



A CREATIVE RESPONSE TO DRUGS

RADE 

RECOVERY THROUGH
ART, DRAMA & EDUCATION

STRATEGIC PLAN
2011-2014

VISION

Creativity is open to everybody.

MISSION

To engage drug-users with the arts and therapeutic supports and to provide a platform for their artistic expression.

CORE VALUES

INNOVATION

Keeping our programme fresh and engaging for participants, workers and the public and finding new ways to work with others.

FAIRNESS

Being flexible to the needs of each participant and worker in an environment where everyone's input is valued.

CHOICE

Assisting participants to make informed choices about their personal development and the arts and respecting the choices they make outside RADE.

CHALLENGE

Constructively challenging participants regarding problem drug-use and challenging the creativity of participants, staff and trainers alike to focus new energy into our work.

CONSISTENCY

Towards all stakeholders and in all areas including roles and responsibilities, procedures, support and programme delivery.

STRATEGIC GOALS

1. PROGRAMME IDENTITY

Define a model and system of *Recovery through Art Drama and Education* that could be replicated.

2. COMMUNICATION

Create a brand profile that identifies RADE as a leader in harnessing creativity as a route to recovery, and communicate this message nationally to arts and rehabilitative organisations.

3. PROGRAMME DELIVERY

Evaluate and expand the existing arts and drama programme to maximise use of time and space, and to ensure that the programme benefits all participants and is in line with the RADE mission.

4. OUTCOMES

Define a range of outcomes for service-users that reflects the goals and values of the project, and institute a system of recording and reporting statistics.

5. EDUCATION

Establish an education and life-skills programme with accredited aspects that has crossover elements with the arts and drama programme.

6. QUALITY

Implement a quality-assurance system that is optimal for the programme.

7. SERVICE-USER PARTICIPATION

Put in place a range of methods to ensure that service-users have a voice in

continuous assessment of the programme and that their voice is embedded in the planning and review process.

8. HUMAN RESOURCES

Develop a comprehensive HR strategy and structure, including job descriptions, provision for support, staff development and training, and performance management to expand and enhance RADE's capacity to achieve its goals and to ensure legal obligations are met.

9. PREMISES

Ensure RADE operates in an accessible premises that can support all of its activities.

10. FUNDING

Source reliable funding streams that reduce over-dependency on any one funder and are sufficient to support the structural and service requirements of RADE in the long term.

11. PARTNERSHIP

Pursue strategic partnerships with services that can provide benefits for RADE service-users and who can in turn avail of RADE's expertise and resources for their benefit.

12. GOVERNANCE

Expand board membership to ensure an available panel of people with the necessary expertise to support this plan.



South Inner City Local Drugs Task Force



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