

Vision, Purpose and Values

Living as Valued Citizens

Our vision is a country whereby people with disability, mental ill-health or are aged and frail live as valued citizens, making their own decisions, developing their abilities and growing in their relationships.

Living as valued citizens means people have:

- **Freedom:** Being in control of your own life - being able to make decisions, make mistakes, and make your own way.
- **Purpose:** Having a life of meaning - your own meaning and purpose, including learning and growing to achieve this.
- **Money:** Having the means to be financially independent; to set your own course and to achieve your own goals.
- **Home:** Having a place you can call home, not just a shelter, but a place where you can have privacy, where you can be with those you love, where you belong.
- **Help:** Having the ability to give and receive help from others.
- **Community Life:** Being involved and giving something back to our community
- **Love & relationships:** Meeting, working and joining in with other people to form and build friendships, relationships, find lovers and make a family.
- **Safety and Good Health:** Feeling safe from violence or threat, and having good health including mental health.

Our purpose is to work in partnership with people and families to plan and provide supports they choose to lead their lives. Our services are provided at an affordable, fair and competitive price.

Our core values include:

- Respect the person as the expert in their life. We respect people, value their strengths and listen to what is important to them.
- We work in a partnership with people, supporting growth and development and respecting the decisions they make.
- We do what it takes, we are optimistic and innovative as well as practical and persistent
- We value our employees and support each other to do good work.

Our vision, purpose and values are informed by contemporary frameworks in community and social services including Person Centred Practice, Self-direction, Recovery, Wellness and Strengths Approach (see Attachment). All of our work: our policies, systems, processes and practice aim to achieve our vision, purpose and values.

Frameworks Underpinning our Vision Values and Purpose Person Centred Practice, Self-direction, Recovery, Wellness, Strengths

Person Centred Practice <i>Various</i>	Self direction <i>Duffy and Derrett</i>	Recovery <i>Read and Sole- North East London Mental Health NHS Trust</i>	Wellness <i>Community West and WA HACC</i>	Strengths <i>Wayne McCashen</i>
<p>Support and care respects the person as an individual and is arranged according to their goals and needs. Support and services are person centred not system centred.</p> <p>The person is an equal partner with funders and providers in assessing, planning, identifying options and delivering the most appropriate support and services across organisational boundaries.</p> <p>The person is treated with respect, courtesy and dignity at all times.</p> <p>There are four key elements;</p> <p>Personal worth – we must feel wanted by somebody</p> <p>Agency – we can have an effect on the world around us (we can make things happen & make choices)</p> <p>Social confidence – we can trust the people we are with</p> <p>Hope – we must always feel things can be better</p> <p>Values of Inclusion guide thinking and practice:</p> <ul style="list-style-type: none"> • Everyone is born 'in' • All means all • Everyone needs to be 'in' • Everyone needs to be 'with' • Everyone is ready • Everyone can learn • Everyone needs support and some need more support than others. • Everyone can communicate • Everyone can contribute • Together we are better 	<ol style="list-style-type: none"> 1. Independent living - we have the right to be a citizen with full access to ordinary lives. I have a right to live my life in a way that makes sense to me. 2. Entitlement - we are each entitled to enough support to achieve citizenship. I have a right to enough support and a right not to be over supported. 3. Self-determination - we should be in control of our own lives. I have a right to make decisions about how I live my life and, if needed. I have a right to be supported by people who know me and love me to make those decisions for and with me. 4. Openness - we should be clear about any rules or systems. I have a right to be told clearly and simply how the system of entitlement works and how the rules affect me; including how much money I am entitled to for my support. 5. Flexibility - we should be free to use our own entitlements as we see fit. I have a right to use my money in any way that helps me to live my life; including the freedom to take risks, make mistakes and learn from them. 6. Learning - we should share what we are learning to help everyone. I have a responsibility to share with others what I have learnt works for me and what doesn't work for me. 7. Contribution - we have a responsibility to contribute and to build stronger communities. I have a right and a responsibility to use my skills, talents and knowledge to play a full part as a citizen in my community. 	<p>Recovery is about building a meaningful and satisfying life, as defined by the person themselves, whether or not there are on-going or recurring symptoms or problems.</p> <ul style="list-style-type: none"> • A movement away from pathology, illness and symptoms to health, strengths and wellness. • Capacity to have hope & lead a meaningful life. • Treatment guided by attention to life goals & ambitions • Focuses on wellness & resilience & encourages people to participate actively in their care, particularly by enabling them to help define the goals of their care plan • Offers both the possibility of improvement in a person's condition &/or experience & importance of the person assuming an active & responsible life within their cultural & familial context <p>Key Recovery concepts</p> <p>There are five key recovery concepts that provide the foundation of effective recovery work. They are:</p> <ul style="list-style-type: none"> • Hope. With good symptom management, people can experience long periods of wellness. • Personal Responsibility. It's up to the individual, with the assistance of others, to take action and do what needs to be done to keep mental health stabilised. • Self Advocacy. Become an effective advocate for oneself so people can get the services and treatment they need, and to make their life the way they want it to be. • Education. Learning all one can about their mental illness allows people to make good decisions about all aspects of treatment and life. • Support. While working toward wellness, is up to individuals to receive support from others - and give support to others – this is essential to maintaining stability and enhancing the quality of life. <p>Recovery based practice is relevant at all times in all situations & with all people. People do not graduate to recovery.</p>	<p>The core components:</p> <ul style="list-style-type: none"> • Capacity building and social connectedness to maintain or promote a person's ability to live as independently as possible with or without support • A strength based holistic assessment and approach to support that promotes person's wellness and active participation in goal setting and decisions about their support needs • Support and planning that can respond to people's goals and are capable of maximising the person's independence. • Support focused on functional and social goals with a focus on community connections • Collaborative partnerships between individuals and providers; and, between providers for the benefit of people. • Time limited support as appropriate • Planned review process and changes to support plans to accommodate progress, including ongoing appropriateness of service • People want to retain their autonomy and build capacity, which in turn has a positive impact on their self- esteem and ability to manage day to day life. • Being an active citizen, more than a recipient of services, is an important part of being healthy • Involves working in a manner that assists but doesn't take over tasks that a person can do for themselves i.e. helps people 'to do', rather than 'doing to or for' people • Ensures success by supporting an individual to start with what they can do and then gradually extend themselves 	<p>All people have strengths and capacities.</p> <p>People can change. Given the right conditions and resources people's capacity to learn and grow can be harnessed and mobilised.</p> <p>People change and grow through their strengths and capacities</p> <p>People are the experts on their own situation</p> <p>The problem is the problem; the person is not the problem</p> <p>Problems can blind people from noticing and appreciating their strengths and capacity to find their own solutions</p> <p>People have good intentions</p> <p>People are doing the best they can</p> <p>The power for change is within us</p>