

An organisation-wide framework for embedding equality and human rights into contract specifications.

This template has been adapted from the Equality Challenge Unit's [Equality Through Procurement in Further and Higher Education](#). It should be tailored to your specific contracts – appropriately and proportionately.

Relevance	Example Requirements for Consideration
Eliminating unlawful discrimination and abuse	<ul style="list-style-type: none"> = Require compliance with equality and human rights legislation = Require contractor's employees to be aware of and understand the contracting organisation's equality and human rights policy = Require contractor's employees to be trained on equality, diversity and human rights - or to attend training
Advancing equality and rights	<ul style="list-style-type: none"> = Require details of how the needs and rights of all users will be met = Include details of demographics and/or specific needs to be met = Require consultation with users to determine needs and review provision = Require monitoring of users and contracted staff (where proportionate to the contract) = Require positive action for underrepresented groups
Fostering good relations	<ul style="list-style-type: none"> = Require appropriate action = Require appropriate monitoring
Organisation's equality and human rights work	<ul style="list-style-type: none"> = Include details of the contracting organisation's equality and human rights objectives to be met and ask for details of how the contractor will meet these = Require appropriate monitoring and reporting (where proportionate to the contract)