

Wirral Evolutions: Strategic Framework 2025



Contributory outcomes and benefits

Purpose
We enrich the lives and opportunities of people with disabilities through maximising their personal potential #OneLife and #LetsLiveIt

Vision
To enable the people we support to have choice and exercise control over their own lives

Mission
Working together to inspire lives, remove barriers and widen horizons for the people we support

Values and Beliefs

1. Personal – ‘Person centred’
2. Integrity – ‘Doing the right things for the right reasons’
3. Quality – ‘Being outstanding in everything we do’
4. Openness – ‘Willingness to listen’ and ‘honesty’
5. Accountable – ‘Responsible for your own actions’
6. Collaborative – ‘Working with others to deliver best outcomes’

Themes	We will	Our success* will change the way we think, act and interact	The difference made - /+ % change in benefits
People	Provide high quality provision to all people we support	1. 100% of the people we support will have: - a. an outcome focused personal plan in place b. their wellbeing enhanced through innovative activities c. choice of independent advocacy support accessed d. opportunities to feedback and shape service provision provided	<ul style="list-style-type: none"> • Mental wellbeing enriched • Self – belief improved • Physical health enriched • Skills and competencies developed • Satisfaction levels (Net Promotor Score) increased
	Supply a qualified and motivated workforce	2. 100% of our workforce we support will have: - a. a performance, review and development plan contributing to company vision in place b. high quality training standards maintained c. opportunities to enhance their physical and mental health offered d. options to feedback and shape service provision provided	
	Embed a culture of volunteering, reward and recognition	3. 100% of our volunteers we support will have: - a. a wide range of diverse skills and experiences in place b. training, support and community involvement accessed c. reward and recognition celebrated and shared d. opportunities to feedback and shape the service provided	
Place	Deliver opportunities to widen horizons to all the people we support	4. 100% of the people we support will have: - a. the appropriate pathway in and with the community offered / accessed through volunteering, education, training, employment	<ul style="list-style-type: none"> • Confidence / autonomy developed • Communications improved, skills gained • Social value / CSR demonstrated
Profile	Be the provider of choice	5. Wirral Evolutions will have: - a. Industry recognised standards achieved and maintained b. Reputation and presence perceived positively c. High performing, efficient and effective business model in place	<ul style="list-style-type: none"> • Reputation / NPS increased • Communications / brand equity maximised • Long term commitment from shareholder secured • Diversified income secured / operational efficient
Partnership working	Have strong partnerships that are aligned into our company vision, mission and values	6. Wirral Evolutions will have: - a. Key partnerships and stakeholders identified, engaged and embedded b. Co-design and co-production embraced c. A culture of working in partnership fostered d. Significant relationships including family, friends and carers in place	<ul style="list-style-type: none"> • Meaningful collaboration gained • Transparency improved • Levels of satisfaction (NPS) increased • Capacity enhanced

*Wirral Evolutions objectives are underpinned by a year on year balanced score card to provide details of coherent actions and their progress in a timely manner.