



## Motiv8 Business Plan 2016-2020

### Executive Summary

Motiv8 is an independent, Portsmouth and Hampshire based, charity that works to improve the life chances of young people and their families by providing high quality targeted support to those identified as being at greatest need. Work is based in the Community, in Schools and Colleges and supporting young people into Employment. Front line staff, both paid and unpaid, are based in geographical teams with emphasis placed on priority neighbourhoods identified using national data and local intelligence.

### Mission

Motiv8 exists to improve the life chances of young people. We do this to reduce the risk of offending, anti-social behaviour and disengagement from learning or employment.

### Vision

Our vision is a society where all young people are healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well-being.

**Values** - our work is guided by the following values:

- Building **positive relationships and trust** with young people, their parents/carers; and wider stakeholders such as commissioners, referral agencies and partner organisations.
- Providing **high quality, reliable and supportive services** that meet **identified needs**.
- Actively promoting **consultation and participation** with young people, our staff, other organisations and the local community.
- Striving for **excellence through continuous improvement** and committing resources to **innovation and creativity**.
- Being a high quality employer, supporting and **investing in all our people**, including unpaid staff e.g. volunteers and students, to ensure that staff remain motivated.
- We want the very best for all young people and to achieve this **we do what we say**.

**Strategic Objectives** – our strategic objectives for the period 2016-2020 are to:

1. Be child, young person and family focused in all we do.
2. Deliver life chances that lead to positive outcomes.
3. Have a skilled, healthy and flexible work force.
4. Be sustainable.
5. Be a partner of choice.

**Success Measures** – we measure success against the following key measures:

- A reduction in the number of first time entrants to the youth criminal justice system
- A reduction in the re-offending rates among young people
- Improved attendance at secondary school, contributing to improved and accredited attainment both in school and beyond
- Young people over 16 progressing in Education or moving into Training or Employment.