

EXPLORING AND NURTURING POTENTIAL

People with learning disabilities usually have their needs assessed by the local authority. But delivering excellent care in support of someone's assessed needs is only part of the story, and not everyone has an assessment.

We will:

- **Recognise and nurture potential** by encouraging people to explore what they want from their lives
- **Enable people to have their own voice** and views and make them known
- Map the places and people in the community that **offer people opportunities to explore their potential**, and help connect them
- **Be creative and collaborative in providing new opportunities** where gaps exist
- **Support families to understand their rights** and what can be achieved
- **Help people at transitional points in their life**, including; leaving school, moving to their own home or getting older.

We believe every person has potential, which can go far beyond the basic needs for which they receive support.



EDUCATING AND INSPIRING SOCIETY

People with learning disabilities have a huge amount to offer the world. But usually their input and influence is undervalued and ignored.

We will:

- **Build upon the existing work experience and employment opportunities** in our social enterprises by opening more outlets
- **Help to create more opportunities for work experience and employment** in society
- **Create Learning Disability Confident Employer award**
- **Engage fully in all opportunities to consult with and influence local and national government** on learning disabilities at all levels
- **Work with the University of Winchester on the creation of a university experience** for people with learning disabilities
- **Influence and coach companies, services and communities** in how to hear the views and perspectives of people with learning disabilities, and how to serve these citizens better
- **Lead the way on modelling how truly inclusive communities benefit the world.**

We believe in reducing or removing barriers in society and showing how people with learning disabilities can participate fully in their communities.



INVOLVING THE PEOPLE WE SUPPORT THROUGHOUT OUR ORGANISATION

This improves our services and makes it more likely that the people we support will fulfil their potential.

We will:

- Find the best ways to **involve people with learning disabilities** and **give them the opportunities and support to make the fullest possible contribution** to their services, our enterprises, and the way Minstead Trust develops
- Put communication, feedback and research mechanisms into everything we do, to **become a true learning organisation**
- **Enable people to express their own views** and ensure that their voices are heard
- **Create paid roles for people with learning disabilities** in all our departments.

We believe that it is the right of people with learning disabilities to be involved in the creation and implementation of our services.





MINSTEAD TRUST

OUR VISION

A society where people with learning disabilities enjoy fulfilling lives of their own choosing.

OUR MISSION

We support people with learning disabilities to fully develop their individual potential by providing opportunities, enhancing life skills, ensuring informed choice, and influencing society.

WHO WE ARE:

- **We appreciate each person.** Everyone is different – we respect and celebrate this.
- **We're always learning.** We all have something to offer and more to learn.
- **We're always improving.** Striving to give our best and to have more impact.
- **We push for change.** We will challenge society to be fully inclusive.
- **We find the joy in everyday life.** We have the freedom to be ourselves and enjoy what we do.

OUR PURPOSE

We aim to go beyond basic needs to help explore and achieve individuals' potential.



minsteadtrust.org.uk/FiveYearStrategy