

CARING  
BREAKS



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# STRATEGY 2014 – 2019

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*We're for family carers  
and those they love*

*This publication describes:*

# What drives Caring Breaks:

## Our Mission and Vision

## Our strategic aims

## What we want to achieve in five years

# Who we are

Caring Breaks is a Northern Ireland charity for family carers.

It was formed in 1999 by parents and carers, to address the shortage in respite provision for those caring for adults with a learning disability. It is a partnership between carers themselves, people from the business community and the statutory sector.

The service has grown and developed over the years and is now a well established, reputable organisation in the field of respite provision in Northern Ireland. We are known for putting family carers and their loved ones - adults with a learning disability, at the heart of everything we do.

There have been tremendous changes both internally and externally since the formation of Caring Breaks.

Over the past 14 years, we have widened the variety and level of services to meet the changing needs of both family carers and adults with a learning disability. We have developed partnerships with other agencies to help deliver creative activities and innovative projects for the people we support.

The fast changing external environment has helped set the context for our new strategy. This is particularly relevant as the health and social care sector is being significantly changed through Transforming Your Care (TYC). The TYC strategy strongly advocates increased and enhanced support for family carers. We see the expansion of Caring Breaks throughout Northern Ireland as a natural next step.

# What we do

48  
MEMBERS  
OF STAFF

138  
FAMILIES

24,000  
HRS

We provide regular short breaks for family carers and social and recreational activities for their relatives - adults with a learning disability. Caring Breaks employs 48 staff and currently supports 130 families mainly in the Belfast area. In 2012/13 we provided 24,000 hours of respite for family carers.



## *How we developed our strategic plan*

Over the past year, we conducted focus groups with family carers, adults with a learning disability, staff, volunteers and our board of directors. Workshops were also held with the senior management team and these were facilitated by Richard O’Rawe of Stellar Leadership.

## Our Mission

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To provide regular short respite breaks for the family carers of adults with a learning disability.

## Our Vision

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Every family carer in of an adult with a learning disability in Northern Ireland will have access to short breaks.

Every adult with a learning disability living at home with their family carer will be provided with support to enable them to participate in social and recreational activities of their choice.

## Our Values

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We are **person-centred**. We are passionate about giving support to family carers and their son/daughter with a learning disability.

We act with **integrity** and take pride in all that we do. The highest standards of openness and professionalism are maintained in all our activities.

We work in **partnership** and consult, share, learn and collaborate with all our stakeholders as our way of doing business.

We provide a high **quality** service that continuously improves to meet the changing needs of the people we support.

# What are our strategic aims?

Our strategy for the next five years is based on remaining true to our mission and making progress towards our vision - that every family carer in Northern Ireland can access our respite service.

## Aim 1 SERVING FAMILY CARERS AND ADULTS WITH A LEARNING DISABILITY

- Expand the delivery of high quality respite services to meet the needs of family carers and adults with a learning disability
- Achieve mainstream provision of Weekend Breaks
- Expand the range of social and recreational activities to encourage participation for adults with a learning disability
- Maintain high levels of satisfaction among family carers and adults with a learning disability using Caring Breaks

## Aim 2 IMPROVING PROCESSES

- Effective governance
- Achieve Investors in People Award
- Invest in new processes and systems to support expansion

## Aim 3 INNOVATION & GROWTH

- Recruit and retain an excellent staff team to implement expansion strategy
- Campaign and lobby for the development of respite services across Northern Ireland

## Aim 4 MANAGING RESOURCES

- Ensure Caring Breaks resources are well managed
- Create new revenue income



# What value do we bring?

We are acknowledged by the families we support as a provider of high quality, reliable, flexible and responsive, short respite breaks. They also tell us that Caring Breaks is a lifeline and that our service enables them to continue to care for their loved ones at home.

## The Impact of Caring Breaks

*What family carers told us in our most recent Carers' Survey:*

“I can plan a night out without having to make arrangements for my daughter”

“Freedom to get things done or just to rest, knowing my daughter is happy and well looked after”

“A little oasis when we can do what we like”

“He counts the days to get back out with Caring Breaks - it is his only recreation”

“This is our quality time”

*What our employees told us in our most recent Staff Survey:*

“Working for Caring Breaks is a privilege”

“I feel that Caring Breaks provides an excellent service and looks after its staff and service users very well”

“Good company to work for... Great workforce... Our clients are a joy to work with”

“I am kept up to date with the long term vision and objectives of Caring Breaks”



*A more detailed version  
of this strategy along  
with operational plans  
to implement the strategy  
is available at the  
Caring Breaks office.*

