The Endstate we seek to achieve

People who leave St Paul's have a place where they belong, the skills, capacity and enough support so that Worcestershire is a place where homelessness is rare, breif and seldom recurrent.

Last updated on Sep 25, 2019

The Decisive Conditions

1. People who help have the right skills, competencies and attitude of mind

2. People can manage emotional and psychological pressures

3. People feel their place is safe, stable and secure

4. People do purposeful things with their time, good things happen, they feel good about themselves and they willingly share these those they trust

5. The public in Worcester want homelessness ended and take positive steps to achieve this

The short or medium term outcomes of our services

1.1 Staff have access to the right support to keep them healthy at work

1.2 Staff and volunteers understand the effects of trauma on people (they are Trauma Informed).

1.3 Staff have the skills and competancies to work at St Paul's (Trauma Skilled).

2.1 Harmful addictions are replaced by other compulsive comfort seeking behaviour that won't kill or put the person in jail

2.2 They are self-aware, know their triggers and know where to get help

2.3 They are able to come to terms with what happened to them and think about themselves in a positive way

3.1 The housing solution meets the need of the person

3.2 Rent is paid on time and they have built up a rent credit

3.3 They are able to manage their money and budget ahead

3.4 They have the skills to manage a tenancy

4.1 They are connected to at least 5 new positive relationships

4.2 They are earning or learning news and new ideas

4.3 They are giving to others

5.1 The public understand homelessness is a result of policy choices not life style choices

5.2 The Worcester public understand the costs of homelessness

5.3 The Worcesteer Public understand the causes of homelessness

5.4 The public and other funders recognise the impact of our work and support or donate to us

The Outputs of our services

Staff receive clinical supervision

Staff undertake group and individual reflective practice

Staff receive high quality Continual Professional Development

St Paul's has robust recruitment and probation procedures for staff and volunteers

Residents use the listening service

Residents undertake mindfulness.

Residents attend group and 1-2-1 counselling

Residents attend mutual support groups

Residents have individual Support Plans

Residents are housed in a Psycologically informed way

Residents attend digital skills sessions

Resident attend cooking on a budget and nutrition sessions

Residents attend budgeting skills sessions

Residents eat a healthy, balanced diet.

Residents attend Tenancy Skills Training (Under Development)

Residents use the points-based incentive scheme to suppliment state benefit income

Residents who leave have a befriender

People attend the Creative Group sessions

Residents volunteer for St Paul's and other organisations

Peer mentoring service (Under development)

St Paul's Social Media marketing and communications profile

Attend or organise fundraising events

Undertake Community Engagement events

Undertake Community Action Events

St Paul's ethos, Enables change

Core Tasks

Protect. Build psychological safety of people who come to us for help. Not only must we keep them safe but they must feel safe.
Recover. We believe relationship are key to recovery and we will nurture and strengthen appropriate relationships.
Re-connect. People need friendships, help and support to live an inter-dependent life. We re-connect people to them.
Prevent. Work with partners to design out and prevent homelessness.

Our assumptions

Homelessness can be ended
Transtheoretical Model of Change underpins our work
We use evidence-based interventions not wishful thinking
We build a body of evidence to evaluate our work

Core Behaviours

Work as a team
Come to work or volunteer because they want to help people
Are approachable, authentic and reflective
Listen, they hear and they try to understand the person in front of them
Lead by example
Model the right behaviours so people are inspired to follow

Our values

Respect for others, People can change, Fairness, Self Help, Knowing our limits, Community, Strength-based apporoach