

Our Active Plan **2025-8**

Resilient
together:
caring for
each other.

EASY READ



People leading **aspiring lives**

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Active Prospects

Why we are here?

Our Why (our mission and purpose) is people leading aspiring lives.

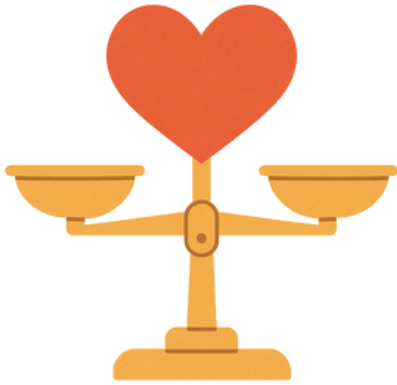
Our wishes!

Our vision is for Active Prospects to become regionally and nationally impactful for working with people to deliver equity in health and wellbeing.

We want to deliver more services in the South East and improve policy and standards for people nationally.



Our Values



Aspiring

We are ambitious for our people and ourselves.

Caring

We care about people and their wellbeing, acting with kindness and empathy.

Trusting

We act with integrity, and are open honest and transparent.

Inclusive

We actively promote Equity, Diversity and Inclusion in all we do.

Vocal

We actively promote Equity, Diversity and Inclusion in all we do.

Ethical

We work with integrity, uphold good governance principles and act sustainably.

Our Services

We offer high-quality supported living, for people with learning disabilities and autistic people. We support over 300 people and have a staff team of 450.

We support people to:



- Live independently
- Have a healthy lifestyle
- Have better mental health
- Be a good tenant and look after their home
- Have good relationships



- Do fun things at home and in local towns
- Get jobs and find employment
- Live in their own home
- Live in residential care homes
- Have chances to work and learn



What makes us stand out?



We create homes: for people who have never has a home before.

We are responsive: we act quickly and use technology to support



We are creative: we make things happen

We collaborate: everyone contributes to transforming our organisation



We give people choice and freedom: to live aspiring lives

We are successful: we have a track record of results and best values- based provider in the southeast

Making our plans

We have made this plan by talking to:

- Our staff
- People we support
- The people who pay for our work
- We will look at the plan every year and bring it up to date



Our Key Strategy Objectives

Over the next 3 years, we have big goals, we want to make a difference in our area and across the country. So, we will focus on these important things:



A Louder Voice

We want people to have a strong voice in making decisions about their health and wellbeing. This should happen in their local area and across the country.



An Aspiring Life

We want people to live everyday lives. going to work, seeing friends, and doing things they enjoy. We also want people to do amazing things if they choose.



Employer of Choice

We will help staff feel happy and included in everything we do. We will support staff to learn new things and make sure everyone feels like they belong.



A Creative Approach

We will investing in innovation, increasing our fundraising, and working together to excel.



Sustainable Progress

We will find smarter and simpler ways to work. We will use digital tools to help us do things more easily. We want to work in a way that is good for the environment.

Our Top 10 Priorities

Our focus is on these top 10 things, for the next three years:



Focus on wellbeing

We will check how people are doing in their lives and services and we make sure people feel good and supported. This is checked every months.



Continue to Support Our Staff

We want to attract and keep great staff. We will help them learn, grow, and be paid fairly. Everyone should feel included and valued.



Use money wisely

We will make sure we get fair payment for services and will use money carefully to keep sustainable growth.

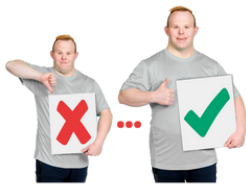


Look after our buildings

Our places should be high quality, inclusive and eco-friendly. We will keep checking and improving them. This will help people feel safe and happy.

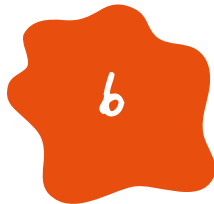
Our Top 10 Priorities

Our focus is on these top 10 things, for the next three years:



Growth and improvement

We will offer new services to help more people. We want to support different needs and find new income. Which we will keep checking what's needed.



Work together

We will build strong partnerships. This means working with others to help more people. Together we can do more.



Use Technology Better

We will make sure our systems are safe and helpful. We will use tech to improve care and make things easier. This includes assistive technology too.



Collaborate to excel

We will create a special centre led by experts with lived experience. It will help reduce health and care inequalities. People with experience will lead the way.

Our Top 10 Priorities

Our focus is on these top 10 things, for the next three years:



Share What Works Best

We will build great ways of working, especially for autistic people and people with complex needs. Others can learn from what we do well.



Supportive System Partner

We will work with health, care, and charity partners. Our goal is to make the whole system better. We want everyone to have a voice and good support.



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.



Caring about what matters



Caring for 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 what matters

Caring about being greener

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:

Active Prospects 1 Castlefield Court Church Street,
Reigate

Surrey RH2 0AH

Tel: 01737 924084

Email: info@activeprospects.org.uk

Web: www.activeprospects.org.uk

