

We stand up for freedom, compassion and justice in our changing times.

We do this by promoting and upholding equality and human rights ideals and laws across England, Scotland and Wales.



Core aim

Strong equality and human rights laws protect people, and data shows what is happening to people in practice.

What we will do			What we want to achieve
Provide expert advice to governments on legislative reforms that affect equality and human rights.	Lead the public debate on how to balance overlapping rights and seek to clarify the law.	Work with new governments/parliaments in Scotland and Wales to strengthen equality and human rights frameworks.	Equality and human rights protections are maintained or strengthened in governments' proposals on constitutional reform, reforms to the Human Rights Act, and responses to the pandemic.
Provide expert advice to governments on strengthening the Public Sector Equality Duty (PSED) and specific duties across Britain.	Improve practice and strengthen compliance with the PSED through guidance and enforcement, with a focus on our priority aims.	Deliver a regional strategy for England to make sure inequalities following the pandemic are addressed by the 'levelling up' agenda.	Compliance with existing PSED regulations is improved and PSED-specific duties are strengthened to challenge inequalities.
Provide reports to the UN on UK compliance with International Human Rights Treaties, including on the Convention for the Elimination of Racial Discrimination.	Develop and maintain our human rights tracker.	Support the effective implementation of the Socio-Economic Duty (SED) in Wales and Scotland.	Compliance with international obligations improves.
Monitor the independent review of Islamophobia in the Conservative Party and consider future action.	Use strategic enforcement action to tackle serious breaches of the Equality Act and Human Rights Act.		Systemic and serious breaches of rights are challenged.

Work

People in Britain have equal access to the labour market and are treated fairly at work.



What we will do			What we want to achieve
Publish the report of our inquiry into racial inequality of low-paid workers in the health and social care sectors, including their treatment during the pandemic.	Intervene to expose or address the impact of the coronavirus pandemic on employment opportunities and experiences of women.	Use strategic enforcement action against discriminatory practices emerging from the pandemic.	The worst impacts of the pandemic on workers are understood and challenged.
Enforce the Gender Pay Gap regulations.		Undertake research on the future of work, including analysis on the effects of the coronavirus pandemic on women, as part of our 'Is Britain Fairer?' programme.	Pay gaps are exposed and employers take action to address them.

Access to justice

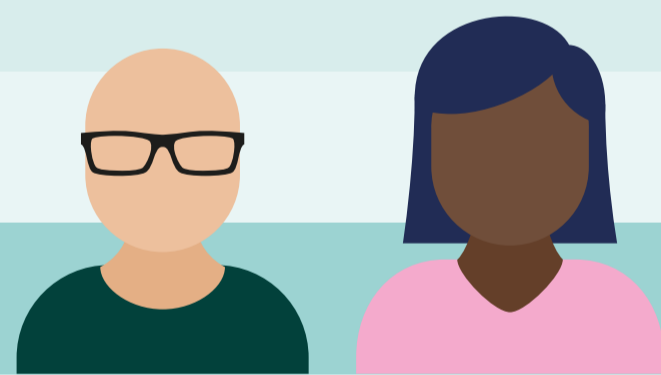
People can access redress when they are wronged and have a fair trial in the criminal justice system.



What we will do			What we want to achieve
Use our powers, including strategic enforcement action, to address systemic barriers to benefits systems for disabled claimants.			Disabled people are able to access the benefits to which they are entitled.
Identify and take forward opportunities to improve the accessibility of advice by making sure advice providers have up-to-date information and guidance to provide advice on discrimination and human rights issues.	Provide expert advice on the barriers to accessing legal aid for discrimination cases.		The advice sector provides high-quality advice on discrimination and human rights.
Provide expert advice to influence improvements for disabled people across the criminal justice system, including in sentencing and modernisation of courts, in line with our inquiry's findings.			Barriers are reduced for individuals seeking legal aid for discrimination cases.
Provide expert advice to governments on strategies for addressing violence against women/domestic abuse across Britain, and the use of sexual history in rape trials in Scotland.	Publish evidence of the experience of victims of rape and other sexual offences in the criminal justice system in England and Wales, in partnership with the Victims' Commissioner.		The courts system provides reasonable adjustments for disabled people.
			Women and girls who survive violence have better access to justice.

Education

The education system promotes good relations with others and respect for equality and human rights.



What we will do	What we want to achieve
Use compliance activity and strategic enforcement to make sure children can access education, and equality considerations and obligations are taken into account when awarding qualifications during and following the pandemic.	Schools and relevant regulators, inspectorates and ombudsmen take steps to address and alleviate the worst effects of the pandemic, and take into account equality considerations.
Use strategic enforcement action to ensure children and young people who experience discrimination in education, particularly in relation to the coronavirus pandemic, can seek legal redress.	

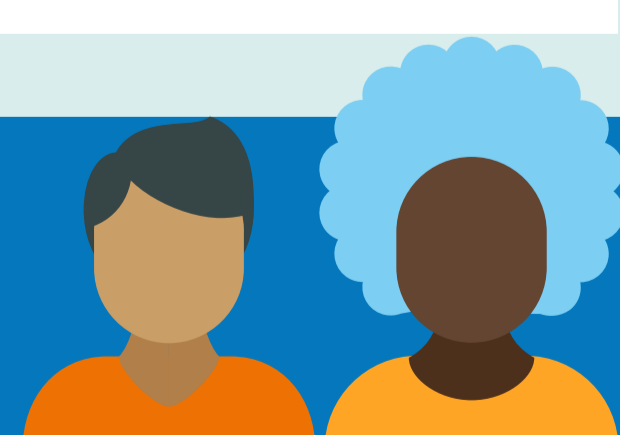
Institutions

Treatment in institutions and detention settings respects people's rights.



What we will do			What we want to achieve
Provide expert advice to governments on embedding equality and human rights, including the right to independent living, in social care policy and reform.	Work with regulators, inspectorates and ombudsmen, as well as public bodies and care providers to make sure equality and human rights are considered when delivering social care.	Conduct an inquiry into whether social care upholds equality and human rights standards.	Governments, public bodies and private providers respect the rights and meet the needs of older and disabled people who are in care homes or receipt of social care.
Use a range of levers, including expert advice and our legal powers, to reduce the use of secure detention for people with learning disabilities and autism.	Provide expert advice to influence reform of the Mental Health Acts.		Action is taken by governments to reduce the number of people with autism and learning disabilities in secure care.

Corporate priorities



Corporate improvement aim

The Equality and Human Rights Commission is an effective and inclusive organisation that is fit for the future, with the expertise and agility to deliver its strategic plan.

What we will do			What we want to achieve
Continue implementing our Inclusion Programme, including a talent development programme for ethnic minority staff.	Relocate our London and Cardiff offices with workspaces that are fit for the future, while moving more roles out of London.		We have a culture, workforce and infrastructure that is fit for the future. There is strong morale and our staff and Board have confidence in the organisation.
Plan our future funding through the 2021 Spending Review negotiations with the Cabinet Office.	Consult on and develop our future strategic plan 2022-25.	Improve planning and delivery, increasing capability and understanding around project delivery and financial management.	We have the information and systems we need to effectively manage our resources and deliver impact.
Continue transforming our website, making it an accessible and authoritative source of information.	Build on our improvements to stakeholder engagement and develop new communications and engagement strategies to support our new strategic plan.		We have a strong voice and communicate our value clearly. We engage with our stakeholders in a coordinated and effective way.