



# Our Plan

## 2020 - 2027

## Introduction

We were excited to launch our current five-year plan in 2019, which laid out a strategy to deliver excellent services for and led by people with a learning disability and/or autistic people, as well as introducing our Big Build project.

We are now living in more uncertain times. We have got through the Covid Pandemic but now have a cost-of-living crisis, inflation, war in Europe and large cuts in local authority funding. As a charity, there have been many times when our ambitions seem very difficult financially.

We remain committed to achieving Our Plan, which, given the current situation, we have revised to better meet our main aim – to help people with a learning disability and autistic people to live the lives they want and dream of, including everyday things many people take for granted, such as housing, jobs and respect.

Achieving this is often made more difficult for people with a learning disability and/or autistic people by other challenges:

- On average, shorter life expectancy than the rest of the population
- Under 5% known to their local authority in England are in paid employment
- Being bullied and discriminated against on a regular basis
- Many feeling isolated and lonely and 40% experiencing mental health problems.

Our revised – but still ambitious – plans aim to meet our vision, improve these issues, and rise to current challenges, in the following ways:

- Making up for losses caused by cuts to social care by finding alternative ways of making money by trying new things
- Refurbishing our headquarters in Montefiore Road through the Big Build project
- Continuing to deliver excellent services led by and for people with learning disabilities in housing, supported living, community outreach, activities, other projects and in our Shared Lives scheme
- Prioritising raising money for our Employment Project, as we understand how important having a job is for a growing number of people with a learning disability and/or autistic people.

# Vision, Mission and Values

## Our Vision

Grace Eyre's vision is for a society where people with learning disabilities and autistic people can fulfil their dreams and wishes, are respected as equal citizens, and are part of, and contribute to their communities.

## Our mission

Grace Eyre's mission is to deliver Our Charter created by people with learning disabilities and/or autistic people who want to: be listened to; have access to housing; be part of their community; have strong and supported relationships; have jobs; travel around; try new things and be healthy.



## Our Values

Our organisational values are a shared set of standards that everyone at Grace Eyre can aspire to and help us to bring our vision, mission, Charter and Our Plan to life.

Visit: [Our Mission, Vision and Values](#)



# What we want to achieve

## Finances and Services

- We will be financially sustainable
- We will achieve full cost recovery for Shared Lives by 2027 and maintain full cost recovery for Choices, Housing and Active Lives.
- We will achieve fundraised income to support our key projects and for the Big Build
- We will achieve trading income to ensure we can deliver good housing and two trading projects
- We will ensure people with a learning disability and autistic people are employed in our communities.

## Quality and Improvement; Governance

- We will continue to develop the Quality Management Framework for Choices, Active Lives, Shared Lives and Housing by introducing Quality Checkers
- We are improving our use of technology to support staff and the people we support
- We will monitor, evaluate and report on our impact so we can measure the impact we make
- We will improve Board performance by supporting trustees with lived experience and ensure reporting is easy read and supported by detailed annexes by 2025
- We will measure trustee involvement by 'volunteer hours'.

## Equality, Diversity and Inclusion; Workforce

- Through our Inclusion Strategy, we will be stronger by listening to people with learning disabilities and autistic people and reflecting on the Sussex communities we engage with
- We will remain an employer of choice by our staff by 2027
- We will develop a Volunteer Strategy and will recruit and support volunteers.

## Partnerships and Sustainability

- We will harness the power of partnerships to achieve more
- We are reducing our environmental footprint

## How will we know if we are making a difference

Over the next four years, we will measure our impact so we can show the changes and difference our work makes to the people who use our services.



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