

Our Shared Ambition

Stewarts Care Strategy
2022-2026



Stewarts
Per Tenebras Ad Lucem

Vision

**Our vision is to imagine,
innovate and create
a world of choice with
individuals whose dreams
and aspirations have
no boundaries.**

For over 150 years, Stewarts Care has provided a wide range of services that promote the education, wellbeing, dignity, health and happiness of people with an intellectual disability.

In 2022, we are proud to embark on an exciting stage in our development with the launch of Our Shared Ambition: Stewarts Care Strategy (2022-2026). This strategy will guide our organisation towards becoming a recognised leader in health and social care, renowned for our commitment to supporting people to have enriched life experiences.

Stewarts Care is a charitable organisation that provides community-based services to over 2000 adults and children across Dublin, Kildare and Meath. In line with the changing needs of the people we serve, we have redetermined our vision: **to imagine, innovate and create a world of choice with individuals whose dreams and aspirations have no boundaries.** We are dedicated to achieving our vision through **empowering and supporting individuals with different abilities to have an enriched life experience based on their own decisions and life choices.**

To ensure we are on the right track, delivering the right service, and maximising our potential, Stewarts Care conducted more than 20 strategy consultation sessions with our stakeholders. These sessions enabled us to embed the voice of our partners into the core of our strategy. Those voices include the people we serve, families, the Board of Stewarts Care, our employees, the Department of Health, the Health Service Executive, our academic partner Trinity College Dublin, and our colleagues across the intellectual disability sector.

We know and recognise that our team is central to achieving the six strategic goals of Our Shared Ambition: Stewarts Care Strategy (2022-2026). With the launch of our ambitious new strategy, our entire team is recommitting itself to providing optimal supports to the people that benefit from the services Stewarts Care provides. Together, we are ready to succeed!

Enriching

1

To provide an enriched lived experience for individuals at all life stages.

Strategic goal one focuses on providing the right service, for the right person, at the right time.

We will achieve this through:



Identifying individual needs and aspirations and planning to achieve them



Providing opportunities that promote and protect full and equal enjoyment of all human rights



Developing a housing mobility development strategy to support the lived experience



Developing individualised social inclusion measures to assist individuals age positively and actively



Evolving our services to ensure they are fit for purpose



Empowering individuals to claim their citizenship, connect with their community, and challenge exclusion.

Researching

2

To become a research focused organisation that will inform policy and an enhanced lived experience.

Strategic goal two focuses on improving lived experiences through researching, advocating and implementing meaningful change.

We will achieve this through:



Investing in research that delivers value for people with an intellectual disability, the health and social care system, broader society, and the economy



Being an independent and credible voice for research and a trusted thought leader



Promoting and enabling the use of data to shape policy, enhance service delivery, and drive broader research and innovation initiatives



Building a strong and supportive research culture in our organisation



Promoting and enhancing local, national and international coordination, collaboration and engagement.

* aligned with the Health Research Board strategy 2021-2025, *Health research - making an impact*

Sustaining

3

To put Stewarts Care on a sustainable financial footing.

Strategic goal three focuses on ensuring our organisation has the financial resources required to provide a world-class service.

We will achieve this through:



Managing growth



Managing financial risk



Ensuring the sustainable performance of our assets



Ensuring our services are provided in a value for money framework.

Influencing

4

To become a positive and influential voice for our sector.

Strategic goal four focuses on finding our voice and using it to effect change on behalf of the people we serve.

We will achieve this through:



Engaging with and listening to the people we serve and using their feedback to improve services



Conducting research to evaluate and develop an engagement and communication plan



Providing opportunities for our stakeholders to influence the implementation of the UN Convention on the Rights of Persons with Disabilities and other policy matters.

Developing

5

To be a great place to work where everyone can develop to their full potential and work together in a supportive and inclusive community.

Strategic goal five focuses on enabling our people to reach their full potential.

We will achieve this through:



Developing a positive culture that values learning and commitment, and that encourages courageous and informed decision making by all who contribute to our organisation



Attracting, retaining and investing in ambitious and talented people with the skills and energy to make a difference



Improving our performance culture



Being an inclusive organisation that values individuality and difference



Creating an environment to empower staff to be innovative and creative



Establishing a holistic approach to employee safety and wellbeing.

Performing

6

To be a high performing organisation that is responsive, agile, sustainable and green.

Strategic goal six focuses on enabling our organisation to meet the ambitious targets we have set ourselves.

We will achieve this through:



Developing governance and organisation structures that are fit for purpose



Developing infrastructure that can provide the data we need to enable effective planning and decision making



Celebrating and acknowledging achievements through internal and external recognition



Developing and implementing an Environmental, Social, and Governance (ESG) plan.



Developing and implementing a Go Green Transformation Plan.

Implementation

With the support of our partners, the Stewarts Care team takes responsibility for the implementation of Our Shared Ambition. A detailed implementation plan has been developed to monitor and measure progress against the six ambitious goals of the strategy. Over 80 individual key performance indicators (KPIs) have been identified and quarterly progress reviews have been scheduled over the lifetime of the strategy. A dedicated communications and engagement plan will ensure we reach our audiences through the right channels, at the right time.

Reporting

We know that tracking our progress is key to achieving our ambitious goals. We are committed to producing an annual strategy progress report. This report will demonstrate the successes and the challenges of the strategy's implementation. The Stewarts Care team will share details linked to the strategy's individual performance indicators.

Stewarts Care is fully committed to achieving the strategic goals set out in Our Shared Ambition: Stewarts Care Strategy (2022-2026).

Together with the people we serve, families, our employees, our Board and our partners, we now look forward over the next four years with renewed ambition, confidence, commitment and enthusiasm to be the best that we can be.

Mission

Our Mission is to empower and support individuals with different abilities to have an enriched life experience based on their own decisions and life choices.



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