

## Benefits for the social sector / social purpose organisations (SPOs):

- Ensure that services and activities remain true to the vision and values of the organisation.
- Ensure that the activities and services reflect the needs of communities and benefit the communities they purport to serve.
- Create a sense of service and community ownership.
- Strengthen identity and gain credibility and legitimacy within communities, the social sector, government and wider society.
- Enable organisations to operate equitably, genuinely and authentically.
- Break down organisational hierarchies and avoid stagnation.
- 'Humanise' activities and services.
- Improve equal opportunities, inclusiveness of all members of society, and representation of people from diverse backgrounds and talents.
- Enable organisations to draw upon and make effective use of people's unique skills, capabilities, diverse perspectives, experiential knowledge and insights, allowing this to contribute to all decision-making.
- Improve and enhance the ability of organisations to bring policy issues to life by illustrating e.g. the scale of disadvantage people are facing, the real life and practical challenges in implementing laws, policies and strategies efficiently and effectively.
- Allow organisations to design and develop high-quality, effective and relevant policies, projects, interventions, services and initiatives.
- Add value to service / activity planning, development, delivery and improvement.
- Help all employees and volunteers to develop their skills and knowledge beyond theoretical and text-book learning.
- Increase organisational capacity e.g. through the development of peer support and/or mentoring schemes.
- Improve sense-making and sense checking; inspire innovation and rejuvenate and reinvigorate activities.
- Help set priorities, identify issues and outline solutions which might not occur to or be valued by those who are not experts by experience.
- Give early opportunities to test ideas and make decisions as they arise.
- Help learning and grounding of decision making in that learning.
- Build relationships of trust with communities, increasing the reach, leverage and traction of activities and services; generate social capital.
- Challenge wider discrimination, stigma, custom and practice.