

Reality Adventure Works in Scotland Ltd.

AIMS, OBJECTIVES AND VALUES STATEMENT

The following is the statement of Aims and Values as adopted by Reality Adventure Works in Scotland Ltd (Reality).

1. Statement of Aims and Objectives of Reality

- 1.1 The purposes and objects of the Trust are
- a) to improve the quality of life for young people in disadvantaged social and economic circumstances in Scotland,
 - b) to advance their ongoing education, and which is
 - c) achieved by the provision of positive activities for the holistic development of their physical, mental and spiritual capacities,
 - d) within the aegis of a Christian perspective and emphasis in their lives
 - e) and to enable such young persons to develop into full maturity in the whole of their respective personalities and character
 - f) and both as individuals and as valued members of society;
 - g) and to do all things as will properly attain to the above purpose.

2. Working towards these Aims, Reality will value

- a) the rights, worth and dignity of each individual
- b) the empowerment of service users
- c) the contribution of the family and carers
- d) the strengths and skills of local communities
- e) the views and abilities of staff and volunteers.

NOTES

3. Interpretation / explanation of Aims and Objectives

- 3.1 The phrase “within a Christian perspective” refers to Reality’s practice of demonstrating positive values and principles of attitudes and behaviour consistent with the Christian faith, towards these young people, who might never gain such an insight. This provides them with contemporary role models of service and goodwill as well as opportunities to question relevant aspects of the Christian faith in order for them to have a realistic and genuine option in terms of personal choice of beliefs.

- 3.2 It is a mistake to imagine that this approach is about an unsympathetic hard sell of Christian doctrine or that this might be a cult-like activity which stifles freedom of thought and enquiry.
- 3.3 The Christian perspective reflects the foundation of the Trust and the beliefs of our Trustees, staff and volunteers who work together to further the social welfare of the young people whose normal pattern of life is deemed to be 'at risk'.

4. The expression of Aims and Objectives

- 4.1 The demonstration of these Aims and Values will be demonstrated through:
 - a) all aspects of recruitment, selection and strengthening working relationships of staff and volunteers through communication, investment in relational skills development, strategic planning and disciplinary procedures,
 - b) recognition and valuing of appropriate external accountability,
 - c) the development of the organisation and its mission through policies and procedures to build up this authentic Christian organisation.

5. Operational Aims

- 5.1 Reality intends to provide quality and effective services in accordance with its Aims and Objectives. It will always work in partnership with its users to ensure that they are provided with these services.
- 5.2 Reality is committed to the following operational aims:
 - a) discharging its duties effectively and efficiently
 - b) providing accessible services on the basis of need
 - c) promoting appropriate ethnic and cultural diversity of service
 - d) achieving quality standards
 - e) protecting vulnerable people
 - f) promoting social justice and social welfare
 - g) ensuring partnership with an participation of users
 - h) working with others in the interests of users
 - i) having open management cultures that constantly challenge practice
 - j) balancing the rights and responsibilities of the individual, the family and society.