



Wicklow Pride® Foundation Limited

Advocacy, Public Affairs & Lobbying Policy

Official Governance & Advocacy Framework

24 May 2026

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Version: 2.0

1. Introduction Wicklow Pride® Foundation Limited is committed to promoting equality, inclusion, visibility, dignity, representation, accessibility, and human rights for LGBTQIA+ people and all marginalised communities throughout County Wicklow and beyond. As part of its mission, Wicklow Pride® engages in advocacy, public affairs, awareness campaigns, civic engagement, and lawful lobbying activities that support positive social change, equality, public education, inclusion, and community wellbeing. This policy establishes the principles, standards, governance procedures, and ethical framework governing all advocacy, lobbying, and public affairs activities undertaken by Wicklow Pride® Foundation Limited. 2. Purpose of This Policy The purpose of this policy is to:

- Define how Wicklow Pride® engages in advocacy and lobbying activities.
- Ensure all lobbying and public affairs activities are conducted lawfully, ethically, transparently, and professionally.
- Protect the integrity, independence, and reputation of the organisation.
- Promote accountability and good governance.
- Ensure alignment between advocacy activities and the organisation's mission, values, and objectives.

3. Scope This policy applies to all individuals acting on behalf of Wicklow Pride® Foundation Limited, including Directors, Board Members, Executive Committee Members, Volunteers, Staff, Advisors, Contractors, Spokespersons, Campaign Representatives, and authorised representatives. 4. Definition of Lobbying & Advocacy Lobbying refers to communications with designated public officials regarding public policy, legislation, government programmes, grants, funding, public services, and community development initiatives in accordance with the Regulation of Lobbying Act 2015. Advocacy includes lawful efforts to promote equality, inclusion, awareness, representation, education, and positive social change. 5. Organisational Principles All advocacy, lobbying, and public affairs activities undertaken by Wicklow Pride® Foundation Limited shall be guided by:

- Equality
 - Integrity
 - Transparency
 - Accountability
 - Inclusion
 - Respect
 - Human Rights
6. Objectives of Advocacy & Lobbying Activities Wicklow Pride® Foundation Limited may engage in advocacy or lobbying activities to:

- Promote LGBTQIA+ equality, rights, inclusion, and visibility.
 - Support anti-discrimination initiatives and equality protections.
 - Advocate for accessible and inclusive public services.
 - Support positive mental health and community wellbeing initiatives.
 - Promote diversity, inclusion, arts, culture, and education.
 - Support safer communities free from hate, discrimination, and exclusion.
 - Advocate for funding and resources supporting community development.
7. Standards of Conduct During Lobbying & Advocacy All representatives acting on behalf of Wicklow Pride® Foundation Limited must:

- Behave professionally, respectfully, and responsibly.
- Communicate honestly and accurately.
- Avoid misleading statements or misinformation.
- Respect differing opinions and democratic processes.
- Avoid harassment, intimidation, hostility, or aggressive conduct.
- Maintain the reputation and integrity of the organisation.

8. Approval & Governance Procedures All significant lobbying or public advocacy initiatives must receive prior approval from the Board of Directors or designated authorised leadership representatives. No individual may represent a personal political opinion as an official position of Wicklow Pride® unless expressly authorised.

9. Engagement with Public Officials Wicklow Pride® Foundation Limited may engage constructively with local authorities, government departments, public representatives, state agencies, policymakers, regulators, funding agencies, and community organisations. All interactions with public officials should be respectful, professional, properly documented where appropriate, and based on factual information.

10. Legal Compliance Wicklow Pride® Foundation Limited is committed to complying with:

- The Regulation of Lobbying Act 2015
- Charity governance obligations
- Company law obligations
- Data protection legislation
- Equality legislation
- Financial reporting requirements Where lobbying registration or reporting is required under law, the organisation will ensure full compliance.

11. Political Neutrality Wicklow Pride® Foundation Limited is politically independent and non-party political. The organisation may advocate on issues relating to equality, inclusion, human rights, diversity, accessibility, anti-discrimination, and social justice; however, it does not endorse political parties or electoral campaigns.

12. Ethical Standards Wicklow Pride® Foundation Limited is committed to ethical advocacy and lobbying practices. The organisation will not engage in corrupt or unethical lobbying practices, offer inducements, promote discriminatory agendas, misrepresent facts, or use intimidation or coercion.

13. Public Communications Public statements, campaigns, submissions, interviews, media appearances, and communications relating to advocacy activities should:

- Reflect organisational values and policies.
- Be accurate, responsible, respectful, and evidence-based.
- Avoid inflammatory or discriminatory language.
- Promote constructive dialogue and community wellbeing.

14. Community Consultation & Representation Wicklow Pride® Foundation Limited recognises the importance of meaningful community engagement. Advocacy activities should be informed by community consultation, lived experience, feedback from stakeholders, equality considerations, and inclusion of diverse perspectives.

15. Financial Integrity As a not-for-profit organisation, all advocacy and lobbying activities must be conducted responsibly and in line with organisational financial governance procedures. No individual may personally benefit improperly from lobbying or advocacy activities undertaken on behalf of Wicklow Pride® Foundation Limited.

16. Training & Awareness Wicklow Pride® Foundation Limited may provide training and guidance relating to governance standards, lobbying regulations, ethical advocacy, equality principles, media engagement, and public communications.

17. Breaches of This Policy Failure to

comply with this policy may result in:

- Internal review
 - Withdrawal of lobbying authority
 - Disciplinary action
 - Removal from representative roles
 - Referral to relevant authorities where appropriate
18. Policy Review This Advocacy, Public Affairs & Lobbying Policy shall be formally reviewed annually by Wicklow Pride® Foundation Limited.
19. Contact Information **Wicklow Pride® Foundation Limited**
County Wicklow, Ireland

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