The Equal Representation Charter

Easy Read Summary





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Prepared by Inclusion Scotland

Inclusion Scotland



We have made 10 commitments to make politics fairer and more inclusive.



These commitments are part of our Equal Representation **Charter**.

A **Charter** is a set of promises about how people and organisations should work.



This Charter sets out what **political parties**, **politicians** and **the Scottish Parliament** will do to make politics more fair and inclusive.



Political parties are groups of people who share ideas and work together to take part in politics.



Politicians are people who make decisions about how the country is run.



The Scottish Parliament is where politicians meet to make decisions about Scotland.



1. Support for people who want to be involved in politics

We will build and fund support for people who want to be involved in politics.



This will include:

- Support networks
- Help from people and organisations
- Clear ways to get into politics

We want to make sure that all types of people have a fair chance to take part in politics.

2. A safe political environment



We will work to make politics a safe place for everyone.

We will have **zero tolerance** for **abuse**, **bullying** and **harassment**



Zero tolerance means we will not put up with behaviour that upsets people.

Abuse is when someone hurts you or treats you badly.



Bullying is when a person or a group of people treats someone else in a bad way.

Harassment is behaviour that upsets someone.



3. Equality and inclusion training

We will provide good quality training about equality and inclusion.

The training will happen regularly.

We will make sure that learning about equality and inclusion is part of how we work every day.



4. Positive action

We will use **positive action** to help groups that are not well presented in politics get involved.

Positive action means taking specific steps to improve opportunities for these groups.



This could include **quotas**.

A **quota** means setting a number or percentage of places for people from a particular group.



We will make sure that:

- Different parts of people's identities are considered together. This is called **intersectionality**.



- Positive action is used in the same way at every election.
- Progress is protected and not taken away.

Intersectionality means that different parts of a person's identity can overlap.

For example, someone can be disabled and a woman.

These different parts of their identity can affect their experiences at the same time.



5. Fair candidate selection

We will make sure that the process for choosing political candidates is:

- Fair
- Clear
- The same for everyone



We will provide information that people can understand and access.

We will make sure that people have fair opportunities to become candidates.



6. Diversity data

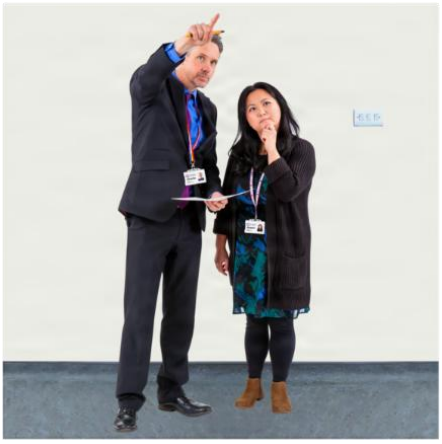
We will collect and publish information about diversity in politics.

This will help us understand who is represented in politics.

It will also help us see where changes are needed.

Sharing this information will make organisations more open and accountable.

7. Accountability



We will make sure that our commitments are followed.

Accountability means being responsible for what you have promised to do.



We will create clear rules that people must follow.

There will be clear consequences when people do not follow the rules.

Leaders are responsible for dealing with bad behaviour.



8. Trust and transparency in the Scottish Parliament

We will make sure people trust the Scottish Parliament.

We will make the Parliament more open and **transparent**.



Transparency means being open and honest about what is happening.

We will work to remove barriers that make it harder for people to become or stay as Members of the Scottish Parliament (MSPs).

We will support MSPs to take part in politics.



9. Checking progress

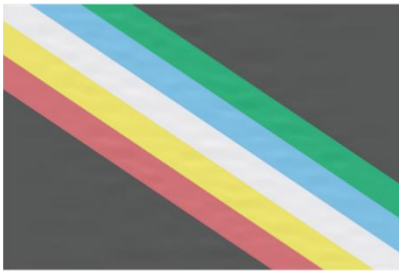
We will regularly check how well this Charter is being put into practice.

We will check what progress has been made.



We will make sure that people remain accountable for the commitments that have made.

10. Disability inclusion



We will support Inclusion Scotland's Access to Politics Charter.



We will make sure that disabled people are included in all of the commitments.

We want disability inclusion to be a normal part of politics.