



**CONSULTANCY LTD**

# Gender Equality Plan

## 1. Introduction

FES Consultancy Ltd is dedicated to creating an inclusive workplace where gender equality is a fundamental value. This Gender Equality Plan (GEP) aims to identify current disparities and implement actionable strategies to promote gender equity at all organizational levels.

## 2. Objectives

### Short-term Goals (1 Year)

- Ensure balanced gender representation in recruitment processes.
- Provide gender sensitivity training for all employees.

### Long-term Goals (3-5 Years)

- Ensure that at least 40% of leadership positions are held by women.
- Foster an organisational culture that actively promotes gender equality..

## 3. Current Situation Analysis

- **Data Collection:** Carry out a thorough survey to evaluate current gender representation and employee experiences regarding gender equality.
- **Stakeholder Input:** Arrange focus groups to collect insights from employees on gender-related challenges and opportunities in the workplace.

## 4. Action Plan

### 4.1. Recruitment and Hiring

- **Diverse candidate pools:** Collaborate with organisations promoting women in consultancy and adopt blind recruitment practices.
- **Unbiased recruitment processes:** Educate hiring managers on unconscious bias and fair hiring methods.

## 4.2. Training and Development

- **Mandatory Gender Sensitivity Training:** Require all staff to participate in training sessions that enhance awareness and understanding of gender issues.
- Establish mentorship programmes to support the career development of women and underrepresented genders.

## 4.3. Work-Life Balance

- **Flexible Working Arrangements:** Encourage remote work options and flexible hours to meet diverse needs.
- **Parental Leave Policies:** Reevaluate and improve parental leave policies to ensure they are supportive and inclusive for all families.

## 4.4. Leadership and Representation

- **Targets for Leadership Roles:** Establish clear, measurable goals for gender representation in management positions and monitor progress on an annual basis.
- **Encouragement for Applications:** Encourage women to apply for leadership positions by providing targeted outreach and support.

## 5. Monitoring and Evaluation

- **Performance Indicators:** Establish key performance indicators (KPIs) such as the gender ratio in recruitment, retention rates, and training completion rates.
- **Review Process:** Perform bi-annual reviews to evaluate the effectiveness of the Gender Equality Plan (GEP) and make any necessary adjustments.

## 6. Communication Strategy

- **Awareness Campaigns:** Launch internal campaigns to promote the GEP and its goals.
- **Regular Reporting:** Keep everyone informed about the progress made toward our goals and take time to celebrate the successes within the organization.

## 7. Conclusion

FES Consultancy Ltd is committed to fostering a workplace that values and promotes gender equality. We actively encourage ongoing feedback from employees to improve and refine our Gender Equality Plan.

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Date: 1 January 2025

  
Signed by: Mr. Solomon Addai - CEO