

# Advancing Equality

Equality for everyone, regardless of their background, is a core value of our society, shared by the public and third sectors. This section of the Compact recognises the vital role that the third sector plays in helping to create a more equal society and sets out commitments that will help both sectors work together to achieve their equal goals.

## Commitments for the Public Sector



**Promoting equality  
and diversity**

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| <ul style="list-style-type: none"><li>• Work with the third 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</li></ul> |
| <ul style="list-style-type: none"><li>• Where appropriate, work with organisations in the third sector that represent people with protected characteristics, to understand their specific needs and design appropriate services.</li></ul>             |
| <ul style="list-style-type: none"><li>• Ensure that all third sector organisations, including those that serve people with protected characteristics, have equal opportunities to access public sector funding programmes.</li></ul>                   |
| <ul style="list-style-type: none"><li>• Be clear about any actions on equality that third sector organisations will be expected to undertake if they are funded to deliver programmes</li></ul>  |



**Promoting equality  
and diversity**

- If a strategic grant is withdrawn from an organisation serving people with a specific protected characteristic, assess the need to relocate the grant to another organisation serving the same group.
- Work with the third sector to identify and remove any barriers that prevent volunteering by people with protected characteristics
- Continue to ensure that it is free for volunteers to access Criminal Record Bureau (CRB) checks and commit to free registration of volunteers with the Independent Safeguarding Authority (ISA).  
Work towards a single check for volunteers who are volunteering for more than one cause



**Representation and  
infrastructure**

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- Acknowledge that funding for organisations that serve people with only one protected characteristic can promote cohesion
  - Enable infrastructure organisations representing people with protected characteristics to participate in policy development, consultation or other activities, by supporting them appropriately
  - 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



**Promoting equality  
and diversity**



**Representation and  
infrastructure**

## **Commitments for the Third Sector**

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| <ul style="list-style-type: none"><li>• Take practical action in partnership with government to eliminate discrimination, advance equality of opportunity and build community links</li></ul>  |
| <ul style="list-style-type: none"><li>• Show committed leadership (especially at senior levels) to promote equality and, where necessary, put strategies into place to achieve it</li></ul>  |
| <ul style="list-style-type: none"><li>• Be clear on who is being represented and how their views have been gathered</li></ul>  |
| <ul style="list-style-type: none"><li>• When selecting representatives from organisations and communities, be clear who they represent and with what legitimacy</li></ul>  |
| <ul style="list-style-type: none"><li>• Where appropriate, support infrastructure organisations that can promote the interests of people with protected characteristics</li></ul>  |
| <ul style="list-style-type: none"><li>• Identify groups that are in danger of being marginalised, excluded, or are currently under represented in voluntary activity, and put in place measures to improve their involvement</li></ul> |
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