

PRINCIPLES, VALUES, AIMS AND OBJECTIVES

Cyrenians' Principles

- To provide user led, cost effective services which offer individually tailored support in a sensitive and appropriate way.
- To promote an environment that embraces diversity by acknowledging that people's prior life experience will possibly have included disadvantage, prejudice and discrimination with choice, privacy, dignity and respect being the focus of services.
- To strive towards providing a safe, secure environment for living and working, hearing and valuing the input of service users and staff.
- To work in partnership with others, recognising individual strengths and promoting the needs, interests and self-development of vulnerable people.
- To encourage people to maximise potential and enhance their quality of life.
- To ensure property management does not dilute social care emphasis.
- To ensure that all services provided are based on the philosophies underpinning the Recovery Model for Mental Health, Social Inclusion and the Supporting People Programme.

Cyrenians' Values

Working in Partnership: To develop and maintain constructive working relationships with service users, carers, families, colleagues, lay people and wider community networks. Working positively with any tensions created by conflicts of interest or aspiration that may arise between the partners in care and support.

Respecting Diversity: To ensure that all service users receive a service free from prejudice and discrimination by working in partnership with service users, carers, families and colleagues to provide care and support interventions that not only make a positive difference but do so in ways that respect and value diversity including age, race, culture, disability, gender, spirituality and sexuality.

Practising ethically: To recognise the rights and aspirations of service users and their families acknowledging power differentials and minimising them whenever possible. Providing care and support that is accountable to service users and carers within the boundaries prescribed by best practice.

Challenging Inequality: To address the causes and consequences of stigma, discrimination, social inequality and exclusion on service users, carers and mental health services. Creating, developing or maintaining valued social roles for people in the communities they come from.

Promoting recovery and inclusion: To work in partnership to provide care and support to enable service users and carers to tackle problems with hope and optimism and to work towards a valued lifestyle within and beyond the limits of any social care issue.

Identifying people's needs and strengths: To work in partnership to gather information to agree health and social care needs in the context of the preferred lifestyle and aspirations of service users, their families, carers and friends.

Providing service user centred support: To negotiate achievable and meaningful goals; primarily from the perspective of service users and their families. Influencing and seeking the means to achieve these goals and clarifying the responsibilities of the people who will provide any help that is needed, including.

Making a Difference: Facilitating access to and delivering the best quality, evidence-based, value based health and social care interventions, to meet the needs and aspirations of service users, their families and carers.

Promoting Safety and Positive Risk Taking: Empowering the person to decide the level of risk they are prepared to take with their health and safety. This includes working with the tension between promoting safety and positive risk taking, including assessing and dealing with possible risks for service users, carers, family members, and the wider public.

Personal development and Learning: Keeping up-to-date with changes in practice and participating in life-long learning, personal and professional development for one's self and colleagues through supervision, appraisal and reflective practice.

Cyrenians' Aims

- To be the best provider of housing care and support in London to those most vulnerable in their local communities.

Cyrenians' Objectives

Cyrenians has always been mindful of the original objectives laid down in 1972 when the organisation was set up and the current Mission Statement 'Developing potential through care and support', our principles and philosophy still reflect that commitment. We intend to translate our Mission Statement and principles into action and will achieve this by delivering on the following objectives:

- To ensure that Cyrenians' Recovery services are responsive to service users' rights, views, ambitions and aims.
- To develop a greater number of services to meet local and emergent need.
- To prioritise the needs of black and minority ethnic groups to ensure that Cyrenians' work is reflective of the communities in which we work and promotes best practice.
- To maintain a strong and viable financial framework to support the work of Cyrenians.
- To provide a value for money service.
- To improve the living conditions for our tenants, carry out repairs in a timely fashion, improve rent collection and increase ownership of stock.
- To develop an organisational culture of continuous improvement that is underpinned by quality assurance mechanisms.
- To provide staff training and development opportunities.