



“The support I received from my support worker was excellent and I would recommend that anyone working with her should stick at it as they will get to where they want to be”



Strategy
2015-2018



Sustainability

We aim to ensure the long term sustainability of Leeds Mind as an independent organisation.

We will:

- Diversify our income sources.
- Increase existing statutory income and develop new sources of voluntary income.
- Review our governance arrangements to ensure that they remain fit for purpose.
- Attract, retain and develop both staff and volunteers and ensure they have the skills and support to deliver high quality services.
- Continue to recruit both staff and volunteers who embrace diversity.
- Become influential in Leeds and establish Leeds Mind as a partner of choice.
- Develop a competency framework to support staff development.
- Manage our resources and costs to deliver our strategic aims, including a review of our current buildings and facilities.
- Ensure our IT and information systems are fit for purpose and that we are making the best use of technology and social media.
- Ensure all our services are underpinned by outcomes and evidence and that we constantly challenge ourselves.

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Registered in England Number 2193270



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Inkwell
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Our vision

Better mental health for all.

Our mission

Leeds Mind enables people with mental health difficulties to flourish.

Our values

Kindness

We treat everyone with compassion and care.

Hope

We believe recovery is possible for all.

Empowerment

We encourage people to make informed choices in a safe environment.

Inclusion

We welcome anyone with a mental health need.

Respect

We value everyone's contribution and background.

Support

We support people to live with their mental health difficulties and to achieve their goals.

What we believe about mental health

- We all have mental health needs and it is important to take care of these.
- Everyone has the capacity to recover from mental health difficulties.
- Everyone has capabilities and resourcefulness and we are committed to their involvement at all levels of the organisation.
- We engender hope, optimism and respect in our human interactions.
- Human relationships are of central importance to mental health.
- We facilitate creative alliances which foster positive outcomes, promoting change for the better.
- We listen to and understand other people's perspectives and help them find their voice.
- We do not write off another person under any circumstances and we will persist in supporting and enabling people who use our services or sign post them to a more appropriate service.
- People with mental health difficulties should retain choice and control over their lives and what services they choose to use.
- We promote social inclusion and will challenge stigma and discrimination wherever we find it.

Strategy 2015-18

Leeds Mind was established in 1972, since then it has always been a leader in developing thinking and new approaches about recovery. We remain committed to delivering innovative, evidence based services to the people of Leeds and beyond.

We deliver services in these areas:

- Wellbeing (including Inkwell)
- Housing
- Employment through Workplace Leeds

The following strategic aims have come out of discussions with clients, staff and volunteers.

Strategic aims - 4 key themes

Person centred

We aim to co-produce and develop high quality personalised services which deliver measurable outcomes and positive experiences for clients.

We will:

- Ensure that our clients have the opportunity to participate in how our services are developed and delivered.
- Set up client involvement forums to get feedback.
- Keep up to date with developments in health and social care.
- Research the personalisation agenda to offer personalised services to clients.
- Develop our peer support service to reach more people.
- Enable clients to influence the governance and strategic direction of Leeds Mind.
- Develop a member's network to engage with our clients and the wider population.
- Improve our methods of gathering evidence from clients to inform the future direction of Leeds Mind.
- Encourage and support clients to move towards delivering services.



Changing attitudes and behaviours

We aim to reduce stigma and discrimination regarding mental health.

We will:

- Raise our profile and contribute to the evidence base around mental health.
- Consider alternative ways of capturing and communicating our views.
- Support national and local campaigns.
- Develop our training offer in conjunction with clients and employers to encourage positive attitudes to mental health in the work place.
- Increase the number of signatures to the Mindful Employer Charter.
- Work with National Mind and Time to Change to enable people experiencing mental health difficulties to gain equality of treatment with physical health.
- Develop positive relationships with the media.
- Develop and deliver a communications plan to increase knowledge and brand awareness in Leeds and West Yorkshire.
- Continue to adopt a positive approach to employing staff and volunteers with lived experience of mental health difficulties and support them in leadership roles.
- Keep up to date with the local and national political agenda.

Access

We aim to ensure that people get the right services and support at the right time.

We will:

- Respond to the needs of the people who use our services.
- Strengthen our existing partnerships with commissioners, the statutory and voluntary sector providers in Leeds, to ensure that the people we serve have access to appropriate and high quality services.
- Identify new relationships with corporates and academic institutions.
- Increase collaborative working with the statutory, voluntary and private sector to ensure a better service for the people of Leeds.
- Improve the resilience of people by working on prevention and early intervention.
- Reach more people in Leeds particularly young people, carers and older people and those living outside our current geographic area.
- Develop our methods of communicating with people through social media and promote digital inclusion.
- Participate in the transformation of mental health in the community in Leeds to ensure that people are able to access the appropriate high quality service in a timely manner.
- Conduct a feasibility study into setting up a Recovery College.

