



THE REHAB GROUP

# Five-year Strategic Plan Summary Document

Plain English



Rehab has written a new plan. This plan tells people about what Rehab will do for the next five years. The plan tells people what is going to change and what is going to stay the same. It also tells people what we want to make better.

It's important to know that Rehab will continue to give people the services they need, like day services, accommodation, training and support with jobs. Just like now, Rehab will offer training courses, and support people in jobs and support people to live independent lives. This plan is about how Rehab can work together and with other people to help give people even better services and more choice.

The ideas in the plan have come from the people who use our services and people who work in Rehab. A group of people who work in Rehab and the Rehab Group Board has put all these ideas together. This plan is now being shared with everyone who works in Rehab. This plain English version is being sent to all our services for people to bring home and share.

Rehab has written a new Mission, Vision and Values. This document will be given to everyone and put up in every centre. It tells people the way Rehab wants to work.

## Our Mission

Rehab's Mission is what Rehab wants to achieve. The list is:

- Helping people to be more independent
- Helping people to play an active part in their own communities
- Helping people to get the skills and find the confidence to get and keep jobs
- Supporting people to be in charge of their health and wellness



**Lisa Martin** with Mr John Swinney MSP, Deputy First Minister and Cabinet Secretary for Finance, Constitution and Economy



**Gary Mullen** former NLN Performing Arts student, acting as Train Conductor in a recent photo shoot for the People of the Year Awards, with TV presenters Diana Bunici and Eoghan McDermott

## Our Goals

Rehab has a set of five goals, and is putting together a full plan for how to achieve our goals. Here are the five goals:

1

We will be good at our job of supporting people to achieve what they want to in life. We will be careful with money and spend it wisely. We will tell people about what we do and how we are organised

2

Rehab will work with everyone who uses our services to help them with their personal goals to live an independent life.

3

Rehab will help people we support to have their voices heard. Rehab will speak up for the rights of people with disabilities

4

Rehab will try new ideas and ways of doing things. We look into how we can help the people who work for us to be the best at what they do.

5

Rehab will work as one team to deliver our services as well as we can.

## Some changes Rehab will make

Here are some of the changes we will be making. We believe that these changes will make our services better and will make Rehab a better place to work.

### 1. We will become one organisation

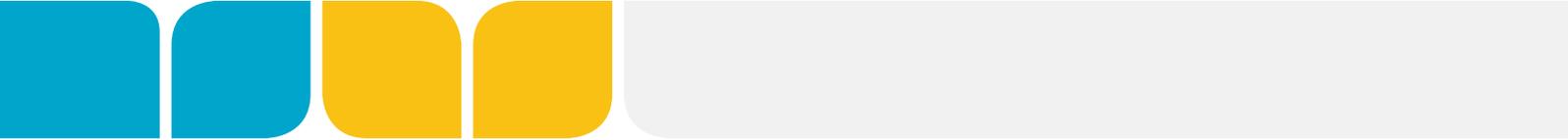
At the moment, Rehab is organised into lots of different smaller companies.

- In Ireland these are *Rehab Enterprises*, *National Learning Network* and *RehabCare*.
- In Scotland these are *Momentum* and *Haven*.
- In England these are *TBG Learning* and *Acorn Training*.

Instead, Rehab will just be one organisation. The main reason for this is so that we work better as a team. It will help us to share better also. The kind of things we can share better are buildings, information and how we do things.

### 2. Rehab is going to look at changing its name

The name has not been decided on yet. We will ask you and the people who work for us to make suggestion about what you think the name should be.



Rehab provides different kinds of services, like supported accommodation, training, community support and employment supports to thousands of people every year. We want to give people more choices about the kinds of service that they get. Some of the things we want to do better are listed on the next page.

### What we will be trying to do better:

- We hope to help more people with disabilities to get jobs. We hope to find new types of jobs for people with disabilities and people who need support. We want to support people to work in other places with our help
- We would like to get better at planning services for the future
- We want to ask the people who use our services what they think about their services and what they want for the future
- We want to give more chances to the people who work for us to learn and develop in their jobs
- We want to help the people who use our services to have their voices heard. This means we will support people to try and change the things that are important to them, with government as well as in our services
- We want to be really good at making sure our services meet all the right standards and laws
- We want to have more volunteers and make sure they have a good experience
- We want to build our fundraising so we have the money to do great new things in our services
- We want everyone to be really proud of being part of Rehab!

**This plan will happen over the next five years. Over the next five years there will be some changes to what we do. But we won't change anything about the jobs that people do without talking to them first.**

If you have any questions about this plan you can ask your manager.

Thank you

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