




# WELLSPRING SETTLEMENT STRATEGIC AIMS




## AIM 1


Person centred, community informed services which deliver our overall organisation impact




A “shopping list” of universal and targeted services are delivered in an **asset-based**, consistent, empowering way; services work “with” not for people; and support progression for those who want it



**Inclusive approach** – services are open to and used by a range of people who reflect the demographics of the local area; we ensure no-one feels left out or left behind




**Impactful services** – we understand local need; a strong research and evidence base shows us what is needed and what works; we work preventatively; we define and measure success and our overall impact




We develop and nurture a wide range of **partnerships** that enable us to achieve our Aims and Impact and that address gaps in services and communities

## AIM 2

Community Voice, celebrating the community and the work we do



We will **define** what we mean by local / community, our relationship and expectations, what is our offer and be able to articulate it (hyper-local versus Inner City and East wide)




**Responsible participation and influence by community members** in Wellspring Settlement at all levels – staff, volunteers, trustees, service users, community informed/designed services and organisation



A sustainable **engagement** offer including an annual plan of activities which bring people and communities together, inform our work and enable voice and influence work



We will use learning from **Community Development** pilot to inform next steps and develop a sustainable offer which complements our service delivery



We will work with our community to define our role in **voice and Influence** work and develop a sustainable offer working alongside our community and nurturing community champions

# AIM 3

Investment in sustainability and resilience – people, money and buildings



Ensuring all our **buildings and outdoor spaces** feel looked after, positive, connected and welcoming to community, are well used and are used to celebrate the community and Wellspring Settlement's role in it



**A strong, valued and proud team;** staff have good wellbeing and have capacity to work at their best; good staff retention; and a "grow our own" and staff development and progression strategy



**Positive cashflow and reserves** position; real living wage employer; diverse income streams; services which are needs/interests led, not funder led



**Inclusive organisation** – buildings and spaces that are welcoming to all; HR policies and practices that reflect and enable a diverse workforce



**Systems, processes, policies and organisational infrastructure** that enables the organisation and those within it to work at their best

## THE THREADS THAT RUN THROUGH IT ALL



**Partnerships:** we recognise that working in partnership can bring significant benefits for our community; we work in partnership with organisations and community members to achieve more and better impact; where appropriate we make space for partners to lead; we will embed partnership working and ensure it informs everything we do



**Influence:** we are independent of statutory organisations and we see and take opportunities throughout our work to influence change by others to the benefit of our community; and to address inequalities our community experiences



**Inclusion:** inclusion and diversity and challenging inequity runs through everything we do, how we do it and why we do it; people feel connected and everyone in the organisation has an awareness of how to make people feel more included



**Communication:** sharing knowledge and information internally and externally; consistent messages; telling stories of our work in an asset-based way; using language people understand



[www.wellspringsettlement.org.uk](http://www.wellspringsettlement.org.uk) [info@wsb.org.uk](mailto:info@wsb.org.uk)

Settlement Site, 43 Ducie Road, BS5 0AX - 0117 955 6971

Wellspring Site, Beam Street, BS5 9QY - 0117 304 1400

A company limited by guarantee, registered in England and Wales (05031499) and a registered charity (1103139)