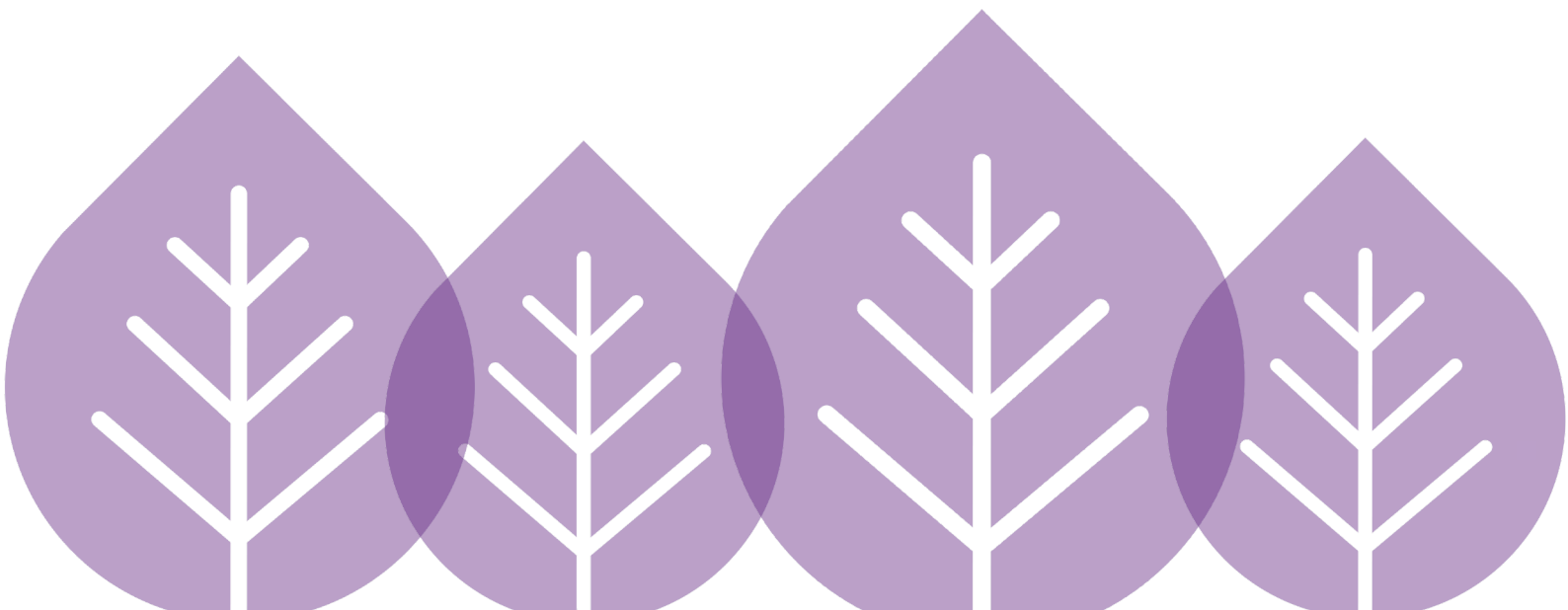




# Survivors' Network

**Strategy and Business Plan**

**5-year goals  
2021–2026**



## Vision

**Uniting to confront sexual violence, abuse and harassment so that no one has to face the impacts alone.**

## Mission

- Delivering accessible, survivor-centred services across Sussex
- Empowering our communities to stand up against sexual violence, abuse and harassment through education, training and campaigning
- Demonstrating and advocating for intersectional feminist leadership

## Values



### **We are compassionate**

We hear, we listen, and we believe survivors. We take care of ourselves so that we can support others. We set boundaries and we uphold them too, while always striving to understand the needs and perspectives of our communities.



### **We are empowering**

We create space for all voices to be heard. We lift each other up and believe that we're all leaders. We understand the importance of communication and feel confident to challenge and to ask questions. We're transparent and take ownership of our decisions, even the difficult ones.



### **We are collaborative**

We're stronger together, so we work with others to build valuable relationships. Many of us are survivors ourselves and survivor voices are woven into everything we do. We're constantly learning, understanding our own privileges and seek to dismantle bias and discrimination both within and outside our organisation.



### **We are brave**

We seek out new ideas and speak up for our beliefs. With the courage to try new ways of doing things, we learn and unlearn as we go. Our feminist leadership empowers us to be creative and innovative, celebrating our successes and learning from our mistakes.



# Strategic Priorities

1

**ALL SURVIVORS ACROSS SUSSEX HAVE ACCESS TO HIGH-QUALITY SERVICES THAT ARE RESPONSIVE TO THEIR NEEDS AND THE OUTCOMES THAT THEY WANT TO ACHIEVE**

We recognise that services have traditionally been developed with survivors who reach out to us in mind. We will create a range of services for both those survivors who reach out to us, and survivors who do not.

We will challenge the power dynamics of developing and delivering services and commit to making those who have less power in society and less access to resources the starting point in developing our services.

2

**WE SHARE OUR EXPERTISE ACROSS ALL OUR COMMUNITIES THROUGH EDUCATION, TRAINING AND CAMPAIGNING**

We will build new relationships and foster existing ones, keeping survivors at the heart of every interaction. This will include engaging with:

- People in positions of power and influence
- Community activists in education and work-based communities
- Community activists in our own communities, both in and outside of Sussex

Our education training programmes will be financially accessible to all and, alongside campaigning and fundraising, will generate income for the whole organisation.

3

**INTERSECTIONAL FEMINIST LEADERSHIP IS CLEARLY DEFINED, PROMOTED INTERNALLY AND EXTERNALLY AND WOVEN THROUGHOUT EVERY LEVEL OF THE ORGANISATION**

We will have a shared understanding of Intersectional Feminist Leadership.

We will know how Intersectional Feminist Leadership impacts our work at all levels of the organisation and strive to demonstrate the principles of Intersectional Feminist Leadership at all times.

4

**WE HAVE GOOD ORGANISATIONAL HEALTH SO THAT WE CAN CONTINUE TO IMPROVE, TO HAVE IMPACT AND TO DELIVER OUR MISSION**

We will have financial strength and resilience, robust governance and organisational compliance.

We will fulfil our contractual requirements and maintain honest relationships with our commissioners.

We will value collective care, look after ourselves and each other, and become more diverse in our identities.

# Working to our priorities over the next 12 months

1

## ACCESS TO HIGH-QUALITY SERVICES

We will improve our services for people who don't access our services, those who struggle to access our services and those who cannot access our services.

We will weave service-user voices and perspectives throughout both our direct work and the strategic development of the organisation. We will listen to what survivors are saying and we will act on it.

## SHARING OUR EXPERTISE

We will support other organisations to improve their responses to sexual violence and abuse, to know about the impact of trauma and understand how to come together to create societal change.

We will assess our current education and campaigning work in society and schools, mapping what works, to develop education and influencing work using service-user voices and a data-driven approach.

2

3

## INTERSECTIONAL FEMINIST LEADERSHIP

We will develop a shared organisational understanding of Intersectional Feminist Leadership and the potentials and possibilities.

## GOOD ORGANISATIONAL HEALTH

We will identify what we do well, and where we need to strengthen.

4

If you have any questions about our strategy, please use the contact form on our website or email [info@survivorsnetwork.org.uk](mailto:info@survivorsnetwork.org.uk).

You can follow us on Instagram, Facebook, Twitter & LinkedIn, [sign up to our newsletter](#) or support our work by [making a donation](#).



**Survivors'  
Network**

**We are the Rape Crisis Centre for Sussex**  
Supporting survivors of sexual violence,  
abuse and harassment across Sussex.



**[www.survivorsnetwork.org.uk](http://www.survivorsnetwork.org.uk)**

**01273 203380**

**[info@survivorsnetwork.org.uk](mailto:info@survivorsnetwork.org.uk)**

Registered charity no.1144878 | Ltd. Company no. 07780363