



Strategic Plan

2024
-
2026



Introduction

We are delighted to set out our new strategic plan for the next 2 years. Developed in consultation with our Board of Directors, people we support, staff and members, our strategic plan directs everything we do.

It marks a re-energising of our organisation and as we enter a period of consolidation and change.



02.

Our Story

GCIL, is a disabled people-led organisation. We believe in the social model of disability; that barriers disable people, not impairments. This belief is central to everything that we do. GCIL works to the principles of inclusive living; freedom of choice and control over one's life and life supports. We are a registered charity and a company limited by guarantee, set up in 1995.



03.

Our Focus

This plan is ambitious, leading a step change in our response to the needs of disabled people, challenging, influencing and supporting local and national decision makers to adopt the social model of disability.

The services we provide are much needed, respected and person centred, but we recognise these alone are not enough.

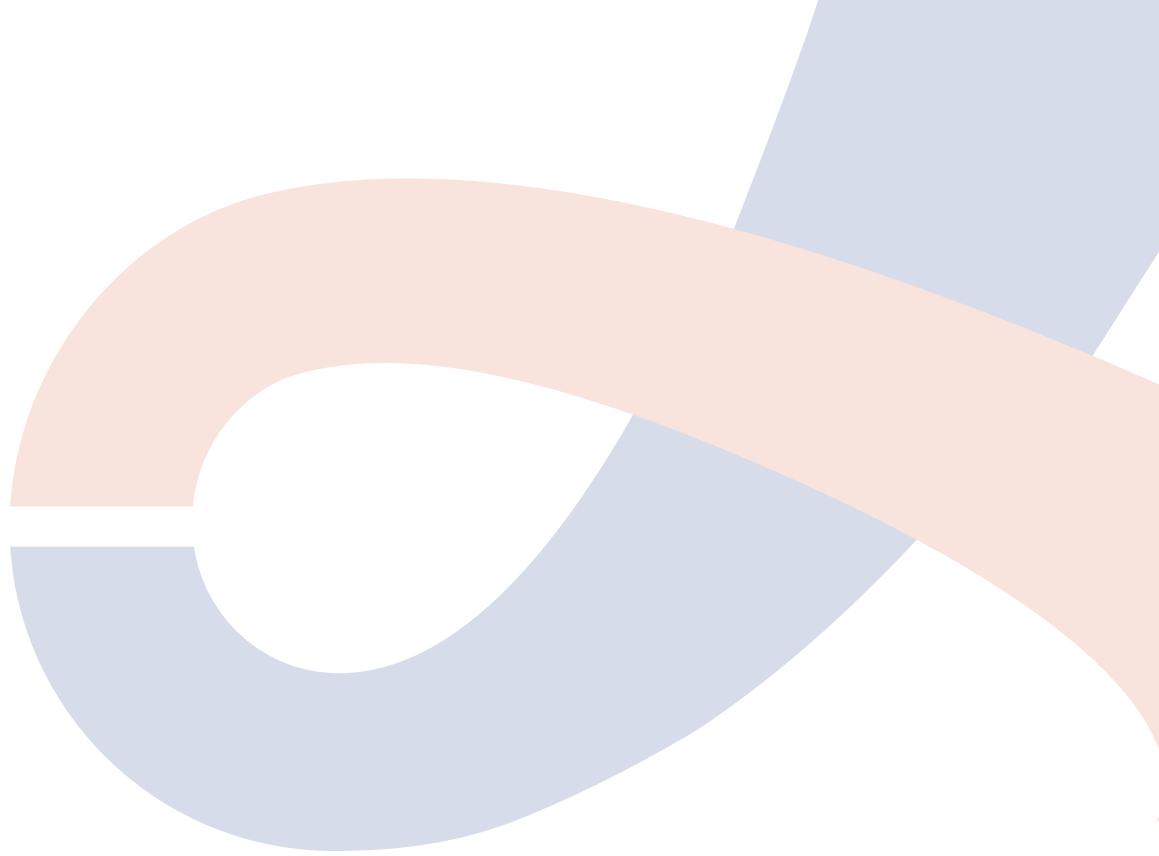
It's not just about support, but it's about holistic support and advocating for disabled people as they navigate services provided by others.

It's not just about housing, but educating others about how the design and culture around our built environment can hinder inclusive living.

It's not just about employment, it's good quality jobs where disabled people feel valued and supported.

It's not just about services, it's about educating and influencing those who build the communities that disabled and non-disabled people live in to achieve genuine integration and inclusion.

The power of peer support, friendship and connection to a wider independent living movement is strongly felt in our organisation.



We Understand It, We Live It, We Share It.

As an organisation committed to inclusive living, we understand the need to reassert what that means in the context of a changing society with the loneliness, isolation, and social exclusion many people face, experienced in a more acute way by disabled people.



Our Vision

Inclusive Living is a reality for disabled people.



05.

Our Mission

We are a Disabled People's Organisation, controlled and run by disabled people, delivering quality services that empower equal rights, choice and control.

Over the next two years, we will:

- + Articulate afresh what inclusive living means, in the context of a changing society.
 - + Be a thought leader on inclusive living.
 - + Build coalitions with disabled and non-disabled people to achieve our mission.
- 

GCIL works to the principles of independent living movement;

- + That all human life is of value.
- + That anyone, whatever their impairment, is capable of exerting choices.
- + That people who are disabled by society's reaction to physical, intellectual and sensory impairment and to emotional distress have the right to assert control over their lives.
- + That disabled people have the right to participate fully in society.

These principles inform how we;

- + Design, deliver and improve services.
- + Recruit, train, and manage our staff.
- + Work in partnership with others, including those who fund us.

This plan sets out the work we will do, under three Strategic Pillars, to make our mission a reality and align our contribution to the inclusive living movement.

06.

One Service

Our service offer will evolve - it is currently delivered through different pathways depending on the presenting needs of the person. We want to deliver services that are joined up, seamless and of the highest quality.

Over the next two years, we will shift the design and delivery of our service to an integrated model.

Increasingly, we are aware that many disabled people experience multiple barriers and inequalities. This can be because of their age, their religion, ethnicity or sexual orientation. Our service offer has primarily been taken up by adults. We have seen that this profile is changing, an increasing number of families with disabled children coming forward to access our services.

In this plan period, we will

- + Develop and deliver a specialist service for young people and families.
- + Advocate for young disabled people through outreach work, ensuring that the voice of disabled young people is heard through legislative frameworks.
- + Be open to working in partnership with others to help us reach disabled people with other protected characteristics and pilot models of working that are sympathetic to multiple inequalities.

Our services have been delivered in Glasgow, East Dunbartonshire, and across Lanarkshire, but we have evidence of growing demand for our services in other areas, especially where there is not an independent living centre available to help. Our governing articles allow us to work across Scotland, and in this plan period, we will:

- + Continue to grow our payroll service on a national basis.
- + Extend our wider services into 2 additional local authority areas.
- + Strengthen our support service by offering a wider recruitment service for disabled people employing Personal Assistants.
- + Be open to opportunities to join with others to develop our services further, including investment in digital based services.





07.

One Voice

Disabled people are equal citizens and have a right to have their voice heard. We will develop our voice and amplify that of disabled people to make sure that it is heard, in the right places, at the right time to shape the big changes happening in Scotland.

Over the next two years, we will

- + Establish an active lived experience panel to act as critical friends, ambassadors and trusted voice for law and policy makers, as well as the media and others looking to hear the voice of disabled people.
- + Develop a new and exciting dedicated policy and communication resource in the organisation to extend our capacity and capability to educate and influence for the benefit of disabled people.
- + Lead thinking to rearticulate and redefine as necessary what “inclusive living” means in today’s Scotland, making it relevant to non-disabled people too.

One Team



08.

We know we need to strengthen our organisation to deliver this ambitious plan. Our staff are our greatest asset, we want them to have the right structures, supports and business infrastructure to be the very best, growing as a professional and modern workforce fit to deliver this next phase of our history.

In this next period, we will:

- + Introduce a policy and participation function, building our public affairs presence, exerting influence on the things that matter to disabled people.
- + In partnership with the Scottish Tech Army, undertake an overhaul of our use of technology including an integrated client management system, a modern and interactive website, and associated improvements to business processes.
- + Review our memorandum and articles to ensure they reflect our ambitions and strengthen our Board of Directors.
- + Develop more formal and informal methods of staff engagement, building on our work to be an “Effective Voice” employer.
- + Further develop our thinking about how our principles might be brought to life by staff across the organisation, including volunteers, and contractors.



Scan here to
visit our website

Contact us to find out more:

Address: 117 - 127 Brook Street,
Glasgow G40 3AP

Phone: Tel: 0141 550 4455

Web: www.gcil.org.uk

Email: gcil@gcil.org.uk

This information is available in alternative formats

Glasgow Centre for Inclusive Living (GCIL) is a registered Scottish Charity No: SCO2499 and a Company Limited by Guarantee No: 161693



@GCIL_DPO



@GCIL_Support



Find us on Facebook