

Values/Strategic objectives – I have attached our current list of values/strategic objectives. We are looking at getting a statement we can use for 'Inclusion' so we can potentially have 'CHOICE' but will get this over to you at a later date once we have something more concrete.

Wirral Mencap five-year strategy

Vision

In Wirral, people with a learning disability and their families are listened to, understood and valued. They are recognised as individuals and included within the community with access to support and opportunities that empower them to lead fulfilled lives.

Mission

To provide services and opportunities that improve the quality of life of people with a learning disability and their families and which create a more accessible, inclusive and supportive community

Values

Empowering | Courageous | Collaborative | Honest | Open

Our values ECCHO who we are and everything we do.

Empowering.

We equip people with the information and tools they need to succeed. We promote independence, encourage resilience and foster aspiration. We inspire people to reach their true potential, whatever that may be.

Courageous

We challenge attitudes, perceptions and ways of working to ensure that people with a learning disability and their families are treated with dignity and respect. We have a positive approach to risk and push the boundaries of what has been achieved before.

Collaborative

We listen to, and work alongside, individuals and organisations to achieve maximum impact. Our approach is non-competitive; we share good practice, expertise and resources for the wider benefit of local people with a learning disability and their families.

Honest

We are trustworthy and conduct our affairs with transparency.

Open

We have open hearts, open minds and open doors. We do not judge or discriminate.

Purpose.

This document sets out Wirral Mencap strategy for the five-year period October 2020 to September 2025. All planned activity reflects the organisation's Vision, Mission and Values and has been informed by the report produced by Third Sector Training in March 2020.

Establishing our priorities

The report from Third Sector Training summarises the findings from the large volume of information from evaluation of existing work and three main consultation exercises.

Evaluation of our existing work included a review of

- Annual monitoring reports for the National Lottery Reaching Communities Information and Advice project
- Impact report to Royal Mencap from relationships events and training
- Attendance/ take up of existing activities
- 51 Personal Development Plans (PDPs)

The three main consultation exercises were:

1. Lucy Roberts - a Post-Graduate student from the University of Liverpool - ran several small focus groups parents and with individuals with a learning disability. She submitted her findings in a report 'An Interchange research project helping Wirral Mencap understand the needs and aspirations of local people with a learning disability'.
2. Wirral Mencap sent out a questionnaire 'How do we make Wirral a better place to live for people with a learning disability and carers?' to people with a learning disability, parents and carers and service professionals. This survey had over 90 responses.
3. A second more specific survey was carried out entitled 'Consultation on the Information and Advice Service'. This yielded 40 results from both people with a learning disability and parent carers.

The report from Third Sector Training highlights the following themes.

People with a learning disability told us they

- want to learn new things and have "things to do"
- are concerned about personal safety as this runs through everything they do
- want to be healthier and more independent

People with a learning disability and parent carers told us they

- want and need independent information and advice on a range of things including benefits and planning for the future
- feel isolated and want opportunities to socialise more
- have concerns over relationships. Parent carers are concerned about the outcomes of a relationship, (physical and mental effects), whilst people with a learning disability seem more concerned about how to make new friends.

In addition, a need had been identified amongst the professionals for ongoing support and training.

The findings from the Third Sector Training report were reviewed by three senior staff members at Wirral Mencap. They identified areas that they believe the organisation could have the greatest impact on over the next 5 years. These 'priority areas' have formed the basis of our strategic objectives.

Strategic Objectives

1. To champion equality and promote independence so that people with a learning disability reach their full potential
2. To provide knowledge and build confidence to improve personal well-being, resilience and future planning
3. To connect people to their community and others to reduce social isolation and develop personal relationships.
4. To collaborate, inform and share best practice to raise awareness, increase knowledge and improve services

Wirral Mencap wants to support and work with a wide range of individuals and organisations locally and nationally. Throughout this document to keep the statements short we will use one word to refer to various individuals and/or organisations.

When we say '*everyone*' we mean people with a learning disability, parents, family carers and other family members.

When we say '*services*' we mean everything we all might access in the community. For example, services provided by care providers, health professionals, housing providers, community and faith groups, Department for Work and Pensions (DWP), transport operators, Wirral Borough Council and of course Wirral Mencap.

When we say '*professionals*' we mean individuals paid to deliver services to the public.

When we say '*organisations*' we mean businesses, the public sector, other charities, community and faith groups, care providers and support groups etc.

Our Four Strategic Objectives and the changes we want to see

To champion equality and promote independence so that people with a learning disability reach their full potential

1. People with learning disability exercise their rights, make their own decisions and build their own lives
2. Positive and supportive public attitudes to people with a learning disability
3. Everyone will have access to a high standard of appropriate care
4. Everyone will have personal aspirations and achieve their full potential
5. People with a learning disability will feel valued, confident and have a voice

To provide knowledge and build confidence for people with a learning disability and their families to improve personal well-being, resilience and future planning

1. Continuous accessible learning and development opportunities for people with a learning disability
2. People with a learning disability will understand and enjoy the benefits of a healthy lifestyle
3. People with a learning disability will have access to the benefits of technology and internet.
4. Everyone will have the knowledge and support to meet their needs
5. Improved employability and higher levels of employment for everyone

To connect people to their community and others to reduce social isolation and develop personal relationships.

1. People with a learning disability will be active and valued members of the community
2. Everyone will enjoy the benefits of meaningful and safe friendships and relationships

To collaborate, inform and share best practice to raise awareness, increase knowledge and improve services

1. Wirral Mencap will be the first point of contact in Wirral for all things learning disability related.
2. All services are more inclusive and accessible for people with a learning disability and carers.
3. Everybody and every organisation will be working within the social model of disability and on a shared vision.

The things we will do and the way we will work

To champion equality and promote independence so that people with a learning disability reach their full potential

We are quite a strong group. We just fight. We stick together. It's like everything, we always have to fight' parent at the focus group led by Lucy Roberts.

'At the moment I'm trying not to stay at home because if I do I just sleep so I'm doing the Gateway challenge' person at the Lucy Roberts focus group for people with a learning disability.

1. We will ensure sure what we do, how we do it, who we do it with, where we do it makes people feel valued and respected
2. We will advocate and support everyone to express wishes, views and feelings
3. We will provide volunteer and paid work opportunities at Wirral Mencap office and share our experiences with other organisations
4. We will involve everyone in planning and delivery of our activities/ fundraising and influencing work
5. We will work with individuals and organisations to develop employability skills
6. We will deliver personal development opportunities and well-being activities.

To provide knowledge and build confidence for people with a learning disability and their families to improve personal well-being, resilience and future planning

Wirral Mencap is my "go to place" for information. The workshops I have attended have been very useful' parent surveyed by Wirral Mencap.

'What's a health check?' person with a learning disability at Lucy Roberts' focus group.

1. We will provide independent information and advice on rights, roles and responsibilities to enable people to make informed choices
2. We will grow and develop our information and advice service.
3. We will signpost and connect individuals to the right support for them
4. We will develop accessible online services and support
5. We will deliver accessible and demand-led educational programmes

To connect people to their community and others to reduce social isolation and develop personal relationships.

'My thing would be a group of people who are trained in saying come on, let's go and teach them how to make friends and socialise' parent at the focus group led by Lucy Roberts.

'Since I've joined Wirral Mencap. I'm starting to make new friends through it but still haven't met anyone through it' consultation question response from someone with a learning disability.

1. We will create and identify safe places for everyone to socialise and make friends
2. We will support people with a learning disability with friendships and relationships and to develop social skills

3. We will provide accessible education for people with a learning disability on friendships, relationships and sexuality.
4. We will deliver training and provide information to carers and professionals on how to support people with learning disabilities to have good relationships
5. We will recruit and train volunteers to support our services
6. We will celebrate and share success raising awareness in the local community

To collaborate, inform and share best practice to raise awareness, increase knowledge and improve services (including Wirral Mencap services)

Once they are over 25 the things they enjoy are unavailable to them, no alternative provided. They tend to get treated like pensioners' and 'Listen to what we need, not what they think we do' parents surveyed by Wirral Mencap.

'I am happy for any advice you can provide to us since this is not really an area I have considered fully previously and it is clearly something we should be more involved with' pharmacy/ GP practice professional surveyed by Wirral Mencap.

1. We will consult with beneficiaries to ensure needs continue to inform service development
2. We will continuously review monitor and evaluate impact to ensure relevance
3. We will always explore opportunities to co-produce
4. We will echo the needs and concerns of the Learning Disability community
5. We will identify and highlight areas for improvement in service provision and professional practice
6. We will challenge, inform and educate to improve accessibility and services
7. We will collaborate with any organisation to help us improve the lives of people with a learning disability