

Our Positive Plan

2024-28



POSITIVE FUTURES

ACHIEVING DREAMS. TRANSFORMING LIVES.

Foreword by Agnes

Welcome to our latest Corporate Plan, which sets out what we aim to achieve over the next few years.

As part of our corporate planning process, for the first time we developed a vision statement, which outlines our aspirations for the future and serves as a guide in determining the impact we wish to make. This new vision statement, alongside our mission statement and revised values are detailed on page 5 of this document.

As always, we want to provide more and better support across the island of Ireland for people with a learning / intellectual disability, acquired brain injury or autism, and their families.

As well as being the best at what we do, we aim to be as efficient and effective as possible, using technology to streamline our processes and to minimise paperwork. Alongside that, our Positive Green Strategy will ensure that we are as energy efficient as we can be, using renewable power in buildings and vehicles and educating our staff and people we support in ways to protect the planet.

We want to attract, develop and keep the best staff, recognising them and rewarding them appropriately for the valuable work they do. People are, and always will be, our most important resource.

While we are relatively well known in Northern Ireland, we have work to do to raise our profile in the rest of Ireland. With a new PR, Marketing and Communications strategy over the course of this Corporate Plan, we aim to become significantly better known and to become the provider and employer of choice in both jurisdictions on the island.

The financial health of the organisation is paramount in achieving all of the above, so we will ensure that we build on our revenue streams to maximise our income. No organisation can thrive without good governance, so we intend to build upon and streamline our Boards of Trustees, drawing on the best and widest range of talent available to guide and inform our future decisions.

We will regularly assess and report upon our progress in meeting the aims and objectives set out in this Corporate Plan.

Dr Agnes Lunny OBE
Chief Executive



What we do

At Positive Futures, we believe everyone has the right to live to their full potential in an inclusive and equal society.

Driven by our strong set of values, we have established a range of innovative services across the island of Ireland to support people of all ages with an intellectual/learning disability, autism, or acquired brain injury, as well as their families and carers. In addition to their intellectual/learning disability, a number of people we support are deaf or are visually impaired.

We don't believe in the concept of "one size fits all," so our support is tailored to individual needs. It includes:

Supported Living	Enables people to live in their own homes with the support they need to achieve their dreams and transform their lives. Many people we support in this way spent years living in hospitals and other institutions. This tailored support promotes choice and control and greatly enhances quality of life.
Peripatetic Housing Support	Supports people who already have their own tenancy. These services offer a lower level of support than our supported living services and may be provided on a shorter-term basis.
Shared Lives/HomeShare Service	The carers in our Shared Lives/HomeShare services provide daytime or overnight support to children and adults with an intellectual/learning disability to offer them new opportunities and give their families a much-needed break. The support can be on a short or long-term basis.
Family Support Services	Provide opportunities for children and young people with an intellectual/ learning disability, acquired brain injury, or autism, to become more involved in the community. Our staff and volunteers support them to explore new activities, opportunities and skills, individually or in a group.
Short Breaks	Provide overnight accommodation and support to individuals. Offering them new opportunities and giving their families a break from caring.
Positive Behaviour Support	Supporting someone through behaviours of concern is often one of the most complex but meaningful parts of our work. At the heart of our Positive Behaviour Support (PBS) approach is a deep respect for each person's story, recognising what someone's behaviour is telling us. By focusing on what matters to the person, PBS helps create environments where people feel safe, understood, and empowered. Our dedicated PBS team works alongside staff across the island, offering guidance, coaching, and training.

All across Ireland, we are innovating, addressing critical gaps in provision, and speaking up for the rights of the people we support. While we strive to change the bigger picture (society's attitude to intellectual disability), we are making significant changes in people's lives every day.

Everything we do is about people – the people we support and our great staff who provide that support. Our aim is to become the provider of choice throughout the island.

How we developed our Plan

To create our 2024-28 Plan, we sought the opinion of the people who matter most – the people we support, their families, and our staff and volunteers, as well as external stakeholders. We did this using surveys, focus groups and team posters. We held planning events with our Trustees and Managers and hosted a major corporate event attended by people we support, families and stakeholders to review and develop the Plan.



Having taken this wide range of opinions on board, we are confident that our Positive Plan 2024-28 meets the requirements of everyone involved. This Plan will guide everything we do over the next few years, including ensuring that the people we support have even better opportunities to live their best lives, as well as the other aims outlined on the following pages.



Our Positive Plan 2024-28

When creating our Corporate Plan we took the opportunity to develop a vision statement, as well as reviewing our mission and values which are detailed below:

Vision

A force for change, enabling real choice and control

Mission

Positive Futures for people with a learning / intellectual disability, acquired brain injury and autism – working together to achieve dreams and transform lives

Values

- | | |
|-------------------------|---|
| People first: | Our people are at the heart of everything we do |
| Opportunities: | We seek out opportunities that enrich lives and empower people |
| Sustainability: | We strive for positive social, economic and environmental benefits for now and in the future |
| Innovation: | We embrace creativity and continuous learning to reimagine and refine our unique person-centred support |
| Tenacious: | We don't give up – we believe in making the impossible, possible |
| Inclusion: | Our staff and people we support are our strength, we listen and learn together |
| Value for money: | Delivering impactful, life changing results with efficiency and integrity |
| Expertise: | We look beyond limitations in our pursuit of excellence |

Our Plan on a page

Aim

Objective

Provide even better support to help people live the life they want

By March 28 we will implement a new Person Centred Framework including outcome reporting for 100% of the people we support.

By March 28 we will enhance our Positive Behaviour Support (PBS) through the development of new research, partnerships and accreditation of PBS training programmes to improve peoples lives, position ourselves as market leaders, and generate a PBS income stream.

Ensure we get keep and develop the best staff

By March 28 we will improve how we find, keep, develop, recognise and reward staff through the delivery of an Employer of Choice Strategy.

By March 28 we will implement a new system to support the delivery of operations, integrated with HR & Payroll and introduce a dashboard based reporting system for managers on key organisational metrics.

By March 28 we will increase awareness of Positive Futures through delivery of a PR, Marketing and Communications Strategy.

Continue to improve, innovate, influence and grow

By March 28 we will streamline our governance structure and arrangements across all 3 boards and deliver our 2024-28 Corporate Plan, achieving a minimum of 90% of planned success measures across all corporate objectives.

By March 28 we will achieve positive and sustainable changes for our stakeholders, our organisation and our planet through the delivery of our Positive Green strategy, including achieving annual carbon reduction targets.

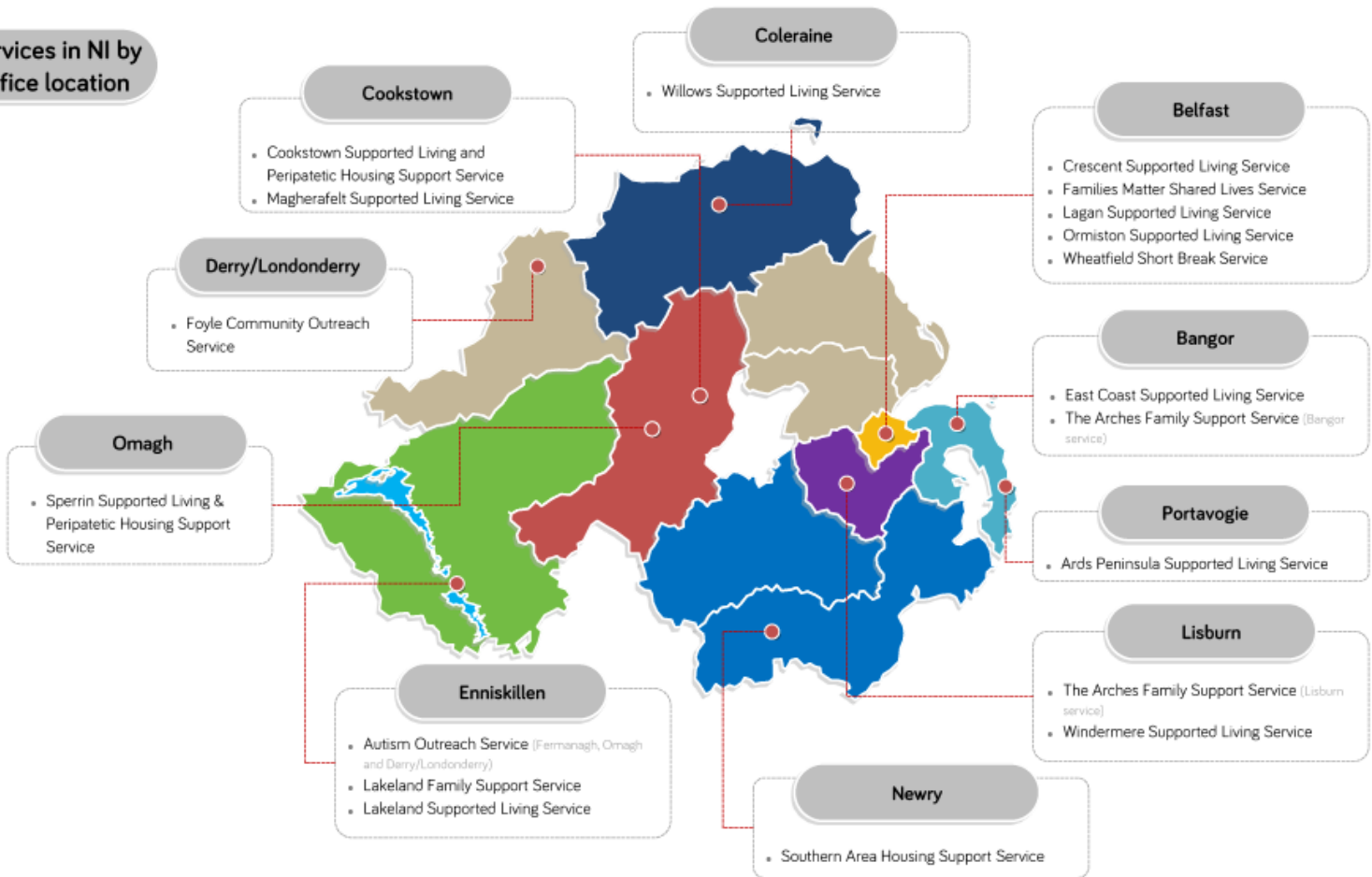
Maintain and enhance funding levels to deliver even better and even more support

By March 28 we will increase our financial viability across the Positive Futures Group, maximising income and implementing plans for long term and sustainable growth so we can provide even better support to even more people.

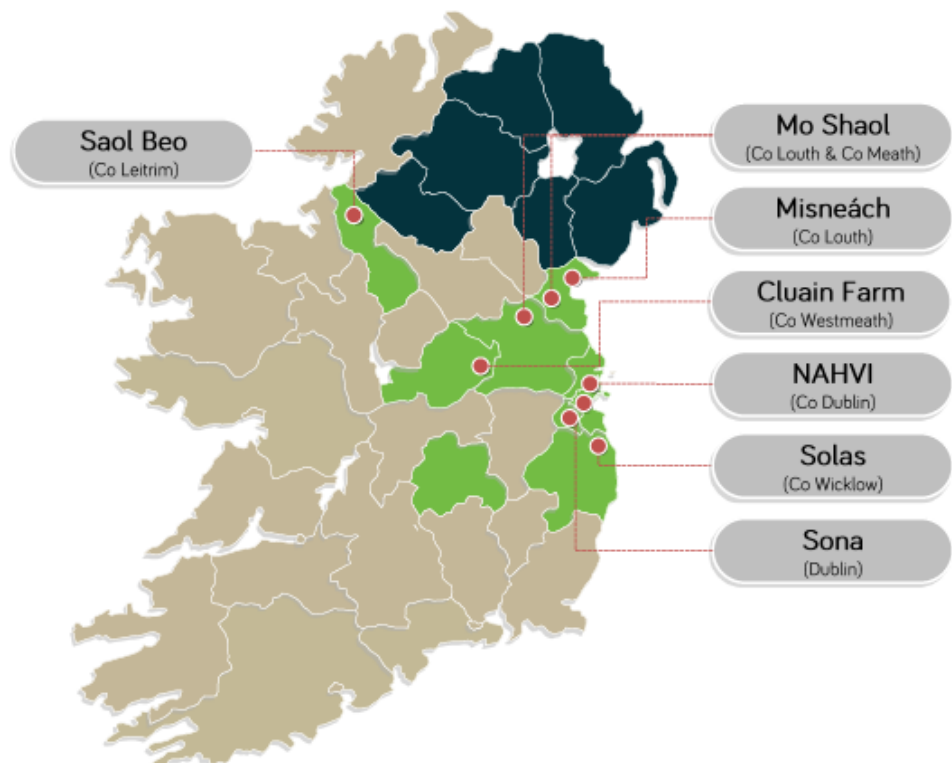


Where We Provide Our Services

Services in NI by office location



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