



Bristol Reach

Mission, Beliefs and Values

Bristol Reach are committed to providing young adults the support they need to enjoy the same rights, freedoms, responsibilities and opportunities to thrive as those within the wider community, regardless of background or ability.

Our Values

1. Keeping our tenants, their families and support networks at the centre of all our decision-making
2. Providing opportunities for young people to access education, training or further skill development
3. Fostering the development of sustainable communities and meaningful relationships
4. Being creative, flexible and adventurous in our approach to support
5. Promoting wellbeing as a core component of what it means to lead a meaningful life

Our Beliefs

1. Every person has intrinsic and equal value, and the right to be supported with dignity and respect regardless of background or ability
2. Joined-up working is key to providing sustainable, positive outcomes for young people
3. Support practices should be based on true facts and backed up by empirical evidence
4. Sustainability, environmental responsibility and efficiency should underpin the business practices of all new businesses
5. Frontline social care staff should be properly recognised and rewarded for the value they bring to communities

Bristol Reach's beliefs and values are foundational to the way we conduct our support and manage our business. They will continue to underpin our decision-making and the way we work now and into the future.

Mission Statement

Bristol reach are committed to providing young adults the support they need to enjoy the same rights, freedoms, responsibilities and opportunities to thrive as those within the wider community, regardless of background or ability.

Our Purpose

Our purpose is to provide high quality accommodation and person-centred support that aims to build confidence, skills and independence for as long as someone needs it. We also aim to foster strong social networks and sustainable peer relationships, so that eventually there is no need for us at all.

We aim to fulfil our mission and purpose by:

- Building connections with other local providers to share information and resources
- Being responsible - only tendering for contracts when we have a high degree of confidence that we can provide a safe, effective placement and positive outcomes for the tenant
- Supporting our service users to maximise their income and independence through job coaching, daily living skill development and benefits training.
- Making use of and contributing to local community initiatives and resources
- Providing proactive and flexible support that responds to the changing needs and wishes of our service users
- Managing our resources carefully and efficiently to ensure the long-term sustainability of our projects and consistent support to our service users

Our Beliefs

Our work is driven by the belief that:

1. Every person has intrinsic and equal value, and the right to be supported with dignity and respect regardless of background or ability
2. Joined-up working is key to providing sustainable, positive outcomes for young people
3. Support practices should be based on true facts and backed up by empirical evidence
4. Sustainability, environmental responsibility and efficiency should underpin the business practices of all new businesses
5. Frontline social care staff should be properly recognised and rewarded for the value they bring to communities

Our Values

Bristol Reach's Values reflect our Mission, Purpose and Beliefs and underpin the way that we intend to deliver safe, effective services to young adults affected by complex mental health or learning disability.

- 1. Keeping our tenants, their families and support networks at the centre of all our decision-making**
 - Using appropriate tools and methodologies to ensure our service users are confidently able to express their choices
 - Gathering and responding to regular feedback from our tenants, their families and other stakeholders
 - Helping young people to understand their long-term goals and break down the steps necessary to achieve them
 - Promoting and engaging in joined-up working at all levels of our organisation
 - Ensuring that our service users and their families are involved in our recruitment process
- 2. Providing opportunities for young people to access education, training or further skill development**

- Keeping abreast of government interventions and initiatives aimed at supporting young people into employment, education and training
- Building relationships with community interest groups and local volunteering organisations who can provide work opportunities to our service users
- Providing support around CV writing, job hunting and benefit maximisation
- Embedding an ethos of sustainable living, eco-consciousness and self-reliance

3. Fostering the development of sustainable communities and meaningful relationships

- Ensuring that Bristol Reach is a welcoming organisation and a fulfilling place to work
- Promoting and supporting opportunities for the people we work with to engage with each other and to be recognised and participating members of their community
- Education on the safe use of the internet as a tool to find communities of like-minded people
- Getting involved in local community activities and initiatives
- Supporting group and shared activities between the tenants in each of our projects and between projects

4. Being creative, flexible and adventurous in our approach to support

- Supporting people to be ambitious about their targets for independence and helping them meet those targets
- Listening to feedback and continuously reviewing, developing and improving the range and quality of the services we provide
- Working closely with BCC to identify areas of need, as well as new ways of working in order to meet those needs quickly and efficiently
- Utilising technological solutions and a data-driven approach to maximise service users independence and enable them to take appropriate risks
- Training and developing a talented, creative and motivated workforce that demonstrate our beliefs and values at all times

5. Promoting wellbeing as a core component of what it means to lead a meaningful life

- Recognising that people are disabled by barriers in society, not by their impairment or difference
- Understanding that mental wellness comes from being able to make meaningful decisions about your life
- Recognising that people need different kinds of support to make choices and decisions
- Ensuring the wellbeing of our staff so that they can ensure the wellbeing of our service users