

From Cradle to Community: Winch Strategic Framework 2022-7

Strategic Themes:	Activity	Why we do this activity	Winch Learning Goals	Intermediate Outcomes	Strategic Outcomes	Our Vision:
Poverty & Inequality Mental & Physical Health Community Togetherness	<ul style="list-style-type: none"> - 1:1 mentoring, advocacy & support - Skills & knowledge development programmes - Open & targeted services & groups - Physical & creative activities 	<ul style="list-style-type: none"> - Create opportunities to discover & develop skills & agency - Provide safe & de-pressurised spaces to nurture self/mutual care - Improve physical & mental health - Reduce education inequalities - Build our individual and collective assets & strengths 	<i>How do we develop better 'impact measures' that help us to achieve our strategic outcomes?</i>	<ul style="list-style-type: none"> - Improved self-confidence & self-esteem - Develop new skills - Increased sense of inclusion - Increased physical activity 	<p>We develop strengths, skills & sense of belonging</p>	<p><i>Camden is a great place to live, work and grow up in. It's a place where every child can learn, grow and flourish.</i></p>
	<ul style="list-style-type: none"> - Peer to Peer Support - Partnership development - Accessible & more equitable opportunities 	<ul style="list-style-type: none"> - Strengthen peer-to peer relationships & networks - Broker new resources & money into communities - Bring different communities together - Build local collaboration 	<i>What partnerships can we create, lead or support that best tackle poverty & inequality?</i>	<ul style="list-style-type: none"> - Strengthened, positive peer relationships - Increased reach - Improved local collaboration - Improved access to opportunity & resources 	<p>We connect people to create more resourceful communities</p>	
	<ul style="list-style-type: none"> - Participation - Community research - Social action & community/youth organising - Influencing systems 	<ul style="list-style-type: none"> - Better understand the ambitions & needs of the communities we serve - Support people to take action & ensure marginalised voices are heard. - Build a fairer community, free from systemic barriers that cause harm 	<i>How can we improve our support to young people and/or residents leading systems change?</i>	<ul style="list-style-type: none"> - Increased self & collective efficacy - The people we serve lead new initiatives tackling strategic themes - Systems are changed or improved. 	<p>We support communities change systems to create equality, justice & inclusion</p>	
Climate Change Employment Personal Safety Racial Justice LGBTQ+ Support	<ul style="list-style-type: none"> - Staff well-being & professional development - Collective insight development - Enabling structures & culture - Innovation & growth 	<ul style="list-style-type: none"> - Support staff growth & care - Test, pilot & learn from new services - Create financial security & stability across the Winch - Become a learning organisation 	<i>How do we work adaptively to more effectively address the challenges faced by communities?</i>	<ul style="list-style-type: none"> - Staff access training and wellbeing offer - Initiatives developed to meet emerging hopes & needs - New systems & learning infrastructure are effective 	<p>The Winch adapts, learns and grows</p>	
<p>Principles: We apply a JEDI (Justice, Equity, Diversity & Inclusion) lens to our work</p>						