



**Our strategic plan 2009 to 2012**

**Our plan of the work we  
will do in the next 3 years**



**Equality and  
Human Rights  
Commission**

**Easy read**

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# About us



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 plan



What **Trevor Phillips** says about this plan. He works for us. His job is Chair of the Equality and Human Rights Commission.

- This is our plan of work for the next 3 years.
- To make this plan work well, we need to work with lots of other people who do the same sort of work as us. And who believe in the things we do.
- We asked lots of people what they thought should be in this plan.
- I would like to thank all the people who gave us their ideas. We could not have made this plan without them.

**Thank you**

**Trevor Phillips**

## Why did we make this plan?



We want England, Scotland and Wales to be good places for everyone to live.

We want all groups of people who live there to have the same chances to do things. And to be treated in a good and fair way.



This plan talks about the main work we will do in the next **3** years to help make this happen.



We will work together with lots of other groups to make the things in this plan happen.



There are **5** main things we want to work on. You can find out about these 5 things now.

# The 5 main things we will work on

## 1. Making sure the laws are good and work well



At the moment, the laws about treating people in a good and fair way are not as good and clear as they could be.

A new law about treating people in a good and fair way is being made at the moment. It will be called the **Equality Act**.



And there are some other new laws about **human rights**. Human rights are rights that every person should have.

## Here is some of the work we will do



- We will work to make sure these laws are the best they can be and say the right things.



- We will help people get ready for the new **Equality Act** law so they know what they need to do. We will give people good information about this.



- We will help the new laws work well and make sure people follow them.

For example, we will help people understand why the laws are good and what they can do better.



- We will help more people go to court or get help with the law if we think this could help many more people in the future.

## 2. Making England, Scotland and Wales fairer places to live



We want to make big changes to the way things are done if we see people are being treated badly.

For example, some people are paid less for their job than they should be.

And some people do not have the same chances to do things in life like get a good education or vote.

### Here is some of the work we will do

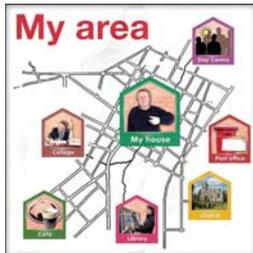


- We will work to make sure health and social care services are good and fair for everyone.

(Health and social care services are where you get support with your health or to do everyday things.)



- We will work to make sure all groups of people can take part in things like voting and making decisions about their country.



- We will work to make sure there are services in local areas to meet the needs of all groups of people who live there.



- We will work to make sure all groups of people get treated in a fair way by the **criminal justice system**. (The criminal justice system is things like the Police, courts and prisons.)



- We will work to make sure all groups of people have the chance to get a good education and to get on in life. Education is where you learn things at places like school, college or university.



- We will work to make sure all groups of people get treated in a good and fair way at work. For example, we will help make sure all types of workers get paid a fair wage and are treated well.

### 3. Helping different groups of people get on well and think good things about each other



There are some people who think bad or wrong things about certain other people.

For example, some people may think bad things about disabled people. Or people from a different religion.

We want to understand why this happens and find ways to change it.

#### Here is some of the work we will do



- We will do more to find out the reasons why some people may think bad things about other people.



- We will work more with young people to help them know more about the law and their rights. And to help them think good things about other people.



- We will tell lots of people about the work we want to do to stop people thinking bad or wrong things about each other.



- By law, people like your local council have to do what they can to help different groups of people in their area get on well together. We will help them know how to do this.



- We will work with lots of different groups of people to help them understand more about each other and think good things about each other.



- We will do more to stop crimes that happen to certain groups of people. For example, **hate crime**. Hate crime is a type of crime where someone does something bad to another person because they do not like something about that person.

## 4. Making sure people know about the law and their rights



We need to make sure different groups are clear about what the law says they have to do.

We also need to make sure people who have been treated badly in a way that is against the law get the help and advice they need.

### Here is some of the work we will do



- We will help groups in local areas give really good help and advice to people who have been treated in a bad way that is against the law.



- We will work to make sure more people know what their rights are. And what to do if they have been treated in a bad way that is against the law.



- We will make sure all groups who give people jobs know
  - what the law says they must do
  - the best ways of doing these things.

We will also help these groups share good ideas and ways of doing things with each other.



- We will look at ways to give people better information when they phone our helpline or look at our website.



For example, we will work to give each person good information in a way that is easy for them to understand.

## 5. Making sure we work in the best way



We need to make sure we are working in a really good way so we can do all the things in this plan.

### Here is some of the work we will do



- We will look at the ways we work and the ways we spend our money to make sure we are doing things in the best way.



- We will do more to give our staff good skills and training.



- We will work with more groups of people who do work like us. Or who believe in the things we do. We will listen to what they tell us. They can help us do good work.

## An example of some good work we have done



- **Jack Thomas** is 14 years old. He loves swimming.
- He wanted to take part in a sports event called the UK School Games. But he was told he could not take part because he has a learning disability.
- We told the people in charge of the **UK School Games** this was wrong. We said that it was against the law to stop someone with a learning disability taking part.
- The people who run the UK School Games changed their decision. They said that Jack and other young people with a learning disability could now take part in the UK School games.

## How to find out more

To find out more about this plan, you can get in touch with one of our helplines. The contact details are on the back page.

# Find out more about us and your rights

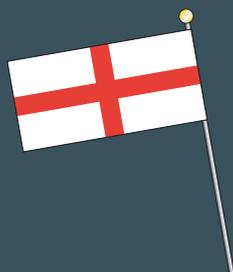


from our website  
[www.equalityhumanrights.com](http://www.equalityhumanrights.com)



## Telephone 1 of our helplines.

- They are open Monday to Friday  
9am to 5pm.



### England

- 0845 604 6610
- Textphone 0845 604 6620
- Fax 0845 604 6630



### Scotland

- 0845 604 5510
- Textphone 0845 604 5520
- Fax 0845 604 5530



### Wales

- 0845 604 8810
- Textphone 0845 604 8820
- Fax 0845 604 8830