

# SELF-ASSESSMENT DISCUSSION GUIDE

## An End Poverty Pledge Resource

### Introduction

Please use this resource to reflect on what your organisation is doing, and what more you could do, to prevent or alleviate poverty in your community. The questions below are designed to stimulate a discussion within your leadership team and help identify some positive actions you could take to address this issue.

For each question, start by considering whether your organisation is: already doing this well; in the process of implementing this; open to exploring this; or not currently planning to do this.

Some of these questions may be more relevant to your particular organisation than others, so try focusing on those areas where you think you could make a real difference.



### Leadership

1. Does your organisational strategy include the aim of tackling poverty and the effects of poverty?
2. Have you examined the impact your organisation has on people who are experiencing financial hardship - both positive and negative?
3. Are you a registered Living Wage/Living Hours Employer, and committed to improving the skills and job security of your employees?
4. Are you part of a wider network of organisations that is working together to tackle poverty in your local area and/or across Surrey?

### Culture

5. Do you provide training for your frontline staff/volunteers to make them aware of the challenges and stigma facing people in financial hardship and how to minimise this?
6. Do you make every effort to ensure that your service is accessible to everyone, regardless of their financial circumstances?
7. Do you have a positive approach to supporting service users that focuses on people's strengths, not their needs or problems?
8. Does your organisation have effective systems in place to refer or signpost people to additional support, if they need it?

## Accountability

9. Does your organisation monitor service outcomes for users on lower incomes and other disadvantaged groups?
10. When setting up a new project or initiative, do you consider the likely impact on service users who are in, or at risk of, poverty?
11. Do you involve people with lived experience of poverty in providing feedback on your services and helping to shape future policies and services?

## Action plan

As a senior leadership team, please identify a list of short-term and longer-term actions that your organisation could take to prevent or alleviate poverty in your area.



### Short-term:



### Longer-term:

