

## Our Vision, Mission and Values

### Our Vision

The Switch Project is a purpose-driven social enterprise committed to supporting vulnerable children and young people in schools throughout the Midlands.

### Our Mission

The Switch Project provides a range of expressive therapy interventions and services with young people whose social and emotional well-being is causing concern and/or preventing them from achieving their full potential within primary and secondary school.

### Our Values

- We will always operate in a positive, safe and ethical manner
- We will always foster consistent, rewarding and respectful relationships
- We will always help those young people who use our service by offering them the support and guidance to thrive and flourish
- We will act as advocates for the young people and their families who use our service
- We will not discriminate against anyone because of their gender, age, faith, sexual orientation etc.
- Employees will be valued, supported and treated with respect
- We will always strive to improve and invest in opportunities to enhance the service we provide and our skills and knowledge

#### (1) **Not-for-Profit**

The Company is a purpose-driven social enterprise and is not established or conducted for significant private gain. It derives majority income from traded services and any income, profits or assets are used above all else for the benefit of the Company and the community it serves, this includes:

- (i) reasonable salaries and payments to employees/contractors in line with job roles of a similar nature elsewhere.
- (ii) reasonable remuneration for the Director in line with positions of a similar nature elsewhere.
- (iii) reasonable expenses which the Director or employees properly incur through carrying out their day-to-day job roles.
- (iv) the purchase of all necessary equipment, resources and training to maintain and improve the quality of service the Company provides its community

#### (2) **Director's Powers and Responsibilities**

The Director is responsible for the management of the Company's business, for which purpose they may exercise all the powers of the Company. The Director may take any decisions based on the furtherance of the Company's mission statement and values.

(3) **Asset Lock**

If the Company is dissolved, any assets remaining after the satisfaction of its debts and liabilities shall not be distributed amongst Directors, but instead they must be applied in one or both of the following ways, as may be decided by the Directors at or before the time of dissolution:

- (i) by transfer to one or more non-profit-distributing institutions with objects similar to or compatible with those of the Company;
- (ii) as a donation for charitable purposes.

(4) **Accounts**

Once in every year the accounts of the Company shall be examined and the correctness of the income and expenditure account and balance sheet ascertained by one or more properly qualified accountants. In addition:

- (i) The Director shall comply with the requirements of any applicable law as to keeping financial records and the preparation and transmission to the Registrar of Companies of annual reports and accounts.
- (ii) The Company must keep copies of its annual audited accounts and reports for each financial year and make them freely available on request.

(5) **Income**

The Company will be a sustainable organisation that trades services in order to generate sufficient income. However, at times and where appropriate The Company may do all such lawful things as may further the Company's mission and in particular, but without limitation:

- (i) to seek and apply for funding for specific projects or resources that will improve the service offered by the Company.
- (ii) to borrow or raise or secure the payment of any money for the purposes of or in connection with the Company's mission and to mortgage or charge any part of the Company's property as security for borrowed money.

Signed:



Dated: 3<sup>rd</sup> October 2018