



Equality and
Human Rights
Commission

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Equality Scheme

The work we will do in the next
3 years to make sure everyone
is treated in a good and fair way.

April 2009 to April 2012

Easy read

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Who we are and what we do

Equality and
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- We are called the **Equality and Human Rights Commission**.



- We work to make sure **everyone** gets treated in a good and fair way.
- We also work to make sure people get their **human rights**.

Human rights are rights that the law says **everyone** should have. For example, everyone has the right to

- get an education
- believe in things that are important to them.



- We give people information and advice. And we make sure people follow the laws about treating people in a good and fair way.

About this equality scheme



What Nicola Brewer says about this equality scheme. She works for us. Her job is Chief Executive.

- This document is called our **Equality Scheme**.
- It is our second equality scheme to talk about how we will make sure all groups of people are treated in a good and fair way.
- We have already started some good work. But there is much more we want to do.
- Lots of people have given us good ideas for what this equality scheme should talk about. I would like to thank everyone who gave us these good ideas.

Thank you

Nicola Brewer

Why have we made this equality scheme?



- The law says we have to make a document called an equality scheme to show how we will make sure we treat people in a good and fair way in
 - the work we do and our work with other people
 - the way we treat people who work for us
 - our services.

How did we make this equality scheme?



- We talked to lots of different people to find out what they thought we should do.

Our action plan of things to do



- As part of this equality scheme, we also made an action plan.
- The action plan talks about the work we will do in the next 3 years to make sure we treat all groups of people in a good and fair way.
- We will check how well the action plan is working every year.
- You can now read about the work the action plan says we will do in the next 3 years.

The information we give people



We want to make sure

- we give people good and easy to understand information about our work
- all groups of people get the information they need from us.

Here are some of the things we will do

We will



- make sure we tell different groups of people about our work in ways that are right for them
- check our information to make sure the words and pictures we use are right for all groups of people
- look at how we can tell more groups of people about our work with our email newsletter
- ask different groups of people what they think of our information and our website. This will help us know what to do to make them better.



Our helpline



- We have a helpline in England, Scotland and Wales. People can get in touch with our helpline to get information and advice from us.
- We want to make sure our helpline is easy for everyone to use. And gives people good information and advice.

Here are some of the things we will do

We will



- tell more groups of people about our helpline and how it can help them
- change the helpline phone number to one that is easier and cheaper to use
- ask people what they think of the helpline and how we can make it better.

Working with other people or groups



- We work with other people who do the same sort of work as us. Or who know a lot about our work.
- We listen to what these people think. They can help us do good work.

Here are some of the things we will do

We will



- make a plan about how to work with these people
- work more with people or groups in local areas
- have some events to ask these people how best we can work with them
- set up a list of all the people and groups we should be working with
- make a way for people to search for events they could come to on our website.



Our staff



We want to make sure

- we give jobs to all groups of people
- we treat all our staff in a good and fair way.



Here are some of the things we will do

- We will look at who works for us. We will see if we need to do anything else to make sure we are giving jobs to all groups of people.
- We will make sure our staff have the same chances to do flexible working. This is when staff can work certain hours or days to suit their lives outside work.
- We will do more work to make sure all our staff
 - get paid a fair wage for their job
 - have the same chances to do certain jobs.



More about our staff



- We will carry on giving our staff lots of training so they understand our work and what they have to do.

We will make sure all staff have the same chances to do training.



- We will get someone called an **Access Officer** to work for us. This person will be there to support our disabled staff.



- We will do more to make sure our staff feel they are being treated in a good and fair way at work.



- We will make sure all staff know about and can use our **employee assistance programme**. This is where staff can talk to someone who does not work for us about things they are worried about.



- We will look at why some people more than others tell us they are not happy with something at work. We will look at ways to make this better.



- We will look at how more transgender people can be part of our work.

Transgender people are people who feel that the body they are born with is not right for them. This means they may want to change from being a man to a woman or the other way around.



- We will look at what we need to do to make our buildings easier to use.

Finding out things



- We need to find out lots of information for our work. We need this information to do our work well.
- We will look at what information we need and the best ways to find this information out.

Buying things for our work



- We buy things we need for our work from other people or groups of people.

Here are some of the things we will do

We will



- make sure the people we buy things from know what they need to do to treat people in a good and fair way
- make sure all our staff know about how we buy things from other people
- make sure we buy things from all different groups of people.



Legal help



- We can help people who feel they have been treated in a bad way that is against the law. For example, we can help them go to court.



Here are some of the things we will do

We will

- look at who is getting this help from us. And make sure we help groups of people we may not have helped before
- make sure we can give people good information about the law. Or pass them on to people who can give them the right advice or support.

Money we give people



- We give some groups money to help them do good work.
- We will make sure all groups have a fair chance to get this money from us.

Checking our rules and ways of doing things first to make sure they will work well



- We check our rules and ways of doing things first to make sure they will work well for everyone.
- We will make sure all our staff have the training they need to do this well.

How to tell us what you think

We would love you to tell us what you think of our equality scheme.



Write to

Equality Scheme Team
Equality and Human Rights Commission
Arndale House
The Arndale Centre
Manchester M4 3AQ



Telephone 0161 829 8100



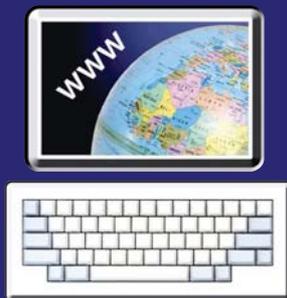
Textphone 08456 046 620

Fax 01925 884 275



Email
equalityscheme@equalityhumanrights.com

Find out more about us and your rights

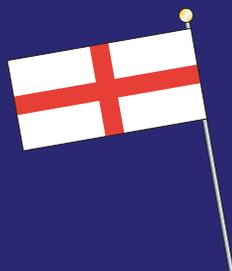


from our website
www.equalityhumanrights.com



Telephone 1 of our helplines.

- They are open Monday to Friday 9am to 5pm.
- On Wednesdays the helplines stay open until 8pm.



England

- 08456 046 610
- Textphone 08456 046 620
- Fax 08456 046 630



Wales

- 08456 048 810
- Textphone 08456 048 820
- Fax 08456 048 830



Scotland

- 08456 045 510
- Textphone 08456 045 520
- Fax 08456 045 530