





Contents

Introduction to our plan	Pg
Where we are now	Pg
Our vision, our mission, our principles	Pg
Who we are	Pg
Brilliant Basics – building on our story	Pg
Brilliant Basics – our principles	Pg 10
Brilliant Basics – it's our plan	Pg
Our Supported Living Services	Pg I3-I
Our Supported Living Homes & Environment	Pg 16-1
Our People	Pg 18-1
Being a resilient and sustainable business	Pg 20-2
Our Engagement	Pg 22-2



Introduction to our plan Summary and key principles

Brilliant Basics aims to create an environment where our people can be their best selves - every day. We will celebrate heroic acts and the plan will ensure that our year is full of magic moments that demonstrate the things that differentiate us. It is these successes that will build the foundations for our long term success.

We want to create clarity about who we are and what we stand for in 2022-2024 and beyond.

Basics are the fundamentals. Executing our fundamentals using basic principles brilliantly is the key to our success. These fundamentals are threaded through the life of our plan. They are:

Basics: Doing the right thing in the right way, every day.

Education: Having the right training and development, line management support and mentoring to be the best we can be in our role.

Discipline: Being organised, planning well, demonstrating high professional standards at all times, being accountable and doing what we say we will.

What is Brilliant Basics?

Brilliant Basics is the name for our plan or strategy for the year. The plan will enable us to build strong foundations for a successful future. It's all about working together with our people (our staff/employees), the people we support (community members, residents), their families and our stakeholders to make sure our basics are done brilliantly. This ensures that what we do every day is right first time and every time.

We know that being patient, resilient and sticking to the plan will be at the core of our success.

Through our plan we will focus on what IS important. By doing this we will need to understand what is NOT important; what we do not need to focus on. This will help us simplify what we do and how we do it.

It's our plan and we deliver it together.



Where we are now

Much has changed in the last few years for our Charity. The wider care and charity sectors remain under significant pressure around funding, demographic shifts and significant attraction and retention challenges. The pandemic combined with Brexit have merely accelerated and highlighted that the Trust operates within a "broken" sector which is facing the toughest challenges in its history to date.

The Social Care White Paper "People at the Heart of Care" focuses on three key objectives very much aligned to the purpose and direction set by the Trust:

- People have choice, control and support to live independent lives
- People can access outstanding quality and tailored care and support
- People find adult social care fair and accessible

Within a continuously changing environment and with refreshed leadership at the Trust, we recognise that, as an ambitious and progressive organisation, it is essential that we build our future on strong and stable foundations as we emerge from the pandemic.

We want to ensure that we are resilient, continue to be financially sound and well-governed. We want to be proud of the way that we provide innovative support to people with disabilities both within a land and enterprise-based care model as well as within our urban settings and through our commitment to Shared Lives.





Our vision

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

What does this mean for us all?

It means that we want to inspire, support and value adults with learning disabilities and other mental health challenges to live active and healthy independent lives in supported communities.

Our mission

To empower people to lead more connected, fulfilled lives and make informed life choices through a culture of co-production and partnership

How will we translate this in Brilliant Basics?

In this year of Brilliant Basics our mission will not change. We will focus on enabling people with a learning disability to lead healthy, active and fulfilled lives through well-informed life choices developed within a culture of co-production, advocacy and education.

Our principles: What is important to us

Enabling potential

The Trust supports our people and those we support to develop, grow and be heard. We aim to build confidence and to create an environment that supports engagement, building skills and providing opportunity through high-quality active support and co-production.

Promoting healthy living

The Trust provides opportunity to live healthy, active lives within a supported living model. This means the people we support can live an active life, understand the importance of making healthy eating choices and can contribute to the wider community on an equal basis through opportunity to learn skills, develop pathways to employment and volunteering and engage in therapeutic activity that respects traditional craft skills based on nature and the land around us.

Environmental respect

The Trust values and cares for the environment. This means that we understand the connection between the environment we live in and our wellbeing and that we actively promote living and eating sustainably, in harmony with the natural world.

We want to play our role in making an impact on climate change and carbon neutrality. We want to maximise our long term sustainability through our land and farming history and as a landlord of choice.

Social impact

We believe 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 in turn, enable the people we support to achieve greater integration into the wider community.





Who we are

Camphill Village Trust was established in 1954, to provide support to adults with learning disabilities, inspired by the philosophy of Rudolf Steiner. This is now reflected through the way in which the Trust values everyone's contribution, personal pathways to development, seasonal festivals and celebrations and respecting the natural rhythm of the seasons in the way we support healthy lives in rural and urban settings.

The Trust has a primarily land-based "social farm" model and it is this rural community model which sets the Trust aside from other more contemporary providers. The focus on organic farming, organic food growing, enterprise centred on nature and traditional skills plays to the strengths of our Charity. We are positioned well as society emerges from the pandemic with a revitalised focus on the environment, nature and wellbeing.

This year, 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.

The Trust is small but has become complex. It provides a number of services that deliver unique support for adults with learning disabilities. It provides support services to over 400 adults with learning disabilities or mental health challenges through nine communities across England. Each community supports a range of learning disabilities with a blended profile of need.

There are a range of service offers across the Trust, in both urban and rural settings, from Shared Lives, supported living, support for those in their own homes and domiciliary care based service types, with some provisions registered under the Care Quality Commission (CQC), including one registered care home.

The Trust is proud of its urban facilities in addition to its rural focus – its Shared Lives model in Stourbridge and Wolverhampton reflects opportunities to grow this offer as an alternative to community living.

Taurus Crafts in Gloucestershire's Forest of Dean, operates like a social enterprise. It is a popular visitor centre with independent local artisan businesses and its own café and shop offering work experience to people supported in the area. We have ambitious plans for Taurus Crafts to become a renowned training academy for people with a range of learning needs.

Supported living, housing, enterprise and retail, social enterprise, cafés, farming and agriculture and significant land management in addition to day opportunities and social farms, all exist to deliver the Trust's objectives.

We are a Supported Living and Green Care provider for adults who have care, support and / or housing needs.

This 2022-2024 Brilliant Basics plan builds on our Strategy 'Telling our Story' 2019 - 2021

- Make sure that the 'I-Statements' developed by the people in our homes and who access our services shape the way that we behave, provide support and make an evidenced difference to how we make decisions at the Trust.
- Develop a meaningful model of support and opportunity based on evidenced need, assistive technology and clarity of purpose through validated standards of support, safeguarding and education.
- Building important relationships with the families, stakeholders and partners that contribute to the positive lives of those we house and support.
- Take a good look at the quality of people's homes, improving and adapting them when and where we can.
- Make sure people are healthy and safe and are supported in making educated life choices.
- 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 and making the right investment decisions to respect our land and social farm focussed communities in order that they thrive, flourish and are here for the long term.
- Being more outward looking and being part of wider society.
- Understanding our business model, ensuring it is efficient, effective and economically viable and supported by the best governance, compliance and regulation.

To achieve these goals **Brilliant Basics** is a start to cultural change and transformation. Our leadership will be critical to our success; leading through ambiguity and change with an openness to the challenges that lie ahead and with a focus on future rather than the past.

We will work across all of our communities to ensure that the Trust has a clear and consistent approach and a unified 'One Trust' cultural ethos in all that we do.



Enabling potential

The Trust supports our people and those we support to develop, grow and be heard. We aim to build confidence and to create an environment that supports engagement, building skills and providing opportunity through high-quality active support and co-production.

Our
Brilliant Basics
Principles

Environmental respect

The Trust values and cares for the environment. This means that we understand the connection between the environment we live in and our wellbeing and that we actively promote living and eating sustainably, in harmony with the natural world.

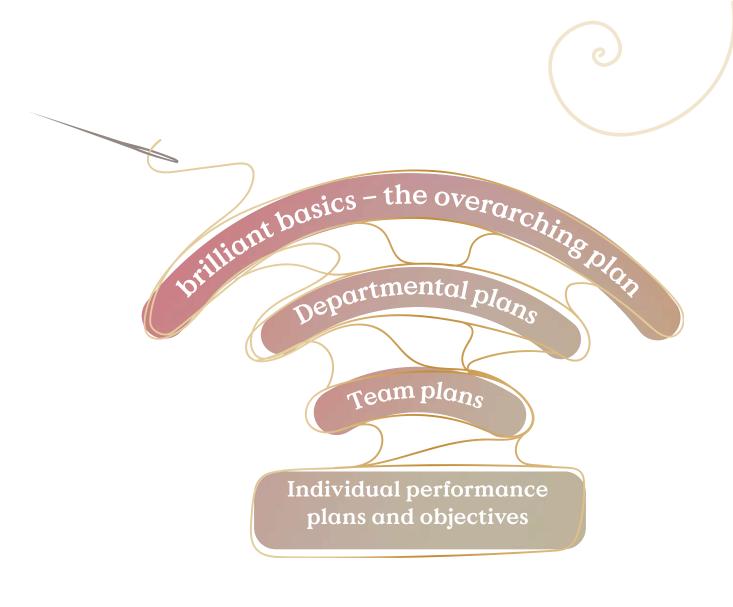
We want to play our role in making an impact on climate change and carbon neutrality. We want to maximise our long term sustainability through our land and farming history and as a landlord of choice.

Promoting healthy living

The Trust provides opportunity to live healthy, active lives within a supported living model. This means the people we support can live an active life, understand the importance of making healthy eating choices and can contribute to the wider community on an equal basis through opportunity to learn skills, develop pathways to employment and volunteering and engage in therapeutic activity that respects traditional craft skills based on nature and the land around us.

Social impact

We believe 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 in turn, enable the people we support to achieve greater integration into the wider community.



Brilliant Basics – it's our plan

This Brilliant Basics plan is our overarching strategy for the next I2 months. Everything we do across the Trust should be linked directly to Brilliant Basics. We call this the golden thread. This connects departmental or community plans, our direct team plans and our own performance plans and objectives.

A new simplified appraisal has been developed to ensure that we are all focusing on the Brilliant Basics, and our key objectives are linked to this overarching plan.

For example, 'Co-produced good quality, safe and effective services' is one of the key elements of the Brilliant Basics plan. As part of that, as a support worker, one of your objectives will be to ensure that you give the right medication every time. You will attend training required to conduct your role to a high standard, and in a safe way.

Your specific Brilliant Basics objectives will be shared with you by your line manager to ensure that everyone is clear on what is expected of them in this year of Brilliant Basics and beyond.

to our plan

Where we are now

sion, mission, principles no we B are buil lliant Basics – Brillian ing on our story and our

rilliant Basics d our principles Brilliant Basics it's our plan

Our Supported Living Services

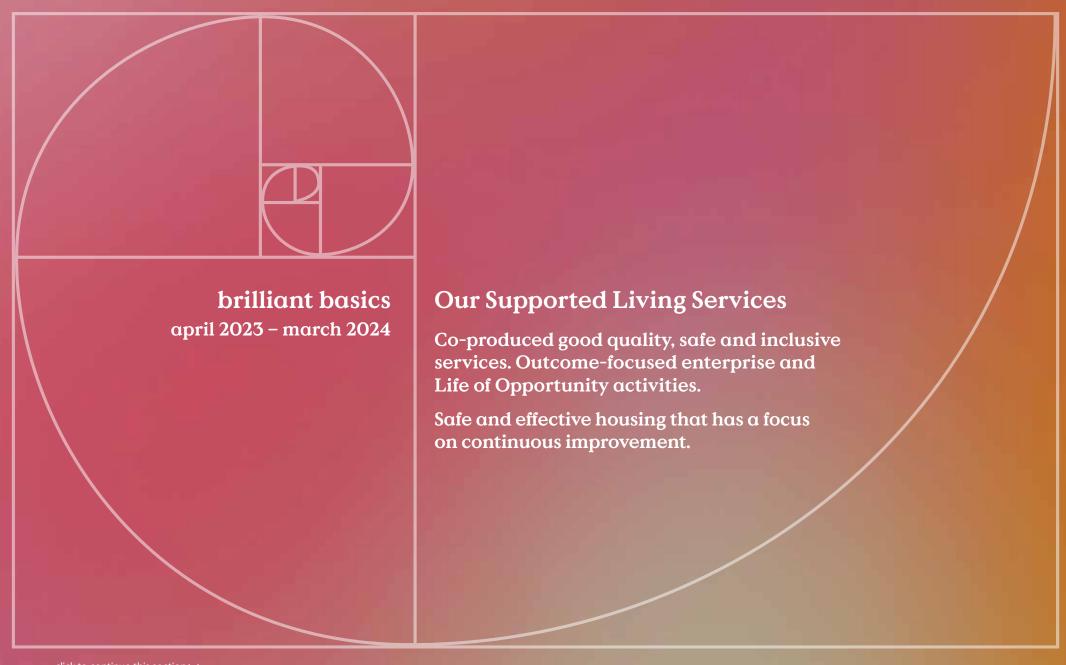
Our Supported Living Homes & Environmen

Our

Being a resilient an

Our Engagemer





Key priorities	What will we achieve?	How will we get there?	When
Our Supported Living Services	We will aim to have greater access to the unique services we provide	Working with Communities, Local Authorities and families to simplify our approach to allocations and lettings. Through commissioning or private arrangements, we will ensure our homes and bedrooms are available for those with a need for supported living.	by end QI
		Developing outcome-focused Life of Opportunity activities based on last year's Discovery work, Theory of Change and Logic Model. We will have an agreed programme of expertly delivered educational, work, skills or therapy-based activities.	by end Q2
		Maximising the positive impact nature has in relation to health, activity and wellbeing, we will build on our historic roots to provide active support through our social farming, gardens and activities. We will call this Green Care.	by end Q3
		Developing our Shared Lives Strategy.	by end Q4
		Working across the Trust to be fit and ready for CQC changes in Quality Assessment.	by end Q3
	We will build on our ethos	Running training and support to help all our people to understand and actively develop our approach to co-production.	by Q4
	and culture of co-production	Driving a culture of Equality, Diversity and Inclusion (EDI) through the way we recognise that co-production is an equal relationship between the people we support and ourselves, which shapes service facing policy and decision making.	by Q3
		Developing our EDI Strategy.	by Q4









Being a resilient an sustainable busines

Our Engagemen

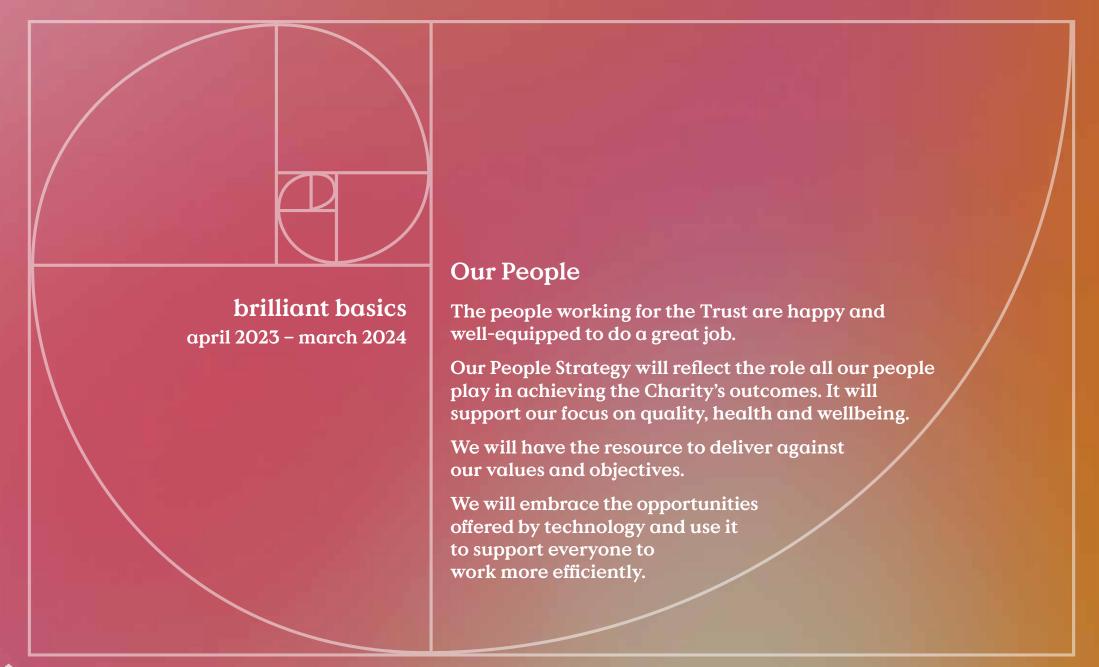
Key priorities	What will we achieve?	How will we get there?	When
Our Supported Living Services (continued)	We will build on our positive attention to	Safety and care quality is everyone's business. We will use our Basics, Education and Discipline values to support our people to be their best for the people we support, each and every day.	Throughout
	quality and safety	Launching a refreshed quality assurance framework owned at all levels of the Trust and evidenced by our Service Reviewers.	by Q2
	We will continue to develop our model of care and support	Building on our year one Discovery work, we will understand our approach to community support and care. Agreeing our active support and positive behaviour preferences.	by Q4





Key priorities	What will we achieve?	How will we get there?	When
Our Supported Living Homes	We will develop an	Developing a five-year programne of planned/preventive maintenance and improvement	by Q2
	Asset Management and Investment Strategy	Developing our Repairs and Maintenance offer in communities using quality and value for money measures when making our decisions.	by Q3
Our Land, Farming, Social Farming & Gardening		Developing and completing phases I and 2 of our Natural Environment Audits across all communities.	by Q4
	NAGE of the large land	Understanding and developing our approach to environmental and social governance.	by Q3
	We will develop an Environmental Sustainability Strategy	Ensuring our farms, land and social farms are safe and fit for people to live, work and grow and enable our Life of Opportunity Green Care offer.	by Q3
		Developing our sustainable Food Strategy to use our land well. Creating opportunity to support healthy and active lives for those we support and in the development of our retail and enterprise strategy.	by Q3
Our Retail & Enterprise	We will develop a retail and	Mapping our current ways of working and developing clear routes to opportunity, markets and growth in ethical and meaningful person-centred practices.	by Q4
	enterprise strategy	Building on our educational offer to support access to work, skills, volunteering and meaningful activity.	by Q3





Key priorities	What will we achieve?	How will we get there?	When
Our People We aim to be an irresistible employer of choice		Utilising feedback from our employee engagement survey and actively improving our listening and engagement across the Charity.	by QI
	Developing a People Strategy that puts our people at the heart of our priorities, direction of travel and destination. We will do this through meaningful collaboration, consultation and engagement every step of the way. What it means to be an irresistible employer of choice will be developed by our people.	by Q3	
		Developing our candidate attraction strategy and providing great training and development opportunities, which support people joining us and staying with us for the right reasons.	by Q2
		Continuing to review our employee terms and conditions ensuring they are both affordable for the Charity and add value for our people.	Throughout





Being a resilient and sustainable business

We will develop financial operations, management and strategic thinking throughout the Charity.

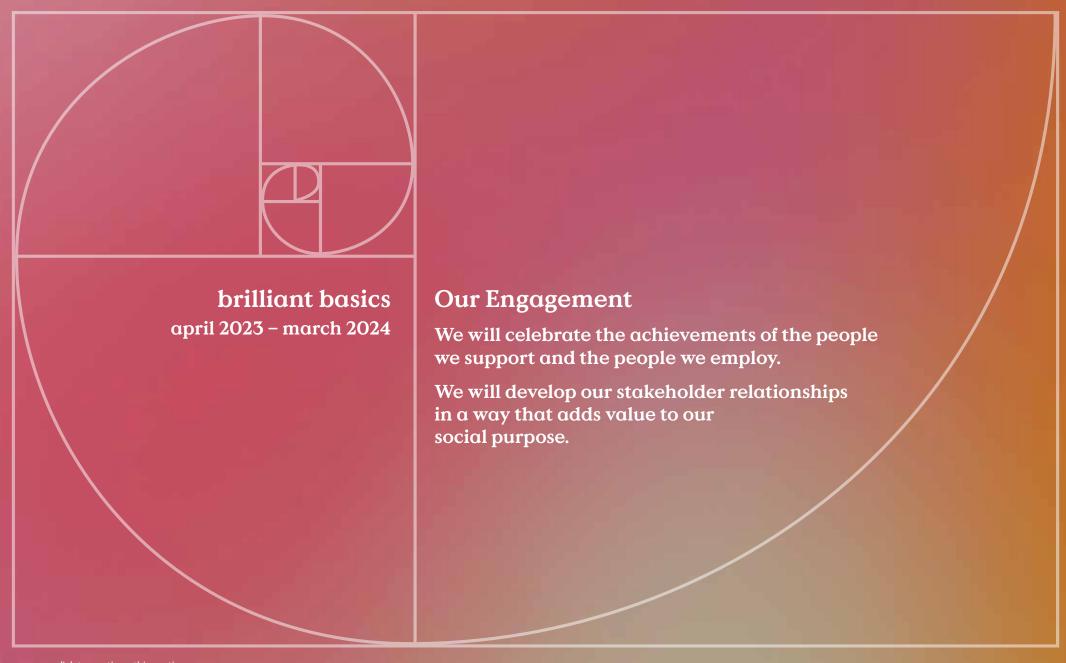
Our IT will be strengthened so it is resilient and aligned to strategic delivery.

We have good governance which is appropriate and supports service delivery with assurance to stakeholders.

We will continue to improve efficiencies and effectiveness within fundraising activities to build a secure future for voluntary income. Volunteers will add value to our services

Key priorities	What will we achieve?	How will we get there?	When
Our Finance, Business Resilience, IT, Fundraising & Marketing We will be a sustainable charity here for the next IOO years		Launching the approved Fundraising Strategy.	by QI
	Developing a five-year Financial Model.	by Q3	
		Thinking differently about how we track and spend our money and demonstrate value for money.	by Q3
	100 years	Developing our understanding of risk and support enabling our leaders to manage and mitigate risks each and every day.	by Q3 by QI
		Developing an ICT Roadmap and shaping an ICT forward vision.	by Q3





Key priorities	What will we achieve?	How will we get there?	When
		Working more closely with Local Authorities to understand needs, opportunities and challenges.	Ongoing
	We will have a more effective and strategic	Extending our community development and stakeholder engagement, developing relationships with new partners and seeking out opportunities to learn, share and grow.	by Q3
	elationships with	Strengthening our brand as a Charity and One Trust.	Ongoing
	stakenolaers	Developing meaningful ways of engaging with the families, carers and friends of those that we support.	by Q3



