

# Gender and Disability Policy

## Document History

| Version | Date       | Changed by | Description                              |
|---------|------------|------------|--|
| 0.10    | 01/11/2020 | Shruti S   | Updated as per <b>ACFID</b> requirements |
|         |            |            | Next review before annual board meeting  |
|         |            |            |  |

If you require further information regarding this document please contact:

[hr@pluseducation.org](mailto:hr@pluseducation.org)

## Introduction

Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous, and sustainable world. Plus Education recognises the rights of women and girl children and condemns any form of inequality or injustice towards women and girls. We also recognise that these situations will not be addressed successfully unless the attitudes and behaviours of both women and men change. Consequently, we seek to support work that addresses gender and disability inequalities and the contributing attitudes and behaviours, appropriately engages both women and men in the development process and promotes gender equality, justice, and empowerment throughout the development cycle.

Plus Education recognises that gender is not binary, and that terms and definitions related to gender and sexuality are diverse and continue to evolve. To facilitate ease of reading within this policy we refer to 'all genders and ages' throughout. This demonstrates our recognition of and ability to work with adults and children and individuals of all sexual orientations, gender identities and/or gender expressions.

## Purpose

This policy represents Plus Education's commitment to take a cohesive and coordinated approach to gender equality and disability inclusion. The policy includes three core principles and commitments against which all parts of Plus Education will be held accountable.



### **The purpose of the Policy is to:**

- Define and communicate clear commitments and consistent messages within Plus Education and with others.
- Continue to strengthen efforts to promote gender equality and disability inclusion in our organisation, increasing Plus Education's integrity and credibility amongst donors, partners and allies as a supporter of gender equality.
- Establish commitments for our development programming and our organisation.
- Enable us to work as an organisation and with others building on each other's strengths, experiences and lessons learned.

### **Priority will be given to projects that:**

- endorse and promote the rights of all genders and ages.
- endorse and promote the rights of all people with disabilities.
- actively and equitably involve all genders and disabled persons in determining development objectives, planning activities and assessing results.
- expand social and economic opportunities for all genders equally, resulting in improved livelihood security, health outcomes, access to higher education and improved well-being;
- expand disabled persons' social and economic opportunities, resulting in improved livelihood security, health outcomes, access to higher education and improved wellbeing;
- address violence and abuse towards all genders and disabled persons.
- increase women and disabled persons' roles as decision-makers in family, community, society and organisational governance;
- promote culturally appropriate community-driven responses that challenge cultural values and practices that oppress people of all genders, disabled persons (or any other marginalised group); and,
- do not marginalise any specific gender but seek their appropriate participation in projects intended to address the inequality or injustice.

### **Commitments**

In order to enact these principles, Plus Education will fulfil the following commitments and ensure that they are monitored and evaluated as part of Plus Education's responsibility of transparency and accountability.

1. Incorporate participatory gender and disability inclusion data disaggregated by sex, age, and other relevant diversity factors to inform actions across the program/project cycle.
2. Engage all relevant actors in support of gender equality and gender empowerment when in line with programming and/or organisational objectives.
3. Identify potential programming risks throughout the program/project cycle and take steps to do no harm and mitigate unintended consequences of backlash and gender-based violence, regardless of sectoral focus.
4. Ensure evaluations and reviews do no harm, are participatory and assess progress towards gender equality and disability inclusion outcomes.



5. Ensure documentation of best practices and challenges, and create mechanisms for cross-learning within communities, within Plus Education and with partners.
6. Ensure all our policies and practices are developed with a gender lens. Report on gender and diversity balance in staffing and governance structures.
7. Implement targeted strategies to redress any evidence of gender inequality in gender and diversity balance and pay levels.
8. Recruit and retain staff and volunteers with a commitment to gender equality; build staff and partner capacity and skills in gender equality and diversity, and ensure all annual operating plans, job descriptions and performance plans reflect Plus Education's commitment to gender equality.
9. Regularly report to program participants, donors, and the public on progress on gender equality and disabled persons' inclusion in Plus Education's work, where relevant.
10. Take all measures to prevent and respond to all forms of sexual harassment and violence, and sexual exploitation and abuse of children and vulnerable adults and disabled persons
11. Promote staff awareness and training, and effective systems for reporting and monitoring.
12. Ensure external marketing, fundraising, advocacy and communications respect and uphold our commitment to social justice, gender equality and disability inclusion including being respectful, using inclusive and positive language and images and avoiding stereotypes with particular attention to those based on gender and ethnicity.

### **Associated policies**

This policy is complementary to the set of standards of behaviour that all Plus Education employees and volunteers are required to adhere to in the Plus Education's Code of Conduct.