



# ECHO

## Three Year Plan

### 2023-2026

# Welcome

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- Welcome to the new ECHO 3 year plan.
- The plan shows how ECHO wants to develop over the next few years and provides guidance to make sure we are going in the direction that we want to.
- A plan is only useful if it is used. We will make sure everyone in ECHO knows about the plan and how what they do fits into it.





# ECHO in the next 3 years

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- Over the life of the last 3 year plan like everyone else ECHO was affected by COVID.
- After nearly 3 years of working within our projects, we now feel it is time to be more positive and start to look outwards.
- Over the life of this plan we want to see every participant develop and grow, ECHO to get back out into the community and people coming in to see the amazing things our participants achieve with support and encouragement.

# ECHO's Values

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- ECHO is positive about disability
- In all our work, ECHO believes that everyone should:
  - be treated as individuals
  - be valued
  - be included
  - be supported to aspire and reach for their dreams



## ECHO's Vision

'A society where all people with disabilities are heard, valued, respected and supported to make choices and flourish.'

## ECHO's Mission

'We want to make a positive difference to the lives of people with disabilities in Herefordshire, supporting them to know they are valued members of the community.'





# Aims

Our aims tell you how ECHO plans to work and what we are about.

Find out more about the aims next.



Participants  
Staff  
Volunteers

People are at the heart of what ECHO does.

We believe everyone should be valued and supported to be the best they can be, whether they are a participant, volunteer, staff member or part of the wider community.



There is strength in people working together.

ECHO will work within the community and invite the community to get involved in what we do.

Within the ECHO community, people and projects work together, sharing support and ideas and developing friendships.






Real Choice

Real choice is more than just offering people different options.

Real choice comes from talking to people and listening to what they want. ECHO helps bring ideas to life.



Support to grow  
and thrive

Everyone has the potential to grow and develop.

ECHO encourages everyone to work together to build the confidence and skills they need to help follow their dreams.

Everyone in ECHO can inspire others to explore new possibilities.



Led By  
Participants

Participants are at the heart of every decision that ECHO makes.

Participants will take a full role in planning and making decisions about ECHO and the projects we deliver.



## Valuing People

Everyone has their own individual talents, skills and abilities.

ECHO celebrates what people can do and makes sure everyone has a voice. This is why we pride ourselves on focussing on the individual and what they can achieve.



Quality in  
all we do

Whether it is the things people create, or the support we provide, ECHO wants this to be as good as we can make it.

We make sure ECHO is well run and can meet the needs of our participants now and into the future.



Healthy  
body  
and mind

We will support and encourage everyone to live a happy and active life by taking care of their body and how they are feeling.

ECHO will be a friendly and safe space, helping people keep their mind and body strong and providing support when they need it.



What does the ECHO logo mean? Well, there are three parts to it.

The curved lines represent echoes (after our name) and the listening we do.

Better Choices, Better Lives: This is what we help our participants achieve.

Positive about disabilities: We know disabilities are not a barrier to aspiring or achieving.



# Appendices







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Company number 4475254

ECHO is not just an organisation, we are a community who work together to support people with disabilities in Herefordshire to develop and grow.

We strongly believe everyone can achieve with the right support