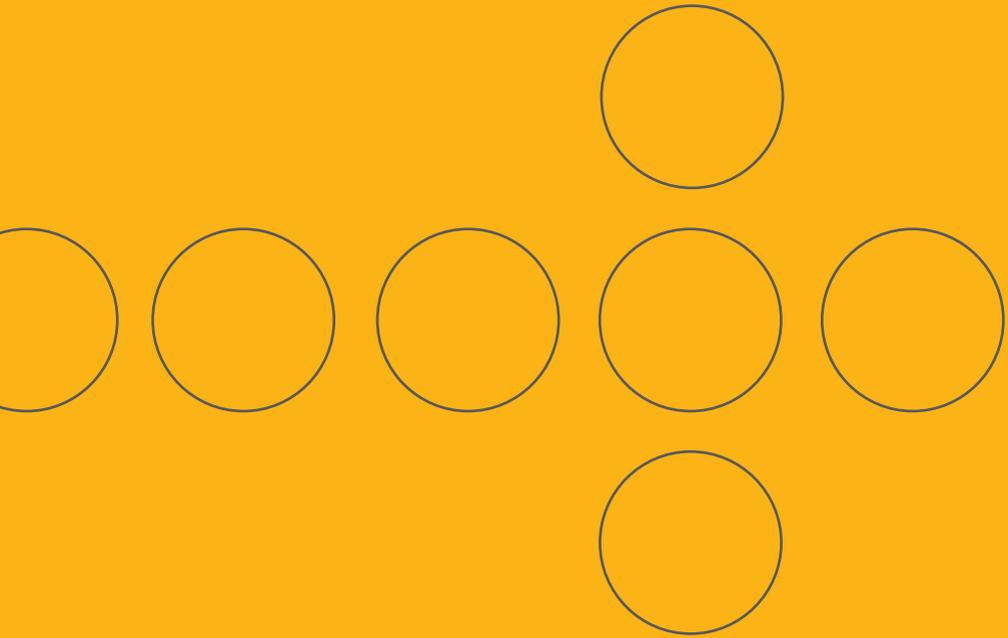


**EVERYTHING
WE DO WILL
BE DRIVEN BY
OUR VALUES**

**CORPORATE
PLAN 2020-23**



The provision of social care is changing. The work of organisations like Positive Futures is no longer seen as belonging to a distinct charity sector, but as part of a greater partnership involving government, the public sector, communities, businesses and voluntary organisations.



FOREWORD



The return of the Northern Ireland Assembly and Executive after an absence of three years creates an **opportunity for greater influence over the direction of public policy**, but there is uncertainty over central government funding when the Brexit transition period ends in December 2020.

This Corporate Plan will differ from previous three-year plans for the reasons set out above and because it provides the **strategic vision for our work in Northern Ireland and the Republic of Ireland**.

In keeping with our stated values, it has also been influenced and co-produced by the people we support, their families and carers, our partners and other interested parties. They told us what worked and didn't work so well in our last Corporate Plan and what they would like to see us prioritise in the next three years.

It will be a challenging period. We know that. But **we occupy a unique position, having established ourselves on both sides of the border**, to contribute to all elements of the social care system in Northern Ireland and the Republic of Ireland.

We will use that position to inform, influence, and work collaboratively with others to improve the lives of people with a learning disability, acquired brain injury or autistic spectrum condition and their families.

Our Corporate Plan 2020-23 has been informed by our Corporate Objectives, which are as follows:

- Recruitment and retention of the best staff
- Growth of the organisation in both parts of Ireland
- Influence and funding
- Efficiency and effectiveness

Everything we do will be driven by our values, which we have reviewed and updated in consultation with our staff.

Whatever the challenges, whatever the political and social background, we are determined that in three years' time the people we support, together with their families, will enjoy even better and more fulfilling lives than they do today.

Agnes Lunny OBE
Chief Executive

WHAT WE DO

Positive Futures is a leading charity for the provision of individually tailored support to people with a learning disability, acquired brain injury or autistic spectrum condition. We also support their families.

Our aim is simple: we want people to have as much choice and control over their lives as possible. Achieving that takes a great deal of hard work and determination, which is demonstrated by our dedicated staff and volunteers every day of the year.

Our name says it all. Where others might see problems, we see possibilities. If something looks difficult to achieve, we will find ways of achieving it. Many of the people we support have seen the system giving up on them all their lives. For those people, Positive Futures has been their first real shot at living the life they want.

We constantly speak out for the rights of the people who need our support. We work with decision makers at all levels of government across the island of Ireland and at Westminster, to ensure that public services and policies are the best they can be.

We will continue to strive for learning disability, acquired brain injury and autistic spectrum conditions to be moved further up society's agenda.



“We listen to those we support. They’re the experts in what they need for a better life.”

“We treat everyone as an individual. We don’t do one size fits all.”



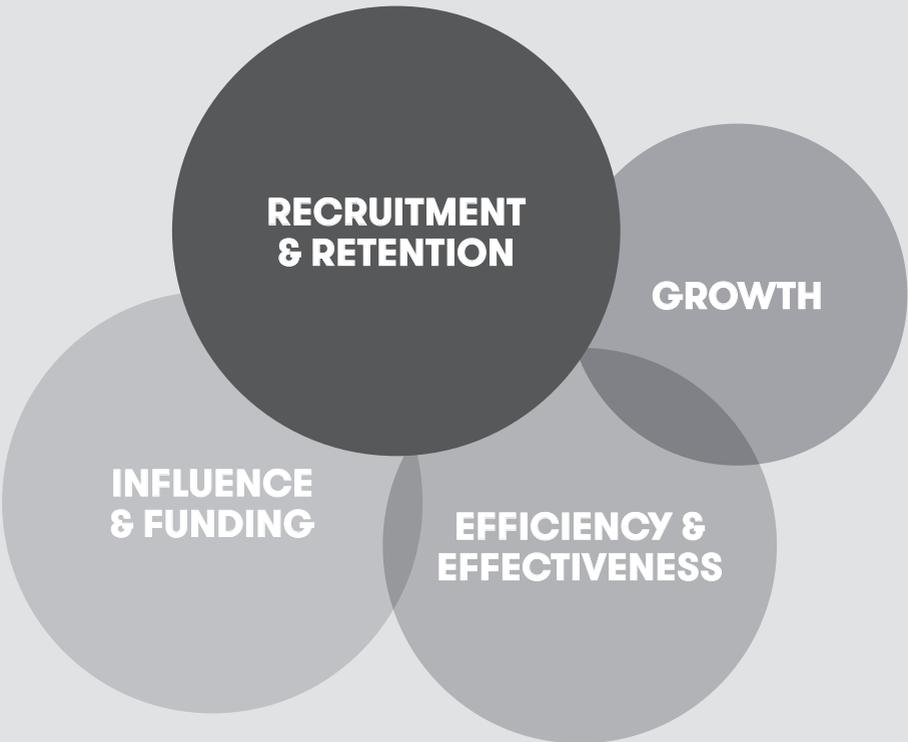
MISSION & VALUES

As part of our strategic planning process we reviewed our mission and values. These are detailed below.

OUR MISSION IS ...

WORKING TOGETHER TO ACHIEVE DREAMS AND TRANSFORM LIVES.

The mission is supported by the following Corporate Objectives for 2020-23, of which recruitment and retention will be our top priority.



P **PEOPLE FIRST** – the people we support will always be our top priority.

O **PPORTUNITIES** – we seek out opportunities to make life better for the people we support through the commitment and dedication of our staff and volunteers.

S **PEAKING OUT** – working in partnership with the people we support, we will champion their rights at every opportunity with decision makers, with government – locally, regionally and nationally – and in the media.

I **NNOVATION** – we are a learning organisation that is always looking for new, creative and better ways to do things.

T **ENACIOUS** – we don't give up – if it needs to be done, we believe it can and will be done.

I **NVOLVEMENT** – the people we support and our staff will always have a say in the running of the organisation and we will celebrate with our partners and stakeholders what we achieve together.

V **ALUE FOR MONEY** – we deliver life-long results and transform peoples' lives in a cost-effective manner.

E **XCELLENCE** – we will always aim to be the best we can be in supporting people to achieve their dreams and transform their lives.

OUR STRATEGIC CONTEXT

The next three years will be challenging. We know that achieving our Corporate Objectives will demand informed planning, targeted investment, meaningful partnerships and difficult decisions.

We cannot predict changes in statutory (government) funding over the three-year period, but it is safe to say that it is unlikely to increase by any appreciable amount. We will continue, therefore, to balance scarce resources against increasing costs and the need to pay our staff a fair salary.

Operating on both sides of the border in Ireland, however, places us in a unique position to influence policy in relation to the people we support on the whole island.

We work closely with Government Departments and Health Agencies. This Corporate Plan recognises the contribution that our work will make towards outcome 8 ('we care for others and we help those in need') of the Programme for Government 2016-21 (NI Assembly) and priority 7 ('improving the lives of people with disabilities') of the Programme for a Partnership Government 2016 (Republic of Ireland).

| OUTCOME | DESCRIPTION |
|---|--|
| ENRICHED LIVES | Measurable and lasting changes in the lives of those with a learning disability, acquired brain injury or autistic spectrum condition and their families. |
| EQUALITY | Those we support will enjoy a better quality of life through secure and equitable access to housing, support networks, healthcare and public services. |
| EDUCATED SOCIETY | A better-informed society that recognises, understands and responds to those we support, creating a positive environment. |
| MORE OPPORTUNITIES | The people we support will be able to access and enjoy new experiences. |
| HEALTHY AND CARING COMMUNITIES | A community which embraces those who we support, creating a sense of belonging and connectivity. |
| CONNECTED SERVICES | An infrastructure where service providers, agencies and others coalesce to support those with a learning disability, acquired brain injury or autistic spectrum condition. |
| MORE RESPONSIVE AND RESPONSIBLE SERVICES | A support structure that harnesses innovation, synergies and opportunities to improve how we deliver value-adding services. |

At the time of writing, we are facing unprecedented challenges relating to the outbreak of coronavirus. We are clear about our role and responsibilities in the effective management of this pandemic - in particular our responsibilities to the people we support and their families. But we are undoubtedly under a range of severe pressures. The uncertainties we are facing now and an unpredictable aftermath to this crisis will affect our ability to achieve our objectives within the timeframes stated.

INFORMING THIS PLAN

This three-year plan has, as always, been produced with the help of the people we support, their families and carers. We also listened to the views of others who have an interest in our work, such as the Health Trusts, the Health Service Executive and other partners.

We hosted an event at the Canal Court Hotel in Newry, where we gathered opinions and heard the stories of those people on both sides of the border for whom Positive Futures has made a big difference. All the feedback we received has been collated and used to inform our strategic priorities.

Annual Business Plans for Northern Ireland and the Republic will be developed and will detail the key activities we intend to focus on to achieve our Corporate Objectives.







POSITIVE FUTURES

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