

For 2019-20, the following key business objectives have been set as follows:

Strategic Plan:

Governance: To manage the Foundation to the highest possible standards

Safeguarding and Welfare: To ensure we safeguard and promote the welfare of all young people and vulnerable adults

Finance: To ensure the sustainability of the Foundation through prudent financial management

Business Development: To increase the growth of the Foundation through partnerships, profile and awareness

Programmes: Increase the range, number and quality of programmes and services, and the number of participants attending

Equality, Diversity and Inclusion: Commit to stopping discrimination and to treat people with dignity and respect.

GOVERNANCE: Manage, Update and Implement Policy		
<p><b>STRATEGIES</b> Review all governance policies and procedures</p>	<p><b>GOALS</b> Annually review process and implement Policies and Procedures, such as: Policy Matrix Memorandum and Articles, Public and Employer Liability Insurance, Board of Trustees Responsibilities, Health and Safety, Safeguarding, Prevent, Equality and Diversity, Recruitment, HR and Employment Law, Data Protection, Communications, Internet and Social Media, Financial Management, Complaints, Staff Handbook, Confidentially and Information Sharing, Whistleblowing, Environmental, Volunteering, Residential, Transport, Trips, Tours and Tournaments</p>	
Produce an annual operational plan	<p>Fulfil Companies House, Charity Commission, PLCF and EFLT commitments and seek national accreditation Hold bi monthly Board meetings, sub-group meetings and an AGM Risk register and conduct a risk management procedure across all operational areas</p>	
Set the highest standards of administration	<p>Produce a three-year Strategic Plan for Board approval Produce an annual Strategic and Operational Plan and Budget for Board approval</p>	

	<p>Monitor and Evaluate all activity  Comply with all Regulations of all governing bodies, SLA's and contracts  Annually review the Standard Operating Procedures and Staff Handbook  Continuously review and satisfy staff professional development needs</p>	
<p><b>SAFEGUARDING &amp; WELFARE: Safeguard &amp; Promote Young Peoples' and Vulnerable Adults' Welfare</b></p>		
<p><b>STRATEGIES</b>  Compliance to current legislation and implementation of policy</p>	<p><b>GOALS</b>  Safeguarding &amp; Child Welfare Officer to regularly attend appropriate training  Meetings with staff and sessional workers to review and implement the policy</p>	
<p><b>FINANCE: Prudent financial management</b></p>		
<p><b>STRATEGIES</b>  To financially comply with all governing bodies   To adopt Financial Management policies that supports a sustainable organisation.</p>	<p><b>GOALS</b>  Produce audited annual accounts and Financial Management Policy  Produce management accounts, annual budget, and cash flow plan for approval by the Board   Agree and publish a policy for procurement, authority, reserves and cost recovery.</p>	

<p><b>BUSINESS DEVELOPMENT:</b> Continue to develop and nurture networks and partnerships, improve knowledge of community needs, and develop product, programmes, and services to address gaps in provision</p>		
<p><b>STRATEGIES</b>  Identify key strategic partners for growth  Maintain the support of all existing partners  Revenue generation  Develop a communications strategy</p>	<p><b>GOALS</b>  Research community needs and potential partnerships  Join forums and networks, produce reports, and meet regularly with stakeholders  Develop a Fundraising strategy  Raise awareness of the charity through a coherent communications and brand strategy  Create a stronger recognition and marketing of the brand  Create a website, newsletter and social media presence  Produce a Customer Charter</p>	
<p><b>PROGRAMMES:</b> Increase the range, number and quality of programmes and services, and the number of participants attending</p>		
<p><b>STRATEGIES</b>  Increase number of programmes and services, and continue to develop an inclusive programme   Quality assure all programmes   Research good practice</p>	<p><b>GOALS</b>  Work towards all key themes, Sport’s Participation, Health &amp; Wellbeing, Equalities &amp; Inclusion, Education, Employment &amp; Skills, Regeneration, &amp; Community Safety   Consider and deliver to the aims and objectives of funded programmes and services   Create models of performance for delivery   Identify and adopt good practice from other Trusts and sports</p>	

EQUALITY, DIVERSITY & INCLUSION: Commit to stopping discrimination and to treat people with dignity and respect.		
STRATEGIES To promote equal opportunities in both the employment and management of staff, and in the delivery of its services. The Charity will promote equal opportunities across all its work.	GOALS Actively promote equality, diversity and inclusion throughout the organisation  Equality audits will be carried out with all stakeholders for feedback to ensure we are engaging all of our users  Equality action plans to address where we can improve in our services and as an organisation and in line with any targets we are set	