



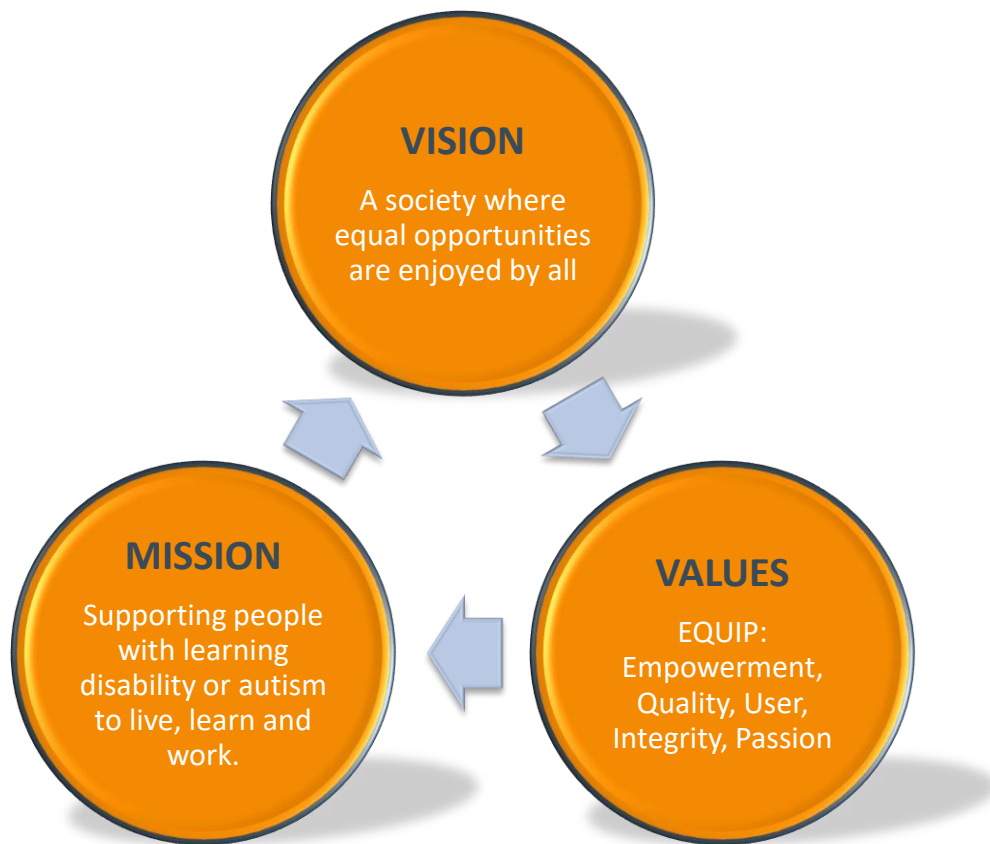
Orchardville

Strategic Plan 2021 - 2024



INTRODUCTION

Welcome to Orchardville's Strategic Plan, 2021 -2024, which outlines how we will ensure that we continue to deliver our vision of a society with equal opportunities for all.



WHAT WE DO

Founded in 1982, Orchardville will celebrate its 40th anniversary in 2022. We now support over 500 people with learning disability or autism across 3 Health & Social Care Trust areas in Northern Ireland and employ almost 90 staff. We are passionate about supporting our participants to reach their full potential, grow in confidence and independence and to support those who wish to work to get and to keep paid employment.

CONTEXT

The last year has been one of the most challenging in the history of Orchardville. The coronavirus (COVID-19) pandemic and our response have touched every part of our organisation – our participants, their families, our staff, volunteers, and our social enterprise businesses. We have learned much about our ability to innovate and find solutions and we have been inspired by the resilience of our participants, staff, and volunteers.

While we are determined to continue to build on our success and come back better and stronger, there is no doubt there will be many challenges in the next 3 years. Much has been written on the mental health legacy of lock down. The restrictions placed on personal freedoms and everyday social interactions have had a profound effect on our emotional and psychological well-being and it is important that our strategy reflects this and how we will support our staff and participants over the next 3 years. Additionally, many of the traditional industries where participants would have gained work experience and paid employment, such as hospitality, catering, and retail have been the most severely impacted by COVID-19 and we will be challenged to identify and act upon new employment opportunities lie in growing and emerging sectors and how we equip our staff to support participants to access sustainable employment opportunities. Lockdown has accelerated our use of IT and digital platforms both to enable staff to work remotely and to support participants virtually. While we have learned much about our digital capability, we also know that we have more work to do to become a digitally agile organisation, a challenge we look forward to embracing.

OUR STRATEGIC PRIORITIES

Our strategy for the next 3 years is presented as an “at a glance” summary showing where our focus will be and providing a balanced view of how we intend to deliver our priorities.

We will develop a Balanced Scorecard for each year of the strategic plan enabling us to track and manage our strategy.

