



telling our story

Our vision, mission and strategic themes for 2019 - 2021

A LIFE OF OPPORTUNITY
EST.1954



camphill
village
trust

our vision

To see more people with
learning and other disabilities
lead a life of opportunity.

our mission

To empower the people we support
to lead more connected, fulfilled lives
and make informed life choices.



A LIFE OF OPPORTUNITY
EST.1954

Introducing our updated strategy

“ In 2014 we shared “Telling our Story - Our Vision, Mission and Strategic Themes for 2014 - 2017”. This became our blueprint and helped shaped our progress.

Much has changed in the last few years for our charity, and the wider care and charity sectors are under major pressure around funding, demographic and staffing issues.

Within this changing world our trustees have undertaken a timely update of our strategy, to enable us to respond to these ongoing challenges and agree our priorities during these difficult times.

Despite the challenges, I think we have developed a realistic strategy that is also confident about the key things we need to do.

We know not everything can stay the same, but our plans remain firmly focused on the people we support and those who will - and could - benefit from our passion, care and support in the future.

Thank you

Brian M Walsh
Chair of CVT Trustees

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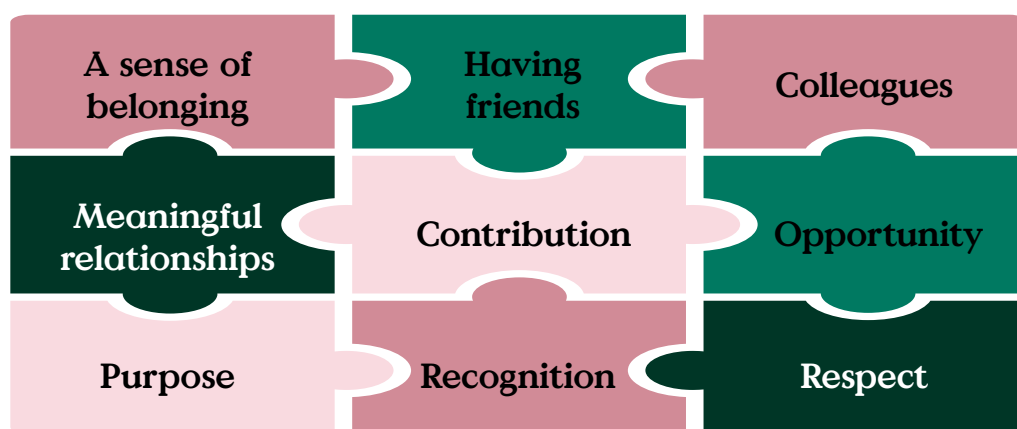


Camphill Village Trust was established in 1954 to provide support to adults with learning disabilities, inspired by the philosophy of Rudolf Steiner, now reflected in many ways including valuing everyone's contribution, personal development, festivals and celebration. In 2018, our charity continues to support adults with learning disabilities, applying our core values to modern social care, in a way which is relevant to people with learning disabilities and social care commissioners, today.

Community at our core

Community has always, and will continue to be, central to the way Camphill Village Trust provides support to people with learning disabilities. When Camphill Village Trust opened its first community, Botton Village, it was an intentional community model. Today, all of our communities are outward looking and work to be fully integrated within their locality, reflecting the many changes in wider society.

We believe 'community', in 2018 and beyond, is about people, relationships and networks as well as place. It must continue to be at the heart of everything we do. It's about...

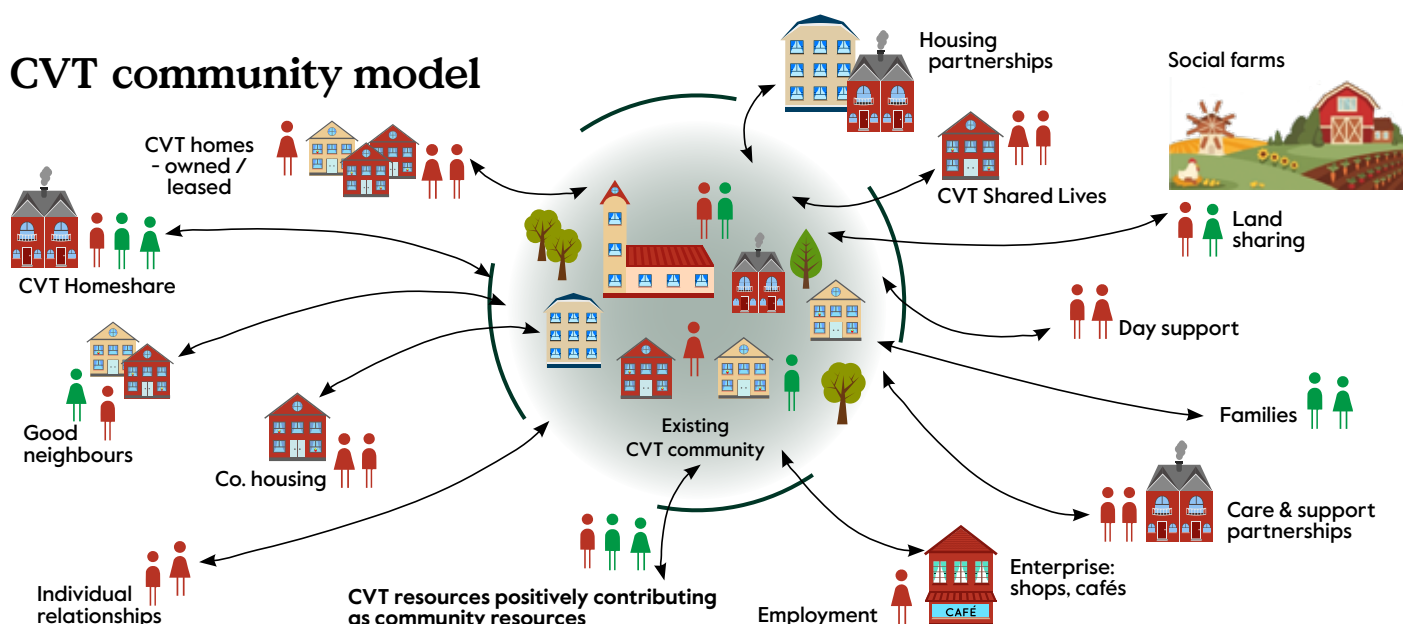


With an "epidemic of loneliness", especially for older people and those who need support, having a sense of, and being part of, a community is an essential foundation to having a good life.

Our strategy is focused on supporting, promoting and building a sense of community - by reaching out and promoting the benefits of CVT's resources, experience and skills to wider society.

Through partnerships, building new relationships, sharing resources and encouraging our communities to become more integrated, we can enable the people we support to become active citizens. We can also reach out to more people who will benefit from our approach. We will use our resources - people, land and experiences - to build sustainable community assets and support.

CVT community model



Changing times, changing context

The sustained period of economic pressure, and the political uncertainty following the Brexit process have contributed to major challenges within the charity and social care sectors.

There's been a loss of public confidence in charities and social care is facing its biggest crises in relation to funding and its sense of identity and direction. The NHS dominates the UK debate about the future of our health and care.

We are seeing more people than ever needing social care, but Local Authorities are preparing for their worst budget cuts since 2010 and have suffered a 77% decrease in funding since 2015/16.

As a result, those with greatest "assessed" needs are prioritised, and many people are seeing their funding, benefits and support being reduced or ended.

The Local Government Association says "Social care services are now at breaking point... people who use care and their families face an uncertain future without proper funding..."

Funding levels, increasing regulation and a lack of clarity on immigration also means it is getting harder to recruit good people to work in the social care sector.

These realities mean that every care provider faces difficult decisions when planning for the future.

However, despite these challenges, Camphill Village Trust is making solid progress, increasingly in partnership with the people we support, families and the wider community. Our refreshed strategy recognises the difficult climate in which we operate and shares what we are doing to address this.



www.camphillvillagetrust.org.uk

Our Vision, Mission and Strategic Themes for 2019 - 2021

Our values



Building connections

Camphill Village Trust offers a sense of belonging and community. That means we create opportunities for friendship, connecting people to build a community so they can feel valued rather than isolated.



Enabling potential

Camphill Village Trust enables people to develop, grow and be heard. This means we build confidence and the voice of the people we support informs what we do, at every level.



Promoting purpose

Camphill Village Trust promotes meaningful, healthy living. This means the people we support live an active life and can contribute to the wider community on an equal basis.



Environmental respect

Camphill Village Trust values and cares for the environment. This means that we see a connection between the environment we live in and our well-being and promote living sustainably, in harmony with the natural world.



Social impact

Camphill Village Trust believes our people and resources should make a positive contribution to society. This means we support and develop initiatives to challenge issues faced by vulnerable members of society, which enable the people we support to achieve greater integration into the wider community.

Our strategic aims & their implementation

Our support is consistently high quality

- We will improve the quality and consistency of our support, aiming to maintain CQC 'good' as a minimum regulatory standard with 'outstanding' as our ambition
- Our work on quality will be externally accredited
- The quality of people's home environment makes a difference to their well-being and we will have a rolling programme to refurbish and refresh the homes of people we support

People we support live healthy, active lives and have friends

- We will make health and well-being a priority for everyone in the charity and will support people to achieve this
- We will review our day opportunities to ensure they are sustainable and bring value to the lives of people we support
- We will make sure all our services offer opportunities for friendship and an active social life
- We will appropriately involve family members in the lives of people we support and recognise their contribution

The voice of people we support informs what we do

- We will strengthen our commitment to co-production; our approach will be consistent across the charity and inform every level of our work
- Our quality of life reviews will demonstrably drive improvements in every community

We make a difference to people's lives

- We will improve our approaches to support planning, reviews and recording so we can show the impact of our work
- We will celebrate the achievements of people we support and colleagues

We support more people and respond to changing needs and expectations in more integrated environments

- We will better understand the changing needs of those we currently support and our commissioners, and use this understanding to develop plans for our properties and services
- We will plan for how the charity can adapt over time to support more people with complex needs, including autism

- We will formalise and resource a business development strategy that involves ambitious natural growth, expansion of our Shared Lives initiative, and relevant new opportunities
- We will expect all our communities to have initiatives and partnerships that enable better integration with their local communities

We demonstrate our environmental values in practice

- We will develop a co-produced plan to improve our environmental footprint and encourage care for our natural environment

Our colleagues are happy and well-equipped to do a great job

- Our workforce strategy will reflect the key role all staff play in achieving the outcomes of the charity. It will support our focus on quality, health and well-being and the need to be able to support people's increasingly complex needs
- We will continue to reduce the use of agency staff, focus on the recruitment and retention of permanent staff, and add value with volunteers
- We will embrace the opportunities offered by technology and use it to support everyone to work more efficiently

We remain sustainable despite the financial pressures of the sector

- Our three-year community stretch plans will be delivered to reduce the current operational deficit
- We will continue to look for cost efficiencies and address areas of specific challenge to our sustainability
- We will develop our fundraising, to ensure this is a sustainable income stream which can fund much of our work
- We will actively support the learning disability sector in calling for fairer funding and better commissioning for adults in social care

Our strategic priorities

Our updated strategy is focused around three primary areas, namely:

1. To continue to improve the quality and consistency of our care and support to those we presently support
2. To develop more support to people with Autism and more complex support needs
3. To ensure all our care and support is integrated within local communities

Put plainly this updated plan is about...

- Taking a good look at the quality of people's homes and improving and adapting them when and where we can
- Making sure people are healthy and safe
- Reaching out and supporting more people
- Being more outward looking and being part of wider society
- Working hard to attract great staff and supporting them to learn, develop and stay
- Being both creative and realistic about how we use our land and resources

Supportive operational work plans & community local action plans

To make sure we deliver this strategy, we are developing separate Work Plans, such as our Workforce and Estates Plans and updating our Community Local Action Plans with their own Risk Register and Targets (KPIs) which will link to the charity-wide strategy.

These Plans will be regularly reviewed by the SMT and monitored by our Trustees via the various sub committees and the full Board.