



Social Inclusion Policy

This Policy applies to the Self Help Africa Board, all Self Help Africa (and subsidiary company) employees, including affiliate organisations, and to all paid and unpaid consultants, contractors, interns, secondees and volunteers that provide supplies, services or support, to Self Help Africa or promote its work at any location in or out of Ireland. All such parties are referred to as “employee” in this document. All visitors to Self Help Africa projects will be bound by this policy.

“Self Help Africa Board” is employed as a collective term and refers to the Self Help Africa Ireland Board as well as the boards of Self Help Africa UK, Gorta UK, Partner Africa, Traidlinks, TruTrade and the boards of any entities that may form part of the group in the future.

This Policy also applies to Self Help Africa’s partners, vendors and other third parties, where it is included or referenced in relevant bid or tender documents, agreements, memorandums, purchase orders or contracts.

Version Control

<i>Version No.</i>	<i>Date</i>	<i>By (Name, Position)</i>	<i>Details changes of</i>	<i>Reviewed and approved by (Name, Position)</i>
1	December, 2012	Ray Jordan, CEO	N/a	
2.		David Dalton, Executive Director	Formatting and editing	SHA Board

David Dalton
Executive Director

Peter Mc Devitt
Chief Finance and Operations Officer

This social inclusion policy encourages all Self Help Africa staff and our partners to critically examine who is excluded, why they are excluded and how together we can best mitigate against this external and internal discrimination over time, given the local context.

Self Help Africa's approach to social inclusion is ensuring that all people are able to participate fully. It's about:

- improving people's access to services and resources;
- supporting people to engage in wider processes;
- ensuring people's needs and rights are recognised.

Equality is ensuring that all people have equal entitlements and rights. It's about:

- acknowledging and valuing that people are different;
- tailoring support/resources to meet people's specific needs;
- honouring all people's rights of access and opportunity without discrimination.

EMPOWERMENT AND EQUALITY

At the field level, Self Help Africa anticipates that our support will contribute to women and men becoming increasingly **empowered** so that they are able to:

- interpret their own situation - social, economic and political;
- identify the desired changes that they would like to make;
- find viable solutions to implementing those changes in their lives so that they, their families and their community benefit.

Honouring this belief and our commitment to equality and inclusion means that **Self Help Africa will not intentionally exclude any person/community** from the opportunities that we provide such as on the basis of gender, age, race, (dis)ability, health status (including HIV), ethnic background, sexuality, education or religious or political persuasion. In practice, "affirmative action"- to compensate for specific discrimination and disadvantage - may be required and certain interventions or support will need to be tailored to meet different people's specific needs.

INDIVIDUALS

Self Help Africa will:

- actively seek the views of marginalised people (such as older and disabled people who may be hidden or women who may not be as mobile) in the development of projects intended for their benefit;

HOUSEHOLDS

Self Help Africa will:

- deepen our learning by seeking to better understand the multiple roles of family members (at project conception through to final evaluation stage) and develop strategies which respond to this, as well as economic poverty (e.g. reducing non-profitable workloads);
- work alongside women and men in a locally sensitive manner to welcome and negotiate shifting roles.

COMMUNITIES

Self Help Africa will:

- deepen our understanding of the local context through a better understanding of social norms, folklore/taboo and power dynamics through the project cycle;
- target and monitor our interventions to bring about the widest community benefit by: complementing more traditional, local modes of selection (e.g. of project participants); framing our reporting with regard to the impacts to the shifting, functional relationships

within the village as a whole; supporting intervention models that encourage a sense of community ownership, cohesion and sustainability beyond Self Help Africa's involvement (e.g. lead farmers and/or community extension workers, revolving funds, input pass-on systems);

- facilitate participatory approaches to prompt discussions about socially sensitive issues that are non-confrontational and culturally appropriate (e.g. using drama, art, traditional storytelling and sharing of proverbs);
- cooperate and, where feasible, strengthen existing community mechanisms of inclusion, outreach and leadership (e.g. civil society organisations, traditional authorities, churches, mosques, schools etc.) during the project cycle.

INSTITUTIONS

SHA will:

- create alliances with others in order to learn from their good practice; jointly implement high quality, inclusive projects; ensuring that voices of marginalised people can be heard by policy makers and practitioners;
- invest in enhancing the analytical skills of our staff, partners and stakeholder community to assess gendered balances of power within households and how this affects participation and decision-making; local concepts of power and how this affects resource allocation (e.g. agricultural inputs) and men and women's different levels of access to services; infrastructural and socio-cultural factors that may hinder the uptake of rural development services by different groups of men and women; support local governments and service providers to fulfil their commitments to equality and inclusion in their policies and practices.