Together we can
Inspire’s Strategic Plan 2020 - 2024
Our vision is:
Wellbeing for all

Our mission is:
To work together with people living with mental ill health, intellectual disabilities, autism and addictions to ensure they live with dignity and realise their full potential.
To create a culture of compassion and a society free from stigma that focuses on people and their abilities.

Our values are:
We are Inclusive: we put the people who use our services first
We are Passionate: we believe in what we do
We are Determined: we find a way
We are Kind: we care about each other
We are Honest: we act with integrity
We are Innovative: we nurture new ideas
Our strategic aims and objectives:

1. To ensure the people who use our services are central to all that we do.
   1.1 To develop and implement a framework for engagement across Inspire
   1.2 To ensure the people using our services are involved in planning their own support and care.
   1.3 To commit to partnership in service design, delivery and in the evaluation.
   1.4 To provide opportunities for the people using our services to use and develop their skills to support peers.
   1.5 To provide opportunities for the people accessing our services to use their voice to inform the wider public on issues impacting

2. To provide excellent services that enable people to realise their full potential.
   2.1 To deliver services that exceed our legislative and quality standard requirements.
   2.2 To develop collaborative models of working to enhance access to services for the people using our services.
   2.3 To use evidence and evaluation to demonstrate outcomes for those who use our services.
   2.4 To develop innovative responses to existing and emerging needs.

3. To nurture a values led culture where staff and volunteers are appreciated and supported.
   3.1 To ensure our Vision, Mission and Values shape all we do.
   3.2 To ensure we are an employer of choice through a range of initiatives to attract and retain staff and volunteers.
   3.3 To develop a robust internal communication and engagement strategy.
   3.4 To promote Health and Wellbeing amongst our staff and volunteers.
   3.5 To promote a culture of collective leadership.
   3.6 To be a learning organisation built on reflective practice.
4. To shape public opinion and influence decision making.

4.1 To be a thought leader and trusted voice in all our areas of expertise.
4.2 To develop further our communications to demonstrate the impact of our work.
4.3 To inform and challenge society through a range of communications.
4.4 To strengthen networks and partnerships to positively influence policy makers.
4.5 To identify research gaps and work in partnership to respond to these.
4.6 To engage new supporters through a clear and comprehensive fundraising strategy.

5. To make best use of our all our resources to maintain a stable, sustainable and well governed organisation.

5.1 To ensure excellent standards in governance, complying with all statutory, regulatory and reporting requirements.
5.2 To review our existing governance arrangements in line with the growth of the organisation.
5.3 To strengthen and maintain efficient, effective and transparent financial systems.
5.4 To further build strong internal and external audit procedures with continual monitoring and management of risk.
5.5 To further diversify and stabilise our funding income.
5.6 To ensure our information technology infrastructure and systems are fit for purpose and future proofed.