

TODAY IS GOING TO BE AWESOME

2021

Our Big Plan



Happy and healthy lives

Why we are here

We have a new plan!

Our vision is for the UK to be the best place in the world for people with a learning disability to live happy and healthy lives.

There is still so much to do so that people with a learning disability have the same rights as everyone else and are treated equally in society.

Mencap is going to be working in a different way to help people with a learning disability to make this happen.

At its heart, Our Big Plan has a commitment to listening to and being led by people with a learning disability from all communities. As a result, we will make all our future decisions depending on what is important to people with a learning disability.



Who we will work alongside

We want to see big changes in society – and we know we cannot achieve this alone. We plan to work with other people and organisations in three ways:

- with **individuals**: listening to people with a learning disability to support them to fight for their rights and to realise their hopes and dreams.
- with **communities**: supporting them in any way we can to build their own capabilities to find local solutions.
- with **society**: campaigning alongside people with a learning disability to make society fairer and to ensure their voices are heard.

Playing our part

How Mencap will work alongside others to make a difference

- **By providing services** that model our vision and ambition.
- **By campaigning for change**; supporting people with a learning disability to ask for what they want and need, and supporting them to campaign for change.
- **By supporting people with information and advice** for all areas of their lives.
- **By carrying out research** into important issues to create a positive impact and see real change.
- **By supporting people to find solutions in their own communities.**



How we will work

- **Clear and simple**
We will make things clear and simple. Everything we do will be easy to use and understand.
- **Team freedom**
Mencap teams will have the freedom to make decisions and changes that work for them, with the right tools and support to do this.
- **Listen and involve**
We will aim to deliver a great experience for people based on really listening to understand and involving them in creating positive change.
- **Community power**
Local people will hold the power to change the communities in which they live. And people with a learning disability will lead the way.
- **Test and learn**
We will try things out, reflect on what has worked well and what we can improve, building and learning in small steps as we go.
- **Creating equity**
We know that there are many barriers stopping people living their best lives. We will not ignore these barriers. We will help to break them down.

Our promises

How we help each other to do great things

Our promises help to keep us on the right path and to remind us what is most important when making big decisions.

- **We always work in a person-centred way** – treating individuals with dignity and respect and placing them at the centre of our work.
- **We always focus on impact** – everything we do must result in a positive difference.
- **We never accept barriers in society** – we will always speak up when we see injustice.

Values

Our values are at the heart of Mencap's culture and inform how we work every day.

- We are **passionate** about making the world a better place.
- We are **inclusive** of everyone.
- We are **brave** – we challenge and try new things.
- We are **positive** in our work and with each other.
- We are **kind**.



Looking to the future

This is an exciting time in Mencap's history. As we approach our 75th anniversary, there is no better time to set a bold new course.

Our Big Plan will help us to bring about lasting, positive change and make the UK the best place to live a happy and healthy life if you have a learning disability.

Will you join us?

If you have any questions about our Big Plan, or would like to get involved, contact us by emailing hello@mencap.org.uk.