



Strategic Plan 2021-2024



What we stand for

Vision

Empowering women to build positive futures.

Values

Compassion

We seek to understand our clients and act without judgement.



Empowerment

We seek to empower our clients so they can independently transition back into the community.



Collaboration

We recognise that no one service can solve the complex issues our clients experience and therefore seek to work with partners to create a network of support around our clients.





Purpose

We provide specialised residential and outreach support for women in contact with the criminal justice system to enable their positive transition to community.



Respect

We aim to treat our clients with kindness, courtesy and politeness. We accept our clients and celebrate their individuality.



Accountability

We ensure our results and review our performance to ensure our standards are of the highest quality.



Client Centred

We maintain a flexible service that acknowledges our clients as the experts in their own lives. We focus on strengths first, followed by capacity building. We aim to keep an open mind and be willing to listen to feedback on individual client needs as well as service quality improvement.

Strategic Plan

Guthrie House Cooperative Limited provides a transitional and alcohol and other drugs support service to women involved in the criminal justice system. We offer a 12-week residential program and 12-month outreach/aftercare program. We prioritise Aboriginal women and pregnant women as well as support women with children in their care.

Principles

Guthrie House's guiding principles inform the organisation's approach and underpin our programs and services.

Our guiding principles include:

- Providing a safe space that operates with integrity and fairness for women to maintain a drug and alcohol-free lifestyle.
- Designing services that are culturally inclusive of people from a culturally and

linguistically diverse background and the Aboriginal community, and which reflect dignity, respect, and diversity.

- Working with the strengths of the individual and help clients build on existing knowledge and skills while developing new ones.

All Guthrie House interventions are informed by best practice evidence. We provide intensive case management as well as group work. We acknowledge that the strength of the therapeutic alliance and relationship between staff and clients is predictive of positive outcomes, including engagement and retention of clients in the treatment process and that the link between the therapeutic alliance and outcomes is independent of the type of intervention used.

Background

Guthrie House was founded by Sandra Wilson in 1979 with our core service delivery being community integration of high-risk female parolees transitioning from prison into the community. Having spent

time in jail herself, Sandra realised the importance of support after prison to help women re-connect to the community. Sandra named Guthrie House after Bessie Guthrie, a tireless activist who

fought for the rights of women and children. Bessie was one of a small group of women who established the first refuge in Australia for women and children and a huge supporter of Sandra.

Guthrie House has been and continues to be the only service of its kind that exclusively supports women involved in the criminal justice system and their children.





Strategic Focus Areas

1. Effective Service Delivery

Guthrie House provides integrated evidence-based services and programs to enable women to meet their potential

- 1.1. Recognise the diversity of women's experience and circumstance in our program design and delivery
- 1.2. Define service level goals to better focus and align our offer
- 1.3. Expand our aftercare housing strategy
- 1.4. Decide viability of developing family and child program
- 1.5. Ensure programs are evidence based and used a trauma informed approach
- 1.6. Guthrie House clients have a case management plan, including an assessment for engagement
- 1.7. Collaborate and build partnerships with other services to build a network of support around our clients

2. Improve Outcomes for Aboriginal and Torres Strait Islander Women

Continually strive to provide best possible culturally safe services for Aboriginal and Torres Strait Islander women

- 2.1. Finalise and embed our Reconciliation Action Plan, ensuring our strategies challenge structural racism and unconscious bias
- 2.2. Centralise Culture in all engagements we have with Aboriginal women and their families to ensure they feel safe and supported during their recovery journey
- 2.3. Continually focus on expanding and diversifying our partnerships with Aboriginal community-controlled organisations, in both the local and wider community
- 2.4. Increase developmental and early intervention supports for Aboriginal children in the care of their mother, to assist prioritise the best interest of the child and prevent (or minimise) their involvement with the out-of-home childcare system
- 2.5. Embed our commitment to employment of Aboriginal and Torres Strait Islander staff and increasing representation on our Executive

3. Financial Sustainability

Guthrie House has reliable sources of income to meet the future needs of the organisation

- 3.1. Consolidate our long-term financial sustainability
- 3.2. Maintain accreditation certification and implement a system of quality improvement
- 3.3. Identify, approach and respond to potential partnerships
- 3.4. Explore other opportunities and sources of income
- 3.5. Define and promote our differentiation to strengthen our position

4. Leadership and Culture

Guthrie House demonstrates strong leadership and a respectful and accountable culture

- 4.1. Implement good governance systems to support and develop governance capability
- 4.2. Embed a risk management framework
- 4.3. Implement a system to review policy and procedures
- 4.4. Ensure a healthy, safe, respectful and capable workplace
- 4.5. Create and embed an accountability culture

