

Our 3 year business plan

What do you think should be in it?



EasyRead version

What is in this booklet

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What this paper is about

This EasyRead paper tells you about what we do and how we want your help to make our business plans for the next 3 years, including how we give out grants.



We are having some meetings across the country this winter to ask you what you would like to see in our business plans.



It will help if you can read this paper and think about the questions in it before you come to any of the meetings.



You can also tell us what you think in other ways as well. See the end of this paper.



We are also asking about our equality scheme, but this is separate. If you want to find out more please ask us for details. See how to get in touch at the end of this paper.

Equality and
Human Rights
Commission

equalityhumanrights.com



About us

The Equality and Human Rights Commission is making life fairer and more equal for everyone.

We work to make sure people:

- get their human rights
- get on better together
- have a fair chance to take part in society.



Disability Rights Commission



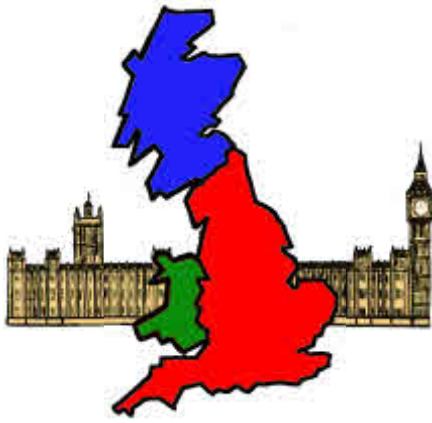
Equality and
Human Rights
Commission

equalityhumanrights.com

The Commission started in 2007 when we took over from the Commission for Racial Equality, the Disability Rights Commission and the Equal Opportunities Commission.



We make sure people follow the laws on treating people equally and fairly.



We find out what is happening across the country and we tell government and everyone else about how important this all is.



We also write guides to help organisations and businesses work in better ways.



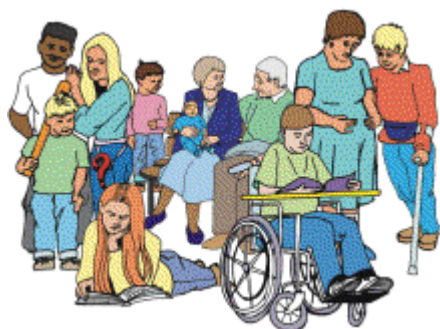
We help everyone understand more about why people are being treated unfairly and what can be done to make things better.



We also work closely with the Scottish Commission for Human Rights.

If you want to know more about the Commission, please ask for our booklet 'Who we are and what we do'. See how to get in touch at the end of this paper.

Working together



We want to work closely with everyone who is interested in, and might be helped by, what we do.



We will listen and think about what people say we should do and add these things into our plans.



We will also tell people what we have added into our business plans, so that they know we have listened to them.

We want this to carry on in the future so that people and organisations can carry on helping us to decide what we do.

How we plan on asking you about our business plans



- **Meetings**

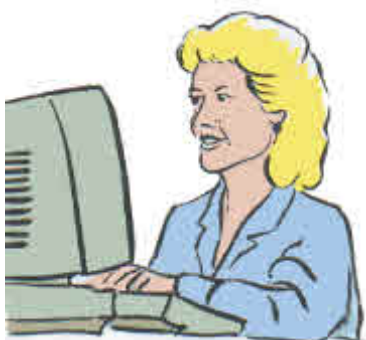
We are inviting lots of different people and organisations to meet about what they would like to see in our business plans.



These will all be people who, like us, want to make things better.



The meetings will happen across England, Scotland and Wales during the winter, 2008.



- **On the web**

You will also be able to tell us what you think on our website:



www.equalityhumanrights.com/consultations



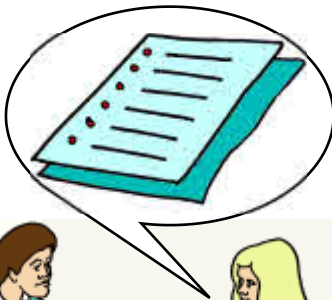
The results

We want to show you what we have done and how we have done it.



We will:

- put the most important points for the plans up on the same website

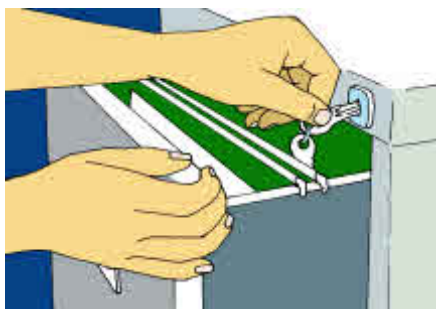


- ask you if you think these points are the right ones.

April 2009						
Mon	Tue	Wed	Thu	Fri	Sat	Sun
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

This will all happen before we launch the finished 3 year business plan on 1st April 2009.

Keeping it private



We will collect some personal information about you to help make sure we are including everyone, but we will not use your name in any of the reports.



Questions to think about:



1. How can the Commission get in touch with interested people in better ways?



2. How can the Commission share information in better ways?



Our business plans

Having a good business plan is very important. It brings all the different parts of our work together so we know what we are doing.



Having a business plan that you have helped us make means we know what people want us to do and the things we all want to change.



The business plan will be for 3 years from April 2009 to March 2012 and will take over from the one year plan we started with.



The Commission's 1st business plan

To get us going, we had a business plan that covered our 1st year (2008/9). We also involved people in writing that one.



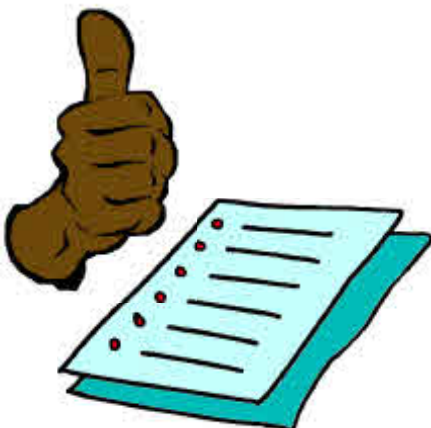
It included these points:

1. Main areas

- working to make things more equal



- helping communities and people live together better



- thinking about the things that are important to us all.



2. The most important points

- find out and do something about the most important equality and human rights issues



- make public services better



- include and help people from communities and areas that are run down or less well off



- think about what is changing and what we can do to help make things fairer and more equal for people.

3. Work that has gone well



- we started looking at how human rights were working in Britain



- we launched 'Working Better' to get people working in fairer ways



- we supported a court case to help carers.

4. Other work we are doing



- making sure people follow the law



- getting people to support a new single law on equality



- working on what we do about Human Rights



- writing a 3 year report of how equal things are in Britain.



There will be more details about our work in our report out in December 2008.



If you want to know more about the Commission, please ask for our booklet 'Who we are and what we do'. See how to get in touch at the end of this paper.



Please ask if you want a copy of our 2008/9 business plan. See how to get in touch at the end of this paper or get it from our website:



www.equalityhumanrights.com



Our 3 year business plan

We think that lots of the ideas in our 1st year business plan should go into our 3 year plan.



We will also need to think about how the country is changing, things like the 'credit crunch', as well as the things we want to do in a planned way.



We have started thinking about what are the most important things to do in the next 3 years and want your help with the plans, so we have come up with these questions.

Questions to think about:



1. The commission is here for everyone in Britain, but where should we spend most time and money so that the most people are helped?



2. At the moment there are 7 main areas in the law that we think about, these are:

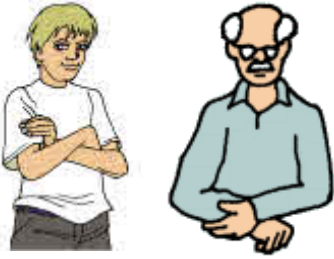
- disability



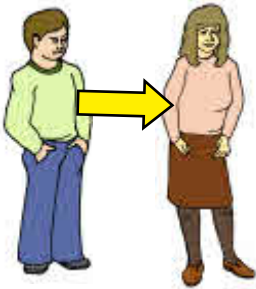
- gender



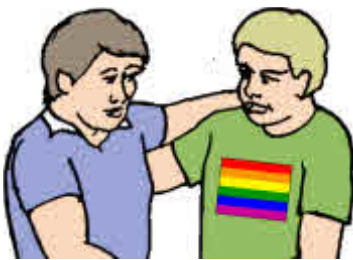
- race



- age



- changing sex



- sexual orientation



- religion or belief.

Are there any other areas we need to think about?



3. Do you think things like the 'credit crunch' or changes in politics mean people might not be treated equally and fairly?



4. What are the most important areas that you think we should focus on over the next 3 years?



5. What can the commission do to help make things fairer in these areas?



We have already started thinking about these questions but we want to know what you and other interested people think about them.



A question to think about:

Do you have anything to say about how we are making our business plans?



Grants

We give money to organisations that help us make things fairer and more equal (these are called grants).



At the moment we give nearly £11 million to 285 organisations, mainly for short project work.



We need to make sure we make the best use of this money and organisations are doing the things we want them to do.



We think we should give money in 2 ways, for shorter work on special projects as we do now, and for longer work, up to 3 years, for organisations who are doing the things we have in our business plans.



Questions to think about:

1. Are there any issues about giving money in these 2 ways?



2. How can we check these organisations do the work in the right way?

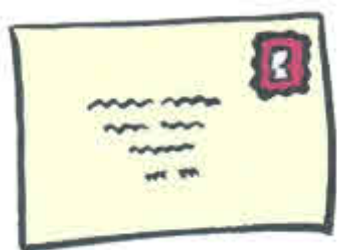


3. Are there any issues about giving money for longer work?

Telling us what you think



We would be happy to hear what you think about things that were talked about at our events. You can contact us by writing to:



**Business Planning Team
Equality and Human Rights Commission
Arndale House
Arndale Centre
Manchester
M4 3AQ**



Or go to our website:

**[www.equalityhumanrights.com/
consultations](http://www.equalityhumanrights.com/consultations)**



by telephone:

0161 829 8100



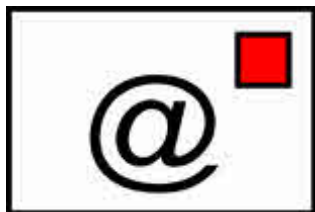
by textphone:

08456 046 620



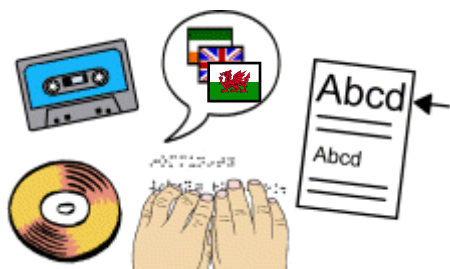
by fax:

0161 829 8110



by email:

businessplanning@equalityhumanrights.com



Other formats

You can get this booklet in other languages and formats like Braille or on CD. You can also get this booklet in Welsh.



How to contact us

You can also find out more about us, look at or order information, or get in touch with us by

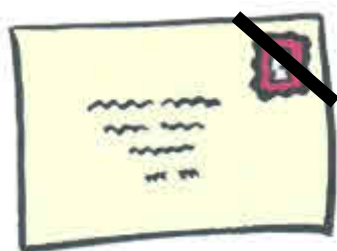


Website:

www.equalityhumanrights.com

or

contact one of our helplines:

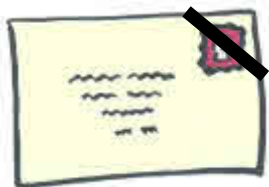


You do not need to put a stamp on the envelope.



For England

Equality and Human Rights Commission Helpline - England



FREEPOST RRLG-GHUX-CTR
Arndale House
The Arndale Centre
Manchester M4 3AQ



Telephone: **08456 046 610**

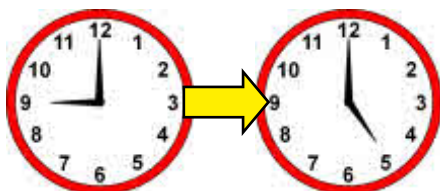


Textphone: **08456 046 620**

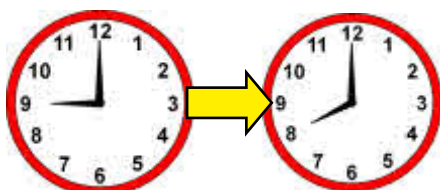


Fax: **08456 046 630**

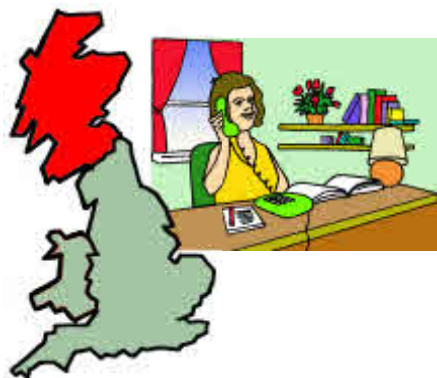
Opening times:



Monday to Tuesday, Thursday to Friday:
9am–5pm

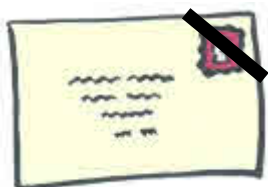


Wednesday:
9am–8pm



For Scotland

Equality and Human Rights Commission Helpline - Scotland



FREEPOST RRLL-GYLB-UJTA
The Optima Building
58 Robertson Street
Glasgow G2 8DU



Telephone: **08456 045 510**

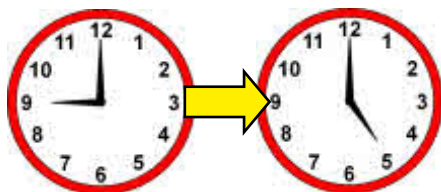


Textphone: **08456 045 520**

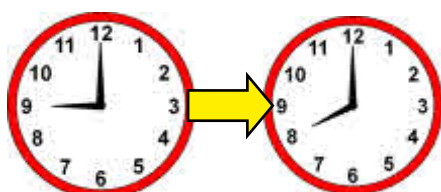


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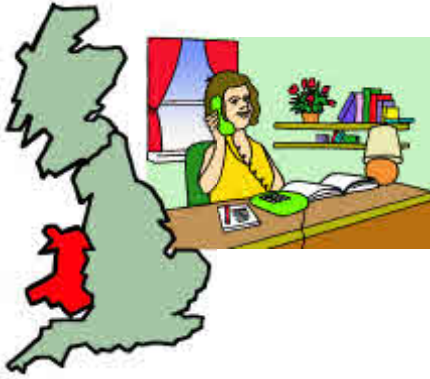
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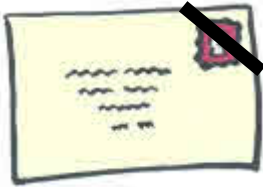


Wednesday:
9am–8pm



For Wales

Equality and Human Rights Commission Helpline - Wales



FREEPOST RRLR-UEYB-UYZL
3rd Floor
3 Callaghan Square
Cardiff CF10 5BT



Telephone: **08456 048 810**

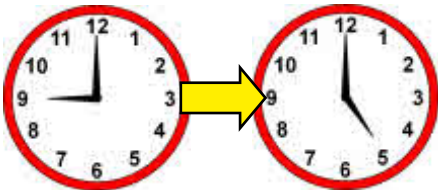


Textphone: **08456 048 820**

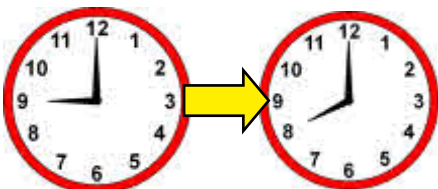


Fax: **08456 048 830**

Opening times:



Monday to Tuesday, Thursday to Friday:
9am–5pm



Wednesday:
9am–8pm



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