**EQUALITIES STATEMENT**

Like many other organisations SCVYS has made a commitment to increase diversity and representation within our charity at a Staff and Trustee level. Our aim is to be able to better serve and represent our member groups and organisations engaging with us and those who we yet need to reach.

We want SCVYS to be the best charity it can be in terms of good quality equality and inclusion practices. To this end we have agreed an Equal Opportunities Policy and an action plan of some equalities objectives. The Trustee board has undertaken training on equality and inclusion with particular reference to unconscious bias. This training is also available to our member groups should they wish to follow our lead.

We currently have some staff vacancies. In the process of looking to recruit new applicants, we felt we needed to be more proactive to identify any gaps to us being representative of the member groups/population we serve. We have therefore undertaken an audit of our existing Staff and Trustees (17 in total) and below are some statistics about their backgrounds.

* 65% of our Staff/Trustees identify as female and 35% identify as male.
* There is an equal representation of ages between 19 and 65+ but there is no one under 18.  This is not surprising as young people are in statutory education until post 18, and charity trustees generally need to be over 18 to qualify.  SCVYS has intentionally recruited 2 Young Trustees (Under 30) and directly supports the involvement of all young people under 18 in a variety of ways including:
  + - Open opportunities to participate in the UK Youth Parliament programme.
    - Open recruitment for the Staffordshire Youth Union (a countywide youth voice mechanism)
    - To design, develop, and deliver the WHAM Plan (a peer-led training programme around self-managing emotional wellbeing) alongside professionals from CAMHS.
    - Open recruitment to a Summer War Graves Project (a 2-week residential with young people from Germany themed on peace and reconciliation).
    - Opportunities to promote the often-overlooked positive contribution of young people to their communities through recognition and awards.
* Either through where we work or live, we have a geographical spread across the County that we provide services to.
* 100% of Staff/Trustees identify as white and this is an area that needs continued work to attract representation from other backgrounds.
* 95% of Staff/Trustees identify as heterosexual again this area needs further investigation.
* 88% of Staff/Trustees do not identify as having a disability, but 12% do identify as having a long-term condition.
* 53% have no religion or faith, with 41% identifying as Christian and 6% as Jewish.
* 35% of Staff/Trustees have caring responsibilities across a range of adults & children.

It is evident from these figures that the current organisation is not truly representative of our population demographics. We therefore make a broad commitment to actively encourage and support applicants from underrepresented groups to join our organisation.

Date: 24th April 2023

Review: April 2025