EQUAL REPRESENTATION COALITION

CHECKLIST

Positive action

- Positive actions to promote gender-balancing are consideredPositive 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

Equality Champions

- 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

Data collection

- 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

Equality









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Fair Recruitment

- All staff posts are widely advertised inside and outside the party
- Equivalent but different experience is considered in applications
- Signing up to the two ticks recruitment scheme is considered
- Paid work experience schemes for people from underrepresented groups is considered
- There are published staff pay scales and regular pay reviews
- Best practice employment guidelines are followed

Training and development

- There is a funded training and development programme for people from underrepresented groups
- Skills sharing sessions for members to develop new skills are considered
- There is a funded peer support programme or networks for people from underrepresented groups
- People are encouraged to stand early in the election cycle









