

Nexus

Breaking the Cycle of Sexual Abuse
and Abusive Relationships

Organisational Strategy

2023-2026

Introduction

Nexus is the **leading organisation** within Northern Ireland (NI) supporting individuals impacted by sexual abuse and abusive relationships.

Every year in Northern Ireland there are thousands of sexual abuse and abusive relationship offences reported to police, and thousands more go unreported. The supports and services that Nexus provide are primarily focused on **enabling positive change** for those impacted by sexual abuse and abusive relationships.

Nexus has taken time to review its vision, mission and core values. This has included listening to service users, the staff team and Board members about what our priorities should be, how work can be more effective, what the strengths of the organisation are and what should be done differently.



This strategy will guide the work of Nexus over the next three years. It represents our vision and commitment to empowering people, supporting recovery from sexual abuse and abusive relationships, breaking the cycle of sexual abuse and abusive relationships, informing policy and practice, influencing society, and being fit for purpose.



Vision & Mission



VISION

A society free from sexual abuse and abusive relationships.



MISSION

To enable positive change for those impacted by sexual abuse and abusive relationships through supporting, informing, and influencing society.

Our Values

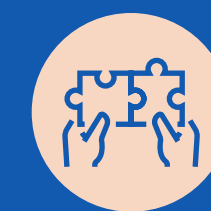


Our work is underpinned by the following core values. These characterise how we interact with everyone.



EMPOWERMENT

We support you to recognise your strength and ability to make informed choices and create positive change.



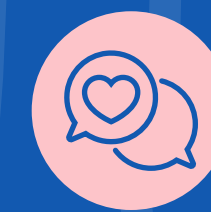
INCLUSION

We recognise our society is diverse. We are committed to being inclusive and accessible to all.



DIGNITY

We believe everyone has equal worth and must be treated respectfully.



INTEGRITY

We are open, honest and ethical in the delivery of our work.



ADVOCACY

We amplify the voices of those affected by sexual abuse and abusive relationships to inform and influence positive societal change.



COLLABORATION

We work with you, our team and our partners to develop our services, grow our expertise and support change.

Strategic Outcomes & Areas of Work

We have identified five strategic outcomes and areas of work that will focus our activities during the next three years.

WE WILL USE OUR EXPERTISE ACROSS THESE **FIVE** STRATEGIC AREAS TO AFFECT POSITIVE CHANGE ACROSS OUR SOCIETY.

We will report our activities and progress against each of these on an annual basis in terms of quantity, quality and impact using an **Outcomes Based Accountability** (OBA) approach.

The type of work we will undertake within each strategic area is described in more detail below. Appendix 1 outlines more detail on planned short, medium and long term outcomes.

OUR **FIVE** STRATEGIC OUTCOMES ARE



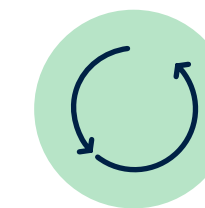
EMPOWER RECOVERY



INFLUENCE SOCIETY



INFORM POLICY AND PRACTICE



BREAK THE CYCLE



BE FIT FOR PURPOSE



EMPOWER RECOVERY

Support and empower individuals impacted by sexual abuse and abusive relationships to recover and thrive.

TO ACHIEVE THIS OUR TEAM WILL:

1. Develop and embed a matched stepped care model of **therapeutic interventions** that support **person-centred, client led** practice.
2. Grow and develop our offering of **bespoke clinical contracts** to relevant stakeholders.
3. Implement a **robust clinical governance framework** to underpin safe and ethical practice.
4. Develop and deliver **specialist aftercare services** that further support the holistic recovery of individuals impacted by sexual abuse and abusive relationships.
5. Tailored **family interventions** are available to support the individual's recovery from sexual abuse and abusive relationships.



INFLUENCE SOCIETY

Challenge attitudes, beliefs and behaviours to enhance society's understanding of sexual abuse and abusive relationships.

TO ACHIEVE THIS OUR TEAM WILL:

1. Develop and deliver **psychoeducational interventions and training** to children and young people, across NI on sexual abuse and abusive relationships.
2. Develop and deliver a comprehensive suite of **accredited training** on issues relating to sexual abuse and abusive relationships.
3. Partner with specialist agencies to provide psychoeducational interventions designed to **reduce perpetration of harmful and abusive behaviours**.
4. Create a **toolkit of effective self-help resources** to enhance self-care and wellbeing for individuals impacted by sexual abuse and abusive relationships.



INFORM POLICY & PRACTICE

Use lived experience, professional expertise and research to improve the development of relevant policy, practice and service commissioning.

TO ACHIEVE THIS OUR TEAM WILL:

1. Proactively engage with key stakeholders to build effective partnerships and networks that ensure the **needs of those with lived experience are amplified and integral to policy, practice development and service commissioning.**
2. Effectively engage and lobby regional and local elected representatives to **ensure the eradication of sexual abuse and abusive relationships is a political priority.**
3. Develop and embed a **regional service-user forum to effectively engage the voice of those with lived experience** that will support the co-design of internal and external policy and practice that meets their needs.
4. Champion and **contribute to research and effective mapping and utilisation of data** that supports our society to:
 - a. gain a greater understanding of sexual abuse and abusive relationships.
 - b. identify and respond to new and emerging needs.



BREAK THE CYCLE

Stimulate debate so our society becomes more informed and confident in speaking out and challenging sexual abuse and abusive relationships.

TO ACHIEVE THIS OUR TEAM WILL:

1. Develop and implement a **Communications and Engagement Strategy** to guide internal and external engagement with key stakeholders which raises awareness and contributes to breaking the cycle of sexual abuse and abusive relationships.
2. **Review, audit, develop and implement plans** for: media relations, digital marketing (including social media and website search optimisation), public affairs, internal communications, merchandise, fundraising and other resources so communications are fully aligned with, and measured against, the Organisational and Communication and Engagement Strategy Objectives.
3. Establish strong relationships with identified audiences through robust proposition plans that enable **increased regular giving and charity** to support future growth of our services.
4. Secure support to deliver the organisation's mission and strategic priorities through **successful tendering and grant applications** that effectively communicate the organisation's strategic plan.



BE FIT FOR PURPOSE

Develop an effective and strong organisation

TO ACHIEVE THIS OUR TEAM WILL:

1. Develop and embed a **Governance Framework** that aligns with professional bodies through the implementation of a **quality assurance system**.
2. Establish a **performance management system** that aligns with strategic objectives to enable all staff and volunteers to reach their full potential.
3. **Reward and recognise** staff and volunteers.
4. Proactively engage with all Nexus personnel to nurture a **positive and supportive environment & culture**.
5. Promote **training and career development opportunities** to embed a succession plan to fulfil future organisational needs.



Nexus is committed to being an effective, strong and sustainable organisation.



Appendix 1: Outcomes Based Accountability (OBA) Approach



This approach details the short, medium and long-term outcomes we wish to achieve within each strategic theme. We will report our activities and progress against each of these on an annual basis in terms of quantity, quality and impact.





EMPOWER RECOVERY

Support and empower individuals impacted by sexual abuse and abusive relationships to recover and thrive.

Outputs (Activities)	Short-term Outcomes	Medium-term Outcomes	Long-term Outcomes
Develop and embed a matched stepped care model of therapeutic interventions that support person-centred, client led practice.	Information and specialist services are easily accessible, and person centred to meet individual presenting needs.	Information and specialist services are reviewed and developed in line with service user feedback, practice and policy developments.	Individuals engage with information and specialist services at an earlier stage due to improved accessibility and a more person-centred approach.
	A range of specialist therapeutic supports and interventions are available in line with individual psychological need.	Individuals impacted by sexual abuse and abusive relationships show improvements in psychological wellbeing.	Nexus contributes to a healthier society with improved psychological wellbeing.
	Individuals are more empowered in their recovery journey due to the range of therapeutic supports and interventions available.	Individuals have healthier coping strategies, improved wellbeing and enhanced relationships as a result of the therapeutic service and interventions they avail of.	Individuals impacted by sexual abuse and abusive relationships recover and thrive.
Grow and develop our offering of bespoke clinical contracts to relevant stakeholders.	Service reach is increased within relevant stakeholder groups for targeted cohorts.	Targeted cohorts experience more timely and responsive access to specialist services.	Specialist services are embedded into the mainstream support within relevant stakeholder groups.
Implement a robust clinical governance framework to underpin safe and ethical practice.	High quality services are delivered in line with safe and ethical practice.	Clinical Governance Framework is quality assured and continuously improved in line with best practice.	Nexus is recognised for excellence and being a leader in field.
Develop and deliver specialist aftercare services that further support the holistic recovery of individuals impacted by sexual abuse and abusive relationships.	Innovative aftercare services and supports are implemented.	Innovative approaches to specialist aftercare services are reviewed to support continuous im-provement, incorporating service user feedback.	Specialist aftercare services are embedded within the match stepped care model framework to further support the holistic recovery of individuals.
Tailored family interventions are available to support the individual's recovery from sexual abuse and abusive relationships.	Families are empowered to effectively communicate with the individual and support their recovery.	Family support system strengthened.	Reduced familial stress, and reduction in stigma and blame.



INFLUENCE SOCIETY

Challenge attitudes, beliefs and behaviours to enhance society’s understanding of sexual abuse and abusive relationships.

Outputs (Activities)	Short-term Outcomes	Medium-term Outcomes	Long-term Outcomes
Develop and deliver psychoeducational interventions and training to children and young people across NI on sexual abuse and abusive relationships.	Safe spaces are created for children and young people to explore healthy relationships and discuss and challenge societal attitudes and myths relating to sexual abuse and abusive relationships.	Children and young people are more informed and have gained greater confidence to talk about healthy relationships.	Children and young people’s attitudes and behaviours change and contribute to breaking the cycle of sexual abuse and abusive relationships.
	Professionals, parents and carers have a better understanding of sexual abuse and abusive relationships, know the signs and are aware of the specialist services that are available.	When abuse occurs children and young people know what to do and where to get support.	
Develop and deliver a comprehensive suite of accredited training on issues relating to sexual abuse and abusive relationships.	High quality, accredited training is delivered to statutory, voluntary, and corporate bodies to increase their awareness of sexual abuse and abusive relationships and legal responsibilities within the workplace.	Statutory, voluntary and corporate bodies have trauma informed workplace policies and practices to prevent sexual harassment in the workplace and support people with lived experience of sexual abuse and abusive relationships.	Statutory, voluntary and corporate bodies effectively support people with lived experience of sexual abuse and abusive relationships and workplace sexual harassment is reduced.
Partner with specialist agencies to provide psychoeducational interventions designed to reduce perpetration of harmful and abusive behaviours.	Spaces are created with specialist agencies to engage with individuals who are at risk of perpetrating harmful and abusive behaviours.	Bespoke psychoeducational interventions increase individuals’ awareness and understanding of the impact of their harmful and abusive behaviours.	Individuals’ behaviours positively change resulting in fewer incidences of sexual abuse and abusive relationships.
Create a toolkit of effective self-help resources to enhance self-care and wellbeing for individuals impacted by sexual abuse and abusive relationships.	Self-help resources are accessible to individuals impacted by sexual abuse and abusive relationships.	Individuals with lived experience are empowered to better understand trauma and have the skills and strategies to reduce its impact on their day-to-day life.	Individuals impacted by sexual abuse and abusive relationships have enhanced self-care and wellbeing



INFORM POLICY & PRACTICE

Use lived experience, professional expertise and research to improve the development of relevant policy, practice and service commissioning.

Outputs (Activities)	Short-term Outcomes	Medium-term Outcomes	Long-term Outcomes
Proactively engage with key stakeholders to build effective partnerships and networks that ensure the voices of those with lived experience are amplified and their needs are integral to policy, practice development and service commissioning.	Organisational involvement with key stakeholders across sectoral groups is mapped and reviewed.	<p>Nexus has regional representation on relevant stakeholder and engagement groups.</p> <p>Professional expertise, lived experience and research influences development of relevant policy, practice and service commissioning.</p>	Policy, practice development and service commissioning reflect the needs of those with lived experience.
Effectively engage and lobby regional and local elected representatives to ensure the eradication of sexual abuse and abusive relationships is a political priority.	Elected representatives have increased awareness of the organisation's strategic priorities.	Elected representatives publicly support the strategic priorities of the organisation through their work.	Legislation, policy and practice are strengthened to eradicate sexual abuse and abusive relationships.
Develop and embed a regional service-user forum to effectively engage the voice of those with lived experience that will support the co-design of internal and external policy and practice that meets their needs.	Service users are trained to advocate on behalf of individuals with lived experience.	Service users have opportunities to advocate on behalf of individuals with lived experience to influence external policy, practice and service commissioning.	Improved understanding of the impact of sexual abuse and abusive relationships amongst the general public, professionals and other decision makers leading to positive change in attitudes and behaviours.
	Service users have opportunities to shape and inform Nexus service delivery and policy development.	<p>The voice of those with lived experience influences decision making and policy development internally.</p> <p>Nexus adapts its services to respond to the feedback of those with lived experience.</p>	Nexus services improve in quality, leading to better outcomes for people with lived experience. Gaps and weaknesses in external policy practice and service provision in NI are highlighted and addressed.
<p>Champion and contribute to research and effective mapping and utilisation of data that supports our society to:</p> <ul style="list-style-type: none"> a. gain a greater understanding of sexual abuse and abusive relationships b. identify and respond to new and emerging needs 	Existing research on sexual abuse and abusive relationships in NI is mapped to gain insight and identify gaps for future research.	Organisational profile increased in research space and opportunities to build research partnerships are explored.	Research and data underpin improved understanding of current needs and emerging trends, informing policy, practice and service commissioning.



BREAK THE CYCLE

Stimulate debate so our society becomes more informed and confident in speaking out and challenging sexual abuse and abusive relationships.

Outputs (Activities)	Short-term Outcomes	Medium-term Outcomes	Long-term Outcomes
Develop and implement a Communications and Engagement Strategy to guide internal and external engagement with key stakeholders which raises awareness and contributes to breaking the cycle of sexual abuse and abusive relationships.	Increased engagement with, and awareness of, Nexus and its services among key stakeholders	Stakeholders know how to get support, are empowered, and become more confident in talking about and challenging sexual abuse and abusive relationships.	Attitudes and behaviours of society change and contribute to breaking the cycle of sexual abuse and abusive relationships.
Review, audit, develop and implement plans for: media relations, digital marketing (including social media and website search optimisation), public affairs, internal communications, merchandise, fundraising and other resources so communications are fully aligned with, and measured against, the Organisational and Communications and Engagement Strategy Objectives.	Relevant plans are developed, implemented, and align with the Organisational and Communications and Engagement Strategy Objectives.	Increased awareness of, and engagement with, Nexus and its services among key stakeholders.	Consistent messages inform relevant stakeholders, stimulate debate and positively change attitudes and behaviours so that society is confident about challenging sexual abuse and abusive relationships.
Establish strong relationships with identified audiences through robust proposition plans that enable increased regular giving and charity to support future growth of our services.	Bespoke partnership proposition plans are developed for identified audiences and secure increased support for the organisation's work.	Greater awareness and support for the organisation's work among a range of audiences.	Specialist support is innovatively developed in line with the new and emerging needs of individuals with lived experience of sexual abuse and abusive relationships.
	Unrestricted fund income is grown through improved reach to a range of audiences.	Increased ability to respond to new and emerging needs through piloting of new models of support.	
Secure support to deliver the organisation's mission and strategic priorities through successful tendering and grant applications that effectively communicate the organisation's strategic plan.	Successful tender and grant applications ensure the organisation can respond to and deliver against its strategic plan.	Commitments are effectively delivered in line with funding requirements.	Positive change is enabled for individuals impacted by sexual abuse and abusive relationships by supporting, informing and influencing society.



BE FIT FOR PURPOSE

Develop an effective and strong organisation.

Outputs (Activities)	Short-term Outcomes	Medium-term Outcomes	Long-term Outcomes
Develop and embed a Governance Framework that aligns with professional bodies through the implementation of a quality assurance system.	A quality assurance framework including robust policies, procedures and systems are developed and implemented and support the delivery of consistent standardised practices across the organisation.	Quality assurance system to ensure compliance and good governance is reviewed and updated.	Nexus is recognised as a quality assured organisation with accreditation from awarding body. It is an effective, strong and sustainable organisation.
Establish a performance management system that aligns with strategic objectives to enable all staff and volunteers to reach their full potential.	All staff and volunteers have an annual workplan and an individual training and development plan reflecting their job role and objectives.	Staff and volunteers receive regular supervision and support appropriate for their role.	Nexus has a staff team that is skilled and provides excellent quality services across all areas of its work to the highest professional standards.
Reward and recognise staff and volunteers.	Reward and recognition programme designed and developed, supported by standardised policy and procedures.	Staff and volunteers are appropriately recognised and valued for the contribution they make to the work of Nexus. Staff and volunteer feedback on reward and recognition programme is valued and evaluated with required changes implemented.	Nexus is recognised as an organisation that invests in its staff and volunteers.
Proactively engage with all Nexus personnel to nurture a positive and supportive environment and culture.	Employees are engaged and supported to live the values of Nexus. Employees embed the values of the organisation throughout all the work they do internally and externally.	Everyone who works on behalf of Nexus is empowered, included, and treated with dignity. Organisational environment and culture is positive and supportive.	Nexus is recognised internally and externally as a great place to work and as a result staff retention is maximised.
Promote training and career development opportunities to embed a succession plan to fulfil future organisational needs.	A career pathway is created for clinical placement students to gain insight into effective trauma-informed practice as it relates to sexual abuse and abusive relationships.	Clinical placement students have insight into effective trauma-informed practice at an early stage of their career.	Clinical placement students have expertise in effective trauma-informed practice and gain employment working with and supporting people impacted by sexual abuse and abusive relationships.



Further Information

For more information please contact **Nexus** using the details below:

Nexus

59 Malone Road
Belfast
BT9 6SA
028 9032 6803

E: info@nexusni.org

W: www.nexusni.org

BACP Accredited Service
No. 101852

Charity Commission Reg
No. NIC102558

