



Change for good

Strategy 2022-2025



capella

Lasting change through learning.
Because everyone deserves to thrive.

Our values help everyone thrive.



Tailored

We always put people at the centre of our work.



Humour

Great things can be achieved when we are happy and have fun.



Resilient

Flexibility, confidence, and creativity turn challenges into opportunities.



Integrity

Passion and professionalism are vital for all involved in our organisation.



Value

Everybody deserves respect and we are enriched through our differences.



Empathy

Compassion and care are in everything we do.



Thriving through healthy sleep.

We are the leading provider of sleep support, training and resources in the UK. We work with professionals, families and employers to promote healthy sleep for everyone.

How we do it

- ◆ **Support** children, young people, and their families to have healthy sleep.
- ◆ Provide **high quality training** to support healthy sleep for everyone.
- ◆ Use the **latest scientific understanding** to promote healthy sleep in new knowledge spheres.

Theme

Activities

Outcomes

Support children, young people, and their families to have healthy sleep.

- ◇ Provide practical self-help toolkits online for families to address common sleep issues in children and young people.
- ◇ Offer one to one guidance to children, young people and their families who are experiencing complex sleep issues.
- ◇ Provide person-centred support and guidance to families of children with additional support needs who are experiencing sleep issues.

- ◇ Families have improved understanding of their children's needs.
- ◇ Families establish healthy lifestyles.
- ◇ Mental health improves.
- ◇ Family relationships improve.
- ◇ Families are more confident in parenting.

Provide high quality training to support healthy sleep for everyone.

- ◇ Offer a range of training and CPD for professionals to educate and advance positive sleep habits within the general population.
- ◇ Create resources for self-led learning for individuals to establish personal sleep hygiene.
- ◇ Provide employers with a range of sleep wellbeing resources to enhance their employee wellbeing strategies.

- ◇ Professionals feel more confident in providing support to children and young people.
- ◇ Participants have improved knowledge and understanding.
- ◇ 10% annual growth
- ◇ 98% of delegates are satisfied with their course.

Use the latest scientific understanding to promote healthy sleep in new knowledge spheres.

- ◇ Ensure all our practices are based on the most up to date research.
- ◇ Further understanding of healthy sleep and sleep issues where social and physiological factors have an impact
- ◇ Drive public awareness on how life changes can impact healthy sleep.

- ◇ Knowledge and understanding of how sleep is impacted by social, medical and economic factors improves
- ◇ Establish new applications for sleep research and our sleep training.
- ◇ Sleep Scotland profile increased.





Helping people with additional support needs to **thrive**.

We are with you on your journey for as long as you need. We provide tailored learning, life and social skills to help you find your way.

How we do it

- ◆ Provide **high quality transitional education opportunities** for young adults, to build confidence, life skills and employment experience.
- ◆ Provide **high quality follow on support** for adults with complex and additional communication needs.
- ◆ Provide a **high-quality 'Friends+' service** to support students and their families 24/7.

Theme

Activities

Outcomes

Provide high quality transitional education opportunities for young adults, to build confidence, life skills and employment experience.

- ◇ Offer a transitional person-centred day services that focus on students achieving their full potential.
- ◇ Provide a range of education and therapeutic disciplines to support our students and their families to learn new skills and approaches.
- ◇ Work in the local community to create opportunities for learning and development in a range of settings.
- ◇ Provide a safe and supported environment to enable students to build confidence in living independently.
- ◇ Offer workplace experience by providing training to enrich lives.
- ◇ Work in partnership with local schools and local authorities to establish supportive transitions into and out of our transitional services.

- ◇ Students have ownership of their learning.
- ◇ Students experience improved communication and social skills.
- ◇ Students have increased access to opportunities.
- ◇ Students have improved mental health and wellbeing.
- ◇ Students have more transferable life skills.

Provide high quality follow on support for adults with additional communication needs.

- ◇ Provide person centred day services that focuses on supporting our adult students to achieve their potential.
- ◇ Work in the local community to create opportunities for learning and development in a range of settings.
- ◇ Offer workplace experience by providing training to enrich lives.
- ◇ Establish a network of support services to offer a joined-up hub of adult support and transitions in the Lothians.

- ◇ Our adult students feel less isolated and more resilient
- ◇ Adult students have improved communication and self-expression
- ◇ Adult students have greater independence
- ◇ Adult students have improved mental health and wellbeing.

Provide a high-quality 'Friends+' service to support students and their families 24/7.

- ◇ Support the day-to-day life of our students outside of our Teens+ service by providing personal supports alongside the family.
- ◇ Provide support that works with the individual learning plans to support our students and their families.

- ◇ Students are healthier and happier
- ◇ Students are more independent.