

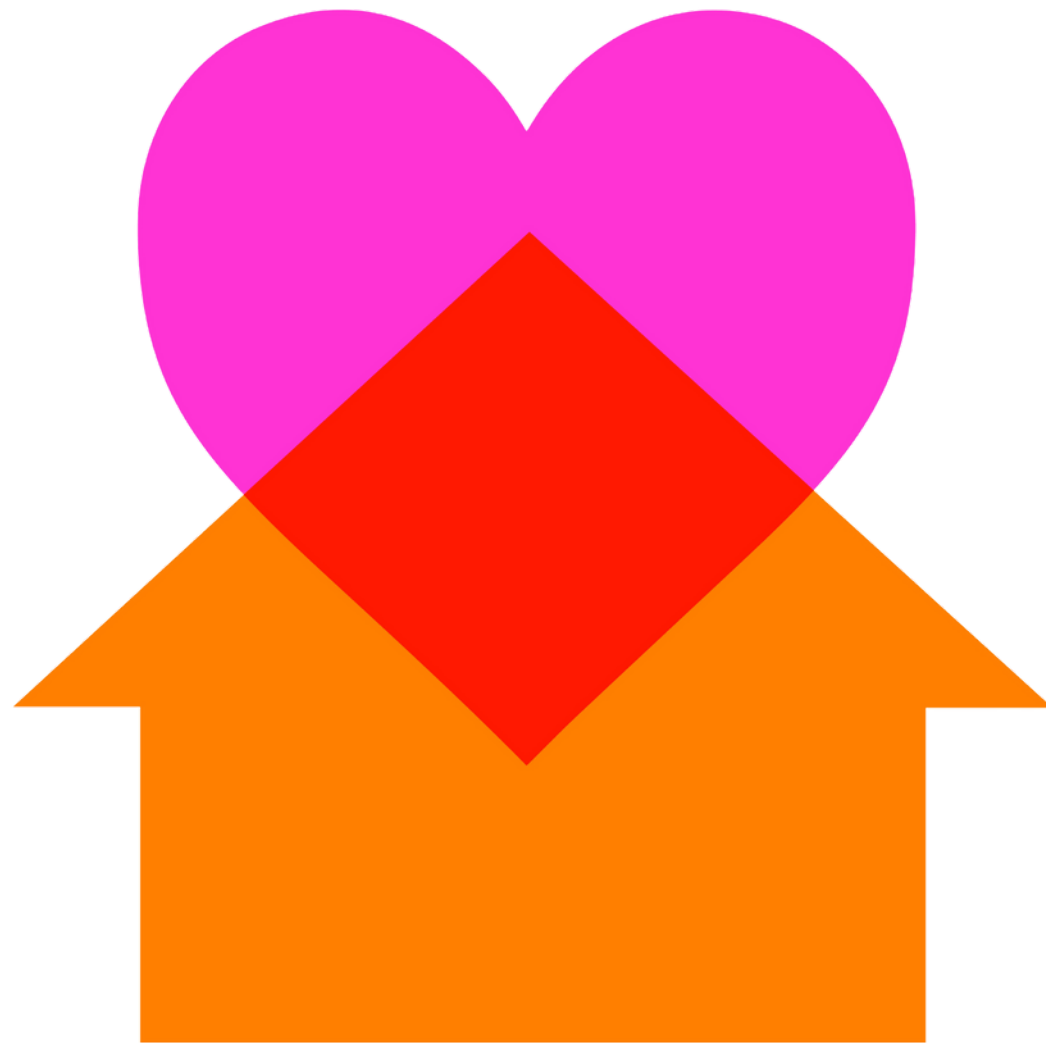


Building a brighter future

Our Strategy 2023–2028

Building a brighter future

REFUGEE
ACTION
KINGSTON



Refugees have lost their homes, their jobs, sometimes their families. But they still have their experience and skills. They still have opinions, memories, dreams, loves. And they still have their determination to build a good life. With a little help from us, they can do more than survive in our community – they can thrive.

Our building blocks

Mission

Values: Empathy, Enterprise and Empowerment

Advice and advocacy

Education and employment

Physical and mental wellbeing

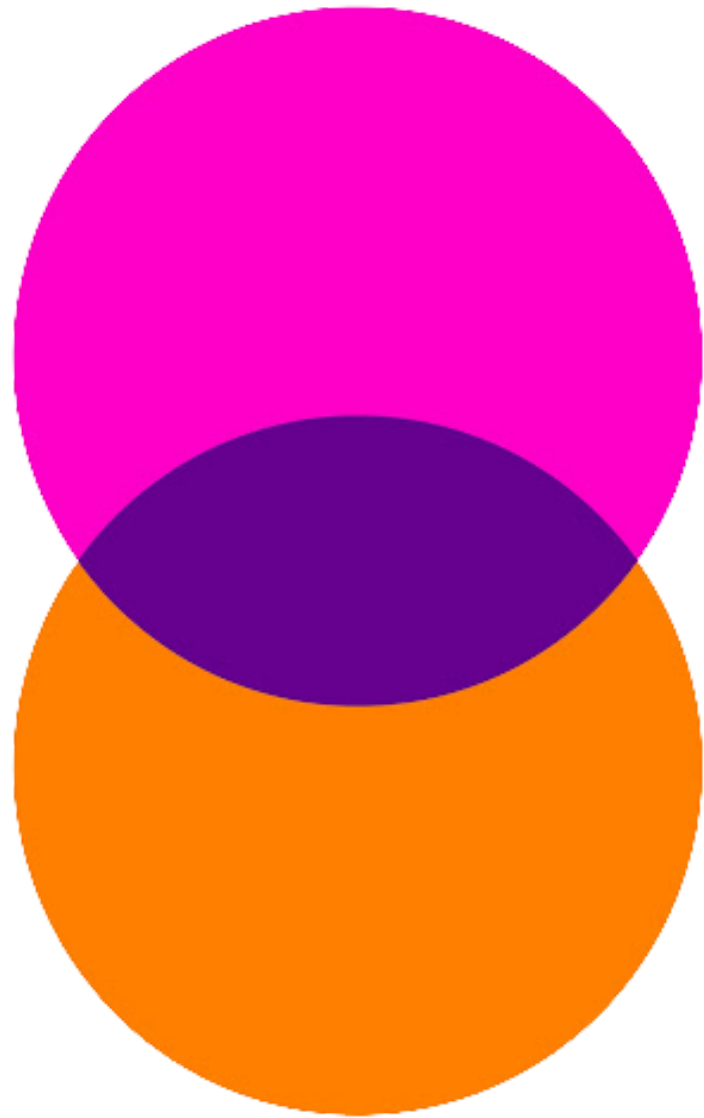
Funding and donations

Communication and engagement

Capability, capacity and culture

Our mission

Refugee Action Kingston exists to enable refugees and people who seek asylum to succeed as integrated members of the local community



Our values



Empathy

We put ourselves in the shoes of those we work with

Our clients have skills and stories to share, lives they have left behind. We can only seek to understand and empathise with each other, when we put ourselves in the shoes of those we work with; providing an inclusive, safe space of sanctuary.



Enterprise

We are resourceful and innovative

Every journey starts with a brave first step. We are determined and resourceful as we seek to effectively deliver positive change to the lives of the people around us: ready to do what it takes to make it happen.



Empower

We are aspirational

Everyone strives for a better quality of life, we are aspirational for our clients and each other, to empower them to achieve their goals, dreams and independence.


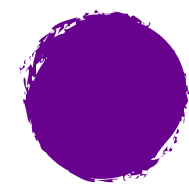

Delivering our mission



We know that the challenges faced by asylum seekers and refugees continue to grow rather than recede.

With over 30 years of experience supporting refugees and those seeking asylum in Kingston, Refugee Action Kingston has unrivalled knowledge and expertise in this area. We want to build on this by maintaining our core work and by expanding our support services to those in need in neighbouring areas.

We will continue to deliver services in three main areas:

-  advice and advocacy
-  education and employment
-  physical and mental wellbeing

The enablers to achieve our vision and mission

Our strategy cannot be effective unless it is underpinned by three elements: robust funding and donation arrangements, effective communication and engagement with all of our stakeholders, together with enhanced capacity, capability, governance and working culture.



funding and donations



communication and engagement



capability, capacity and culture





Funding and donations

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Years 4-5

Multi-year funding pots; funding secured to support additional need through doubling our unrestricted funding income to 30%

Years 2-3

Grow our funding sources and diversity of our funders. Majority of funding secured is for multi-year projects

Year 1

Focus on maintaining levels of service through secured income and developing our income from corporates



Communication and engagement

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Years 4-5

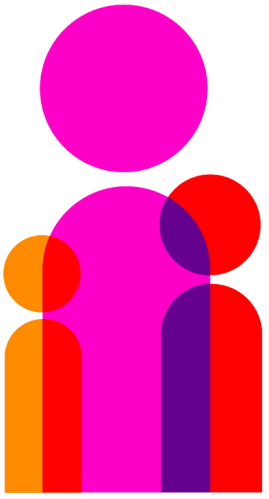
We want to be the 'de-facto' voice for refugees across south-west London

Years 2-3

Develop a recognisable RAK "voice". Engagement with corporates and raise profile of organisation and levels of empathy for refugees

Year 1

Boost awareness of RAK, it's activities, promote involvement and encourage contributions. Doing so by sharing powerful client stories



Capability, capacity and culture

Years 4-5

We want to be the preferred provider for refugees across south-west London
Values embedded in diverse and inclusive working culture

Years 2-3

Secured funding, efficient systems and strong financial management allows our diverse team to expand our reach to support refugees across Kingston and beyond

Year 1

Increase diversity of team
Recruit through values
Increase use of volunteers
Review of governance policies, premises & performance indicators

Implementation

Annual Plans

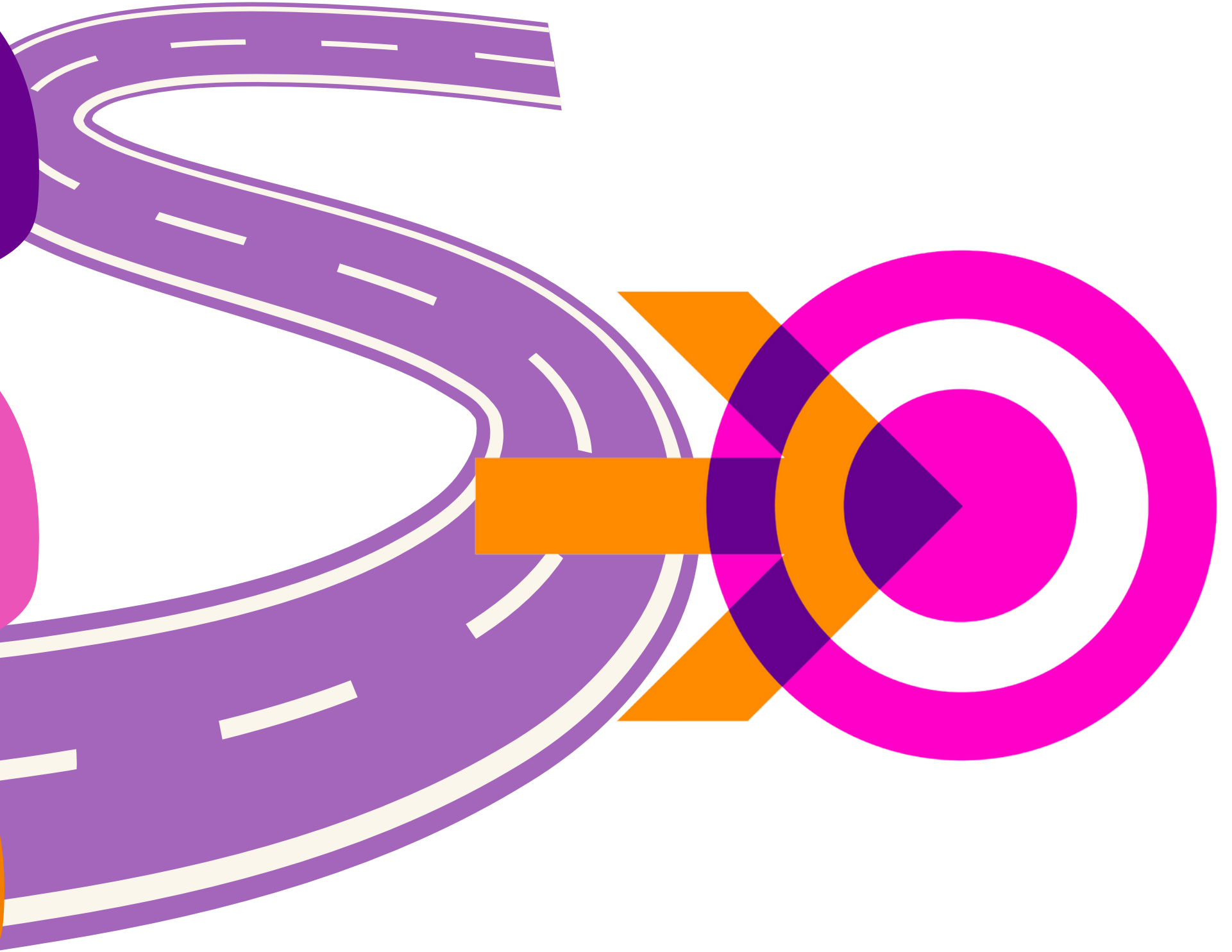
Each year will have a plan developed to get us to the vision set through this strategy, including SMART targets

Ownership

The Director, Trustees and Leadership Team will own and report back on progress. We will establish a Strategy Implementation Sub-Committee

Communication & Review

We will communicate our plans to our stakeholders, whose response and feedback will be taken on board as we take our strategy forward



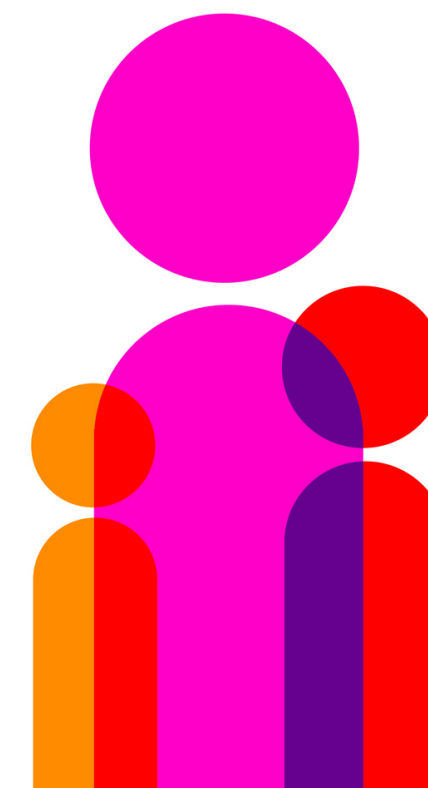
3 ways you can help



Volunteer



Donate



Share

Contact Us:

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