

Advancing equality & Working together for equality

Commitments for the public sector

Date of audit:

Completed by:

Please give a rating of between 1 and 5 for each of the questions:

- 1 = Poor (currently, this doesn't happen at all)
- 2 = Fair (this has occurred in the past)
- 3 = Good (there are some examples of this happening within my organisation)
- 4 = Very Good (this frequently happens)
- 5 = Excellent (no room for improvement, just carry on the good work!)

19 Promoting equality and diversity		
Ref	Commitment	Rating
19.1	Work with the voluntary and community sector towards eliminating unlawful discrimination and promoting equality of opportunity. Put strategies in place to help achieve these aims in line with existing public duties	
19.2	Work with voluntary and community sector organisations that represent, support or provide services to people specifically protected by legislation and the under-represented and disadvantaged groups. Understand the specific needs of these groups by actively seeking the views of service users and clients. Take these views into account, including assessing impact, when designing and implementing policies, programmes and services	
19.3	Ensure that all voluntary and community sector organisations, including those that serve people with protected characteristics, have equal opportunities to access funding programmes. This includes access to funds to build capacity, and to prepare and deliver projects	
19.4	Be clear about any actions on equality that voluntary and community sector organisations will be expected to undertake if they are funded to deliver programmes	
19.5	If a strategic grant is withdrawn from an organisation serving people with a specific protected characteristic, assess the need to reallocate the grant to another organisation serving the same group	
19.6	Work with the voluntary and community sector to identify and remove any barriers that prevent volunteering by people with protected characteristics	

20 Representation and infrastructure		
Ref	Commitment	Rating
20.1	Acknowledge that funding for organisations that serve people with only one protected characteristic can promote cohesion	
20.2	Support infrastructure organisations representing people with protected characteristics to participate in policy development, consultation or other activities, by enabling them appropriately	
20.3	Recognise that groups which involve people with protected characteristics at community level may be small or informal, and engage with these groups in a way that suits their working methods	

Areas identified for further action

Ref	Actions to be taken
19.1	
19.2	
19.3	
19.4	
19.5	
19.6	
20.1	
20.2	
20.3	