



Strategic Plan

Adopted October 2021

Last Reviewed March 2025

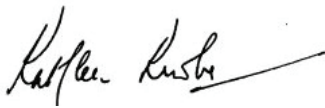
Introduction

'We never thought it possible' is a common refrain about the progress made by people at Derwen. We work with those we serve to support them to achieve what they want to – and challenge them to do more. We value and respect everyone as an individual and try to go above and beyond to meet all their needs.

We are a reflective organisation, committed to evaluating and learning from what goes on. We are a trailblazing organisation, at the forefront of provision for people with special educational needs and disabilities. This is where we strive to continue to be.

March 2025

K Kimber
Chair of Trustees



Meryl Green
Principal & CEO




Mission

To enable everyone to achieve beyond what they and others believe possible.

Values



**We are
Dedicated
Diverse
Dynamic
Derwen**





Strategic Priorities

Priorities serve to promote the College's purpose: the development and care of students and residents.

Ensure our long-term sustainability

Areas of focus

- Rigorous financial management
- Constant review and update of provision
- ▲ Appropriate diversification
- Risk assurance measures
- Environmental commitment

Excel in every aspect of our operation

Areas of focus

- Student programmes and outcomes
- Our holistic approach to people
- Quality improvement
- ▲ Staff CPD and performance management
- Staff wellbeing
- Compliance monitoring
- ▲ Response to changing legislative environment and the SEND landscape
- Being a learning organisation

Make the most of our exceptional resources

Areas of focus

- Accommodation review and planning
- Campus management
- ▲ Commercial developments
- Satellite opportunities
- Safeguarding
- Partnerships




Be trailblazers, initiators and researchers

Areas of focus

- Our position / reputation within the sector
- Risk appetite
- Initiatives and innovations
- ▲ Marketing, publicity and communication with stakeholders
- Award applications
- Build thirst for increased understanding



Groups of People the Charity Serves

-  Students, on educational programmes
-  Clients, on social care funded packages
-  Guests of Short Breaks

..with special educational needs and disabilities

Key Stakeholders

-  Trustees
-  Staff
-  Parents/carers
-  Local Authorities
-  Regulatory bodies
-  Professional partners
-  Employers
-  Commercial customers
-  Local community
-  Grant funders and fundraisers



