Our draft strategic plan for 2022 to 2025
In this easy read document, difficult words are in **bold**. We explain what these words mean in the sentence after they have been used.

Some words are **blue and underlined**. These are links which will go to another website which has more information.
Introduction

The Equality and Human Rights Commission (EHRC) looks at whether people are being treated fairly and getting their **human rights**.

**Human rights** are things that every person should be allowed to have and do. For example the right to be alive and the right to get an education.

We want to make sure everyone gets their human rights and has a fair chance in life.

We are writing a plan for what we want to do for the next 3 years.

We will share the plan by April 2022.
This document is a draft plan. This means that it isn’t finished and can be changed.

We want to know what you think of the draft plan and whether we should change anything.

We would like to know what you think about:

- which problems should be our priorities
  
  **Priorities** are the things that are most important.

- how we can change things for the better.
What we want

We want everyone in Britain to be equal and live well together.

We think that everyone in Britain should believe in:

• fairness

• everyone getting an equal chance

• valuing everybody

• respect.
How we work

We make sure everyone is treated fairly and gets their human rights.

We can use the law to do this.

We work with other organisations to change things for the better.

We help people learn more about equality and human rights.

Equality means treating people fairly and making sure they have the same chances in life.
We need others to help us make sure everyone is treated fairly and gets their human rights.

There are lots of issues where people are not treated fairly and don’t get their human rights.

We have to think hard about what we spend our time on.

We make sure we always:

- make our own decisions
- are respected and trusted to make the right decision
- work quickly to get things done.
Making things better after COVID-19

COVID-19 is an illness that is spreading around the world. It can affect your lungs and breathing.

We have all had to stop doing some things to help keep everyone safe from COVID-19.

Lots of things have had to change.

We want to make sure that people think about equality and human rights as things go back to normal.
We will work to:

- change laws for the better
- give everyone more chances in life
- fight against **discrimination**

**Discrimination** is when you are treated badly or unfairly because of things like your sex, race, religion, disability or age.

- listen to lots of different points of view.

We will listen to people from across England, Scotland and Wales to find out how to change things for the better.

We think this will help us make England, Scotland and Wales fairer.
How we will work to change things

We will look at issues and think about how we can solve them.

Sometimes we will need to look at an issue very closely.

Other times, we might be able to act quickly to change things sooner.
Our priorities

We need to decide what our priorities are.

Some priorities are long term. This means they will be very important over a long time.

But we also know that new things will happen that we didn’t expect and might need to look at quickly.

We will decide what is most important by looking at:

- how big and serious the issue is
- how much of a difference we will be able to make
- whether it is like our other priorities
- whether other organisations are already looking at it.
What we will look at and why

We will look at six main issues for the next three years.

We will think about these main issues when we look at other problems.

If we think that a problem is connected to one of these six main issues, we will make it a priority to look at.

1. Making sure we can protect equality and people’s human rights.

We need to be able to protect people’s equality and human rights.

To do this, we need to find out whether people are being treated fairly and getting their human rights.
We also want to help others follow the laws about equality and human rights.

2. Fairness for children and young people

Some children and young people are not treated fairly in Britain.

This might be because of:

- discrimination
- not getting a fair chance at school
- not getting a fair chance at a job.

Many of these issues have been made worse by COVID-19.
3. Rights and equality in health and social care

**Social care** is when people have support to live their day-to-day lives.

Lots more people have needed health and social care because of COVID-19.

Some health and social care organisations are finding it hard to look after everyone.

This can mean that not everyone gets looked after properly.

People might not get their human rights if they aren’t looked after properly.
4. Fairness at work

Because of COVID-19, lots more people are working at home.

Also, robots and technology are doing more jobs that used to be done by people.

**Technology** is things like computers.

These changes mean that some people aren’t:

- being treated well at work
- being paid enough
- getting fair chances to get a better job.
5. Helping different groups of people live well together

Some people feel like not everyone is treated fairly.

This can cause different groups to fall out.

Sometimes this is made worse by the media and social media.

Social media are websites where you can share photos and videos and talk to other people, for example Facebook and Twitter.

If lots of people are falling out, it is harder for everyone to live well together.

It can also mean that there is more discrimination.
6. Artificial intelligence and technology

**Artificial intelligence** is when computers can work things out and make decisions instead of a person.

Some organisations are using artificial intelligence to change how they work.

For example, it might change how they hire new people to work for them.

This means some people might not be treated equally or get their human rights.

We want to make sure that people aren’t being left out by technology and artificial intelligence.
How we will change

We think that we will need to change to make sure our work is as good as possible.

There are four main things that we want to change.

1. Our strategy

A strategy is a plan to achieve things over time.

We will let people know about our strategy in a way that everyone understands.

This will help everyone at the EHRC work together to change things for the better.

We will change what we are working on quickly and easily if we need to.
We will use our strategy to choose what our priorities are.

This will help us make the best decisions.

We will let people across England, Scotland and Wales know how our work changes their lives for the better.

2. How we run our organisation

We will help people in our organisation to speak up.

We also want people to work together.

Our managers will support people to work together and speak up.

This will help make our work the best it can possibly be.
3. **How we work**

We want to be able to move from issue to issue quickly and easily.

We also want to support people to work together.

We will plan everything to help everyone work faster.

We will work in a way that makes people’s lives better.

4. **Getting the best out of people**

We will make sure everyone who works with us is listened to and valued.

We will help our staff to learn and get better at their jobs.
We will make sure that people who know lots about an issue want to work with us.

We will make sure that they want to keep working with us too.
What do you think?

If you would like to let us know what you think about our draft plan, you can do our online survey:

Go to our online survey

You can also get in touch with us through our British Sign Language (BSL) online interpreting service:

Go to our BSL online interpreting service

For more information or **reasonable adjustments** you can also email us at:

correspondence@equalityhumanrights.com

**Reasonable adjustments** are changes that places and services can make so that disabled people can take part like everybody else.