

Equality and Human Rights Framework

Who are we?

[The Equality and Diversity Forum](#) (EDF) is the [influential national network of non-governmental organisations](#) (pdf) working on age, disability, gender and gender identity, race, religion or belief, sexual orientation and broader equality and human rights issues.

What is the Equality and Human Rights Framework?

Key to our 2016-20 strategy is our strategic goal to strengthen the capacity of civil society. And the Equality and Human Rights Framework is our three-year project, supported by Baring Foundation, designed to help voluntary and community sector (VCS) organisations explore how equality and human rights can help achieve your core purpose, and how you can build equality and human rights into your work.

It is made up of two elements.

The **digital resource** is an online platform which allows you to set strategic objectives, aligned to your main operations, identify and tailor actions based on real life examples, and track progress. It's designed for all types and sizes of VCS organisations to improve outcomes for the causes and/or people you support.

The main areas covered are:

1. Providing services
2. Campaigning, advocacy and policy
3. Employing people
4. Working with volunteers
5. Raising and spending money

The **learning programme** combines three training workshops with online resources and a webinar to make it easy for you to participate. It aims to support community groups and organisations understand how to use the Equality and Human Rights Framework, including equality and human rights laws and approaches, to make a difference. It provides topic overviews, addresses key themes identified by VCS organisations, and gives you the opportunity to explore how you could apply the learning to your own organisation's context in a supportive context.

The Learning Programme Workshops in the East of England: Cambridge Council for Voluntary Service, 16-18 Arbury Court, Cambridge CB4 2JQ

The venue is fully accessible for wheelchair users and has free parking.

Workshop 1: 11 February 2019

11am – 4:15pm

This workshop will give participants an overview of the Framework and how to use it. This will be followed by an overview of equality and human rights laws and approaches.

Aims of the workshop are to:

1. Explore how it might work in your organisation, including main vehicles for change
2. Understand the different options for getting started
3. Develop or deepen your understanding of the main rights and duties in the Equality Act 2010 (EA) and Human Rights Act (HRA)
4. Exchange experiences and network with other participants
5. Understand implications of Brexit on local and national funding

Workshops 2 and 3: 4 March 2019

Participants are able to attend either one or both of the half day workshops below.

Half-day workshop 2: 11am – 1:30pm

This workshop will help participants explore how to use equality and human rights to improve services.

Aims of the workshop are to:

1. Understand which aspects of the EA and HRA can help most with service improvement
2. Explore how a human rights based approach might improve customer service, user experience or outcomes in your organisation
3. Exchange experiences and network with other participants

Half day workshop 3: 2pm – 4:30pm

This session will help participants understand how to use equality and human rights in influencing and campaigning.

Aims of the workshop are to:

1. Understand the 'train, complain, campaign' approach for equality and human rights advocacy

2. Explore effective influencing styles and techniques for talking about equality and human rights
3. Exchange experiences and networking with other participants

For every workshop, key points and presentations will be made available through videos and podcasts.

After the workshops, we will be having a webinar based on your specific queries about applying the framework in your organisation.

We will also soon be launching a series of podcasts or videos on the following themes:

- Using equality and human rights in working with staff and volunteers
- Using equality and human rights when raising and spending money

If you have any questions please contact Tracey, EDF Network and Communications Officer at: tracey.agyeman@edf.org.uk