

**Strategy 2019 -2023**

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|  | This is our plan for the work we want to do in the next 4 years.  All of these plans fit our overall vision as a charity. |
|  | **Our vision is:**  That learning disabled people and people with autism should live the lives they want.  We believe they should be included within all aspects of society and their communities. |
|  | We do this mostly through our campaigning work and through our Gig Buddies project. |
|  | **Our strategy has 4 main aims:**   1. Campaigning 2. Our projects 3. Sustainability 4. Our people |
|  | 1. **Campaigning to end inflexible support that means people can’t live the lives they want**   We will do this by:   * Developing a network of campaign ambassadors * Raising awareness across social care * Talking with commissioners in local authorities * Doing more online campaigning * Support people with learning disabilities to lead research on issues that affect them |
|  | 1. **Our projects.** The things that we do that enable us to deliver our vision as a charity   We will do this by:   * Continuing to run Gig Buddies in Sussex and showing how it makes a real difference to peoples’ lives * Support more organisations to run Gig Buddies projects and make sure we do that well * Look at whether we can develop our idea for a virtual reality video project |
|  | 1. **Being sustainable.** This means making sure we have a good plan to keep the charity going.   We will do this by:   * Looking at new ways to raise funds that involve links with businesses * Working with a fundraising expert * Have a good plan for writing fundraising bids * Look at things that we could sell to other organisations such as training course * Find a good way to collect information that shows how we’re doing a good job |
|  | 1. **Our people.**   This is to make sure we have a happy staff team where everyone shares the same aims.  We will do this by:   * Making sure we have a healthy team who are well supported * Look at ways in which we can build on the skills we already have * Making sure our office is a happy and healthy place to work * Asking our trustees what skills they have and finding new people who have the skills we need * Develop the way we support people with learning disabilities to be our trustees * Work on making sure we communicate well across the team as our team and work grows * Have a good plan for what to do if key members of staff decide to leave |