

Let's Grow Together Strategic Plan 2026-2030

Rooted in Community, Reaching For Every Child



**Let's Grow
Together**

The best start for every child

Welcome



Welcome to Let's Grow Together (LGT). We are a community-based service in Cork, that works alongside families and key people in children's lives to support their earliest development and wellbeing.

This is our Strategic Plan 2026-2030. It sets out the direction we are heading in and how we plan to get there. This is a strategy built on real voices. We listened to the people who matter most - our community, stakeholders and partners - asking what they think, what they need, and what they want to see from us. What follows has been directly shaped by what we heard. Thanks to the Tusla ABC Programme and ReThink Ireland for funding for the strategic plan process.

What Makes LGT Special?

These core qualities were recognised by those we work with.

- **Relational Approach:** We make families feel welcome, listened to, and supported.
- **Vital Connector:** We bridge fragmented systems and prevent duplication.
- **Innovative & Responsive:** We adapt to emerging needs in the community.
- **Values-Driven:** We are non-judgemental, community-centred and infant-focused.
- **Collaborative Leadership:** We deliver strong partnerships across sectors.

Mission

To work in partnership with everyone important in children's lives, sharing knowledge, skills, and resources, empowering families, and enabling children through their relationships and in their communities to be nurtured, fulfilled, achieving and learning.

Vision

Our communities are places where children experience happy, healthy, and thriving childhoods that last a lifetime.



Values

We are **INCLUSIVE** in our work with families.

We build trusting and supportive relationships with families, recognising that families include everyone important in a child's life. We know that transformative change is possible through an accessible and flexible approach that meets families where they are at.

We are **INFORMED** by the science of early years development.

We understand that babies and young children can't wait – the early years are a critical window for brain development and lifelong outcomes. We translate research and evidence into action, and we are committed to speak up with urgency for children's needs.

We are **RESPONSIVE** to the needs of the communities we work with.

We care deeply about the communities we work with. We treat everyone with respect and we create warm, welcoming spaces where families feel valued. We listen to families lived experiences and actively seek new research and evidence-based approaches, in order to maintain a high-quality early intervention practice.

We maintain **INTEGRITY** in all aspects of our work.

We are committed to working in solidarity with families and we are sustained by our belief that every child deserves the best start in life. We strive to be a consistent and dependable presence in the community and the lives of families we work with.

We **COLLABORATE** to achieve shared goals for children's wellbeing.

We work together as an inter-disciplinary team, and collaborate with partners across community, education, and health sectors. We support each other, we empower families, and we work collectively toward shared goals for children's development and wellbeing.

We are **INNOVATIVE** in our approach to healthy child development.

We are innovative, dynamic and progressive. We create enjoyable and positive environments, and we constantly adapt to ensure our services are engaging and effective for babies, young children and their families.

Rooted In Our Community

Let's Grow Together (LGT) was born out of a simple but powerful idea - that professionals working with young children in Cork's Knocknaheeny community could achieve far more by working together than apart. From those early conversations in 2011, a prevention and early intervention programme took shape, becoming one of just twelve Area Based Childhood Programmes across Ireland, dedicated to breaking the cycle of disadvantage from the earliest point in a child's life.

Today, LGT supports young children from before birth through their early years, working alongside parents, caregivers and the wider community from its base in Knocknaheeny.



In 2025, the organisation delivered **581 home visits**- directly supporting over **100 families**- and ran more than **40 programmes** from Baby Massage and Pregnancy Yoga to Circle of Security Parenting and a dedicated Dad's group.

At the heart of everything LGT does is a belief that strong, confident families are the most powerful environment in which children can grow and thrive.

We now stand at an exciting moment in our journey. We are trusted by our community, we have built a strong and distinctive portfolio of services, and have developed the ambition to think bigger about the future.

This strategic plan is our next step - a clear and confident vision for how we deepen our impact and continue making a difference to the lives of children and families in Cork and beyond.

We are trusted by our community.



Consulting & Listening



In Winter 2025 we undertook a wide-ranging and inclusive consultation, reaching out to the families and caregivers at the heart of our work, staff across the organisation, community partners, funders, statutory bodies, board members and local representatives.

It was crucially important to us to ensure that the people closest to LGT's work - those who deliver it, those who experience it, and those who champion it - had a genuine voice in shaping what comes next.

The themes, insights and priorities that emerged from those conversations have directly informed every part of this plan, from the values that underpin it to the actions committed to.

We are deeply grateful to everyone who gave their time, shared their experiences and offered their perspectives.

To explore the full strategic plan in its entirety, please visit our website.

What You Told Us



You told us our warmth, trust and quality are our greatest strengths, and that the world needs to know it. You were clear that early intervention for children aged 0-4 must stay at our core, with strong community links to support continuity of care. You asked for more spaces to connect, stronger communication, and bolder leadership on infant mental health.

“They make space for all families”

Our Strategic Plan

Outcome 1

We communicate clearly and consistently so every family who needs us can find us, join us and grow with us.

What This Looks Like

- Establish and maintain a consistent voice across multiple communications channels including our website, social media, and local community spaces so families know what we do, and how we can support.
- Promote clear, accessible information about early childhood that parents can understand and use.
- Actively reach out to families who could benefit from our support, communicating in a way that makes sure they know support is available and how to access it.
- Champion the importance of the early childhood social and emotional development through regular, authentic communication that centres on children's voices and family experiences.

Outcome 2

We embed prevention and early intervention services in communities by supporting parents and families of children aged 0-4 with practical, evidence-informed guidance on early years development.

What This Looks Like

- Continue building our Home Visiting programme as a proven model of early childhood intervention, expanding its reach and impact to be replicable nationally and internationally.
- Sustain and develop our existing family support services that show positive impact in promoting early childhood development and track their impact each year.
- Sustainably expand our reach, working towards LGT's early intervention approach being available where it can have the most benefit.
- Create accessible, welcoming services that respond to community needs, ensuring all families and children can participate meaningfully regardless of their backgrounds, cultures or circumstances.
- Maintain and develop our existing strategic partnerships across health, education and community services to support continuity of care, so that the progress made with children in their earliest years is sustained and built upon.

Outcome 3

We strengthen early years systems and professional practice.

What This Looks Like

- Expand our 'Community of Learning' by building on our existing training programmes, helping more professionals develop their knowledge, confidence and skills in science-based early childhood development.
- Promote better understanding among decision-makers and policymakers about how embedding prevention and early intervention services in communities prevents problems later, through an evidence-based advocacy campaign that puts children and families at the centre.
- Lead and collaborate on research and evaluation that advances practical knowledge of early intervention, informs service design and delivery and drives continuous improvement.
- Champion professional practice that's grounded in the science of early childhood development, including social and emotional development.

Outcome 4

We grow steadily and responsibly, investing in our staff and governance structures so everyone can thrive and deliver on our ambition.

What This Looks Like

- Continue strengthening our team, systems, and governance so we can grow responsibly and deliver high-quality early childhood services.
- Expand and diversify our income streams so we can maintain and grow our impact over the long term, while maintaining rigorous financial stewardship and accountability.
- Maintain and strengthen a workplace where staff are valued and developed, with policies and practices that support quality early childhood intervention work.

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We would like to thank everyone who gave their time and energy to help shape this plan. Your input and commitment have made this possible.

To read the full 2026-2030 Strategic Plan, please visit our website.



letsgrowtogether.ie

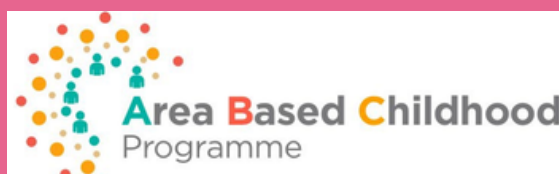


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