



Theme 1

Sharing the power to create lives beyond limits

- **Objective one:** We'll help people use their power to live purposeful, colourful lives as part of their communities.
- **Objective two:** We'll build support that meets people where they are now, and goes with them through life's big changes.
- **Objective three:** We'll be able to clearly show the difference we make, using stats, stories and the voices of the people we support.
- **Objective four:** We'll make sure everyone feels understood, learning new ways to communicate without words, use different languages and make sure everyone's fully included.
- **Objective five:** We'll take Shared Lives to a whole new level, making it the best it's ever been.
- **Objective six:** People will have the power to tell their own stories, and together, we'll tell the story of PSS.



Theme 3

Building a happy team where everyone belongs and feels seen, safe, valued and connected

- **Objective one:** We'll make PSS much more diverse, recruiting brilliant, brave people who have our values at heart.
- **Objective two:** We'll make sure our workloads are manageable, to find more space and time for fresh thinking and doing our jobs brilliantly.
- **Objective three:** We'll take good care of our team's wellbeing, making sure everyone feels happy, seen and valued.
- **Objective four:** We'll grow and keep hold of the next generation of PSS leaders.



The Big Plan: 2026 - 2030



Theme 2

Getting stronger and braver as we grow

- **Objective one:** We'll be brave enough to grab the right opportunities, while balancing our risks and keeping a solid grip on our numbers so we're here to stay.
- **Objective two:** We'll put our resources into great ideas and wise investments, making sure they work hard for PSS.

Theme 4

Staying rooted in nature, community and belonging

- **Objective one:** We'll make our Vision for Belonging happen and work together to think about what happens next.
- **Objective two:** We'll all have the chance to connect with nature in ways that bring us joy, calm and purpose.
- **Objective three:** We'll all do our bit to look after our planet.
- **Objective four:** We'll team up with organisations that are really good at what we want to do within our local communities, working together to give people more choice and more power to build a life they love.
- **Objective five:** We'll create a brilliant community of volunteers that represents and reaches out to our local communities, making a big difference to PSS.

Theme 5

Working smarter, together by making our tech, systems and processes fit for the future

- **Objective one:** We'll make sure we're using tech to work smarter, bring our people together and free up time for the good stuff.
- **Objective two:** We'll support people to use the right digital tools that will help them live as independently as possible.



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The Big Plan: 2026 - 2030

Our vision: A world where people have the power and freedom to create a life beyond limits.

Our mission: Our mission is simple: to create amazing support that's shaped by real lives, real voices, and the belief that everyone should have the power to live life on their own terms.

Overall objective: By 2030, we'll support 375 more people to have the power and freedom to create a life beyond limits.

