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Vision Action - Policy on Gender Equality

CEO Foreword

Gender equality is central to Vision Action's mission, values and impact. We recognise that women and girls, in particular, continue to face structural barriers, discrimination and unequal access to opportunities and services across the world. Addressing these inequalities is not only a matter of fairness, but a necessary condition for sustainable development, social inclusion and human dignity.

This Gender Equality Policy sets out Vision Action's commitment to promoting equal rights, opportunities and outcomes for women, girls, men and boys across all areas of our work. It reflects our responsibility as a charity and an international non-governmental organisation to embed gender-aware and inclusive approaches within our governance, programmes, partnerships and organisational culture. It also reinforces our commitment to preventing gender-based violence, sexual exploitation and abuse, and to creating safe and respectful environments for all.

As Co-Chief Executives, we are accountable for ensuring that this policy is implemented in practice, supported by appropriate resources, and reviewed regularly. We expect all trustees, staff, volunteers, consultants and partners to uphold this policy and to contribute actively to advancing gender equality in the contexts in which we work. Together, we can ensure that Vision Action remains an organisation that champions equality, upholds human rights and delivers inclusive, meaningful change.

Tiwonge Mwase-Vuma

Co-CEO

Jale Canlibalik

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Vision Action policy on Gender Equality

An organisational strategy to achieve gender equality

Purpose and Scope

Vision Action is committed to promoting gender equality, equity and inclusion across all aspects of our work. We recognise that gender inequality can create barriers to participation, access to services, decision-making and opportunities, particularly for women and girls, and that addressing these barriers is essential to achieving sustainable and inclusive development.

This policy sets out our commitment to advancing equal rights, opportunities and outcomes for women, girls, men and boys, and to preventing discrimination, exclusion, gender-based violence, sexual exploitation, abuse and harassment. It supports our wider Equality, Diversity and Inclusion Policy and reflects our commitment to human rights, safeguarding and the principles of Sustainable Development Goal 5: Achieve gender equality and empower all women and girls.

This policy applies to all trustees, employees, volunteers, consultants and partners working on behalf of Vision Action in the UK and internationally. It applies to employment practices, governance, programme delivery, partnerships, communications and safeguarding activities.

Through this policy, Vision Action seeks to embed gender-aware approaches throughout our organisation, ensuring that gender considerations are incorporated into decision-making, programme design, implementation, monitoring and evaluation, and organisational culture.

Our Commitments to Gender Equality

Through this policy, Vision Action seeks to promote the equal realisation of dignity and human rights for women, girls, men and boys, and the elimination of injustice, discrimination, exclusion and marginalisation of all people, regardless of their background or circumstances. This policy aims to embed gender equality throughout our organisational and programmatic practices and provides a framework for our engagement with partners, consultants, beneficiaries, supporters and other stakeholders.

Vision Action is committed to advancing gender equality across all areas of our work. We will:

a) Promote gender equality as an explicit internationally and nationally recognised human right.
b) Address systemic and structural practices that create barriers to the realisation of women's rights and gender equality; including prevention and response to gender-based violence and sexual exploitation and abuse.
c) Support the empowerment of women and girls as a key strategy toward ending poverty, conflict, human suffering, gender inequality and social exclusion.
d) Actively involve men and boys as active participants in promoting gender equality and social inclusion.
e) Analyse and implement strategies to manage potential risks and harms to women, girls, boys and men.
f) Engage and coordinate with partners, governments, funders and civil society organisations to promote and support effective, creative and impactful ways to promote gender equality and social inclusion.

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g) Monitor, evaluate and institutionalise organisational learning regarding specific gender equality results.
h) Actively hold us and others accountable to gender equality standards.
i) Ensure that key organisational policies, systems and practices including but not limited to budgeting, human resource recruitment, training and management, and decision-making support women's rights and gender equality.
j) Seek to allocate adequate resources to support implementation of this policy.
k) Apply these commitments within Vision Action and across all programme areas using integrated planning approaches and recognised gender sensitive tools and techniques such as gender analysis frameworks, collection of age/sex disaggregated data, and results-focused design and evaluation.

Gender reassignment and dignity

Vision Action recognises gender reassignment as a protected characteristic under UK law and is committed to upholding the dignity, safety and inclusion of people undergoing, proposing to undergo, or having undergone gender reassignment.
Discrimination, harassment or exclusion on grounds of gender reassignment will not be tolerated. All individuals will be treated with respect, fairness and dignity in accordance with Vision Action values and legal obligations.

Prevention of sexual harassment, sexual exploitation and abuse

Vision Action commits to preventing sexual harassment, sexual exploitation and abuse in all areas of our work. Concerns will be managed through relevant safeguarding, disciplinary, complaints and misconduct procedures and investigated promptly and appropriately.

Legal and regulatory compliance (UK)

Vision Action will ensure that this policy is implemented in line with applicable UK equality, employment and safeguarding legislation, including but not limited to the Equality Act 2010 and related statutory duties. This includes ensuring that staff, volunteers, trustees and partners are protected from discrimination, harassment and victimisation, and that effective measures are in place to prevent harm and respond appropriately where concerns arise. Where local frameworks differ, Vision Action applies UK standards as the minimum benchmark while respecting local laws and practices.

Policy Implementation

Vision Action will implement, monitor and review this policy through its governance arrangements, programme management processes, people policies and safeguarding systems. Staff, trustees, volunteers and partners are expected to support the implementation of this policy and contribute to creating inclusive and equitable environments.

Gender Equality Standards

Further guidance on practical implementation is contained within the Gender Equality Implementation Guidance (GE02). Vision Action will seek to:

- Use sex and age-disaggregated data where appropriate.
- Identify and report gender equality outcomes within programmes.

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- Incorporate relevant gender-sensitive indicators throughout project cycles.
- Consider gender implications within budgeting, planning and resource allocation.
- Identify and address barriers affecting excluded or marginalised groups.
- Engage local communities and partners to understand and reduce barriers to participation and access to services.

Governance, accountability and review

- The Board of Trustees holds ultimate responsibility for oversight of this policy.
- Senior management is responsible for implementation, resourcing and compliance.
- This policy will be reviewed at least every three years, or sooner if there are significant changes in legislation, organisational activity or identified risks.
- The policy will be supported by operational procedures and related policies, including safeguarding and people-protection frameworks.
- The Board will receive appropriate assurance regarding implementation where proportionate and relevant to organisational activities.

Policy Documents

Code	Name	Document type	Where to find it
GE01	Gender Equality Policy	Policy	This document
GE02	Gender Equality Implementation Guidance	Procedure	Sharepoint, HR & Admin
EQ01	Equality, Diversity and Inclusion Policy	Policy	Sharepoint, HR & Admin, EDI

ANNEX A: POLICY COMPLIANCE

I have received and been briefed on the Vision Action Policy for Gender Equality and fully understand my responsibilities to comply with and promote the Policy.

Signed	
Name	
Position within Vision Action	
Date	

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ANNEX B: Definitions of Key Terminologies:

Gender: The socially constructed roles, behaviours, expressions and identities associated with being female, male or non-binary.

Gender equality: The equal enjoyment of rights, opportunities, resources and outcomes by women, girls, men and boys.

Gender equity: The fair treatment of people of different genders, recognising that different circumstances may require different approaches to achieve equality.

Gender-based violence (GBV): Any harmful act directed against a person because of their gender or gender identity. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking; forced/early marriage; harmful traditional practices such as female genital mutilation; honour killings; and widow inheritance.

Sexual abuse: the actual or threatened physical intrusion of a sexual nature, including inappropriate touching, by force or under unequal, coercive or intimidating conditions.

Sexual Exploitation: The abuse of a position of vulnerability, trust or power for sexual purposes.

Empowerment: The process through which women, men, girls and boys gain the knowledge, skills, confidence and capacity to understand their situation, exercise their rights, influence decisions that affect them, and take action to improve their lives and opportunities.

Social Inclusion: The process of improving opportunities, participation and access to services for people who may experience disadvantage or exclusion.

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