
VISION MISSION VALUES

Acknowledging diversity and equality
of opportunity for all.



DEPAUL

Homelessness has no place

Our vision, mission and values are what defines us as a charity. It shapes the way we work and allows us to support the most marginalised people, helping them to progress to a more positive future.

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A warm welcome to Depaul...

If you check out Depaul's website ie.depaulcharity.org you will find that Depaul is not only operating in Ireland and Northern Ireland helping people who are homeless or at risk of homelessness; Depaul works all over the world. You can see country by country the work that Depaul does and the links that we have internationally.

So, what binds Depaul as an international group of charities? Well it's our Vision, Mission and Values. At the forefront of Depaul's work and progress is a values base shared across the group. The Vision, Mission and Values guide our everyday work, how we work, why we do the work we do, how we work to see the potential in people and in our day to day decision making. The core values have been developed from the work of St. Vincent De Paul himself but Depaul is a non-denominational charity. This means we work with people of all faiths and none at all.

Depaul endeavours as part of this 400 year tradition to work with the most disadvantaged people who really need our help and support. Making sure that our work and service is addressing the needs of people who would otherwise be excluded or often turned away. What matters most is what we do and how we do it and that we strive to give the best quality service to the people who need our help.

We hope this booklet will help you to understand the Vision, Mission and Values of the organisation and how they shape the work of Depaul.



Our History

Depaul began in the UK in 1989, known then as Depaul Trust, and this was on the initiative of Cardinal Basil Hume. He saw the huge numbers of young people sleeping rough outside Westminster Cathedral and he called together some partners to set up a new charity that could help this client group specifically.



The partners he worked with were The Society of St. Vincent DePaul (SVP), The Daughters of Charity and the Passage Day Centre in London.

In order to achieve the goals of Depaul it was realised early on that we needed a Vision, Mission and Values to clearly define the work we do and easily explain what Depaul is about no matter where we work across the world. At the heart of what we do - Depaul aims to be inclusive, never exclusive, and our Vision, Mission and Values clearly define that ethos.

Depaul International was founded as the parent charity of the group to enable Depaul to move outside the UK and to ensure consistency in the Values of the organisation. Whatever the client focus within each Depaul subsidiary across the world the aim to always work with people on the margins of society, the vulnerable and disadvantaged and the most in need, is consistent across the group and is nurtured through our shared values.

Depaul was set up in Ireland in 2002 and Northern Ireland in 2005 and was established in Ireland out of a collaboration. In 2001 two young people died on the streets of Dublin. They were known active IV drug users and as a result

although homeless they were not allowed to access homeless accommodation in the city. It was perceived as too risky to accommodate active drug users in services.

In Dublin in the 1990s it was difficult for people with acute complex needs to gain access to homeless accommodation services.

A culture of no alcohol and no drugs had developed in homeless services so that those who needed the support of homeless services the most, were denied access or excluded once the nature of their need was identified.

At the request of the SVP, Daughters of Charity and Vincentian Fathers, following an unsuccessful tendering process by the Dublin Local Housing Authorities, Depaul UK was asked to come to Ireland to set up Depaul as a new charity to specifically support this client group, because no other services existed in Ireland.

Depaul's services have developed over the years and now Depaul is a large cross-border organisation.

Depaul shares close links with other members of the Vincentian Family and our three founding partners, the SVP, Daughters of Charity and Vincentian Fathers, continue to be represented at governance level on our Board.

At times Depaul is confused with the Society of St. Vincent DePaul (SVP) as being the same charity. We operate as 2 separate charities but collaborate in some areas of our work. Depaul works specifically to address homelessness in the Republic of Ireland and Northern Ireland.

OUR VISION

Our Vision is of a society in which everyone has a place to call home and a stake in their community

OUR MISSION

Our mission is to end homelessness and change the lives of those affected by it

OUR VALUES

- We celebrate the potential of people
- We put our words into action
- We aim to take a wider role in civil society
- We believe in rights and responsibilities



What do our Values mean?

We celebrate the potential of people

Depaul believes in the potential of people, whether this is the organisation, staff, service users our volunteers or supporters. No matter what, Depaul believes in developing the individual and the organisation. It is very important to Depaul that each service user is given the opportunity to achieve their potential, whatever that may look like for them.

Equally we think it is hugely important to invest in our staff and volunteers so they can do the best they can, to work with people who are homeless or at risk of homelessness and deliver high quality services. It is also important to us to invest in our connections with our supporters and partners to develop the potential in those relationships too.

We put our words into action

What matters to us is what we do. We take action to improve the lives of people who are homeless or at risk of homelessness. We respond to urgent or crisis need, working with those in greatest need while expressing our values. We are committed to innovation and finding new ways to tackle the challenges we encounter. We do what we say we will do to make long lasting change to address homelessness. We take risks in working with marginalised groups and people with challenging behaviour.

We aim to take a wider role in civil society

Depaul believes in partnership. We want to be open and accountable to our staff, volunteers, service users, supporters, partners and the wider society. We believe everyone should have a stake in society and through partnerships we believe together we can advocate for policy change and a more positive response to homelessness in society. We are custodians of valuable resources and we recognise our responsibility to use our resources wisely and as effectively as possible. We strive to be a best practice organisation. We have a global presence, perspective and potential and we want to use this to do good.



We believe in rights and responsibilities

Depaul fully recognises that people have fundamental rights as human beings and within the law that must be safeguarded and upheld.

Rights – Depaul recognises the right of fair and impartial treatment, to have ones ideas and opinions heard, to work in a positive and supportive environment, to have one’s contribution recognised, to be kept informed.

Responsibilities – Depaul sees these as treating others fairly and with impartiality, to listen to and respect the ideas and opinions of others, to work with others collaboratively and in a positive, respectful and supportive way, to recognise the contribution of others, to facilitate and take responsibility for effective communication.

Depaul believes with rights come responsibilities and we must take responsibility for our actions; we have a duty to consider others.

Depaul's Theory of Change

WE WANT TO END HOMELESSNESS, AND CHANGE THE LIVES OF THOSE AFFECTED BY HOMELESSNESS

WE FOCUS ON

- *Supporting the most vulnerable people experiencing homelessness*
- *Particularly centred on Homelessness prevention through our work in the community, Homelessness and addiction for those who have been homeless and excluded for a long time, Homelessness and vulnerable families and Homelessness and criminal justice for those people leaving the criminal justice system*
- *And we work for policy change, mostly in partnership with others, drawing on the voice and experience of homeless people.*

HOW WE WORK

- *We respond to urgent or crisis need*
- *Our services are low threshold; we work with those in greatest need, professionally with a harm reduction focus, expressing our values.*
- *We provide programmes and activities so that service users identify and move towards their personal goals, discover their potential, increase their skills and build foundations for a positive future.*
- *We advocate for policy change, for a more effective response to homelessness.*
- *We work with service users, as partners, to co-produce change.*
- *Where we can, we house people first and then work with them to reduce harm, stabilise and improve health and well-being, recover and build capacities.*
 - *We work as much as we can with volunteers, who bring skills and resources to enrich and extend our work.*
- *We build partnerships with other NGOs to work together in services and in advocacy for policy change, leading where it is needed.*

IMPACT FOR SERVICE USERS

- *They can achieve and/or sustain a home.*
- *They have better health and well-being.*
- *They have a place and a voice in society which they can sustain.*
- *They have more capacity to build a positive future.*

IMPACT FOR WIDER SOCIETY

- *There is an increased awareness of homelessness, the risks of prevention and supports in place.*
- *Policies are challenged and a more positive response to homelessness is encouraged.*

Keeping Depaul's Vision, Mission and Values Alive

Our Vision, Mission and Values are integral to every aspect of our work right from the beginning when new staff and volunteers join the organisation; to explaining our reason for being to new supporters and partners, to opening new services, and in our everyday working.

It is really important that everyone in the organisation as well as people involved with Depaul understand our values and promote the values of Depaul in our everyday work. Together we all keep the values alive and we have the responsibility to work in accordance with our values.

Depaul believes homelessness has no place. Depaul exists to serve homeless individuals, couples and families, at risk; people who are caught in the spiral of homelessness, very often deprived of all control of their lives. When every door is closed to them, Depaul is there because they deserve help to rebuild their lives and progress to a positive future.

We approach this through our Vision, Mission and Values;

- With compassion and a willingness to do whatever it takes no matter what.
- With expertise and professionalism so the most excluded homeless people get the help they deserve and are not overlooked or ignored.

And Depaul doesn't stop there, we innovate when services are needed. We advocate for hard-to-reach groups and are willing to take risks to make sure the services exist for those experiencing homelessness.



It is so important to us that our values remain alive in the work we do and in how we develop as an organisation. Everyone involved with Depaul is an integral part of the achievements and impact made for homeless people. Everyone plays an integral part in keeping the culture of Depaul alive and in the development of the organisation to remain committed in our mission and aim in ending homelessness and changing lives.

Depaul's Philosophy of Care

Depaul International in agreement with the entire Depaul group around the world have developed a Philosophy of Care that shows how we put our values into action with homeless people.

*Welcome
We are glad you are here
Here in this place you can
take steps towards a better future
You will lead the way
We will ask, listen and help
We will work and walk with you
Welcome*

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