



Our New Big Plan



Thank you for expressing an interest in our new Director of Governance role

Our Board of Trustees approved the Headline Strategy of Our New Big Plan in November 2020.

This is an exciting time in Mencap's history. As we approach our 75th anniversary, it is the right time to set a new course for the future which will benefit from our rich experience and reach, but depart from the traditional charity model.

We are embarking on something bold, that will bring about lasting, positive change for individuals, communities and society. We are working with trustees, colleagues, our key stakeholders and partners as we can commence this important journey.

Here is some information on Our New Big Plan.....



Our New Organisation Chart



Our New Big Plan is a road map, not a blue print...





The UK will be the **best place in the world** for people with a learning disability to live happy, healthy lives.



- Things done 'to and 'for'
- Waiting for permission
- Organisation focus
- Equality and diversity
- Data for performance
- Complexity
- Poor pay
- Top-down and centre-out
- Process and bureaucracy
- Being the 'best'

Moving
from



Ways of working

Moving
towards



- Things done 'with' and 'by' people
- Freedom to act
- Community focus
- Equity and positive action
- Data to make progress
- Simplicity
- Great pay
- Empowered and empowering
- Agility
- Making the 'best' happen



- More collaboration
- Wider partnerships
- Joined-up working
- Local solutions
- “Asset based” community development

What will you see?

What will we be doing?

- Less bureaucracy and paperwork
- More autonomy
- Career development
- Faster, local decision making
- Community focus

- Engaged, involved and in control
- Happy and satisfied
- Present and active in communities
- Better responses when you need and want them

How will it feel?





These are our current Values. We are just about to announce our new Values to colleagues in the next few weeks.



INCLUSIVE

We are **Inclusive**.
People with a learning disability are at the heart of everything we do.

TRUSTWORTHY

We are **Trustworthy**.
When we promise something, we don't let people down.



Caring

We are **Caring**.
We treat everyone with respect and kindness.

CHALLENGING

We are **Challenging**.
When we see things that aren't fair we will campaign until we see real change.



POSITIVE

We are **Positive**.
We never stop believing in a better future and we celebrate what we are proud of now.





What are our ambitions?



- To **listen to** and be **led by** people with a learning disability
- To establish **strong partnerships** and build a reputation for great partnership working
- To recruit and retain **great people**
- To **enhance our knowledge** in the fields of learning disability
- To **expand the range of services available** to people with a learning disability – either ourselves or in partnership with individuals, communities and other organisations
- To become leaders in the use of **technology and data** within the sector

In developing our plans we have focussed on three distinct but interconnected experiences of learning disabilities, and the positive impact we can bring:

- **Individual** - focus on the wants, hopes and dreams that people with a learning disability have
- **Community** – leverage, support and enhance what’s available in communities
- **Society** – influence decision makers and campaign with people with a learning disability





In a nutshell

Moving to an **agile way of working** where **empowered teams** can best respond to **individual, community and societal needs**; always centred on **what individuals and communities are telling us** will make the UK **the best place in the world** for people with a learning disability to live happy and healthy lives.

mencap

The voice of
learning disability

Current timeline:

We are here. Delivering great services, campaigning and influencing to change the world. With everything we have learnt about our value and impact from the last five year Big Plan.

July to end of 2020

Listen, learn, reflect – gathering feedback about Our New Big Plan's direction of travel. Learning about new ways of working. Reflecting on where we are now and where we want to be.

January to March 2021

Design, goals, impact – co-creating options on new models and ways of working, understanding the impact and benefits of these for people with a learning disability, setting goals and priorities

April to Sept 2021

Build, develop, test – working together with people with a learning disability, families, partners, colleagues and volunteers to build, develop and test the designs we have created together.

From Oct 2021 onwards

Deploy, embed, sustain – we start to work together successfully, in partnership, within communities and as role models. Learning and evolving as we go.

Our vision for the future. The UK will be the best place in the world for people with a learning disability to live happy, healthy lives.



We hope this information gives you a flavour of our new strategy and the direction of travel.

We look forward to receiving your application.