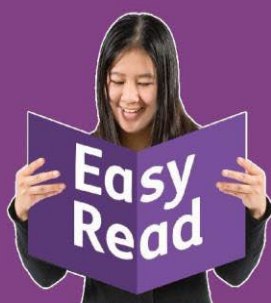


# Our Plans for 2022 to 2025

## Care about Care



**Easy Read**

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# Active Prospects



## **Why we are here?**

Our mission is to enable people with learning disabilities, physical and mental health needs and autistic people to live full and aspiring lives.



## **What we wish to be?**

It's our vision to become an outstanding organisation delivering significant impact for our people and communities. We do this through creativity, co-production and investment.

# Active Prospects



Active Prospects supports people with learning disabilities, physical and mental health needs, to live full lives.

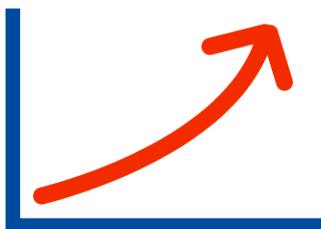


We have 300 staff and support 300 people in Surrey and West Sussex.

We have been going for over 30 years.



We have a group of people who are supported by Active Prospects called Pro-Active Community. This group is involved in all aspects of our organisation.



We want to make our organisation better and support more people in new ways.

# Our values



Working with **people we support**, we have agreed 6 main values:

## **A**spiring

We want to work together so we all achieve the most that we can do.



## **C**aring

We care about others.



## **T**rusting

People can trust us because we always do what we say. We will explain what we are doing and why we are doing it.



## **I**ncluding

We include everyone.



## **V**aluing

We value people.



## **E**nabling

We work together so that everyone can help to make our organisation better.

# Our services



We offer person centred services to vulnerable and disabled people.

We support people to:

- Live independently
- Have a healthy lifestyle
- Be a good tenant and look after their home
- Live in a good community
- Have good relationships
- Take part in activities
- Get jobs and find employment



We support people to:

- Live in their own home
- Live in residential care homes
- Have short breaks
- Have chances to work and learn



# What makes us stand out?

We are:



- Local, investing in our community



- Responsive, we act quickly



- Creative, we make things happen



- Co-produced, we shape services together



- Successful, we have a track record of results

# Making our plans

We have made this plan by talking to:



- Our staff



- People we support



- The people who pay for our work

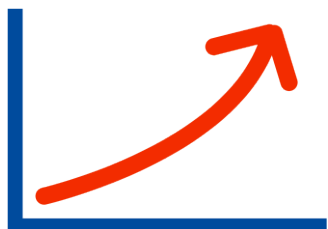


- This is our plan for the next 3 years



- We will look at the plan every year and bring it up to date

# What is happening in the UK



Over the next 10 years we think that there will be more people with learning disabilities and autistic people wanting support.



Health and social care are coming together in new bodies to look at social services.



There will be changes to benefits. Many people will have less money.



Harder to find staff.



Costs like energy, food and petrol are going up fast. More people are finding it harder to live on their money.

# What we need to do



We need to better understand what the people we support want to do in their lives.



We are doing more to help people live well and have access to health services.



We need to be better at getting and keeping good staff.



We wish to help more people.



We need to check that we are giving a high quality service.



We need to help people live healthy lives.

# What we are good at



We are getting great ideas from **people we support.**



We have some really good services and really great staff.



We have lots of homes in great accessible places.



People are very committed to what we do and their organisation.



Our business is good. We don't waste money, and we don't owe very much money.

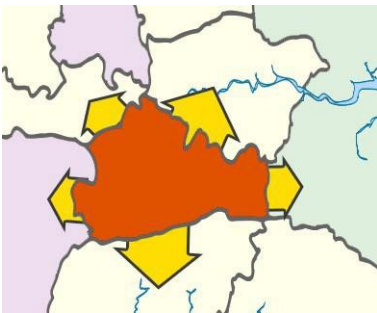


We are really good at many things, and help people achieve their goals.

# What we need to improve



We have been updating many of our properties, and developing new ones.



We get too much work from one area. We need to look for more work in different areas.



We need to get really good at more things, and celebrate this more.

# Our top 10 things we wish to do



1. Keep going during difficult times
2. Campaign for change
3. Help people stay well, healthy and safe
4. Enable people to do great things and create more opportunities
5. Provide more homes and jobs
6. Work with people to be outstanding



7. Attract, involve and keep our best staff and help them to learn more
8. To help The Pro-Active Community in new areas
9. Provide more support, activities and learning using computer, tablets and audio
10. Be a good organisation; more equal, greener and fairer.

# Our 10 big projects over the next year



- Clear ways staff can progress
- Aspiring lives and outcomes
- More opportunities such as jobs and fundraising
- ACTIVE Culture – the way we act in Active Prospects
- More computers, systems and assistance
- Help people stay well
- Being a good organisation
- Being outstanding
- Having a louder say
- Staying here when times are tough

# Caring through Covid



**Keep reducing the impact of Covid-19**

Manage costs carefully



Campaign for fair funding

Provide support, wellbeing and keep looking for new ways to help people

# Caring with our People



Be clear on what we give people to lead aspiring lives

Provide more support for mental **wellbeing and keep looking at ways** to help people.



We need to provide more **technology** to help people we support become even more independent.



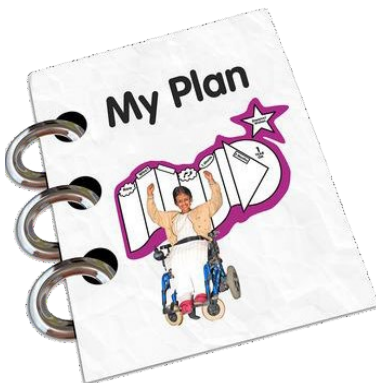
We will provide **activities and learning** for people we support.

Provide more support with money and finances.

# Caring with our people



We have a new way of checking that each service is doing the things that we want it to do. We want to make sure all services have a good rating. At the moment, all our services are '**Good**' or '**Outstanding**'.



Use more ways to find out what people want in their own lives and have more choice in their plans.

We monitor people's outcomes and will use positive behaviour support.



The Pro-Active Community will have more opportunities to make change.

# Caring about our staff



Campaign for fair wages for our staff

Ask staff what matters to them and be better

Involve staff to make Active Prospects an even better organisation



Better ways for staff to progress

Understand why staff leave and become better at keeping them

# Caring by Campaigning



Be louder to help change things for the better.

Working with others to ensure people live well for longer.



More fundraising.

More jobs and learning for people.

# Caring about being fair, inclusive, and everyone being fully part

We want to improve the way the organisation is run by:



- Better computer systems and access



- Developing our board and improving training for our board members, and being an ethical organisation



- Making sure we are fair to everyone

- Caring for our environment

- Keeping people's information safe



- Looking at how we use our money to build new homes



- Borrow some money to use to take on new work



- Doing work at a number of properties to improve them

# For more information

If you need more information please contact:



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