



Adept Living Foundation CIC (ALF CIC)

## Sustainability Policy and Implementation Plan

### Introduction

ALF CIC's sustainability policy is succinctly outlined in ALF's values, as stated on our website under the heading number 3 of 'Impact' :

**3. Impact** – *'Considerate of effect on People, Planet & Profit for our beneficiaries'*

*Through action research, we carefully appraise our impact on the social, ecological and economic environments on our:*

- *People (staff & beneficiaries) by delivering innovative programs based on the latest psychological and business insights, at a cost 50% less than the market rate.*
- *Planet by ensuring our ecological impact is minimised, aiming to have a neutral effect on the environment from all of our endeavours.*
- *Profits by providing services that are immediately practical, long lasting and generate a surplus that will be re-invested into serving beneficiaries in their ongoing profitable growth (however they choose to define it), by being Frugal*

As a small organisation we aim to make a relatively large impact for 'people' from those frugal resources in the communities which we support; in comparison to a small, or preferably neutral, impact on the 'planet'; and to generate a fair 'profit' that is used to bolster our impact in the community.

The following policy and implementation plan will therefore focus on the three headings of 'People, Planet, and Profit'.

### People

- *'People (staff & beneficiaries) by delivering innovative programs based on the latest psychological and business insights, at a cost 50% less than the market rate'.*

As a Community Interest Company, ALF's priority is to the people we serve in our local communities, as well as to our staff.

We aim to add value to the community and, when we intervene in any way, we work on the premise that we will leave the community in a better state than it was, when we arrived. That is in a more settled, healthy, cohesive, sustainable, and integrated way. This applies equally to:

- Whole communities in which we participate as an organisation, team, or individuals (eg in the COVID responders project in the whole village of Langford, and the Community Gardens in Stevenage, St Nicholas, and Langford)
- Particular groups of individuals within our regions of Hertfordshire, Bedfordshire, and Cornwall (eg the Intentional Peer Support groups and Popplns for those with emotional/ mental health challenges and/or single parents across Beds and Herts; to local community groups such as the parents of children with special needs and those who communicate with sign language in Great Ashby, Herts, with whom we act as Peer Support Consultants/Mentors to group leaders)
- Individuals who come for therapy/counselling, Peer Coaching or Peer mentoring
- Frontline helping staff who require therapy/counselling, peer coaching, or training
- National and Local community based organisations that support the vulnerable as well as the wider community (eg the DWP)

In addition, we aim to leave the communities with the information, knowledge, and skills required to sustain themselves in the long term. We do this by passing on the information, knowledge, and skills in a variety of informal and formal modes, including but not limited to:

- Accredited Training in Peer Support, Peer Mentoring, and Peer Coaching
- Accredited Training in a range of subjects related to emotional/mental wellness in the community both for 'helpers' and 'helpees'
- Unaccredited or informal training in a range of skills and subjects across the broad spectrum of Health, Wellness, and Business
- Informal, friendly, 'peer' advice and guidance
- Peer Support, Peer Mentoring/Coaching, Counselling/Therapy, for groups and individuals
- Signposting to other services and organisations
- Supporting people into purposeful occupation, which could include voluntary work, self-employment, employment, or following a passion

We do this at a rate of 50% less than market value, providing approaches, programmes, and techniques that are original and innovative, and based on current psychological insights and the ongoing research involving the collaboration of individuals who are also members of the ALF team.

## Planet

- *'Planet by ensuring our ecological impact is minimised, aiming to have a neutral effect on the environment from all of our endeavours'*

As a small organisation, we are able to ensure that our impact on the planet is minimal and preferably neutral. We do this in a number of ways, including, but not limited to:

- Working from home where at all possible
- Utilising community land and buildings in our local communities, for our work
- Running only one small office for therapeutic work only
- Increasing our use of online platforms and technology to reach people across a wide geographical area more considerably
- Setting up and/or supporting local community garden projects that both preserve and maintain green areas, and educate people in healthy living, appreciation of our planet, and self-sustainability

## Profits

- *'Profits by providing services that are immediately practical, long lasting and generate a surplus that will be re-invested into serving beneficiaries in their ongoing profitable growth (however they choose to define it), by being Frugal'*

ALF CIC give value to the community in the ways described in 'people' above, and utilise the Social Enterprise model to enable us to generate income from a variety of sources.

These sources can include, but are not limited to:

- Contracts for providing training, via ALF Enterprises, to organisations and businesses in the Public, Voluntary, and Private sectors to Employees, Leadership Teams, and clients/ students of these organisations and businesses
- Gaining funding from local grant making bodies for specialised projects
- Gaining funding from local businesses eg the Tesco Bags of Help Scheme, to run short courses and groups for those who are emotionally and/or financially vulnerable
- Organising fundraising events - eg the annual 'Shambles' fundraiser in North Herts.

- Donations from individuals/ businesses
- Donations from clients towards courses, therapy/counselling, peer mentoring/coaching, which is negotiated based on their level of financial security

All of ALF's profits are re-invested back into the business to provide programmes and services that are of direct benefit to the communities and individuals we serve.

Our profits, and therefore our relative ability to be most helpful in our communities, are maximised by the fact that we keep our overheads to a minimum, thus honouring our 4th value of 'frugality'.

If you have any questions about this policy and plan, please do not hesitate to contact us at:  
[contact@alfcic.org](mailto:contact@alfcic.org)

Please visit <https://alfcic.org/our-values/> for more information about ALF CIC values, and <https://alfcic.org/> for more information about ALF CIC.

Emma Jaynes  
May 2021