

OUR VISION

A just and equitable society in which relationships are respectful, diversity is valued and people have a sense of belonging and an opportunity to learn.

WHAT WE'LL DO

Strategic Goal 3

Enable a thriving workplace and culture

Healthy Relationships

2 Outcomes

- Supporting our people to achieve the best possible outcomes for the people they serve.
- Building and maintaining a workplace that is supportive and safe.

Healthy Relationships

11 Priorities

- Support effective recruitment
- Support staff to join RASA teams
- Strengthen people leader capability
- Increase and support the representation of Aboriginal and Torres Strait Islander staff throughout RASA
- Increase and support the representation of Culturally and Linguistically Diverse staff throughout RASA
- Support organisationally aligned career development
- Strengthen people processes to meet future organisational needs
- Promote psychological wellbeing and a safe workplace
- Engage with students and volunteers
- Integrate cultural fitness in everything we do
- Ensure that our employment environment is designed in the context of our work priorities

BEST USE OF RESOURCES

An accountable, evidence-based approach to attracting and reporting on public monies underpins all our partnerships; this supports the alignment of resources to

Simple and smart systems and data

We will harness technology to provide flexibility, convenience, integrity of information and visible progress, ensuring continuous improvement of each system's purpose, usability, and delivery. We'll design administrative systems to support accurate single entry of data; collect and store data purposefully review the data and the results we find. We'll map our organisational strengths and vulnerabilities, and identify and respond to the risks we face. We'll plan for what can we predict, prioritise and prepare for.

Internal teams collaborate with programs

Our internal teams will collaborate with programs and leaders by going beyond procedures, and engaging with strategy to deliver real value, helping them to both define and achieve their goals. We will deliver a calendar of internal processes so we can give program-specific operational advice that's informed by quantitative and qualitative data, for the best possible outcomes.

RASA Diversity

We will value, respect and be informed by the wisdom that our Aboriginal and Torres Strait Islander colleagues bring to our organisation and its work. We will appreciate and respect the perspectives of our Cultural and Linguistically Diverse staff and use the cultural experiences and knowledge we have in our organisation to inform and shape our work.

Understanding and communicating our matrix structure

We will value the benefits of our matrix structure and support the organisational collaboration it requires of us. We'll effectively communicate how it works to our people and work to continuously recognise what it brings to us.

RASA external client focus

We'll be conscious and informed around the work our people do to build systems and processes that support and strengthen the purpose of that work. We'll be aware of the issues that our clients present with so that we can complement RASA priorities as much as we can.

Flexibility in how we do things when we can

We'll find the best possible balance in meeting our social justice informed values and the legislative and procedural requirements of a medium sized not-for-profit organisation. We'll take an approach that allows us to consider the circumstances of our staff and work collaboratively when we can to find creative solutions to complex situations.

OUR PULSE

Three Behaviours

Curiosity and creativity

We are open to enquiry and discovery; we are committed to learning individually, as a team, as an organisation and as a community. We use obstacles to drive innovation.

Do our bit well

We are realistic, practical, simple but not simplistic. We recognise that clients change their lives; we at best inspire, enable and support change. We build partnerships with other services and we recognise our limits.

Walk together in harmony (Uncle Lewis reference)

We listen respectfully to different perspectives and we are open to influence. The spirit of working in harmony is about generosity and humility and respect for the differences we each bring to our partnerships.

HOW WE'LL KNOW WE'VE MADE A DIFFERENCE

3 Measures:

- Staff diversity is celebrated
- Staff wellbeing is supported
- Staff skills are developed

Healthy Relationships

HOW WE'LL DO IT

ACHIEVE THE BEST RESULTS.

OUR PURPOSE



We help people to create positive relationships that build wellbeing and resilience.

OUR IMPACT

We aim to build positive and healthy relationships

We aim to support recovery from the impact of adverse experiences, at any stage in life

We aim to build social cohesion through promoting cultural respect and strengthening community resilience

OUR THEORY OF CHANGE

RASA services are based in an understanding of the social determinants of health and operate within a public health framework. Our services are designed to reduce risks to individual and family safety and strengthen protective factors, enabling improved wellbeing and social cohesion.

Our services support change by:



1. Developing people's personal skills to conduct positive individual, family and community relationships and improve health and wellbeing;



2. Creating supportive environments that encourage individuals and communities to address conflicts and solve problems;



3. Strengthening community action using education that enables the wisdom gained from lived experience to positively impact individual and community wellbeing;



4. Delivering collaborative services that build genuine multidisciplinary networks and ensure coordinated service delivery; and



5. Contributing to the development of public policy and service initiatives that are evidence-informed and client-focused.

OUR APPROACH

To achieve our intended impact we:

- Focus on those who are vulnerable and most disadvantaged
- Provide services which intervene early and have a holistic approach to complex needs
- Respect cultural connections and beliefs
- Ensure services achieve sustainable outcomes for the people we help
- Focus on service improvement and innovation, and
- Work collaboratively with others to achieve a more just society.



Our work is driven by three interrelated systems – quality services, evaluation and research, and education and training

OUR VALUES



STRATEGIC GOAL 3 Enable a Thriving Workplace and Culture Service Plan



ACKNOWLEDGMENT OF COUNTRY

Relationships Australia SA acknowledges Aboriginal and Torres Strait Islander Australians; their spiritual, physical, emotional, intellectual and economic connection to the Land and Seas, and we apologise for the atrocities that have been perpetrated on them and their ancestors. We recognise the continued impact of this trauma on Aboriginal and Torres Strait Islander Australians today.

We are committed to an ongoing process of reconciliation and will actively engage in redressing inequitable distributions of the physical, spiritual and political economy, in regards to Australian Indigenous issues.



Our belief in the transformative power of human relationships lies at the heart of everything we do.

Relationships Australia.
SOUTH AUSTRALIA