

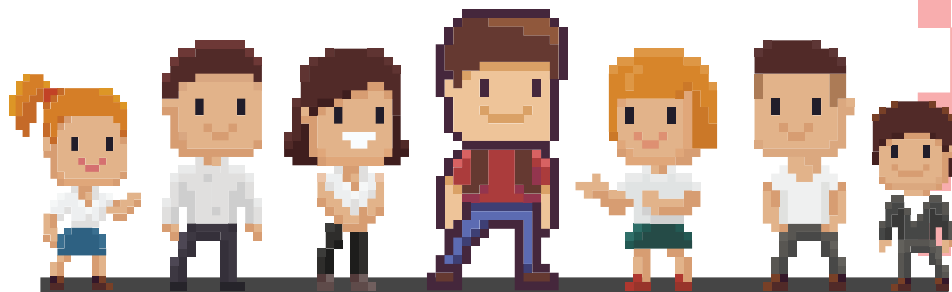
STRATEGIC PLAN 2020-2024

THINK CHILDREN AND YOUNG PEOPLE, THINK MACS

START



GREATNESS AWAITS



MACS

SUPPORTING CHILDREN & YOUNG PEOPLE

This Strategic Plan was designed by our Led By You group – young people who use MACS Services



VISION

Make life great for children and young people



MISSION

To empower children and young people who haven't had a fair deal – to have a home, strengthen their mental health and be part of a community



ETHOS

We need each other to make life work



VALUES

We make our own choices

We are loving and compassionate

We take risks

We make mistakes and learn

We never give up

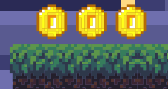
PLAYER ONE MACS



LEVEL 1: GETTING CHILDREN AND YOUNG PEOPLE TO WHERE THEY WANT TO BE



| WHAT WE ARE GOING TO DO | GOAL OR TARGET |
|---|---|
| Provide quality services to children and young people | Children, young people and stakeholders are happy with MACS services |
| Support young people to secure and maintain their own tenancies or other accommodation in order to prevent homelessness | Young people will be supported in order to secure and maintain their own tenancies or other accommodation |
| Develop new models of housing support to prevent homelessness | Deliver Housing First for Youth Deliver Shared tenancies for young people Deliver intensive support for young people leaving prison |
| Provide therapeutic interventions for children | Maintain and develop new residential models for children Continue to develop new opportunities for promotion of Just Right State with external agencies |
| Support children and young people to build their resilience and better manage their emotional and mental wellbeing | Reduction in suicide and self-harm ideation |
| Provide bespoke schools programmes promoting positive wellbeing | Children and young people indicate increased knowledge of coping strategies and building resilience |
| Improve outcomes for young people within MACS in the following areas | Economic Wellbeing Enjoy and Achieve Be Healthy Stay Safe Positive Contribution |
| Provide opportunities for volunteers to make a difference in the lives of children and young people | Be dedicated and innovative to the investment of new opportunities to enhance volunteering in MACS Increase the number of young people who obtain their Millennium Volunteer certificates by Increase the number of volunteers within Muddy Paws annually |



PLAYER ONE MACS



LEVEL 2: LED BY CHILDREN AND YOUNG PEOPLE



PLAY

| WHAT WE ARE GOING TO DO | GOAL OR TARGET |
|--|---|
| Provide opportunities for children and young people to shape service developments and delivery | The recommendations of children and young people are implemented in order to improve services One young person sits on the Board of Directors |
| Provide training and development opportunities for children and young people | Young Leaders will complete Led By You Outcomes Tool and Individual Training and Development Plans Young People in MACS Muddy Paws will complete bespoke training programme Provide Animal Care Work Experience Placements each year in MACS Muddy Paws |
| Reduce social isolation and improving community cohesion | Develop Muddy Paws as a sustainable project |
| Influencing strategic change in services for children and young people | The views of the children and young people are shared with commissioners |



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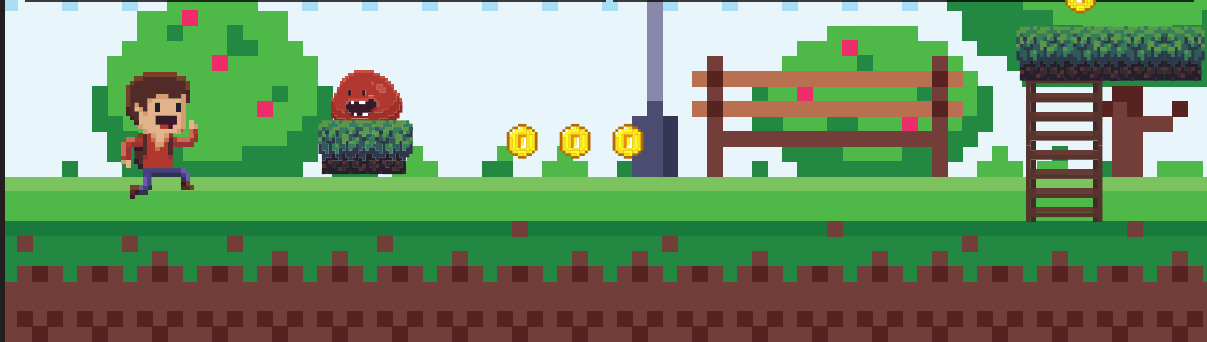


LEVEL 3: DRIVING EXCELLENCE, INNOVATION AND CHANGE THROUGH LEADERSHIP



PLAY

| WHAT WE ARE GOING TO DO | GOAL OR TARGET |
|---|--|
| Collaborate with other organisations | Maintain membership of the End Youth Homelessness movement and share learning and approaches to practice with other providers in the sector |
| A highly skilled and qualified workforce that is agile and ready for change | All staff have accredited qualifications for their role Specialisms will be developed within teams adding extra value to service delivery |
| Ensure information and technological infrastructure meet the organisational needs | Implement new technological developments and opportunities |
| Connect our people, systems and services with best HR / Admin practice | To have an effective award winning HR / Admin department |
| To be a robust steward of financial resources | Ensure financial excellence and compliance |
| Consolidate governance and strategic leadership | An award winning Board of Directors Maintain Investors in People Gold |
| To be become the employer of choice in the sector | Develop a recruitment process that attracts and gets the best out of all applicants |
| Raise the MACS brand and profile | MACS media profile increases on relevant platforms - think young people- think MACS |
| Maintain award-winning status throughout the organisation | All services are award winners |
| Centre for excellence for professional student placements | Psychology doctorate Social work Youth and community work |



PLAYER ONE MACS



LEVEL 4: PROTECT A CULTURE OF COMPASSION, INCLUSION AND RESPECT



PLAY

BACK

| WHAT WE ARE GOING TO DO | GOAL OR TARGET |
|---|--|
| Values will be at the forefront of service delivery | All staff understand and work to the values of MACS |
| To maintain a compassionate and respectful workforce that supports and nurtures all staff | Staff feel that MACS is a compassionate and respectful workplace, and a great place to work |
| Working to each other's strengths and encouraging leadership capabilities | Advancing leadership and accountability in the organisation Recommendations are made in relation to MACS therapeutic community pilot on self-management |



GAME OVER





MACS

SUPPORTING CHILDREN & YOUNG PEOPLE

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