

# Active Prospects Strategic Plan 2019-2022

**Mission** - Active Prospects enables people with learning disabilities and autism, physical and mental health needs to live full and aspiring lives

**Our Values** - Aspiring, Caring, Trusting, Including, Valuing, Enabling

**Vision** - Active Prospects aims to become an outstanding organisation known for delivering innovative, flexible and responsive care and achieving excellent outcomes for our people and communities.

## Key Performance Indicators



## Key Aims over Next Three Years

### Be Better

- **To be an outstanding organisation**, working in co-production with the people we support, aiming to be best in class, reaching outstanding CQC ratings and our own exacting quality standards.
- **To enable Pro-Active Communities to flourish**, and enable more people and communities to have a strong user voice, shaping their lives and building peer led networks of opportunities.

- **To attract, keep and grow outstanding staff** as they are key to outstanding services.
- **To maintain sector leading staff and people engagement** and recognise and celebrate successes.
- **To fundamentally demonstrate our impact** and people's progress and journeys.

### Be Creative

- **To increase our housing stock by 40%**, building more of the right accommodation, to meet our people aspirations.
- **To be a leading provider of services for people with complex needs** and those supported through new models of care in the South East.
- **To ensure 95% people we support have improved outcomes**, including social outcomes by enabling opportunities for friendship and loving relationships, staying

up late, creating more social activities and supporting more social and citizenship engagement.

- **To become well known in our local and sector based communities** to support our objectives.

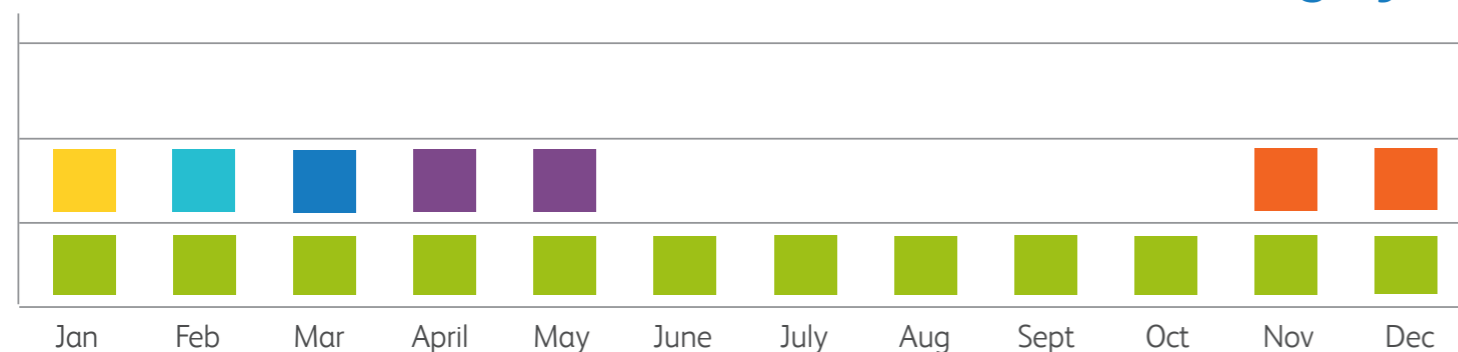
### Be Stronger

- **To continue to be financially robust**, so we can keep providing quality services that matter.
- **To grow by 50% enabling more opportunities for people and connecting more deeply with our communities** so that we can support more people to lead aspiring lives. We wish to grow organically to surrounding areas, and have more resources and wider services, and a greater diversity of funding. We wish to undertake more of what we excel in, develop more community

projects where we can help our local people and support other community organisations and initiatives. We will develop more social enterprises like charity shops and cafes to help more people work.

- **To increase learning and career opportunities for people we support and staff**, including apprenticeships, accredited learning and training opportunities, clear career paths, volunteering and more paid jobs, internally and externally.

## Planning Cycle Updated Annually



- **Every Month** Review delivery, listen to feedback and take action.
- **November/December** Establish themes for next 3 year strategic plan, consult with everyone.
- **January** Work together to prioritise and detail objectives and targets.
- **February** Finalise with Board and Pro-Active Committee.
- **March** Annual plans for teams and services.
- **April/May** Staff appraisals and target setting.