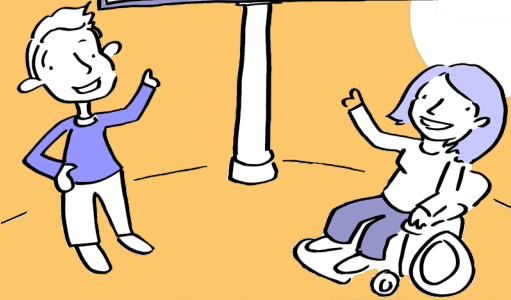


aspire

Community Benefit Society

STRATEGY



Find out more about our future strategy by watching our film. Just scan this QR Code using the camera on your mobile device and follow the link.



PEOPLE

We will:

- Refresh our **Workforce Plan** to ensure increased diversity and stability of our workforce, making sure our current practice matches our strong value base
- Review the **Aspire Board** to ensure it is aligned to our strategy and we are fit for the future
- Develop the **Aspire Training Academy** to offer unique and local training support and give the people we support opportunities to deliver training as expert consultants
- Build and roll out our **Aspire Staff Bank** which can meet the demand locally for highly skilled staff



QUALITY and INTEGRITY

We will:

- Increase **Involvement & Influence**, including the voice of carers, in our services; reviewing our engagement with carers, evolving our annual survey and aligning 'Staff Matters' groups to strategic priorities
- Review and enhance how we **Match Skills and Interests** of the people we support and staff to enhance active support and engagement
- Develop **Digital Capabilities** through Digital Social Care Records and Rota Master and review our digital infrastructure to ensure systems are fit for the future organisational needs



INCLUSION and PARTICIPATION

We will:

- Continue to increase our focus on **Person-Centred Practice** including scaling up positive behaviour support (PBS) training to ensure consistent support to people
- Build upon our existing **Community Based Approach** making use of our community spaces & working in partnership to increase opportunities for joint working
- Support people with **Routes to Employment** with increased opportunities for access to paid roles, job coaching and meaningful employment



GROWTH and INNOVATION

We will:

- Remodel our **Short Breaks / Respite Services** across the city to develop an enhanced offer which better meets local demand, including a range of non-building based opportunities
- Create more opportunities for **Employment Related Activities** for the people we support
- Develop new **Models of Support** including looking at our specialisms and highlighting gaps in local provision, ensuring a clear offer for young people in transition and contributing across Leeds to the befriending / volunteering offer



I am delighted to share Our Future Strategy with you here and in the linked short film. This sets out the priorities for Aspire for the next five years from 2024/25 to 2030.

A wide range of people and partners have been involved in developing this with us, including people we support, family carers, staff members, third sector, Trade Unions and commissioner partners. We explored together why it is important to look to the future, what the good things are about Aspire that we want to keep and build upon, and how we stay relevant, as a strong provider of services and a valued partner in supporting people with learning disabilities across Leeds.

aspire
Our
Future
Strategy

Four ambitious themes were identified which we challenged and tested to ensure that they are bold, realistic, and focused on improving the lives of people with learning disabilities.

I am proud we have developed a strategy and action plan with a clear sense of purpose to ensure Aspire continues to deliver services that people want and need, both now and in the future.



Zoe Bawn
Chief Executive

THE aspire PLAN

AMBITION

We are the provider of choice, inclusive & diverse, reflecting the communities we serve. Our people grow skills & fulfil their potential.

ACTIONS

- Workforce Plan
- Aspire Board
- Aspire Training Academy
- Aspire Staff Bank

AMBITION

We will provide services we would be happy for our family to use.

- Increase involvement & influence inc. carers' voices
- Skills and interests matching
- Digital capabilities

ACTIONS

AMBITION

We will create new services and offers & be thriving, relevant and responsive.

- Short break services
- Employment related activities
- New models of support

ACTIONS

PEOPLE

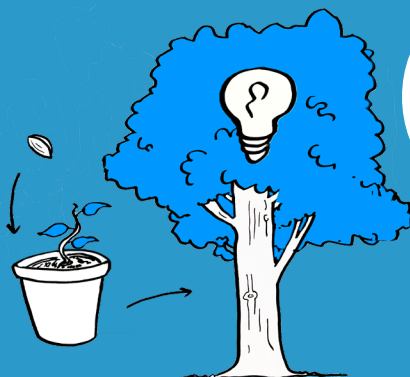


QUALITY and INTEGRITY



Working all over
Leeds

GROWTH and INNOVATION



INCLUSION and PARTICIPATION



AMBITION

We include people from all sectors of our community and everyone feels they have a voice that counts.

ACTIONS

- Person-centred practice
- Community based approach
- Routes to employment