



women
in local
councils

making a difference

Gender Action Plan **Political Parties**

ACTION	INDICATORS
Organisational Commitment	<ul style="list-style-type: none"> • Executive adoption of Declaration of Principles on Gender Equality. • Secure sign-up to Declaration of Principles by constituency branches. • Integrate into corporate aims and culture. • Appoint Party Gender Champion.
Organisational Stock-taking and Goal Setting	<ul style="list-style-type: none"> • Establish facts and figures on women's participation throughout party. • Survey attitudes and identify barriers. • Consider implications Sex Discrimination (Election Candidates) Act 2002 • Consult within party. • Set goals and timetables.
Policies, Procedures and Action Plans	<ul style="list-style-type: none"> • Remove barriers/establish opportunity in party constitution and rules. • Agree policies, practices and procedures that include equal opportunities, harassment and conduct of debate. • Establish complaints and appeals procedures. • Agree action plans that will deliver results. • Establish monitoring systems to assess application of procedures <i>and</i> results. • Set up party committee to manage, monitor and propose policy/practice adjustments to improve results.

ACTION	INDICATORS
Implementation and Monitoring	<ul style="list-style-type: none"> • Reorganise patterns of business and timings of meetings to facilitate family friendly arrangements and work/life balance. • Introduce family and caring support for meetings and office-holders as needed. • Appoint gender equality officers with clear role descriptions across party to drive equality action plans in support of the Gender Champion and party as a whole. • Examine best practice gender equality models elsewhere. • Develop good practice exchange and learning within party. • Establish regular progress reporting on action plans. • Undertake progress monitoring and review at HQ and constituency levels.
Recruitment, Nomination and Selection	<ul style="list-style-type: none"> • Develop outreach measures to encourage more women to join the party. • Review selection procedures for candidates. • Review nomination processes for party office. • Review composition of party delegations. • Consider measures in line with 2002 Sex Discrimination (Election Candidates) Act to increase women's representation.
Internal and External Communication	<ul style="list-style-type: none"> • Demonstrate leadership and commitment to gender equality in articulation of party's corporate aims and culture. • Publish Declaration of Principles on website and replicate in party materials. • Underpin commitment by regular restatement at party meetings. • Provide party guidance on policies and procedures and ensure constituency branches are cognisant of policy and have capacity to apply it. • Update members and officers on new ideas and ensure regular briefings on progress on action plans. • Build upon external links to involve women and further promote the gender action plan.

ACTION	INDICATORS
Training and Development Strategy	<ul style="list-style-type: none"> • Review party training and development strategy from gender perspective. • Undertake equality awareness training and build constituency capacity to fulfil plan. • Build party capacity on new debating techniques. • Introduce targeted training and mentoring/shadowing to encourage participation. • Examine best practice models elsewhere. • Develop good practice exchange and learning within party. • Establish a gender equality network within the party for support and learning.
Evaluation and Review	<ul style="list-style-type: none"> • Monitor and regularly review implementation of action plan, including analysis of statistical monitoring and consultation on progress. • Incorporate gender equality reviews into wider party reviews. • Review progress against goals and targets and provide rationale for results. • Refocus action plan to improve results as necessary.

