



Gender Equality & Social Inclusion (GESI) Policy

1. Purpose

Lovemore Project is committed to advancing gender equality and social inclusion as central to our mission of reducing poverty and improving wellbeing. This policy ensures that all programs, partnerships, and organisational practices promote equal opportunities, dignity, and participation for all, with a particular focus on women, girls, and marginalised groups.

2. Scope

This policy applies to:

- All Lovemore Project programs, projects, advocacy, and fundraising activities.
- All staff, directors, volunteers, contractors, and partners.
- All communication, fundraising, and marketing materials.

3. Definitions

- Gender Equality – Equal enjoyment by all genders of rights, responsibilities, opportunities, and benefits.
- Social Inclusion – Ensuring all people, regardless of identity or circumstance, can participate fully in social, economic, and political life.
- Marginalised Groups – Communities or individuals excluded due to gender, age, disability, ethnicity, religion, socio-economic status, sexual orientation, or geographic location.

4. Policy Statement

Lovemore Project will:

- Integrate gender equality and social inclusion into all stages of program design, implementation, monitoring, and evaluation.
- Ensure all staff, volunteers, and partners understand and apply GESI principles in their work.
- Identify and address barriers to participation for women, girls, and marginalised groups.
- Promote leadership opportunities for underrepresented groups in our programs and governance.
- Use our platform to advocate for gender equality and inclusion in the communities where we work.





5. Implementation Measures

Program Design & Delivery:

- Conduct gender and inclusion analysis during needs assessments.
- Use participatory approaches to ensure voices of women, girls, and marginalised groups shape projects.
- Apply the Do No Harm principle to avoid reinforcing inequalities.

Capacity Building:

- Provide GESI training to staff, volunteers, and partners.
- Support partners to develop and implement their own GESI strategies.

Monitoring & Evaluation:

- Collect sex- and age-disaggregated data.
- Monitor participation, decision-making roles, and benefits received by different groups.
- Review and adapt programs to improve inclusivity.

6. Communications & Representation

- Use respectful, non-stereotypical language and images.
- Ensure marketing and fundraising materials portray women, men, and marginalised groups with dignity and agency.
- Obtain informed consent before using personal stories or images.

7. Partnerships

- Partner agreements will include a commitment to gender equality and inclusion.
- Partners will be assessed on their capacity to uphold GESI principles.

8. Roles & Responsibilities

- Board – Oversees implementation of this policy.
- Executive/Project Coordinator – Ensures integration of GESI into organisational planning and reporting.
- All Staff & Volunteers – Apply GESI principles in daily work and report barriers or discrimination.
- Partners – Comply with this policy in all activities funded or supported by Lovemore Project.





9. Related Policies

- Child Safeguarding Policy
- Disability Inclusion Policy
- Environmental Sustainability Policy
- MEL Policy
- Code of Conduct

10. Review

This policy will be reviewed every three years, or sooner if:

- DFAT or ACFID requirements change.
- Monitoring indicates GESI commitments are not being met.

- Approved by: Board of Directors – Lovemore Project
- Date: _____
- Next Review: _____

