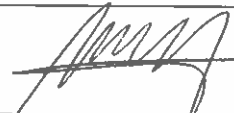
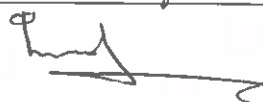




Gender Policy

Policy Number	HAPC/POL/GP1		
Previous review date	NA	Board of trustees	
Next Review date	July 2020	Board of trustees	

Policy Owner	Programmes
Key responsibilities	Programmes
Associated documents	NA

Approver Authorizer	July 2019	Board of Directors	
Reviewed on	July 2019	Board of trustees	



Gender Policy

1. Introduction

Human Appeal is an incorporated UK charity working across the globe to strengthen humanity's fight against poverty, social injustice and natural disaster, through the provision of immediate relief and establishment of self-sustaining development programmes. Our vision is to contribute to a just, caring and sustainable world free of poverty. Human Appeal does this by raising money to fund immediate and long-term sustainable solutions and empower local communities.

2. Why do we need a Gender Policy?

Human Appeal works in a large number of countries delivering diverse projects and programmes in different countries to target poor communities, which include men, women, children, elderly people and people with disability. Human Appeal upholds strong values and is strongly committed to:

- Excellence, professionalism and commitment to its work
- Trust and respect for all
- Integrity and transparency in all it does
- Empowerment and equality in dealing with others.

Human Appeal's vision, mission, and value statements sets out the commitment to dealing respectfully with each individual who come in any form of contact with the organisation. The organisation recognises that gender relations and inequalities are fundamental causes of poverty. Women and girls do not enjoy the same status, power or access to and control over resources as men and boys. This situation is unacceptable. The core humanitarian principles of neutrality, impartiality, independence and equity require us to work to ensure that everyone has equal opportunity for expressing and using their potential, irrespective of sex, age, race, colour, class, caste, religion, ethnic background, sexual orientation, HIV status or disability. Human Appeal, in all its programming, is fully committed to channelling energy, effort and resources into processes that create a society that values women, men, girls and boys equally.

Human Appeal has increasingly worked with a gender perspective over the years mainly during emergencies and disasters. This experience has led us to acknowledge that women's empowerment and the recognition of women's rights as human rights are essential for sustainable development and can be empowering for everyone. It has also taught us that working with a gender perspective mean involving and engaging men and boys in order to improve the status of women and girls. These lessons – along with the need for improved learning and monitoring around gender issues and clear accountability mechanisms – have guided the development of our Gender Policy. The Policy seeks to ensure greater consistency of gender principles, policies and practices across the Organisation and to provide an accountability framework in relation to gender, against which all staff can be accountable and against which Human Appeal will audit itself.

3. Who is this document for?



Gender Policy

This document sets out Human Appeal's Gender Policy and Procedures for all staff and volunteers working with Human Appeal, and particularly those who are directly involved with women, girls and children in any capacity – programming or implementation. We understand the laws of each country where Human Appeal is working might vary, but this document provides a base for any policy formation in the Country Offices. Therefore, this Policy applies to all staff, volunteers and partners working under the name or with the support of Human Appeal's funds. The Policy further provides guidance for operationalising the strategic objectives on gender of our vision. However, it also stands alone as the over-riding policy document on gender for all of Human Appeal's programmes in the countries of operations.

4. Principles and goals

Our approach demands that we take the analysis of poverty and marginalisation beyond communities and households to individual women, men, boys and girls as well as to the most vulnerable and marginalised groups. However, our target group is mainly women and girls particularly those who are vulnerable and living in extreme poverty.

Principles

The achievement of gender equality requires that:

- gender equality and equity are central to Human Appeal's humanitarian and development projects and programmes across its countries of operations;
- the empowerment of women and girls is recognised as fundamental to our mission;
- every individual understands and demonstrates attitudes and behaviours that promote gender equality and equity;
- adequate resources are allocated to gender work;
- all work is continuously monitored against gender indicators;
- and the cross-cutting nature of gender concerns is recognised (gender equality is both everyone's responsibility and an area that warrants specialised attention and resources).

Goals

The Gender Policy aims to ensure gender equality and women's empowerment are central to Human Appeal's

- projects and programmes at all levels;
- organisational culture and behaviours;
- and public image.

The following sections lay out the specific objectives and strategies for Projects and Programmes, Organisational Development, Public Image and Finance and Resource Allocation.



Gender Policy

5. Projects and Programmes

Objective: All Human Appeal projects and programmes in the countries of operations empower women and promote women's rights as human rights.

Strategies: Apply gender analysis at all stages of policy and programme work, including planning, implementation, impact assessment and development of measurable gender indicators.

- Develop capacity of Programmes staff at the UK and field levels to carry out gender analysis.
- Develop gender-sensitive approaches and methods of work which are empowering, building on lessons learnt from Stepping Stones and other participatory methodologies.
- Ensure Programmes staff take responsibility for promoting gender equality.
- Through the Monitoring and Evaluation framework, monitor and evaluate projects and programmes for gender goals, and develop and employ good practice guidelines and indicators.
- Promote the creation of structures and opportunities for women's participation in decision-making at all levels.
- Ensure that women's and girls' voices are heard in mainstream development processes.
- Undertake capacity building (e.g. resource allocation, training, information, networking) to strengthen women's organisations and groups, and organisations working towards gender equality.
- Include a gender equality perspective in all Human Appeal's campaigns and advocacy work at the UK and field levels.
- Support women and girls to secure their economic, social, political, civil and cultural rights.
- Develop, promote and use creative ways of engaging men and boys (and not only women and girls) as agents of change in the pursuit of gender equality.
- Support local implementing partners who are aligned to our gender principles, and work to inform and influence those who are not, with the option of breaking the alignment in cases where positive change fails to occur.

6. Organisational Development

- Ensure that specialised gender functions are in place and adequately resourced.
- Recognise knowledge related to gender concerns and gender-related analysis as one of the core areas of capacity for staff and build capabilities throughout the Organisation.
- Build a common understanding around gender through induction and training.
- Ensure that all training across the agency is gender-sensitive.
- Make all HR systems and policies gender-sensitive and responsive, and integrate gender indicators into staff objectives, accountabilities and performance management systems.
- Prioritise gender sensitivity in all terms of reference, including TORs for external consultants.



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- Determine the nature, structure and causes of gender imbalances in staff throughout the organisation and set targets for recruitment, retention and promotion of staff accordingly, particularly women in senior positions.
- Develop strategies for reaching those targets

7. Public image

- Gender analysis will be central to the development of all marketing, fundraising, orphans' sponsorship and campaigns work and gender concerns will be incorporated into activities wherever possible.
- Design fundraising proposals and appeals to fulfil Human Appeal's strategic and programme goals and objectives on gender equality and equity.
- Inform donors about Human Appeal's gender goals and objectives and give positive examples of Human Appeal's gender work.
- As part of the recruitment of a wider anti-poverty movement, Human Appeal will actively encourage the recruitment of new supporters who are gender sensitive.
- All materials and general communications will be formulated to reflect Human Appeal's goals and objectives on gender equality and equity, challenging gender stereotypes and recognising diversity.
- Gender-sensitive language and images will be used in all internal and external communications.
- Whenever possible, women's and girls' voices will be heard in the first person.
- Ensure that women have representation during press briefings and other public relations activities.

8. Finance and Resource Allocation

Adequate resources are allocated to gender work across the organisation enabling Human Appeal to

- Commit a high level of support and resources to gender work and functions;
- Include a gender dimension in all finance guidelines, instructions and Policies;
- Develop and refine tools and methods for assessing and reporting on gender-related investments at every level of the Organisation;
- Maintain and update annually qualitative and quantitative information on gender-related expenditure.

9. Implementation and Accountability of Gender Policy at Head Office and Country Office Levels

This section outlines the framework for the implementation of the Gender Policy. It provides guidelines on the responsibility of different parts of the Organisation for the achievement of gender equality. However, detailed strategies and their implementation plans will be elaborated by division, region and country programmes.



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- The Board of Directors at the Head Office level and the Country Directors at the field levels will be accountable for the implementation of the Policy.
- The Board of Directors will report on the implementation process annually to the Board of Trustees.
- The Country Directors and Heads of Department at the country level will demonstrate the political will to implement the required attitudinal changes implied by the Policy.
- All staff will be expected to show a gender perspective in their work.
- The organisational mechanisms and gender posts necessary for implementation of the Gender policy will be put in place and resourced.

10. Policy Review

The Gender policy will be reviewed on an annual basis to ensure continuing appropriateness.

