

Highlighting the Uncomfortable: Delivering Change

**Organisational Strategy
2026 - 2029**

Introduction

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

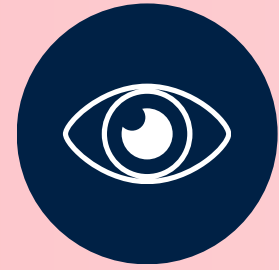
Every year in Northern Ireland there are thousands of sexual abuse and abusive relationship offences reported to police, with many more going unreported.

The supports and services that we provide are primarily focused on enabling positive change for those impacted by sexual abuse and abusive relationships.

We have taken time to review our strategic priorities, taking into consideration the changing and emerging needs of those with lived experience, our strengths, our challenges, how we can work more effectively and what we should do differently. This process has included listening to our service-users, our people and our Board, all of whom are integral to the impact that we make.

This strategy will guide the work of Nexus over the next three years. It demonstrates our commitment to achieving a society free from sexual abuse and abusive relationships.

We will work to break the cycle of abuse by empowering recovery, influencing society, informing policy and practice, engaging support and advancing standards of excellence.



Our Vision

A society free from sexual abuse and abusive relationships.



Our Mission

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



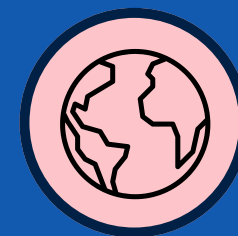
Collaboration

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

Our five Strategic Outcomes are:



Empower Recovery



Influence Society



Inform Policy and Practice



Engage Support



Advance Standards of Excellence

Empower Recovery

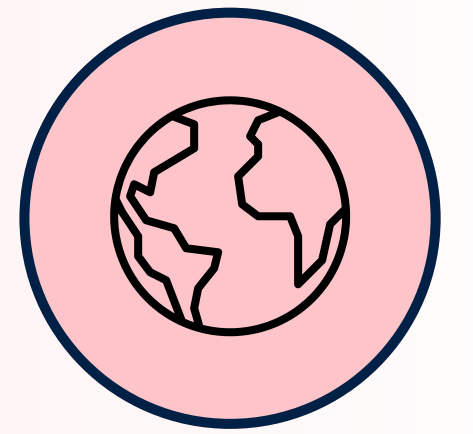


Support and empower individuals impacted by sexual abuse and abusive relationships to recover and thrive.

TO ACHIEVE THIS OUR TEAM WILL:

- Embed & grow a matched stepped care model of trauma-informed interventions that support person-centred, client led practice.
- Ensure a robust clinical governance framework that underpins safe and ethical practice.
- Develop and deliver agile and inclusive services that are responsive to societal needs.
- Deliver tailored interventions to reduce the intersectional barriers experienced by those impacted by sexual abuse and abusive relationships.

Influence Society



Enable people to be the voice for change by challenging society's understanding of sexual abuse & abusive relationships.

TO ACHIEVE THIS OUR TEAM WILL:

- Develop and deliver bespoke education and training courses that equip a wide range of audiences with the skills to challenge attitudes.
- Partner with specialist agencies to increase knowledge and understanding to reduce perpetration of harmful and abusive behaviours.
- Deliver awareness campaigns that develop understanding & knowledge of sexual abuse & abusive relationships.
- Drive collaboration with key stakeholders and partners to amplify the voices of those impacted by sexual abuse & abusive relationships.

Inform Policy & Practice

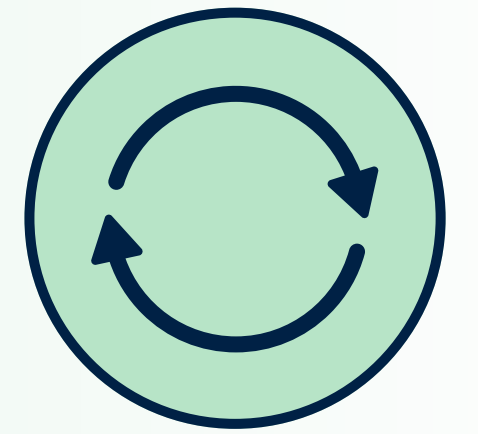


Use lived experience, professional expertise and research to inform the development of policy, practice and service commissioning.

TO ACHIEVE THIS OUR TEAM WILL:

- Respond to consultation opportunities to ensure policy, practice, & commissioning meet the needs of those with lived experience.
- Engage & lobby regional and local elected representatives to ensure ending sexual abuse and abusive relationships is a political priority.
- Develop and embed a regional user forum to engage the voice of those with lived experience and support the co-design of internal and external policy and practice that meets their needs.
- Champion and contribute to research 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.

Engage Support



Communicate with clarity & purpose to engage support for the organisation's vision and mission.

TO ACHIEVE THIS OUR TEAM WILL:

- Agree key messaging to inform our public affairs & public relations work which raises awareness and contributes to breaking the cycle of sexual abuse and abusive relationships.
- Track, monitor & evaluate engagement analytics to measure impact against strategic objectives.
- Develop robust proposition plans to secure mutually beneficial corporate partnerships that support the organisation's strategic priorities.
- Secure successful tendering and grant applications that effectively support the delivery of the organisation's mission and strategic priorities.

Advance Standards of Excellence



Set and consistently apply a high level of quality performance.

TO ACHIEVE THIS OUR TEAM WILL:

- Review & embed our Governance Framework to continuously ensure full implementation of legislative & professional standards.
- Empower & inspire our people to consistently embrace our values, to inform & bring to life our culture.
- Utilise systems & processes to build confidence of our staff to innovate and automate our service delivery.
- Design & embed an exemplary training development framework to strengthen our team's capability & deliver a people plan that ensures organisational sustainability.



Nexus is committed to being an effective, innovative, 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.



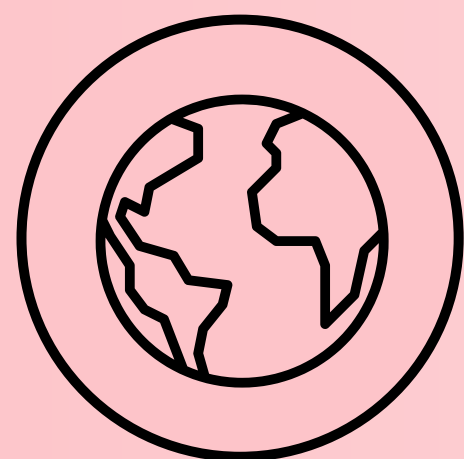


Empower Recovery

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 trauma-informed interventions that support person-centred, client led practice.	Robust data is gathered from the test and review of bespoke therapeutic services for people impacted by sexual abuse and abusive relationships.	Funding business cases approved for matched stepped care model of therapeutic interventions based upon data from testing and review of bespoke services.	Matched stepped care model of therapeutic services are available that improve the psychological wellbeing and day-to-day functioning of people impacted by sexual abuse and abusive relationships.
	Aftercare Services are delivered and enhanced based upon client and staff feedback to ensure the ongoing holistic recovery of Nexus clients.	Specialist aftercare services are embedded as effective intervention within the matched stepped care model framework.	Individuals impacted by sexual abuse and abusive relationships recover and thrive.
Ensure 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 the field.
Develop and deliver agile and inclusive services that are responsive to societal needs.	Staff and partners are trained to identify and respond to new and emerging perpetration.	Evidence-led prevention and intervention programmes are responding to emerging risks.	Reduction in harm caused by new forms of perpetration.
Deliver tailored interventions to reduce the intersectional barriers experienced by those impacted by sexual abuse and abusive relationships.	Understanding the intersectional barriers experienced by those impacted by sexual abuse and abusive relationships is enhanced.	Accessible and inclusive services developed and embedded that reduce the intersectional barriers to accessing support.	Improved engagement with Nexus services by individuals who have intersectional needs.



Influence Society

Enable people to be the voice for change by challenging society's understanding of sexual abuse and abusive relationships.



Outputs (Activities)	Short-term Outcomes	Medium-term Outcomes	Long-term Outcomes
Develop and deliver bespoke education and training courses that equip a wide range of audiences with the skills to challenge attitudes.	Schools, businesses and community organisations receive bespoke education and training to safely challenge attitudes and behaviours that rationalise sexual abuse and abusive relationships.	Schools, businesses and community organisations create safe spaces for people impacted by sexual abuse and abusive relationships.	Attitudes and behaviours related to sexual abuse and abusive behaviours positively change across NI Society helping break the cycle.
Partner with specialist agencies to increase knowledge and understanding to reduce perpetration of harmful and abusive behaviours.	Robust partnerships are developed with specialist agencies that are focused on the prevention of harmful and abusive behaviours.	Bespoke training events are delivered to professionals working in NI to prevent perpetration of harmful and abusive behaviours.	A prevention culture is established amongst professionals working in NI who are focused on reducing perpetration of harmful and abusive behaviours.
Deliver awareness campaigns that develop understanding & knowledge of sexual abuse & abusive relationships.	Public awareness raised through visible, accessible and recognisable campaign messaging that resonates with diverse audiences.	Strengthened understanding and knowledge enables people to recognise abuse, dispel harmful myths and access support as needed.	Improved understanding and knowledge reduces tolerance of abuse, promotes healthy relationships and contributes to a society free from sexual abuse and abusive relationships.
Drive collaboration with key stakeholders and partners to amplify the voices of those impacted by sexual abuse & abusive relationships.	Collaborative networks with key stakeholders and partners allow for the voice of lived experience to be heard, respected and understood.	Collaborative networks champion the voice of lived experience to challenge society's understanding of sexual abuse and abusive relationships.	Lived experience positively shapes society's understanding of sexual abuse and abusive relationships.

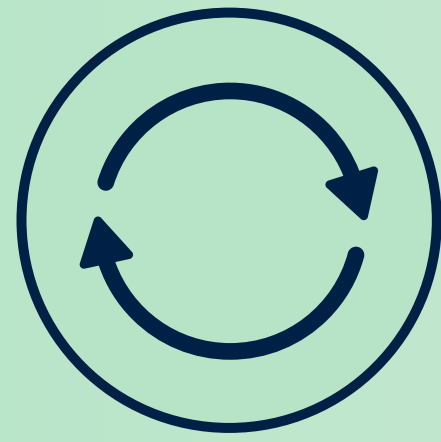


Inform Policy & Practice

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



Outputs (Activities)	Short-term Outcomes	Medium-term Outcomes	Long-term Outcomes
Respond to consultation opportunities to ensure policy, practice & commissioning meets the needs of those with lived experience.	Organisational involvement with key stakeholders across sectoral groups is mapped and reviewed.	Nexus has regional representation on relevant stakeholder and engagement groups.	Policy, practice development and service commissioning reflect the needs of those with lived experience.
Engage & lobby regional and local elected representatives to ensure ending sexual abuse and abusive relationships is a political priority.	Annually agreed key messaging is effectively disseminated ensuring elected representatives have awareness of the organisation's strategic priorities.	Professional expertise, lived experience and research influences development of relevant policy, practice and service commissioning.	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.	Elected representatives publicly support the strategic priorities of the organisation through their work.	Policy and practice better meet the needs of those with lived experience of sexual abuse and abusive relationships.
Champion and contribute to research that supports our society to: <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. 	Professional expertise and lived experience informs relevant research.	The voice of those with lived experience influences the development of policy and practice.	Research and data underpin improved understanding of current needs and emerging trends, informing policy, practice and service commissioning.
		Organisational profile increased in research space and opportunities to build research partnerships are explored.	



Engage Support

Communicate with clarity & purpose to engage support for the organisation's vision and mission.



Outputs (Activities)	Short-term Outcomes	Medium-term Outcomes	Long-term Outcomes
Agree key messaging to inform our public affairs & public relations work which raises awareness and contributes to breaking the cycle of sexual abuse and abusive relationships.	Enhanced understanding of Nexus and its work through strategic engagement of identified PA and PR stakeholders.	PA and PR stakeholders disseminate Nexus key messaging on sexual abuse and abusive relationships through their work.	Attitudes and behaviours of society change in response to our public affairs and public relations work helping us to break the cycle of sexual abuse and abusive relationships.
Track, monitor & evaluate engagement analytics to measure impact against strategic objectives.	Systems developed to effectively track and monitor engagement analytics across all media channels.	Effectively refined engagement activity in response to actionable insights from monitoring data progress against strategic objectives.	Evidence-driven decision-making demonstrates measurable impact, informs future strategy, and strengthens accountability.
Develop robust proposition plans to secure mutually beneficial corporate partnerships that support the organisation's strategic priorities.	Bespoke partnership proposition plans are developed for identified audiences that 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 successful tendering and grant applications that effectively support the delivery of the organisation's mission and strategic priorities.	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.



Advance Standards of Excellence

Set and consistently apply a high level of quality performance.



Outputs (Activities)	Short-term Outcomes	Medium-term Outcomes	Long-term Outcomes
Review & embed our Governance Framework to continuously ensure full implementation of legislative & professional standards.	A robust Governance Framework is continuously maintained in line with legislative and professional standards.	Professional accreditations and legislative standards are consistently achieved through implementation of our Governance Framework.	Nexus is an effective, innovative and sustainable organisation.
Empower & inspire our people to consistently embrace our values, to inform & bring to life our culture.	Our people understand our values and talk about them confidently.	Our values are embedded in how we recruit, onboard, develop and recognise our people.	Our people 'live our values'. Our values characterise how they interact with everyone.
Utilise systems & processes to build confidence of our staff to innovate and automate our service delivery.	Staff have access to clear systems, processes, and training that build confidence in using new tools and approaches.	Innovation and automation are embedded into service delivery, improving efficiency, consistency, and staff capacity to focus on client needs.	A culture of continuous improvement is established, where staff confidently adopt technology and innovation to deliver high-quality, accessible, and sustainable services.
Design & embed an exemplary training development framework to strengthen our team's capability & deliver a people plan that ensures organisational sustainability.	Our people have an informed understanding of their skills and expertise alongside their opportunities for growth and development.	Enhanced professional performance, confidence, capability and internal mobility of our people is achieved through effective individual development plans.	Our people feel invested in and motivated to stay, and the organisation has the skills and leadership it needs to deliver its long-term strategy sustainably.

Further Information

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