

## Equality Diversity and Inclusion Strategy 2022-2023

### EDI Aims (we want to):

- Provide a service that is accessible and relevant to children young people and adults of all ages, backgrounds and circumstances
- Deliver services through a team that reflects the diversity and lived experience of communities in which we operate

### EDI Objectives (we will do this through):

- Systematic gathering and analysis of information about who is and who isn't accessing our services
- Pro-active engagement in partnerships and activities that will increase our knowledge and understanding of under-represented groups and the challenges they face in accessing services
- Listening to the voices of lived experience and acting upon them
- Increasing diversity within our workforce

### Action Plan:

What	Baseline	Who	By When	Review By
Ensure equalities and demographic information included in new database development is populated and is straightforward to extract and evaluate	n/a	CCL	31 May 22	31/8/2022
Produce Annual Reports for CYP and Adult Services with EDI recommendations	n/a	CCL and ACL	30/8/2022	27/9/2022
Work within the CEDN Network to build links with organisations that work with groups who are under-represented in our services	n/a	CEO	ongoing	31/03/2022
Join relevant VSF thematic alliances to increase networks with organisations who work with groups under-represented in our services	0	CEO Service Leads	31/10/2022	31/03/2022

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Ensure EDI related training is included in the training plan. Actively seek out training additional opportunities for the CLEAR workforce	LD training Sept 2020 EDI training Sept 2021	CEO Service Leads	ongoing	31/03/2023
Work with CLEAR Ideas to coproduce resources and platforms specifically aimed to reach CYP from under-represented groups	0	CCL Ideas Lead	31/10/2022	30/12/2022
Recruit Peer Support Workers with lived experience of trauma	0	CEO	30/06/2022	31/12/2022
Analyse make-up of DNA's for therapy sessions and consult therapists and counsellors re future policy on client disengagement to ensure that barriers to attendance are factored in alongside funding challenges for both charity and therapists/counsellors	No evaluation of demographic of DNA clients	Service Leads	30/8/2022	30/09/2022
Actively promote recruitment of male staff and people from ethnic minority groups to increase representation at all levels of the team	3 men 3 BAME	Board/ CEO	ongoing	31/03/2023

Interim Review/Update of Strategy to AGM 27/09/2022  
Annual Review/Agreement of Strategy for 2023-24 by 30/04/2023

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