

The logo for BarcaLeeds is located in the top left corner. It consists of the word "Barca" in white text inside a grey circle, which overlaps with an orange circle containing the word "Leeds" in black text. The entire logo is set against a white rounded square background.

BarcaLeeds

Strategic Plan

2018 - 2021

Who we are:

Barca-Leeds is a community based charity limited by company guarantee. We are an organisation that delivers transformational services to adults, children, young people and families in Leeds, bringing people and services together to better respond to the needs of each individual.

What we do:

We work with a range of partner organisations, both voluntary and statutory, to deliver a community offer which reduces social isolation and supports people to develop their own initiatives to achieve independence.

Through our work we engage with communities and individuals in order to improve their social and economic wellbeing. We support people to unlock the barriers they face that prevent them from achieving their potential. We enable people to aspire to positive futures by delivering advice, support and guidance to improve wellbeing at a community and individual level. This includes those who may be excluded from other services that have multiple and complex needs. We support people struggling with housing issues, finances, physical health and their mental wellbeing. We work with children, young people and adults affected by domestic abuse or drug and alcohol issues. We also enable people to access employment and education opportunities.

We recognise that within communities, families and individuals there are considerable strengths and experiences and we firmly believe in our asset based approach, and work with people to co-produce solutions that respond to their needs.

At a strategic level we seek to influence local, national and international policy development. We are active members of Locality and its network of international partners. This enables us to share good practice across the UK, Europe and the rest of the world whilst learning from others.

Our Vision:

Barca's vision is: 'A Fair Society'. This means that our ultimate purpose is to make a long term sustainable difference, by empowering people to aspire to, and to achieve independent, fulfilling lives. We take the learning and experiences of the people we work with, share their stories with commissioners and policy makers, in order to influence and shape future changes in policy and services.

Our Mission:

Our mission is to care, listen and respond to the needs of people in our communities, and work with them to deliver outstanding services to improve their wellbeing.

Our Strategy:

The Barca-Leeds Strategy for 2018 – 2021 has four strategic aims:

Engaging Communities

Unlocking Barriers

Positive Futures

A Sustainable Organisation

We will work in partnership to deliver these strategic aims and be mindful of the priorities of our statutory partners within the city and the emerging region. We will continue to fully support Leeds City Council's best city approach in the development of a compassionate and child friendly city. We will help to deliver the priorities of Leeds Clinical Commissioning Groups and the Health and Well-being Board and work with health providers to reduce health inequalities. We will also continue to work with our voluntary sector partners to achieve the best possible outcomes and futures for people we work with.

We will maintain a sustainable organisation that employs experienced, highly qualified, motivated staff. This will include being an employer of choice that drives a positive culture within the workplace through training and development opportunities, a commitment to staff welfare and a fair and affordable benefits package.

We are and will continue to be committed to delivering services to a very high standard with excellent safeguarding practices through staff training, policies and procedures. Our Equality, Diversity and Inclusion Strategy goes beyond creating an accessible service and work place, to considering the culture and environment of the organisation. This will ensure staff and the people we work with feel that they are treated with dignity and respect.

Over the next three years we will continue to diversify our funding but stick to the guiding principle that no one funder would represent more than 20% of our annual turnover. We will review the buildings we occupy and will acquire or dispose of assets in order to improve our financial reserves and organisational efficiencies. We recognise the changing nature of social policy and the need to continue to develop and take on new areas of work in order to achieve our vision and mission.

Who we are

Barca-Leeds is a community based organisation working with people in Leeds to achieve positive social and economic wellbeing for all.



VISION

A Fair Society

MISSION

To care, listen and respond to the needs of people in our communities, and work with them to deliver outstanding services to improve their wellbeing

VALUES

- Compassionate
- Acting with Integrity
- Responsive
- Empowering

How we work

Barca-Leeds Model of Change



Engaging Communities

Work to improve financial and social wellbeing; promote unity in communities and work closely with the people who use our services.

Work in partnership with local residents, organisations and community leaders to identify and address local needs (Asset Based Community Development), working together to develop services (Co-production).

Working **with** people in communities – not doing things **for** them or **to** them (Restorative Practice approach).

Support other community organisations to develop local services in response to local need.

Support and encourage community activities and events.

Support people to access our services and other services in the community.

Unlocking Barriers

Encourage people to feel able to make choices that promote their positive mental, emotional and physical health.

Engage and listen in order to identify and address the critical issues affecting people: mental health, domestic violence and abuse, substance misuse, housing issues, poverty, access to employment and training.

Lead on implementing work to improve responses for those with multiple and complex needs.

Address issues of hidden harm and work to reduce adverse childhood experiences.

Develop skilled counselling and psychotherapy services that respond to high level of need.

To contribute, influence and seek to change social policy that improves personal, social and economic wellbeing.

Positive Futures

Encourage aspirations for a positive future for all, including children and young people.

Strengthen families through early intervention and prevention, education employment and training.

Enable opportunities for people to thrive.

Support people to maximise their household income, secure housing and greater choice over all assets of their life.

Develop services that promote physical activity, emotional wellbeing and provide the necessary support for people to change their life style in order to improve health outcomes.

Support better navigation of health systems and support services for people.

Implement a strong safeguarding and risk management culture across the organisation to reduce risk and maximise the safety of the people we work with.

Sustainable Organisation

Maintain a strong and financially sustainable organisation.

Ensure a balance between financial affordability and delivering social outcomes with adequate reserves to cover future risk.

Review existing assets and seek alternative income streams beyond contract delivery.

Develop our HR and IT systems to ensure they meet the requirements of the organisation.

Review staff terms and conditions and improve learning and development opportunities to support a motivated work force.

Maintain our quality assurance processes, policies and procedures to ensure that we achieve excellence in our service delivery.

Improve our Communications and Marketing strategy.

Implement a comprehensive Equality, Diversity & Inclusion policy and strategy for staff and service users.

Barca-Leeds

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