

Strategic Plan

2016-
2019

include
YOUTH

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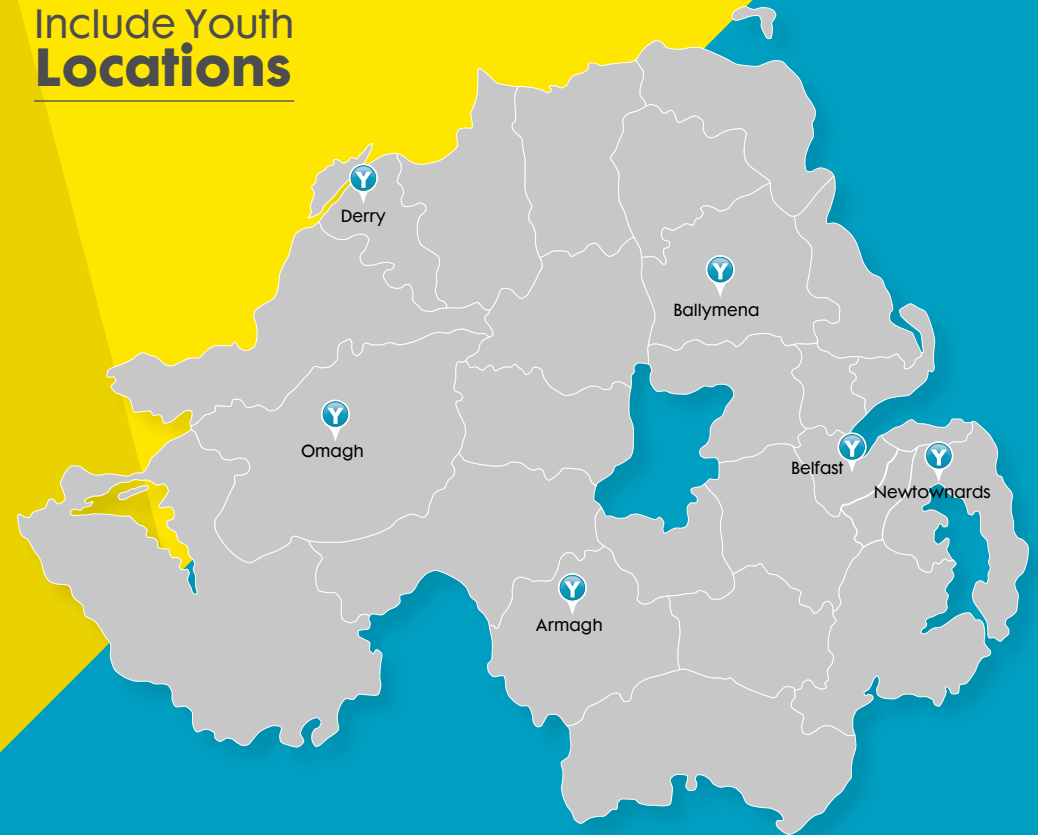
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include
YOUTH

Include Youth's vision is of a society that realises and fulfils the rights and potential of all children and young people.

A regional rights-based charity for young people in or leaving care, from disadvantaged communities or whose rights are not being met to improve their employability and personal development. We influence public policy in the areas of youth justice and youth employment. All our work is underpinned by the voice of children and young people, evidence-based practice and international children's rights standards.

Include Youth Locations



“I am over the moon that I got a job. Getting to visit the Royal to find out more about the different roles was really useful. I was able to talk about some of what I had learnt at my interview. I felt more confident about going to my interview after attending interview preparation. I can't wait to start my job.”

1

PROGRAMME & PRACTICE

Service delivery, voice of the young person and best practice

GOALS

- 1 **Improve the employability and personal development of young people in or leaving care, from disadvantaged communities or whose rights are not being met**
- 2 **Ensure all our work is underpinned by the voices of young people in order to direct and influence programmes, practice and policy**
- 3 **Ensure best practice through continuous reflection, learning and development**



OUTCOMES

- Engage with 1,500 young people through a range of employability and personal development programmes
- Achieve individual employability and personal development outcomes for young people
- Support young people into education, training or employment
- Views of young people are captured and shared
- Ensure service delivery to young people is of the highest standard

2016-2019

2

COLLABORATION & INFLUENCE

Partnership service delivery, policy advocacy and effective communication

GOALS

- 1 **Build and maintain strong partnerships to deliver services**
- 2 **Influence decision-makers and shape policy in relation to youth justice and youth employment**
- 3 **Share organisational messages and promote Include Youth's work**



OUTCOMES

- Work with others at strategic and operational levels to deliver services
- Support partnership practitioners and disseminate practice
- Enhance our policy capacity through collaborating with like-minded organisations, academics and activists
- All policy work and key themes are underpinned by the voice of young people, evidence-based practice and international children's rights standards
- Staff engagement and visibility with key stakeholder networks and forums
- Develop and deliver a communications strategy for each programme
- Grow awareness of Include Youth's work and what we do among external audiences

3

STRENGTH & IMPACT

Support, systems and dissemination of impact

GOALS

- 1 **Build and develop an inclusive and engaged organisation and ensure organisational premises are fit for purpose**
- 2 **Strengthen the financial sustainability of the organisation**
- 3 **Coordinate and disseminate the impact of the organisation**



OUTCOMES

- Work premises are fit for purpose and staff wellbeing promoted
- Deliver a comprehensive Management Development Programme to support managers
- Organisation is effectively run, all policies are up to date and standards complied with
- Develop a fundraising plan to diversify the funding base
- Continue to strengthen internal controls and governance
- Ensure effective financial management reporting to all stakeholders
- Systemically and consistently share impact with stakeholders