



CHECKLIST

<p><u>Positive action</u></p> <ul style="list-style-type: none"> • Positive actions to promote gender-balancing are considered • Positive actions to encourage more candidates who identify as gender non-binary are considered • Targets for the number of disabled, ethnic minority and LGBTI candidates are considered • Positive action is considered for use in internal elections • Members understand the differences between targets and quotas 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<p><u>Equality Champions</u></p> <ul style="list-style-type: none"> • Questions about a personal commitment to equality are included in candidate selection events/panels/meetings • Including statement in support of inclusivity in candidate declarations or candidate application forms is considered • Members are encouraged to ask questions about equalities issues at candidate hustings • The party appoints an equality and diversity spokesperson 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<p><u>Data collection</u></p> <ul style="list-style-type: none"> • There is ongoing equalities monitoring of the party membership • Where an underrepresented group in the membership is identified, action is taken to address practices which might be a barrier for people • Personal information about candidates is kept confidential • During selection, candidates are only asked questions which are directly relevant to their skills or the role • Anonymous equalities monitoring of both selected and successfully elected candidates take place • There is an agreed timeline for releasing equalities data after selection and after an election result 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



EQUAL REPRESENTATION COALITION

<p><u>Fair Recruitment</u></p> <ul style="list-style-type: none"> • All staff posts are widely advertised inside and outside the party <input type="checkbox"/> • Equivalent but different experience is considered in applications <input type="checkbox"/> • Signing up to the two ticks recruitment scheme is considered <input type="checkbox"/> • Paid work experience schemes for people from underrepresented groups is considered <input type="checkbox"/> • There are published staff pay scales and regular pay reviews <input type="checkbox"/> • Best practice employment guidelines are followed <input type="checkbox"/> 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<p><u>Training and development</u></p> <ul style="list-style-type: none"> • There is a funded training and development programme for people from underrepresented groups <input type="checkbox"/> • Skills sharing sessions for members to develop new skills are considered <input type="checkbox"/> • There is a funded peer support programme or networks for people from underrepresented groups <input type="checkbox"/> • People are encouraged to stand early in the election cycle <input type="checkbox"/> 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>