

Questionnaire:

**Consultation on the Equality and
Human Rights Commission
Strategic Plan**

Phase 2

October 2011



**Equality and
Human Rights
Commission**

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Introduction

The Equality and Human Rights Commission has a statutory duty to consult on and produce a three-year plan setting out how we will fulfil our various functions. A strategic plan covering our plans and priorities from April 2012 to March 2015 is due to be laid before Parliament in April 2012.

We have designed a strategic planning process that will enable the Commission's Board to fulfil all the aims of the public sector equality duty, including analysing the effect on equality for all of the protected characteristics, and our duties as a National Equality Body and National Human Rights Institution. At the heart of this is consulting and involving our stakeholders and the general public in the process from start to finish.

This consultation concerns phase two of our strategic planning process and gives you the opportunity to feedback to us on the Commission's mission and roles for 2012-15, how we prioritise, and the key issues that the Commission might tackle. It opened on **11 October 2011** and you must respond by no later than **12 December 2011**.

If you wish to respond using a different format or require a copy of the questionnaire in another format such as large print or Braille, please contact our Helpline to discuss your requirements. Contact details can be found on the back page.

Please send your reply via email to:

strategicplanconsultation@equalityhumanrights.com

Alternatively, you can post your response to:

Rachel Zaltzman – Strategic Plan
Equality and Human Rights Commission
FREEPOST RRUY-EJHS-CKGT
3 More London
Riverside
Tooley Street
London
SE1 2RG

If you have any comments or queries about the content or the process of this consultation, please contact Rachel Zaltzman via the email above or telephone on 0203 117 0235.

The consultation questionnaire

Section A – About our mission and roles

In this part of the consultation we are seeking your views on the Commission's mission and roles for 2012-15, and how we prioritise. Please use **Part 2: Our mission and roles on page 7** of the consultation document to help you answer questions one to three.

Question one

Do you agree that fulfilment of these four proposed roles will best help the Commission deliver its mission of being a catalyst for change and improvement over the next three years?

Yes

No

If you have answered 'No', please explain your answer.

For example:

- Are there other key roles that we should consider fulfilling over the next three years?
- Are there other activities that you consider should be included under the four roles?

Consult with and listen to “grass roots, equality based organisations” to inform the implementation guidance of both public and private sectors, as well as the voluntary sectors.

Question two

Do you think the fulfilment of these roles may require different approaches, or partially different approaches, in relation to:

- the private sector

Yes

No

- human rights

Yes

No

Please explain your answer. For example, should the balance between our roles as regulator and promoter of best practice be different in our approach to the private sector, as compared to the public sector; or our approach to human rights, as compared to equality?

The public sector has always been perceived to be the leader in the area of equality and human rights in terms of policy. However, there is anecdotal evidence to suggest that equality and human rights are not always observed in practice and evidence needs to be collected to either affirm or disprove this position. Then appropriately acted upon appropriately.

The private sector is generally very bad at recognizing peoples' diversity and the strengths this could bring to their organisations. This can be strengthened by closer monitoring of employment law and companies recruitment policies.

In terms of the voluntary sector, they are usually very good at respecting diversity and the strength that brings to organisations but will need support and guidance to ensure that they focus upon equality and human rights within their managerial structures.

Question three

Is this the right approach to assessing what our priorities should be?

Yes

No

If your answer is 'No', please explain your answer. For example, are there other factors that you would like us to include in our assessment?

Section B – About the key issues 2012-15

In this part of the consultation we are seeking your views on the Commission's mission and roles for 2012-15, and how we prioritise them. Please use **Part 3: Key issues 2012-15 on page 16** of the consultation document to help you answer questions one to three.

Question four

Do you agree that the economic agenda should be a priority for the Commission over the next three years?

Yes

No

Please explain your answer. For example, are the issues broadly what we should tackle over the next three years? Are there any other issues we should consider? Should we focus our efforts on particular groups, or adopt a thematic approach?

Inequalities for disabled people in this economic environment include a lot of people who have traditionally been supported through the benefit structure. There is a move to getting disabled people to attend Job Centre Plus to move more disabled people back to work. However, employment needs to be available and the understanding of employees needs to be increased in order for this to be achieved. Most disabled people will need to have additional training and support, or practical assistance to achieve proper employment. The theoretical approach should be the Social Model of Disability in this instance.

Question five

Do you agree that the public service agenda should be a priority for the Commission over the next three years?

Yes

No

Please explain your answer. For example, are the issues broadly what we should tackle over the next three years? Are there any other issues we should consider? Should we focus our efforts on particular groups, or adopt a thematic approach?

In accordance with the Social Model many disabled people will need support to access public services. In terms of information that is available in appropriate formats and languages. No one should be excluded regardless of the cost.

(A lot of disabled people rely heavily on public services, as they have long term conditions. Professionals still often exclude disabled people from having choice and control in the way they have their services delivered to them)

WSUN would suggest User Led Organisations in partnership with the EHRC provide training for these organisations to understand our complex needs. The preferred approach should always be the Social Model of Disability.

Question six

Do you agree that the respect and dignity agenda should be a priority for the Commission over the next three years?

Yes

No

Please explain your answer. For example, are the issues broadly what we should tackle over the next three years? Are there any other issues we should consider? Should we focus our efforts on particular groups, or adopt a thematic approach?

See question 5.

Section C – About you

We would like to collect information to help the Commission meet our public sector equality duty and to understand more about you and your organisation.

Name (optional):

Martin Fortune - Research & Academic Liaison Officer

Address and postcode (optional):

Independent Living Centre, St George's Road, Semington, Wiltshire BA14 6JQ

Email (optional):

martinfortune.wsun@btconnect.com

Website: www.wsun.co.uk

Question seven

Are you responding as an individual or on behalf of an organisation?

Individual (go to Question 5)

Organisation (go to Question 2)

Question eight

How would you describe your organisation? Tick all that apply.

Further or Higher Education Institution

Local Authority

National Public Body

Private sector organisation

Professional or advisory body

School

Service provider

Trade Union

Voluntary organisation

Other – please tick box and describe below

The Wiltshire and Swindon Users' Network (WSUN) is a user-controlled organisation that meets the Department of Health "Design Criteria" for an established User Led Organisation (ULO). WSUN supports people who come together, as peer support and in group advocacy models, to influence change in strategic planning and at a community engagement level. WSUN supports people with the experience of having physical or sensory impairments, using mental health services, being an older person, or having a range of learning difficulties.

This also includes those groups referred to in the new Single Equality Act 2010 under the "9 Protected Characteristics", who may have more than one of the Protected Characteristics. Primarily WSUN supports the Characteristic of disabled people.

Our members are supported to become involved to develop ideas to shape Services, such as Health, Social Care, and Community Partnerships and with Wiltshire Police Equality Unit, promoting the reporting of Incidence of, and or, Hate Crime.

WSUN has recently been commissioned to set up Focus Groups to undertake Access Audits and scrutinise plans for Disability Access Issues. As part of this work WSUN is currently working with English Heritage, to improve access to Stonehenge in Wiltshire and is also supporting the development of their new “Visitors Centre”.

We also host a very successful award winning Wiltshire Independent Travel Scheme (WITS). WITS is a project that supports people to gain the skills and confidence to use all forms of public transport. This project aims to promote, Independent Living and to enable people to use public transport safely with appropriately assessed support, designed to meet the individual needs. This support will gradually withdrawn, over a period of up to 12 weeks, as the person grows in confidence and develops the necessary skills. The outcome will be that the person will be enabled to use more community-based services, attend college or visit friends, etc. This will depend on what they wish to do and will agreed at the assessment stage.

WSUN has taken on, (from the 1st August 2010) the Host responsibility for the Wiltshire LINK (locally known as “Wiltshire Involvement Network – WIN” and now Hosts this function, in partnership with Age UK Wiltshire.

WSUN believes in, and is totally committed to, the vision and values of social inclusion including Equality and Human Rights for all. We seek to ensure and promote Dignity and Respect for all in our local communities. But all Local Authorities (with Social Care Responsibilities) need to ensure ULOs are supported appropriately, with Proportionate resources to meet WSUN’s Legitimate Aims. To ensure our vision becomes a “true reality for all,” not just a few.

Question nine

If you are a professional or advisory body, or a voluntary organisation, how many members do you have?

- Up to 50
- 51 to 100
- 101 to 250
- Over 250

If you answered over 250, please state how many members you have

487 members

Question ten

Which of the following elements of our remit are of primary interest to your organisation?

Please select as many as apply. If all, please select "all of the above."

- Age

Tick all the age groups your organisation is interested in:

- 0 to 4
- 5 to 16
- 17 to 25
- 26 to 39
- 40 to 64
- 65 and over

- Civil partnership and marriage
- Disability
- Good Relations
- Human Rights
- Maternity and pregnancy

- Race and ethnicity

Tick all the race and ethnicity groups your organisation is interested in:

White

Gypsy and Travellers

Mixed/Multiple ethnic groups

Asian/Asian British

Black/African/Caribbean/Black British

Other ethnic group – please tick box and describe below

We are a disability organisation who does not discriminate against any of the above groups. We will endeavour to meet their needs at the point to access our service, whatever they might be. We comply with the Single Equality Act 2010. Therefore WSUN recognises that many disabled people fall into one or more protected characteristics.

- Religion and/or belief

Tick all the religious/belief groups your organisation is interested in:

Buddhist

Christian

Hindu

Jewish

Muslim

Sikh

Any other religion or belief – please tick box and describe below

We are a disability organisation who does not discriminate against any of the above groups. We will endeavour to meet their needs at the point to access our service, whatever they might be. We comply with the Single Equality Act 2010. Therefore WSUN recognises that many disabled people fall into one or more protected characteristics.

- Gender
- Transgender
- Sexual Orientation
- All of the above
- Other – please tick box and describe below

We are a disability organisation who does not discriminate against any of the above groups. We will endeavour to meet their needs at the point to access our service, whatever they might be. We comply with the Single Equality Act 2010. Therefore WSUN recognises that many disabled people fall into one or more protected characteristics.

Question eleven

Which location below are you or your organisation most active in?

- Great Britain
- England
- Scotland
- Wales
- East Midlands
- East of England
- London
- North East
- North West
- South East
- South West
- West Midlands
- Yorkshire and Humber

Thank you for completing our questionnaire. We will publish our full response to this consultation in early 2012, alongside our draft strategic plan 2012-15.

Confidentiality

In line with the Commission's policy of openness, at the end of the consultation period, copies of the responses we receive may be made publicly available through our website and offices at:

3 More London
Tooley Street
London
SE1 2RG.

The information contained in responses may also be published in a summary of responses. If you do not want your response or your name to be made publicly available, you must clearly request that your response and or name be treated confidentially. Any confidentiality disclaimer generated by your IT system in e-mail responses will not be treated as such a request.

Please note however that confidential replies will still be included in a statistical summary of numbers of responses received and views expressed.

In addition, all information provided in responses may be disclosed to:

- (i) to Commission staff, agents and contractors it has engaged in the consultation and/or codes of practice drafting process, or who need to know the information for any other purposes related to carrying out the business of the EHRC;
- (ii) our sponsor body and any other government department who need to know the information.

Freedom of Information

The Commission cannot guarantee the confidentiality of your response as there might be circumstances in which the Commission will be required to communicate information to third parties on request in order to comply with its obligations under the Freedom of Information Act 2000 (FOI) and the Environmental Information Regulations (EIR) 2004. Any queries about FOI or EIR should be directed to: foi@equalityhumanrights.com

Comments or complaints about the consultation process (as opposed to comments about the issues which are the subject of the consultation) should be addressed to complaints@equalityhumanrights.com

Contacts

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Glasgow
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Wales

Equality and Human Rights Commission Helpline
FREEPOST RRLR-UEYB-UYZL
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Cardiff
CF10 5BT

Main number: 0845 604 8810
Textphone: 0845 604 8820
Fax: 0845 604 8830

Helpline opening times:

Monday to Friday 8am–6pm.

Calls from BT landlines are charged at local rates, but calls from mobiles and other providers may vary.

Calls may be monitored for training and quality purposes.

If you require this publication in an alternative format please contact the relevant helpline to discuss your needs. All publications are also available to download and order in a variety of formats from our website.

www.equalityhumanrights.com