

Anti Oppressive policy

This Anti-Oppression policy is the foundation and the core of our values, beliefs, actions and other policies. The Olive Project was created on the understanding that the communities we are from and support with have a historical and present experience with oppression and this has had an impact on their lived experiences including their experience of accessing agencies that support Domestic Abuse and Sexual Violence Victims/Survivors.

Whilst the founding members of The Olive Project have foundational and lived experiences of misogyny, racism and sexism, we are keenly aware of the multiple forms of oppression that can impact upon a person. This can include but is not limited to:

- Ableism
- Antisemitism
- Homophobia
- Ageism
- Classism
- Anti-Arabism
- Transphobia
- Pregnancy/Maternity

This recognition means that The Olive Project will use an integrated anti-oppression model for its work. This will enable us to understand and then challenge all the ways people can experience oppression and how these identities and experiences intersect. The Olive Project recognises that people do not have singular identities. Identities are complex, multiple and fluid. As a result, we can be both victims and perpetrators of oppression, existing in an oppressor/oppressed state. Individuals must accept responsibility for their role in perpetrating oppression both interpersonally and systemically. However, anti-oppression work cannot end there. For any real change to happen, we must also work to restructure systems and institutions.

This policy is considered to be a live document in the sense that it is a continual reflection of the stage that The Olive Project is at present. For example, when the organisation begins to recruit employees and hosts events this policy may be used to develop recruitment policies, paid leave and flexible working. At present, The Olive Project is in its infancy and as such the Anti-Oppressive Policy will be used to review foundational policies such as Health and Safety, Safeguarding. These are examples and not the final list. These reviews will be done in accordance with the template below.

As a basis for ensuring our policies, procedures, projects, research and 1-2-1 support operates within an integrated anti oppressive model we will complete the below template at the start.

<u>Question</u>	<u>Response</u>
1. What is the purpose of the policy, procedure or project?	
2. Does the policy/procedure/project fit with the aims, beliefs and values of The Olive Project?	
3. Does this policy challenge oppressive societal norms?	
4. What will be the differential impact on marginalised groups?	
5. How can people give their feedback or make a complaint?	
6. How will this policy/procedure/project be reviewed or evaluated?	

Upon completion or based on a review timescale the following template will be completed.

<u>Question</u>	Response
1. What the purpose of the policy/procedure/project achieved	
2. What could have gone better with this policy/procedure/project	
3. What was the feedback from the participants?	
4. Were there any noticeable gaps in feedback specifically from marginalised groups?	