



## **Brighter Communities Worldwide Equality & Diversity Policy**

**March 2025**

### **Policy Purpose**

The purpose of this equality and diversity policy is to provide Brighter Communities Worldwide with a frame of reference to follow to ensure our equality statement is integrated into all that we do and to honour our legal responsibilities and obligations.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. Brighter Communities Worldwide works to fulfil its responsibilities across the spectrum of policy relating to Equality, Anti-Poverty, Social Inclusion Strategy and Human Rights. All employees and volunteers will be helped and encouraged to develop their full potential and their talents and resources will be fully utilized to maximize the efficiency of the organisation.

### **Policy Scope**

This policy applies to Brighter Communities Worldwide with the following functions –

- An employer
- A partner in community development- donors, local agencies, government, community members
- Communications
- Volunteer management

## **Brighter Communities Worldwide Equality Statement**

### **Introduction**

This **statement** demonstrates our commitment to equality, diversity, and human rights and to bringing this commitment into the work of our organisation.

By honouring this statement, we will fulfil our obligations under the Universal Declaration of Human Rights, Irish Employment Equality Acts 1998-2015, Kenyan National Constitution 2010 and the Kenyan National Gender and Equality Commission Act 2011 to have regard to the need to protect human rights, promote equality of opportunity and eliminate discrimination.

*We are committed to supporting the communities that we work with to achieve change in their lives that will empower them and improve the health, education and economy of their*



*household. We believe this change happens through valuing diversity in communities and building programmes that give equal access according to the needs of the people.*

*Brighter Communities Worldwide uses a community-based development approach through strengthening relationships and building trust in the community. We are committed to locally-led development practices, meaning community members actively participate in decision-making processes, planning, implementation and facilitation of our programmes.*

*Community-led development emphasises empowerment, promotes strengths, and helps to prioritise issues within the community. This method leads to sustainable, local development with resilient communities and reaches those who are furthest behind – due to their gender, ability, age, where they live and other factors.*

## **Our Values**

Three core values underpin everything we do as an organisation, every decision we make and also helps communicate the way we work and how we do things.

1. **Integrity** - *We are an organization built on integrity and good governance with a track record for delivery.*
  - **Through our work we aim to ensure that -**
    - **We follow best practice in how we govern the organisation.**
    - **We require the same commitment from our partners, donors, stakeholders, volunteers, staff, and supporters.**
    - **We support and encourage transparency, openness, and accountability with all our partners.**
2. **Passion** - *We work passionately in all that we do to realise our vision across communities.*
  - **Through our work we aim to ensure that -**
    - The people we work with live healthier lives and are supported and empowered to create better futures for themselves.
    - The need to protect and advocate for Human Rights is implicit in our approach to community development.
    - We advocate for people who do not have a voice and ensure that in our communications we show respect for their dignity, belief in the equality of all people and promote fairness, solidarity and justice.
    - We ensure that our stories and communications are put across with passion and honesty and in keeping with the Dóchas Guide to Ethical Communications.
3. **Togetherness** – *We stand side by side with the communities we serve, we are committed to partnerships founded on respect and reciprocity.*
  - **Through our work we aim to ensure that -**



- We actively include all members of the community in the work that we do without discrimination.
- We work in partnership with the community to support them in identifying and prioritising their needs and all our plans are based on those needs.
- We give people the tools to build on what they already have and build on the traditional way of doing things to improve lives for everyone.
- **We work in structured partnership with local people, officials, NGO's and governments.**
- **Our staff and volunteers work as a team to deliver our programmes objectives.**

## The Principles that shape the way we work

- **Locally led, community-driven:** Our programmes are community-driven and designed to put local actors in the lead, strengthen local systems and respond to needs identified by communities themselves. We believe that local actors are best placed to drive decisions on their own development.
- **Accountability & transparency:** We are committed to the highest standards of accountability and transparency in all aspects of our work
- **Inclusivity:** We seek to promote human rights, equality and inclusion in all that we do, prioritising the weakest and most marginalised across our work.
- **Volunteerism:** We are committed to fostering volunteerism in all areas of our work, as a strategy to drive sustainable change and to foster global citizenship

## How we bring this statement to life in our work

This statement will support Brighter Communities Worldwide to keep equality, diversity and human rights as a focus in our work, and to keep our values alive and central to the decisions we make and the work that we do.

We will use this statement –

- At board and staff meetings as a guide to decision-making and to ensure that we keep our values alive
- As part of accessing performance of individual staff and board members.
- With all our stakeholders to keep them informed of the values that motivate our work.
- In conjunction with our communications strategy to ensure that our values and commitment to equality, diversity and human rights are inherent to all our communications.
- To inform programme and policy development and review process.
- To inform the development and evaluation of our volunteer programme.



- We will keep the statement under review and update is as necessary in line with our regular review of organisational policies. Engage in capacity building and raising awareness on gender equality with everyone involved in our work from staff and community members to donors to volunteers and supporters.
- We have published this policy on our website.

## Equal Opportunity Objectives

Brighter Communities Worldwide is committed to ensuring that no person is treated less favourably on the grounds of:

- Gender identity
- Civil status
- Disability
- Race
- Colour
- Ethnic or national origin/tribe
- Family status
- Marital status
- Membership of the traveller community
- Antibody status
- Sexual orientation
- Socio-economic background
- Age
- Political or religious belief
- Physical/mental ability
- Responsibility for dependents
- Trade union membership
- Criminal conviction save it conflicted with values, policies and ethos of organisation
- Recovering from an addiction status

Brighter Communities Worldwide is committed to valuing diversity by promoting and implementing equal opportunities in all its programmes based on the needs of the community. Brighter Communities Worldwide develops and implements ethical standards and practices in dealing with all our stakeholders and all contacted agencies. We aim to reach the furthest behind and most at risk households and communities first. Priority is given to the most vulnerable of the population, including women and girls, youth, people living with disabilities, and those living with long term illnesses such as HIV/AIDs. The organisation's commitment to ethical behaviour is widely communicated in its explicit statement and is rigorously upheld.

Rising inequality worldwide has a significant negative impact on health, educational outcomes and economic growth. Brighter Communities Worldwide is committed to the achievement of the UN Sustainable Development Goals agenda. In our work in Kericho



County, sub counties and locations will be given priority based on needs and marginalisation.

Brighter Communities Worldwide values the diversity of the community we work with and wants its activities to be accessible, relevant and meaningful to everyone, irrespective of gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, antibody status, civil status and social class. To this end, Brighter Communities Worldwide is committed to:

- Valuing and respecting diversity and benefiting from our differences;
- Creating a positive, safe, accessible environment and culture in which discrimination has no part and where everyone can achieve their full potential;
- Listening to, engaging, and collaborating with a wide range of partners and agencies to continually improve our equality practice;
- Promoting equal opportunities in all aspects of employment and our development as an active community-based organization;
- Recognizes and promotes gender equality and diversity in all its endeavours and strives to eliminate all forms of discrimination;
- Supporting positive action programmes where there is a clearly identified need;
- Mainstreaming equal opportunities into all employment and business decisions by developing systems and processes which are accessible and transparent;
- Ensuring all projects and programmes supported by Brighter Communities Worldwide mainstream equality and diversity as core components;
- Brighter Communities Worldwide commits to creating an inclusive organization where values of fair treatment, trust, dignity, honesty, and respect are upheld;
- Taking necessary action when non-compliance with the Policy is identified
- Securing resources to ensure that this commitment is achieved.



## Commitments

Brighter Communities Worldwide are fully committed to the implementation of this policy through our ways of work, principles and practices as reflected through these commitments -

Commitment	Evidence of how we implement this commitment
To create an environment where individual input of all employees, partners and volunteers are acknowledged and respected.	Partnership seminars; evaluations; feedback; staff reviews, focus groups, surveys
To ensure that every member working in our environment upholds dignity and respect to all. No form of intimidation, bullying, or harassment will be tolerated.	Volunteer code of conduct; staff training; culture of respect within the organization; We have a Dignity at work policy
To ensure that our employment practices including recruitment, development, appraisal, progression opportunities, retirement are accessible and fair to all.	HR Policies; implementation of Core Humanitarian Standards;
To regularly review all employment and volunteering practices and procedures ensuring that no less favourable treatment is applied to any applicant, staff or volunteers	HR policies are reviewed at 3-year intervals; Comhlamh Code of Good Practice on overseas volunteer management is self-audited annually; refer to Equality & Diversity policy when reviewing related policies
To regularly review facilities to ensure they are accessible and appropriate to all.	Accessibility is always taken into account when booking venues for trainings & events
To treat the infractions of the diversity and equality policy as a misconduct and to take disciplinary proceedings where necessary.	We have a disciplinary Policy
To monitor and review the policy at 3-year intervals.	Policy is part of the organisations Policy & Code log maintained by the executive and the board of directors
To ensure the policy complies with the relevant law and regulations.	Irish Employment Equality Act 1998 Irish Employment Act 2004 The Irish Constitution 1937 Kenyan National Gender and Equality Act 2011 Kenyan National Constitution 2010 Kenyan Employment Act 2019
To keep our commitment to equality & diversity to the forefront of all our communications.	Publish the policy on our website; signatory to the Dóchas Guide to Ethical Communications; feedback & complaints mechanism on our website.