

MISSION STATEMENT, AIMS AND OBJECTIVES AND PHILOSOPHY STATEMENT

Mission Statement

To give everyone involved in Fairweather unconditional and inclusive respect and support, providing them with the confidence and skills to develop and grow in line with their aspirations.

Philosophy Statement

- 1** Fairweather's philosophical base relates to all those who are involved in the organisation: service users (both adults and children), staff, committee members and external partners.
- 2** We believe that all people regardless of their situation in life should enjoy the same rights and opportunities, whilst accepting the responsibilities for the consequences of these.
- 3** People are more than the situation they are in, or the difficulties they experience. Enabling people is central to all the work of Fairweather. We provide safe, supportive, creative environments for people to live and develop within. We believe that people need space, respect and personal control to develop and realise their potential and find their own solutions.
- 4** We provide temporary housing for women and children and will work with people in a non-judgemental way to appropriate accommodation based on their desires and needs at any point in time. The accommodation we provide will be of the highest quality we are able to secure. We will support people in the ways they require after they have moved on from our properties.
- 5** We strive to provide an environment of confidentiality, balanced by our responsibility to minimise risk where appropriate and in consultation with the people involved.
- 6** Creativity is empowering. Play and fun is valued for adults and children in order to live, create and develop in all areas of life and work. Creativity breeds confidence.
- 7** Fairweather has a culture of openness and honesty. We believe in the involvement of all stakeholders. We view service users as equal partners in our business delivery.

- 8** Fairweather believes that staff are the most crucial resource in delivering our services. Through positive, creative management we aim to consult, develop and value staff to realise our vision of excellence.
- 9** Ongoing training and development is integral to the improvement of the organisation and the individual. This encompasses anybody within Fairweather: adults, children, staff and committee members.
- 10** Fairweather believes in managing risks in order to develop our organisation and improve the services we provide. We strive to be forward thinking and challenge perceptions. We are not afraid to move out of our box and develop services we are not currently involved with.
- 11** Fairweather will be accountable and open to criticism in order to improve. Monitoring systems enable us to identify gaps and needs. Mistakes are an important part of a "learning and growing" process.
- 12** External contributions and joint working are encouraged and seen as important to Fairweather's survival and in valuing all holistically.

Aims & Objectives

- 1** Equality of Opportunity – To endeavour to treat all people equally whilst being sensitive to their cultural beliefs, disabilities and choices. Fairweather aims to be an equal opportunities employer and seeks to ensure that equal opportunities principles underpin all areas of its work and service provision. Fairweather will strive to make policies and practices as non-discriminatory as possible.
- 2** Empowerment & Consultation – To involve tenants in decision making in relation to their own life, and the organisation.

To have open, honest, supportive and respectful communication with tenants and others involved in the schemes.

To keep informed and consult with all involved in the organisation in areas of change and development, at the start of the process.

To actively seek tenant views and act upon them.
- 3** Liaison and involvement in the Community - To work flexibly and jointly with other professionals and organisations in order to develop appropriate support package based on individual needs and wishes.

To work in a managed risk environment with the support and co-operation of external professionals.

To share knowledge and expertise with others so that Fairweather continues to be challenged and develop according to the needs of the community as a whole.

To develop good relationships with the people and groups of the locality we work within.

To develop good communication systems and shared resources as appropriate with other organisations.

4 Recruitment & Management of Staff - To recruit staff who share the philosophy of Fairweather.

To manage staff in an empowering, developmental, open, trusting and inclusive way so that internal working partnerships benefit both Fairweather and individuals working within the organisation.

To respect staffs ability and potential utilising regular supervision, appraisal and efficient channels of communication for all to contribute to decision making and be supported in their work.

To develop a supportive team approach to working.

5 Supported Housing - To provide good quality accommodation and support to women and children.

To create a safe, secure and mutually supportive environment.

To work in an enabling way which allows tenants to feel motivated and supported to develop in ways they choose and promote independence.

To work with women and children in an individual way taking into account their needs, wishes and right to take risks.

6 Training & Development – To provide high quality training to staff and Committee members in accordance with the individual and organisational needs.

To ensure that learning is disseminated throughout the organisation and that new, innovative and good practice is adopted as a result of training.

To consider the training and development of all involved within Fairweather on a regular basis.

To provide NVQ training for all staff.

- 7** Monitoring and Quality of Service Delivery - To set targets and develop monitoring systems to ensure the delivery of quality services.

To regularly review practices and respond positively to audit recommendations.

To work towards the best practice and achieve established quality standards.

- 8** Business Development - To develop the organisation within the philosophy of Fairweather.

To develop administration and management structures to ensure continued good practice.