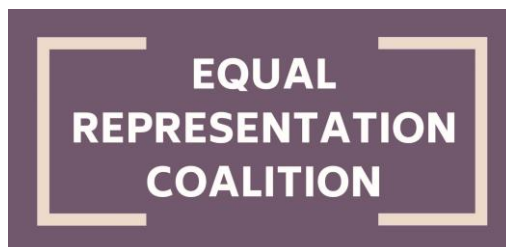


CHECKLIST

<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"/>



Fair Recruitment <ul style="list-style-type: none">• 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	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Training and development <ul style="list-style-type: none">• 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	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>