

GOVERNANCE & POLICIES



POLICY

Gender Equality and Women's Empowerment Policy

Adopted by the Board of Directors

25th May 2026

KENT WITH UKRAINE LTD

www.kentwithukraine.co.uk

Gender Equality and Women's Empowerment Policy

Kent With Ukraine is committed to complete gender equality and women's empowerment across all areas of our work. We recognise the vital role women play in Ukraine's resilience, recovery, humanitarian response, civic leadership and community life.

We will ensure that women and girls are treated with dignity, protected from discrimination and exploitation, and able to participate meaningfully in the support, partnerships and programmes we deliver.

1. Policy Statement

Kent With Ukraine is committed to gender equality, women's empowerment and the fair treatment of all people who come into contact with our work.

We recognise that Russia's war against Ukraine has had a profound impact on women and girls, including displacement, family separation, caring responsibilities, economic insecurity, conflict-related trauma, exploitation risks and barriers to accessing support. We also recognise the vital role women play in Ukraine's resilience, humanitarian response, local leadership, recovery, veterans' support and community life.

Kent With Ukraine will ensure that gender equality is fully considered across its programmes, partnerships, governance, communications and decision-making.

2. Our Commitment and Promise

Kent With Ukraine will always:

- promote equal dignity, respect and opportunity for women and men;
- ensure women and girls are not excluded from access to support, services or participation;
- consider the different needs of women, men, girls and boys when designing projects;
- support, enable and encourage women's voices and leadership in recovery, civic partnership and community resilience;
- challenge discrimination, harassment, sexual exploitation, abuse and gender-based violence;
- ensure aid, support, transport or services are never conditional on personal, sexual, political or financial favours;
- use respectful and non-stereotyped language and imagery;
- collect gender-sensitive evidence where appropriate to improve project design and reporting;
- work with partners who respect equality, safeguarding and non-discrimination principles;
- review risks affecting women and girls in conflict-affected and displaced communities.

3. Scope

This policy applies to:

- trustees and directors;
- staff and volunteers;
- advisers, secondees and consultants;
- contractors and suppliers;
- delivery partners;
- anyone representing Kent With Ukraine.

It applies to all activity in the UK, Ukraine and any other country where Kent With Ukraine operates.

4. Operating in Ukraine

In Ukraine, Kent With Ukraine will take particular care to ensure that women, girls, widows, displaced families, female veterans, carers, women with disabilities and women affected by trauma or exploitation are treated with dignity and are able to access support safely.

We will seek to understand and respond to barriers that may prevent women and girls from participating in or benefiting from our work.

Adult safeguarding should protect people with care and support needs who may be at risk of abuse or neglect, while also respecting their choices, dignity and control over their lives.

5. Responsibilities

All directors, staff, volunteers, partners and representatives are expected to uphold this policy.

Any discrimination, harassment, exploitation, abuse or exclusion linked to gender must be reported through Kent With Ukraine's safeguarding, complaints or whistleblowing procedures.

6. Review of this Policy

This policy will be reviewed annually, or sooner if there is:

- a serious incident;
- a funder requirement;
- a change in law or guidance;
- a major new project;
- expanded work with children, veterans or vulnerable adults;
- a significant change in operations in Ukraine.