

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.