

THE WAY FORWARD

The *Enable Ireland Strategic Plan 2006–2008* sets the organisational direction for the next three years and will be reviewed annually. Strong stakeholder partnerships with service users, families, volunteers and supporters are a priority for Enable Ireland. New stakeholder structures have already been implemented at local level. These will continue to grow during the life of the plan.

Service delivery and support activities will be driven by a quality agenda. The implementation of the *Enable Ireland Strategic Plan 2006–2008* will be supported through the EFQM and Performance Management processes. A working group will be established to oversee the implementation of the plan. The group will report annually to the Board of Directors. All Enable Ireland employees will participate in this implementation through continued commitment to quality work.

While there are challenges in the areas of funding, resources, social awareness, levels of disability and professional capacity, there are also significant opportunities. Enable Ireland builds on solid and tested values. We represent a vision of social inclusion and fulfilment of needs for people with disabilities. Enable Ireland is prepared and able to network and co-operate to advance an agenda around excellence and innovation. We have as much to offer mainstream society as to gain from it – person-centredness, transfer of best international practice, adaptive technologies and service excellence.

Enable Ireland is committed to delivering the nine strategic goals, working in partnership with people with disabilities and statutory funders to ensure that each individual who uses our services is enabled to achieve optimum independence, choice and inclusion at home, at work and in society.

Action on Disability

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Action on Disability

Enable Ireland

Strategic Plan 2006–2008

SUMMARY



“Enable Ireland’s mission is to enable those who use our services to achieve maximum independence, choice and inclusion in their communities. We will do this by offering a range of services and supports of the highest quality, in line with the needs and wishes of the service users and in active partnership with them.”

Enable Ireland is a leading national provider of services for people with disabilities and their families. We currently deliver services to 3,500 children and adults through a combination of centre-based and outreach services. Our services for children and their families cover all aspects of a child’s physical, educational, and social development from early infancy through adolescence. For adults we offer a range of services covering personal development, independent living, employment, and social and leisure activities.

The *Enable Ireland Strategic Plan 2006–2008* is a blueprint for the future, designed to direct our actions for the next three years. Enable Ireland’s vision and core values underpin all aspects of our work and highlight our commitment to excellence.

The Board of Enable Ireland is committed to directing the organisation in a manner that ensures person-centred, effective, efficient and safe services. New quality initiatives reflect our commitment to delivering services according to evidence-based best practice.

With its roots in voluntary action, Enable Ireland places central importance on partnerships with service users, their families, volunteers and supporters as well as a growing range of external bodies including Government Departments and the Health Service Executive. It sees this plan as a flexible tool to achieve challenging goals, promote excellence and meet statutory regulations and standards.

Enable Ireland’s success relies on the staff who provide the expertise and talent to deliver services and support activities. Staff recruitment, development and retention will be a strategic priority for the organisation. We are committed to providing a work environment that is dynamic and enriching. Enable Ireland will use its resources to provide the facilities, equipment and skills to ensure staff best meet the challenges of dynamic growth.

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CORE VALUES

The core values of Enable Ireland underpin the way in which we deliver services, interact with people and are held accountable. These values inform all our actions and ensure we achieve the highest standards in everything we do.

Our core values commit us to:

The Social Model of Disability

Society must recognise and accommodate individual needs.

A Rights-Based Approach

Enable Ireland recognises that all citizens have equal rights.

Person-Centredness

All individuals have unique and diverse needs. Activities must accommodate this diversity; privacy and confidentiality will always be respected.

Independence

Individuals have a right to self-determination regarding life choices.

Equality

Enable Ireland promotes fairness, in line with equality of opportunity, equal access and legal rights.

Integrity

Enable Ireland is honest, trustworthy and impartial and will stand by its values.

Quality

Enable Ireland is committed to excellence in everything it does.

Transparency

Everything Enable Ireland does is visible, clear and easy to understand.

Accountability

Enable Ireland is responsible to the State and its stakeholders for its actions and decisions.

STRATEGIC GOALS 2006–2008

The way forward for the next three years will be guided by nine strategic goals. In setting our strategic goals, Enable Ireland is aware of the profound changes occurring in the external environment. The passage of significant new legislation has contributed to a policy framework that emphasises rights rather than traditional charitable models. We increasingly operate in an atmosphere of externally directed standards, quality systems, value for money initiatives and competition from external providers. We must reflect these realities in our thinking, in our practice and in our approach to implementing our strategic goals.

Children’s Services

Enable Ireland will deliver high quality services to children and families using person-centred approaches and in line with evidence-based best practice.

Adult Services

Through a person-centred approach, Enable Ireland will provide access to a wide range of support services in line with evidence-based best practice.

National High Tech Assistive Technology Training Service

Through our High Tech AT Training Service, Enable Ireland will continue to develop and deliver high quality training programmes to all stakeholders in order to facilitate opportunities for services users to access and participate in their local communities.

Postural Management Services

Enable Ireland will continue to develop and deliver high quality technical support, training and information on Postural Management to all stakeholders to assist services users to access and participate in their local communities.

Research

Enable Ireland will undertake a systematic review of research within Enable Ireland and make recommendations on the future structure, function and role of research within the organisation.

Human Resources

Enable Ireland will recruit and retain a motivated and proficient staff within a supportive working environment.

Information Technology

Enable Ireland will develop and implement a national IT strategy that will enhance the quality of service delivery and provide a support model to internal and external stakeholders.

Communications

Enable Ireland will adopt a comprehensive communications strategy which will enhance the organisation’s reputation, raise its profile, fulfil its corporate advocacy role and disseminate up-to-date information among all stakeholders.

Retail & Fundraising

Enable Ireland will continue to generate income through our retail and fundraising activities in order to provide capital resources and to enhance the services we deliver.

These strategic goals are linked to specific objectives and measurable results for each area. There will be regular monitoring of progress against these targets throughout the life of the plan.