


# Gender Audit

-assessing where we are for the future


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## What is a gender audit?

- It's a review of all our work from a gender perspective
- It takes a look at how we consider and respond to differing needs of women and men
- It also looks at our culture and attitude towards gender issues

'It is impossible to realise our goals while discriminating against half the human race' - Koffi Annan 2006



## What are we trying to achieve?

- A baseline from which we can move forward
- Identification of key issues and recommendations
- Identify good practice so we can share it

- Ultimately we want to increase our impact and efficiency in targeting our resources effectively by considering the differing needs of men and women throughout all our work, our mode of operation and changing the culture to achieve this where required.


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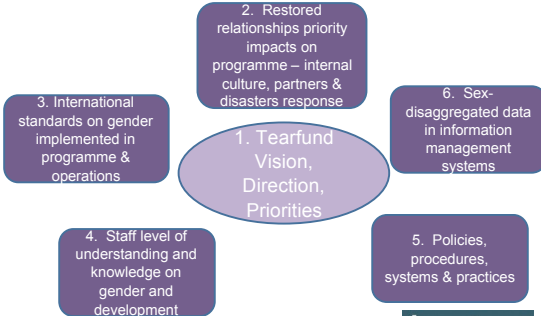
## Why did we do this?

- Its been over 10 years since we introduced our gender policy. It's a good time to stop and reflect on our achievements and to identify key gaps that we need to work on.
- There appears to be a lack of clarity where gender is in the organisational priorities. We wanted to clarify that through this process.


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## What areas did the audit look at?



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## How did we conduct the audit?

Through a variety of methods

- One to one interviews
- Focus Group Discussions – 2 internal and 2 overseas based staff
- Online survey
- Review of policies, systems and other documentation
- Team self audit

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## Team self audit? What's that about?

- Each team to score themselves on how well they thought they are doing on various aspects of gender
- We used a traffic light score card
- Teams discussed 3 questions and scored how well the team performs on them
- We hope teams will own the results, work to improve them and repeat the exercise in a year's time

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What's your place in restoring justice?

## Traffic Light Self Assessment



**GREEN:** Indicator has been fully achieved.

**ORANGE:** Indicator has been mostly achieved, and action is in place to fully achieve it

**RED:** Indicator has been partly achieved, but there remain concerns about some aspects.

**BLACK:** Indicator has not been achieved at all, and there are no plans for achieving it.

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## Questions for the audit

1. Do we know there is a gender policy in place in Tearfund? [knowledge]
2. Do we actively seek to implement it in our areas of work? [practice]
3. Does Tearfund encourage us to do so? [attitude]

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## Findings

- Staff lacked clarity on the priority of gender within the organisation
- Staff lacked knowledge of how gender applied to their work (esp UK)
- Great progress Internationally esp the GHAC work
- Church mobilisation work in Uganda successfully in raising and dealing with gender issues

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## What did the audit do?

- Raised staff awareness through the process
- Gave a high level platform for gender
- Raised the profile of gender again
- Got staff thinking for themselves and asking questions
- Staff engaged and asking what next

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