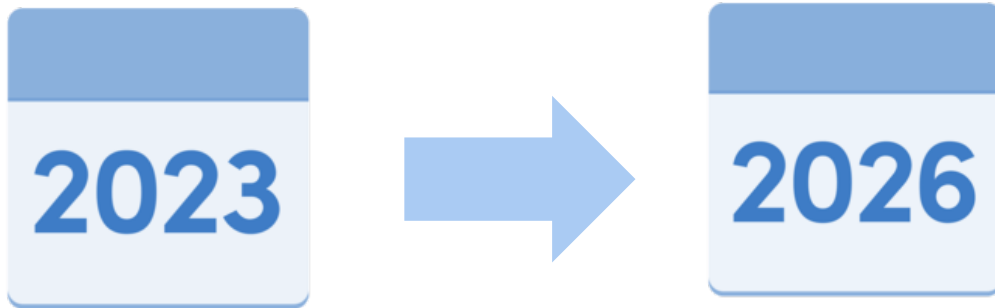




## NDTi Strategy



Years 2023-2026



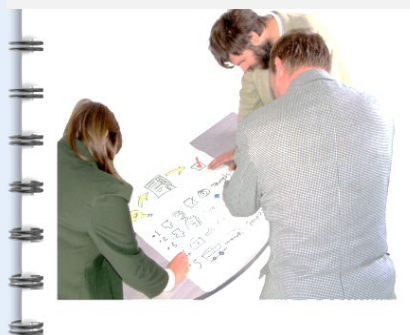
**Title:**  
**A world where everyone  
matters**



## National Development Team for Inclusion (NDTi)

NDTi has been making change that leads to better lives for over 30 years. We have the knowledge, values, and partnerships to make a difference.

### NDTi Strategy 2023-2026



The **strategy** is a long term plan. This strategy is for 3 years. It starts in 2023 and ends in 2026.

The strategy is based on NDTi main work areas:

- Equal lives
- People's voices
- Changing organisations for better
- A great NDTi



This strategy will:

- Help us continue our good work
- Help us decide how to spend our money, how to work and how to look after our employees
- Present new work areas where we can make change

## What NDTi wants to achieve?



### NDTi wants:

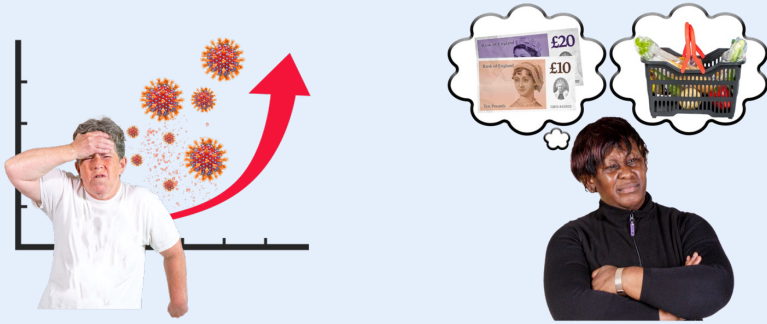
- A world where every person is valued and matters.



- To help people who might not be treated well because of their age or disability to live the life they want.



- People to know their rights and to help them stand up for their rights.



The past three years have been difficult for people and organisations. We all had to live and work through the Covid-19 pandemic. The cost of living crisis, the NHS crisis and the economic situation have not been good.



The risk that people's voices are not heard has got bigger.

There is a need for a big change. There is lots to do to help people to live a full life.



NDTi looks into what is possible. We work with health, social care, education, and the community to help make this change happen.

# Equal Lives



NDTi wants everyone to live the life they choose. That means:

- having paid work,
- choosing where they live and who they live with,
- having relationships,
- being part of a community.



NDTi's work has got bigger over the years.

We are always looking at how we can make things better for people.

We want to support people, organisations, groups, communities and services so that everyone can live the life they choose.





To do that, we will:

- Make sure that we include human rights in our work.



- Connect with community organisations and more diverse people who will bring their lived experience into our work.



- Give people whose voices are not heard the opportunity to be involved in our work.



## People's Voices



We believe that it is important to listen to what people have to say.

We want to involve people in the decisions and changes that affect their lives. We want people to live full lives and decide on where they live, who they live with. We want people's rights to be respected.



We want people to hear what experts by experience have to say. We believe that people who get support should take part in health, social care, education, and housing discussions. We want to work together with experts by experience and organisations supporting experts by experience.

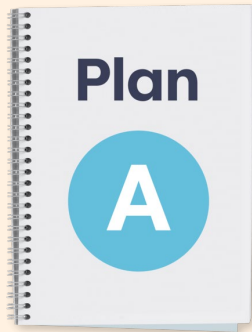


To do that, we will:

- Share our work as we want others to learn about what works well and what does not work.



- Help people to change systems and change services. We want people to have a chance to speak up for themselves.



- Have a new communications plan. This plan will include what experts by experience think we should be talking about.



- Have more diversity in our teams. It means that we will work with different people to make sure no one is left out.



- Have more experts by experience working with NDTi. We will support experts by experience who are part of the Staff, Associate, and Board teams or who are working with NDTi to make sure different voices are heard.



## Changing organisations for better

We want to change organisations for better by listening to and working with:

- people who use services,
- people who are part of communities,
- staff teams,
- policy makers,
- councilors or MPs

We want organisations to provide the services and support that people need.



We will help organisations to make change for better using the systems they have.

Sometimes we will have to make big changes in the organisations and we will have to introduce new systems.



We want people who provide services to enjoy their jobs and feel like they make a difference.



We want to make sure that money which organisations have is well spent.



To do that, we will:

- Work with people from different work areas, communities and locations. We will learn together and we will search for new ideas and ways of doing things.



- Work with organisations to check how services are planned, commissioned, and delivered.
- Support systems that work well.



- Support advocates, organisations, partners and communities to make sure that social care is working better.



- Continue to support leaders and future leaders from different services and communities. We will work with them so that they believe in themselves, respect people's rights and that they make the right decisions and changes for their organisations.

## A Great NDTi



The success of NDTi is thanks to people who work at NDTi: our Staff team, Board, Associates and Partners. We all work together well.

Our values, skills, knowledge and dedication help us work well so that we can help make change happen.



We know that we can always do better and we want to keep improving.

We will write a '**People Strategy**'. The People Strategy is a document in which we will say how we will support people who work at NDTi.

We want to create a welcoming and inclusive workplace. We want new people to want to work at NDTi. We want people who are currently working at NDTi to enjoy their work.



To do that, we will:

- Listen to what's important to our people. We will make sure that NDTi is welcoming for everyone.



- Use our NDTi values in all our work.



- Help NDTi people to learn, progress and be well rewarded for their work.
- Give NDTi people opportunity to learn new skills and to progress their work careers.



- Explore how our work can better support people's wellbeing.



- Invest in IT so that we have reliable, safe, up to date systems, equipment, and the tools we need.

## Human rights



Human rights are very important to us. We believe that people can live their best lives when their human rights are protected and respected by society, services and organisations.

We want human rights to be part of everything we do.



We know that sometimes human rights are not respected. We think this is not right.



To make sure that human rights are respected, we will:

- Respect the human rights of people we work with.
- Want people who work at NDTi and our partners to respect human rights.
- Want people who provide services to NDTi to respect human rights too.



- Challenge others if we believe that people's human rights are not respected.

## Impact – how do we know that NDTi is making a difference?



NDTi has been very busy recently. We are asked to do more and more work to help make a difference. To do that, we have had to employ more people to help us do the work.





NDTi works in and supports:

- health and social care,
- community,
- housing,
- advocacy,
- leadership,
- mental health,
- employment, and
- organisational and system change.



We have a lot of work but we know that more change needs to happen. We want to use our knowledge and experience to look at new areas where we can help make a difference. We will only do work which is supporting our values. We want to support people who are not fully included in the society.



In the next three years, we will:

- Check what is working well now and use it in new areas of work. If we know what is working well, we can then use that to support more people to have good lives.



- Start new work where we think the work is most needed. We need enough time and money so that we do the work in the right way.



- Check that NDTi is working well and we are doing what we said we would do.

## Our values



We want everyone to live full lives.

We want people's voices to be heard about the supports they need and want.



We are reliable. It means that we keep our word and do what's right.



We are open and honest about what needs to change and how.



We offer help to people we work with. We offer help to people we work for.



We are open to the new ways of thinking. We want to learn and improve.



We make change. We want everyone to have good lives.

## Watch some films on YouTube about NDTi

- Watch a film about what NDTi does:  
<https://youtu.be/Z5sUx9XetGo>
- Watch a film about how NDTi listens to people's voices:  
<https://youtu.be/ml2hp6ojUHA>
- Watch a film about human rights and NDTi:  
<https://youtu.be/NvooPyNWpQ>
- Watch a film about what it's like to work with NDTi:  
[https://youtu.be/C30DJo\\_46ww](https://youtu.be/C30DJo_46ww)

[www.ndti.org.uk](http://www.ndti.org.uk)

