



## Shaw Trust, HMPPS CFO3 Equality Policy commitment statement.

### The Shaw Trust Equality and Diversity Policy:

Shaw Trust recognises the importance of the Equality Act 2010 and the related Public Sector Equality Duty and commits the organisation to have due regard to the need to the three aims of the general duty i.e.:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

Shaw Trust's vision and mission are about a society that is fair and inclusive and provides opportunities for everyone in it. The Shaw Trust Equality and Diversity Policy will actively support the achievement of this vision and mission.

The Shaw Trust's Equality and Diversity Policy is endorsed by the Shaw Trust Executive Management Team and applies across all of the organisation's range of activities, to include HMPPS CFO3 delivery (ESF funded activity).

### Purpose:

The purpose of this document is to bridge the Shaw Trust Equality and Diversity Policy, with Shaw Trust's commitment to;

- (i) embed 'due regard' to the Public Sector Equality Duty / Equality Act 2010 into HMPPS CFO3 programme delivery; and
- (ii) meet EU structural fund regulations to promote gender equality and equal opportunities.

The Shaw Trust, HMPPS CFO3 Equality Policy commitment statement is underpinned by the Shaw Trust's Equality and Diversity Policy.

### Statement:

Shaw Trust as a HMPPS CFO3 Prime Contractor will;

- ensure that any sub-contractors will promote equality in line with legal requirements;
- commit to communicating this policy to staff, participants and suppliers;
- commit to monitoring of progress towards any key objectives – including monitoring representation and performance of different priority groups.

**Name:** Chris Davies

**Job Title:** Head of Service – CFO3 Delivery

**Representative Signature:**  **Date:** 23<sup>rd</sup> November, 2017.