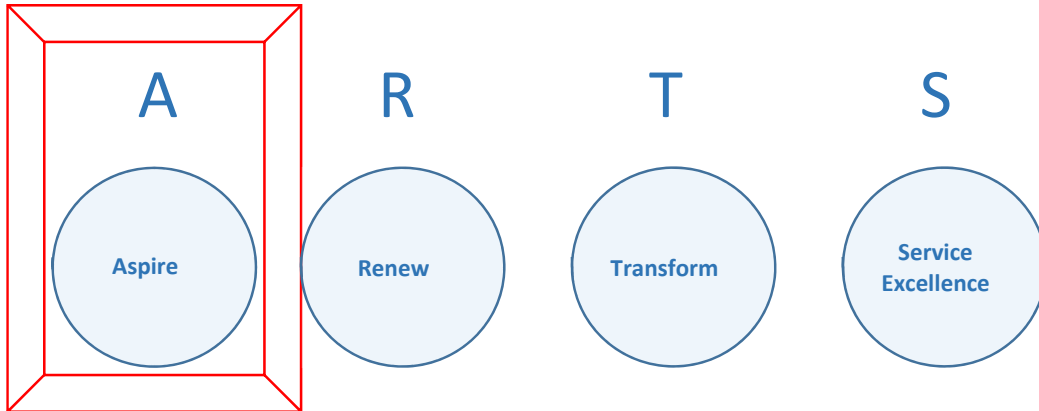


## STRATEGIC PRIORITIES 2020-2025

Our Strategic Priorities for 2020 -2025 establish Orpheus **ARTS**:



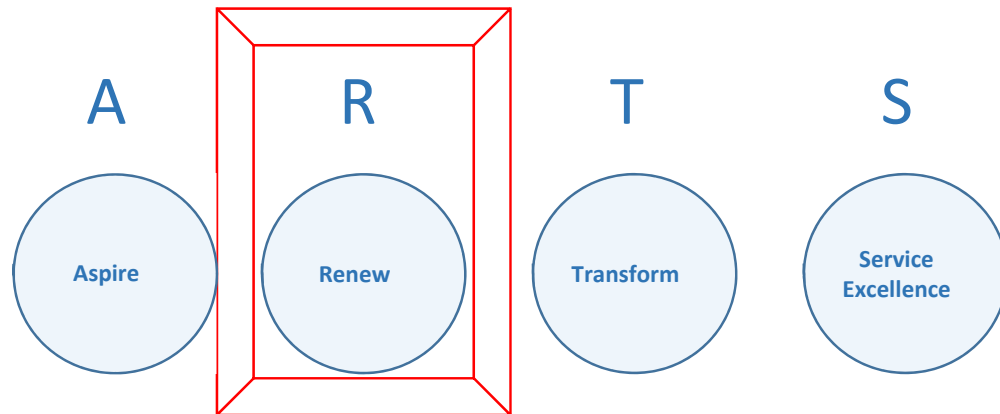
- **Aspire**

In the aftermath of Covid-19, in a country recovering from austerity, the people of the Orpheus Centre aspire to be joyful, bold, inclusive, resilient, and determined. These will be our values and will inform everything we do:

- in our service delivery
- as a workplace for volunteers and employees
- as a business partner.

We will:

- Develop our leadership across the organisation at every level, improving our systems thinking and working against failure demand
- Improve students' involvement and co-production in all areas
- Implement a People Strategy to safeguard the wellbeing of our workforce and establish Orpheus as the workplace of choice
- Achieve 'Disability Confident Leader' status
- Build and maintain stronger and effective relationships with commissioners
- Sustain and innovate our fundraising team with improved marketing resources and a more diverse range of collaborations with pro bono supporters
- Grow our corporate volunteering profile to incorporate mutual opportunities for work experience and skills development for students and workforce, as well as maximising income.

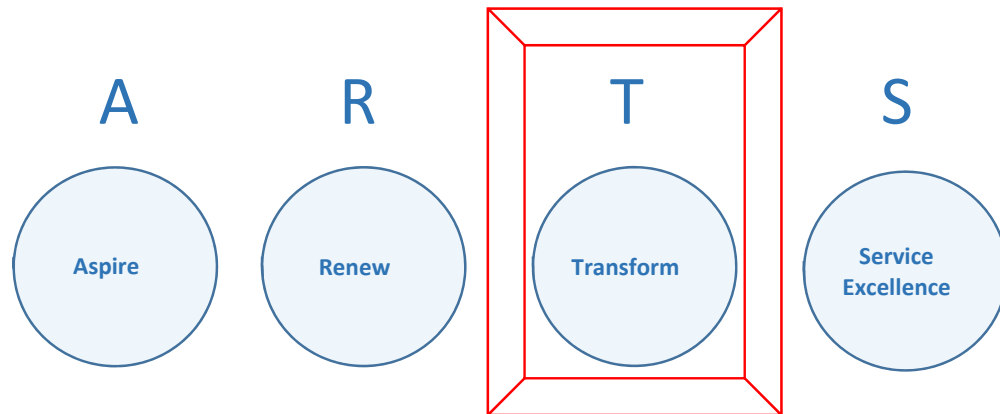


- **Renew**

Our premises require attention and we will develop 21<sup>st</sup> century, future focused facilities for living, learning and working.

We will:

- Develop the Orpheus Arts Centre:
  - i. To facilitate excellent student outcomes throughout their living and learning
  - ii. To promote the skills of disabled people and to improve commercial and work opportunities for disabled people
  - iii. To maintain recruitment and retention of a diverse workforce of volunteers and employees
- Incorporate into the Orpheus Arts Centre:
  - i. Excellent, accessible teaching space and offices for up to 100 students
  - ii. Fully accessible spaces, both indoor and outside
  - iii. A sculpture park and outdoor theatre and entertainment space
  - iv. A large, accessible, indoor, convertible theatrical space capable of proscenium, in the round and promenade work with retractable seating, accessible lighting rig and control box, accessible fly bars and a range of stage cloths
  - v. A dance studio, with sprung floor and smaller studio spaces for exhibitions, performances or rehearsal
  - vi. Art and design facilities, such as a wood workshop serving stage, exhibition and enterprise, a large scale sculpture studio, accessible prop and stage storage, a scene dock and paint frame/paint space
  - vii. Photography, film, media and recording studios
- Go green! We will minimise our environmental impact through the use of:
  - i. sustainable materials
  - ii. energy efficient buildings
  - iii. green roofs
  - iv. renewable energy sources
  - v. electric vehicles and charging points



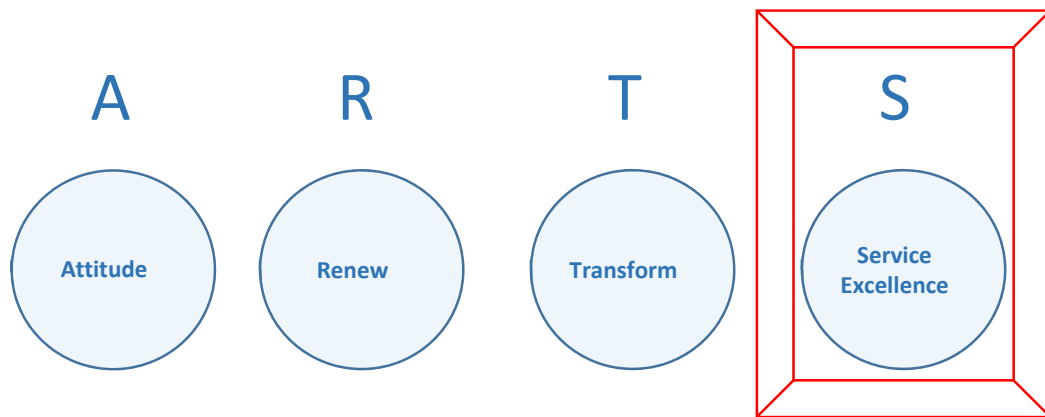
- **Transform**

We want to transform society and improve opportunities with and for young disabled people. While retaining the strong sense of family which Orpheus students, alumni and their families value highly, we will increase our impact beyond the young people who attend the Centre.

Nationally, there are increasing numbers of young disabled adults living and they face inequalities in learning, employment and independent living opportunities. We will retain our use of the arts as a vehicle for learning, development and employment, but also to strengthen the breadth and depth of our influence on society. We want our activities to ensure a better life experience for young disabled people: better housing, better employment, and better social lives.

We will:

- Be a more outward looking organisation in our activities, partnership development and voice. Students and workforce will work together to promote the voice of the young disabled adult in organisational, local, regional and national agendas, using a wider variety of media and outputs
- Develop a broader and coordinated programme of Outreach to impact more young disabled adults, incorporating social enterprise, supported internships, work experience and employment
- Create campaigning capacity and partnerships to influence outcomes for disabled young people, developing our voice with and for disabled people using the arts, publishing, research, training and public speaking
- Develop corporate partnerships to promote employment opportunities for young disabled adults, particularly with successful arts businesses and artists as a route to employment for our learners and alumni, including theatres in London and the South East
- Collaborate with university, college and school arts students and a wide range of commercial artists to raise the profile of and employment opportunities for young disabled artists of all types
- Build networks and channels of influence beyond our founder.



- **Service Excellence**

Working together, we will ensure the Orpheus Centre is outstanding in all that we do.

We will:

- Provide ample evidence of outstanding for care and learning regulators
- Improve equality, diversity and inclusion, creating and maintaining a working and learning environment where all are treated with dignity and respect and where all feel valued and empowered, regardless of the many ways that people are different
- Invest in training and development for all our workforce, both employed and volunteer, particularly on SEND [special educational needs and disabilities] issues
- Increase the numbers of COIN [communication and social interaction specialist] placements, and respond to emerging population needs in SEND education
- Implement a digital strategy to upgrade and sustain our use of innovative and accessible technologies across the organisation
- Commercialise our growing expertise.



## Organisational Strategy 2020-2025

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