



Strategic Plan 2015 – 18

*supporting, developing and representing community groups,
voluntary organisations, social enterprises and volunteering*

Fife Voluntary Action - Strategic Plan 2015-18

Supporting, developing and representing community groups, voluntary organisations, social enterprises and volunteering.

Our vision

- Our vision is of a thriving Fife; one in which voluntary and community organisations, social enterprises and those engaged in volunteering are strong, valued and able to make a significant contribution to the lives of those living and working here
- In line with Fife's Third Sector Strategy Group we seek to increase the involvement, influence and contribution of the sector, bringing about the changes needed to create a better, fairer Fife.

Our mission

- We will work across Fife (and where appropriate beyond) to support, develop and represent Fife's third sector, including those involved in volunteering activity
- We will influence people, cultures and systems that positively promote the work and contribution of Fife's third sector
- We will work in close collaboration with Fife's third sector to ensure that our work reflects their needs and aspirations
- We will seek to ensure that the successes and contribution of Fife's third sector are seen and acknowledged, that their voice is heard, their issues understood and opportunities to contribute are maximised
- We will build the capacity of Fife's third sector, supporting skills and knowledge development as well as attracting resources and building confidence
- We will work with partners engaged in Community Planning in Fife to ensure that the role of our third sector is understood, valued and able to contribute where possible.

Our values

- **Fairness:** We will embrace and promote equality, inclusion and accessibility to ensure fairness is central to all of our work
- **Trust:** We will act with integrity and consistency to ensure our approaches are reliable, and honest
- **People-focused:** We will value partnership working and build quality, mutually understanding relationships. We will ensure that communication is clear and focussed, and that all of our approaches are participatory
- **Strength:** We will use our commitment, motivation and determination to improve policies and practice internally and externally that support our members, our staff and governors and those we seek to support and represent
- **Responsibility:** We will be clear about our objectives and be transparent in how we work, to ensure accountability
- **Continuous development:** We will be a creative, learning organisation renowned for our skilled, knowledgeable, experienced and helpful people
- **Good practice:** We will root our practice in the principles of community development, enabling and empowering those we support, develop and represent.

Our strategic objectives

Our key strategic objectives and the areas in which we will focus our work are:

- 1.** Volunteering development
- 2.** Social enterprise development
- 3.** Supporting and developing a strong third sector
- 4.** Building the third sector relationship with community planning
- 5.** Ensuring that FVA is recognised for excellence.

1. Volunteer development

- We will continue to increase the number and quality of volunteering opportunities both for volunteers and volunteer involving organisations
- We recognise the value and importance of employability programmes and will prioritise approaches that reflect this, while also ensuring that we develop specialist volunteer programmes supporting those with specific needs
- We will work to ensure that volunteering is safe, rewarding, meaningful and inclusive.

2. Social enterprise development

- Fife is fortunate to be well served by organisations whose focus is to support and develop social enterprise. We will continue to build strong relationships with these organisations, engaging in partnership arrangements where appropriate and enhancing their work where agreed
- Our goal will be to ensure that organisations are supported to be more enterprising, resulting in increased income generation and greater social benefit across Fife.

3. Supporting and developing a strong third sector

- We will focus our energies on supporting and developing Fife's myriad of voluntary and community groups, giving this a high priority in our work
- We will work to ensure that these organisations are successful and resilient - they comply with legislation, demonstrate good governance and financial management, and have skilled, informed staff and volunteers
- We will promote partnership arrangements that maximise the opportunities for third sector organisations to play a part in the design and delivery of public and community services
- We will provide reliable and regular information that supports good communication and links organisations
- We will support organisations to engage with their communities.

4. Building the third sector relationship with community planning

- We will lead in the development of progressive attitudes, policies and practices of decision-makers and the public, to improve understanding of the value and contribution of the third sector to community life in Fife
- We will champion the role of the third sector among community planning partners and will seek to maximise the opportunities for organisations to participate in the design and delivery of public and community services
- We will support organisations to better understand and be better equipped to respond to opportunities, thus increasing their level of contribution
- The third sector will be respected, credible and known for its strengths
- Our goal will be that the third sector, including FVA, enjoys parity of esteem with community planning colleagues.

5. Ensuring that Fife Voluntary Action is recognised for excellence

- We will achieve our goals by being a dynamic organisation that is quality assured to a high standard, has sustainable resources and embraces opportunities
- Our stakeholders will know us well and want to work with us – we will be recognised for excellence and for our ability to successfully evolve and innovate - to 'trail blaze'
- We will strengthen our brand, to be well recognised and easily understood
- We will be credible, reliable and respected, investing in and building trusted relationships with our stakeholders and partners
- Our staff will feel valued and respected, competent and confident; we will invest in their professional development and will consider career pathways
- We will strengthen our board
- We will seek appropriate sources of income to ensure financial sustainability - driven by our strategic objectives and not by availability of funding
- We will regularly review our organisational structure to ensure we have the people and resources to deliver against our plans
- We will operate highly effective, robust management systems in relation to HR, finances, legal compliance and performance
- We will be exemplars of good practice in relation to equalities and diversity
- We will improve our ability to demonstrate and communicate the value of what we do
- We will be great communicators and a source of relevant and reliable information
- We will actively promote collaborative partnership working – our stakeholders will want to, and know how to, work with us
- We will be the bedrock of knowledge on the sector and will be outstanding at bringing people and organisations together.

These strategic objectives will be delivered via the following work-plan.