STRATEGY
2024-2027

www.teamworktrust.co.uk
Charity No 1059202

SETTING OUR DIRECTION

Ceri Davies, Chair of Trustees

The Teamwork Trust is well established as a service provider for people with learning disabilities, autism, and mental health challenges in North Northamptonshire with a proud history of engaging our service users in the design and creation of our activities. So that we can continue to deliver our mission, it is essential that our organization continues to reflect the needs and interests of our current and future users, and that it actively addresses the challenging context in which it currently operates both locally and nationally. We have therefore refined and refreshed our strategy to provide a renewed focus for the next phase of our development.

We look forward to working in partnership with our key stakeholders to deliver our strategic objectives over this next exciting period in our development and to secure the long term future of The Teamwork Trust.

MOVING FORWARD TOGETHER

Helen Burdett-Wright, Chief Executive Officer

The three-year strategy for The Teamwork Trust has been co-produced by our service users, staff colleagues and trustees, to expand the ways in which we sustain our services, while meeting the goals and objectives of the people we support.

In the last two years we have retained and recruited the right people to maintain a positive workplace culture. Our staff team have the experience and skills to achieve our organisational goals which includes the delivery of high-quality sessions, educational classes and activities in which we can evidence progression towards independence and present our impact to our stakeholders.

The current economic climate continues to be challenging and in order to diversify our income streams we shall be placing focus on the development of our Empowerment Through Enterprise programme, which will be designed, launched and led by our service users. Growing our network through volunteering, corporate partnerships and community links are all principal factors in achieving our strategic priorities. The improvement of our buildings will be a priority to ensure operational effectiveness, environmental efficiency and maximise return on investment.

The positive mental health and wellbeing of all who use and work in our organisation is paramount and we shall continue to develop a solid infrastructure to support personal development of service users, staff colleagues and volunteers.

There is no doubt that our resilience will continue to be tested and there will be challenges to overcome in the political and economic landscape. However, The Teamwork Trust is in a positive position to achieve our Mission of supporting our service users to live full, purposeful lives and achieving their version of independence.

VISION AND MISSION

VISION

To create a world where Learning Disabilities, Autism or Mental Health challenges are not barriers to people wanting to actively participate in their community through educational learning, work skills training, volunteering and social activities.

MISSION

To help our service users thrive by giving choices, chances and opportunities to live full, purposeful and independent lives.
We will do this by:

- ✓ Creating a space where our service users are supported to identify and reach their individual goals
- ✓ Delivering co-designed services that support our service users to develop the skills needed to realise their version of independence
- ✓ Working in co-production with our service users to offer a wide range of sessions to include education, work skills training, social enterprises, volunteering, activities and day trips which support progression and positive mental health
- ✓ Modelling an organisational culture of looking after each other, where our service users and colleagues feel valued and invested in
- ✓ Working in partnership and collaboration with key stakeholders who share and support us to achieve our vision

OUR STRATEGIC DIRECTION

Connected living

Create a space where our service users are supported to identify their personal needs and have choices of how they reach their individual goals.
We grow relationships and meaningful connections, creating a community network of mutual support and co-creation.

Development of growth & potential

Modelling an organisational culture of looking after each other, where our service users and colleagues feel valued and invested in.
We identify skills needs and career progression, in order to develop a tailored personal development plan.

Inspiring & inspirational services

Delivering co-designed services with key stakeholders that support our service users to develop the skills needed to realise their version of independence.
Working in co-production with our service users to offer a wide range of sessions to support progression and positive mental health.

Championing equality and justice

We remove barriers, advocate for independence and challenge ableism to reduce inequality, by growing our community partners, volunteering opportunities and expanding our support network through networking, marketing and digital channels.
Working in partnership with key stakeholders who share and support us to achieve our Vision and Mission.

OUR VALUES

PRIDE

We give care and attention towards everything we do to deliver co-produced sessions, training and products which make us proud to be part of Teamwork Trust.

PURPOSE

Everything we do is done with the intention to help our service users reach their full potential and achieve our vision.

DIRECTION

We are focussed on the priorities of our service users and our organisational goals which help us achieve our mission.

INTEREST

We give our attention to each other, understanding what is important to us and our stakeholders. We create a culture which is compassionate, courteous, diverse and inclusive to all.

FUN

We are positive and happy in our work. We are passionate and enthusiastic about learning new skills and embracing varied interests.

OUR GOALS

Modern and progressive

An excellent place to be

Financially secure

MODERN AND PROGRESSIVE

Deliver services that are objectively high quality and modern by:

- ✓ Co-designing a timetable of sessions, meaningful services and training which inclusively engage with a diversity of working age service users who have Learning Disabilities, Autism or Mental Health challenges
- ✓ Working with transitions services and educational settings to support young people to move in to adulthood to build resilience and strengths which support independence
- ✓ Being able to evidence the value and quality we provide to our service users, their families, carers, our shared community, volunteer and funders through a digitally secure outcome portal and annual impact report

Progression is at the heart of how we design and run Teamwork Trust by:

- ✓ Supporting every individual progress towards their personal vision of independence, positive mental health and wellbeing, through an agreed personal progression plan
- ✓ Delivering exceptional person-centred quality sessions which are co-designed to meet the needs, personal interests and individual choice of our service users. The will include education, life skills, physical activities, volunteering, excursions and work skills training through corporate partnerships and social enterprises
- ✓ Working with funders to ensure we reach the wider community to give inclusive access to our services for all who would benefit
- ✓ Growing a suite of community partnerships which our service users can access, to ensure their social, spiritual, emotional and healthcare needs are met

AN EXCELLENT PLACE TO BE

Our Team is Unified by:

- ✓ Ensuring all our colleagues understand, and can enthusiastically describe how they contribute to the success of the organisation through effective internal communication channels
- ✓ Recruiting, training and supporting our colleagues to be experts in their field and committed to achieving our mission
- ✓ Making considered, consulted decisions which are effectively communicated to our service users, volunteers and colleagues

Recruit and support the right people, with the right skills, in the right roles by:

- ✓ Designing a colleague and volunteer structure to resource and deliver responsive and excellent services
- ✓ Supporting individuals with different needs throughout our organisation by regular health & safety and wellbeing reviews and making working adjustments where necessary
- ✓ Promoting healthy work-life balance, career progression and continuity of delivery through regular personal reviews, personal development and education, team building away days

Buildings and equipment meet the needs of our service users and services by:

- ✓ Ensuring we have suitable buildings which are operationally effective and environmentally efficient for the services we deliver and the service users we support
- ✓ Equipping our buildings to be safe, secure, accessible and friendly places to be for our service users, volunteers and colleagues
- ✓ Utilising our buildings to full effect and offering space to other providers, charities or organisations who support individuals with their mental health and well-being
- ✓ Accessing and using the best technology available by the regularly reviewing our IT partnerships, digital communication and data portals

FINANCIALLY SECURE

Become financially sustainable by:

- ✓ Diversifying income so that the organisation is not overly dependent on one source
- ✓ Ensuring each service is financially self-sustaining with devolved budget accountability
- ✓ Working to reduce overheads and to achieve best possible value for money with all contracted business partnerships

Diversify income, balancing fundraising, contracts, grant and commercial sources by:

- ✓ Delivering a range of work skills and social enterprises which promote empowerment and employability while generating income to be reinvested in to the organisation
- ✓ Launch social enterprises, delivering quality services and products which promotes active citizenship, and provides purpose and progression for our service users
- ✓ Implementing a funding, fundraising, and donor strategy which generates a surplus income and provides value to our service users, volunteers, supporters and stakeholders

TEAMWORK TRUST CHARTER

You have a responsibility to:

- ✓ Advocate for our service users to be at the heart of everything we do
- ✓ Tell the right person when things are not going well, and how we can make things better
- ✓ Engage with opportunities to develop our services
- ✓ Actively contribute to delivering a consistently excellent service
- ✓ Develop ourselves and support our colleagues to be their best

You have a right to expect us to:

- ✓ Plan services, roles and workload that are achievable and meet service user needs
- ✓ Provide support, development, tools and a safe work environment to do a good job
- ✓ Communicate the right information, at the right time, to the right people, in the right way
- ✓ Provide policies, processes and systems and make sure they are communicated and followed
- ✓ Lead and govern the organisation in a way that helps it thrive and meet our strategic objectives

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Teamwork

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