



The Equality Strategy

Building a fairer Britain

Easy Read Document



Easy Read

Important

As this is a big booklet, we do not expect you to read all of it.

Instead, look at the list of contents on pages 1 and 2. It shows what is in the booklet. Look down the list to find things you want to read about.

Green writing

In this easy-read booklet we sometimes explain what words mean.

The first time we mention any of these words, it is in **bold green** writing. Then we write what the words mean in a **light blue** box. If any of the words are used later in the booklet, we show them in **normal green** writing.

These words and what they mean are also in a Word List at the back of the booklet.

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A message from the minister

Equality is at the centre of the new government because it will play a very important part in helping us all keep Britain's place as a world leader and a fair place for people to live.

Equality

This means having the same chances in life as everybody else.

And while the country is going through hard times, **equality** is even more important. All of us must work hard to get Britain going again, and we must use everyone's talents.



While we have made some very hard decisions to deal with Britain's money problems, we have made sure we protected services for the people who need them most and the services that give people the best chances to do well in life.

Britain has come a long way in the last 50 years – we live in a very easy going country, even though a lot of different kinds of people live here. That is something we can be proud about.

But even though we have lots of **equality** laws, too often a person's chances to do well in life still depends on who they are or where they come from, not on their own hard work or talents.

So this booklet shows our plans for a new way to make **equality** happen. We call it our **Equality** Strategy.

As part of this strategy, we will work with people, groups and businesses to give them power to change things. And our new way of doing things will deal with the causes of unfairness as well as dealing with what must be done because of unfairness.

We will make sure people get the information they need to check local public services are using taxpayers' money properly. This will give them control over local services, able to challenge waste and get the local services they need.

Equality is at the centre of all government work. That is why I have set up a group of government ministers who will make sure all parts of government continue working to support the **Equality** Strategy. This strategy is just the start of this work.

But in the end, we will all need to work together to build the strong, modern and fair Britain we all want to see.



A handwritten signature in black ink, which appears to read 'Theresa May'.

Theresa May
Home Secretary and
Minister for Women and Equalities

What this booklet is about

When the government was set up in May, we agreed to work together to break down the **barriers** that stop people doing well in life. This will give everyone a fair chance in life.

Barriers

These are things that may stop people living their lives the way they want to, or may stop them doing the everyday things they want to do. Barriers include things like being treated unfairly, or not getting enough support.

This booklet is about our plan for making **equality** happen in Britain. The plan is called our **Equality** Strategy.

No one should be treated unfairly because of labels – for example, man or woman, black or white, Muslim or Christian, or disabled or not disabled. There is more to all of us than just a label.



We want Britain to be a place where everyone is seen for who they are, not where they are from. No one must be left behind on a road to a better future.

Britain has some of the best **equality** laws in Europe. These have helped it become a fairer and easy-going country than it was 30 years ago. This is something we can be proud of.

But laws on their own will not make full **equality** happen. In fact, in the last few years some areas of **equality** have got worse.

Sometimes even the word **equality** is mixed up. For example, some think it means not to upset people. Others think it is about filling in forms or putting ticks in boxes.

We want to do more than just bring in new laws. Our aim is to work towards **equality** by helping everyone to see that we are all different.

We want to change how government is involved in **equality**, and we want to change the way people think about **equality**.

Everyone needs to know that they have a part to play in making **equality** happen. And we will bring people and businesses together to give everyone a fair chance.

What do we mean when we say equality?

Equality means different things to different people. But our **Equality** Strategy looks at 2 main areas.

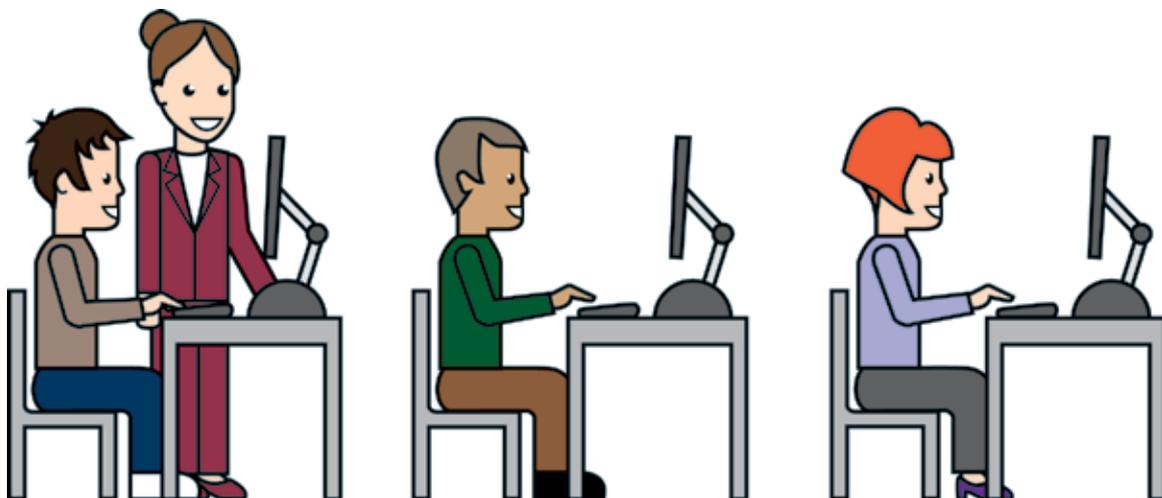
- Equal treatment for everyone.
- Equal chances for everyone.

It is unfair that people are treated unfairly because of who they are or what they believe. So we need to stop it happening, and change the way people do things.

Doing well is too often based on who your parents are or where you live, when it should be based on your **skills** and your hard work. So we need to break down the **barriers** that hold people back and give everyone the chance to do well.

Skills

These are things people learn. Basic skills are things like talking, reading, writing and numbers. Examples of other skills are things like being able to use a computer, being able to drive a car, or being able to lead other people.

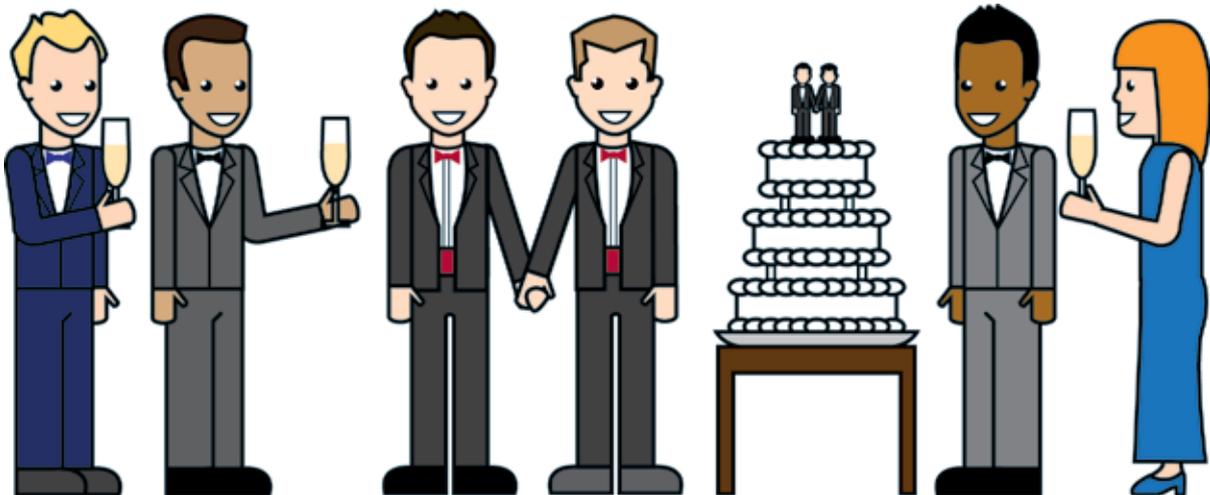


Equality today

Making sure people have the right to equal treatment is one of the government's main jobs. And this country's governments have been very good at doing this, from the first equal pay law in 1970 right up to the start of **civil partnerships**.

Civil partnerships or civil partners

These are like a married couple, except civil partners are 2 women or 2 men.



But laws like the Equal Pay Act and the Disability Discrimination Act cannot on their own change the way people think and act. For example.

- Women are still paid less than men – a lot less if you take account of part-time workers.
- Disabled and other children who look different or act differently than other children are more likely to be bullied.
- In just 2 years, more than 70 people were killed because of things like their religion, the colour of their skin or because they were disabled.

- It is still difficult for many disabled people to use buses and trains, to get into shops to buy things, and to get health services.

And these cannot be fixed by making more laws that don't work.

In the past, different **equality** laws protected different groups of people. But putting people into a group because of a tick on a form ignored them as a person, and too many people were made to feel that **equality** is not for them.

The **equality** laws were seen as the answer to the need for equal treatment. And past governments spent billions of pounds to try to give everyone an equal chance in life. But these were the wrong answers because, even now

- ordinary children with rich parents overtake clever children whose parents are poor by the time they are 7.
- rich people may live up to 7 years longer than poorer people.
- more black and Pakistani babies die in their first year compared with white and Bangladeshi people.
- less than 1 out of every 10 Gypsy and Traveller children gets 5 good GCSE passes including English and maths compared with more than 5 out of every 10 other children.
- more black Caribbean boys are **excluded** from school than other children.

Excluded

This happens when a child does something very wrong at school and the head teacher decides the child must stay away from school.

Why does unfairness matter?

Unfairness matters to us all because it hurts people, it damages the way groups of people live together, and it costs the country a lot of money. For example.

- The cost of not using all the **skills** of **ethnic minority** people is about £8.6 billion a year.

Ethnic minority

This means people who, because of their race, colour, culture, language or nationality, are not the same as most other people. For example, black Caribbean people, Pakistani people, Chinese people and Bangladeshi people.

- If we made better use of women's **skills**, Britain could gain up to £23 billion a year.
- Domestic violence costs us all about £16 billion a year.

Domestic violence

This is when someone hits or hurts people they live with at home. For example, a wife, husband, girlfriend or children.

When countries are having money problems, **equality** is more important, not less important. But we must deal with Britain's own money problems so that people in the future do not have to pay for the money people are spending now.

To do this we have had to make some hard decisions. But we have been fair and made sure that we protected the services that give people the best chances to do well in life.

We want Britain to be a place where

- every child has a fair chance to do as well as they can in life.
- the jobs market uses everyone's **skills** rather than leaving out some people because of out-of-date ideas about what they can or cannot do.

Britain is a better and stronger place when everyone is included and able to have a say in the things that affect them.

A new way of doing things

The Equality Act started on 1 October 2010 and it is already helping **employers** because it makes the **equality** laws easier to understand. It is also helping workers because it makes the **equality** law stronger too.

Employer

This is a person or a company that pays people to do work.



But we will still make new laws if **evidence** shows that a law is needed to put unfairness right.

Evidence

This is facts and numbers that prove something is true.

This booklet sets out our new way of dealing with unfairness. We no longer see **equality** as something that only affects groups of people, like

- **gay, lesbian, bisexual and transgender** people.

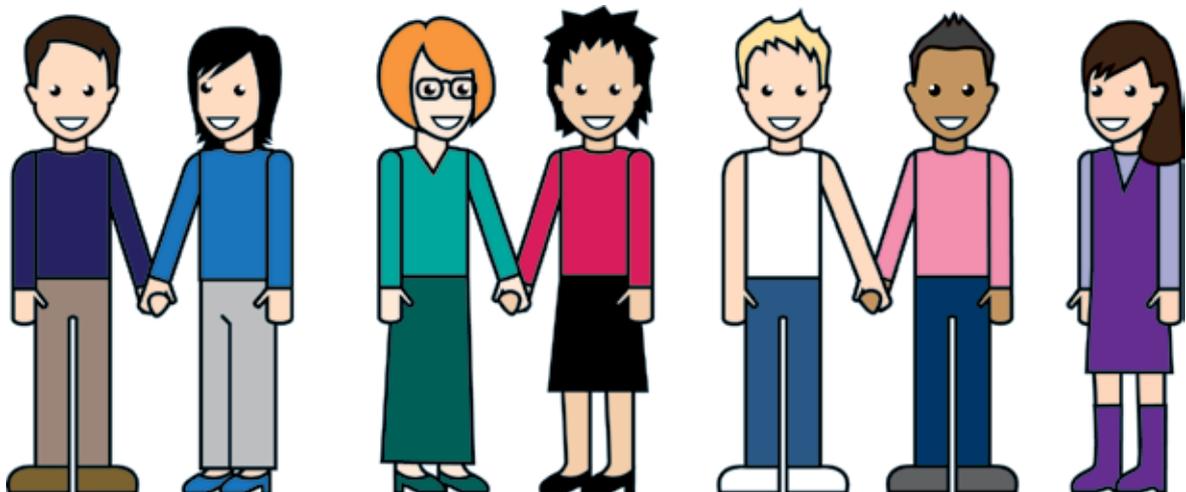
Gay, lesbian, bisexual and transgender

A lesbian is a woman who is attracted to other women.

A gay man is attracted to other men.

A bisexual person is attracted to men and to women.

A transgender person is someone who is born as a girl but feels inside they are a boy, or was born as a boy but feels inside they are a girl.



- disabled people.
- older and younger people.
- men and women.
- **ethnic minority** people.
- people who believe in a religion.

We see every person in Britain as different, each with a right to an equal chance to do well in life.

And instead of making new **equality** laws, we will support **employers**, workers and others to help them understand our new way of working towards **equality**.

Many **employers** already do more than the law says for **equality**. **Voluntary groups** already know a lot about what causes unfairness, and what can be done to put things right.

Voluntary groups

These are groups outside government that do not make money out of their work. Examples are community groups, volunteers, charities, co-operatives and housing associations.

We need to be very careful about how we spend taxpayers' money just now. But we also know that we must spend some money before we can make full **equality** happen.

To make a real difference, the money must deal with what causes unfairness, and it must break down the barriers that stop people doing well in life.

So, whilst we had to make some hard decisions about where money is spent, we have done our best to put money into services that give people the best chances to do well in life.

Our 5 rules for change

Our new way of doing things is based on 5 rules.

- 1 Equal opportunities for all** – we will move away from trying to make **equality** happen just for particular groups. We want **equality** to happen for everyone, **including** those groups. For example, giving everyone the right to ask for **flexible** ways of working.

Flexible or flexibility

In this booklet this means changing the way people work in ways that are good for workers and good for **employers** too. For example, letting people work the hours that suit them.

- 2 Giving power to people** – we will support people to join in with other people in their local areas. For example, on local councils, in elections to Parliament, and in local groups. This way people can have a say in shaping their own local services.
- 3 Being open and clear** – we will make it easier for people and groups to find out where there is unfairness. And we will give people all the information they need to challenge unfairness in businesses, in local services and in government services.

- 4 Getting people involved** – we will encourage **voluntary groups**, councils and government departments to work together to find new and better ways to bring people together so that they understand and respect each other's differences.
- 5 Lasting equality** – we will build lasting **equality** by making sure **public bodies** lead the way and show others the best ways to reach their **equality** goals. We have made a good start by setting up a Ministerial Group on **Equality**.

Public bodies

These are groups paid for with taxpayer money. They include government departments, schools, hospitals and local councils.



Our **Equality** Strategy shows how we will work with businesses, local groups, **public bodies**, **voluntary groups** and others to make real change happen. This will help us build a strong and fair Britain.

The **Equality** Strategy cannot show all the equality things we are working on. Instead, we want it to show you our new way of working towards **equality**.

In a year, after talking to everyone about what we are doing, we will write a report that shows what we have done so far through our **Equality** Strategy.

Where this strategy applies

This booklet shows the United Kingdom Government's plans for dealing with the **barriers** to **equality**. But some of the services and rules which are important to **equality** are controlled by the Scotland, Northern Ireland and Wales governments.

This means that some parts of the plan apply to all parts of the United Kingdom. But some parts only apply to England, Scotland and Wales, and some parts just to England and Wales.

About the rest of this booklet

The rest of this booklet shows

- facts and figures that support what we have already said.
- more detailed information about what we will do.

There is a lot to read, so you may only want to read the bits you are interested in.

Early years and chances to do well

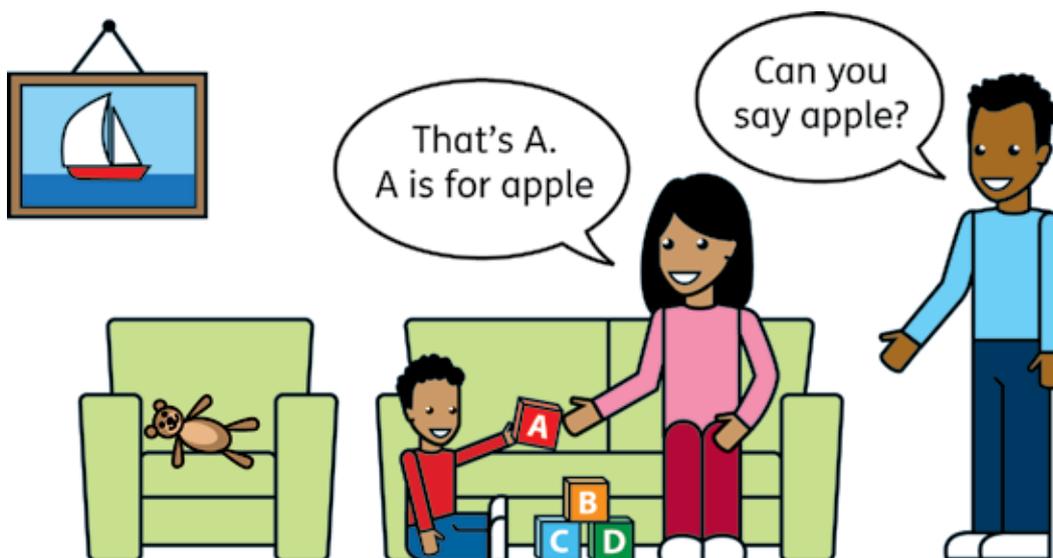
Our aim

We aim to deal with unfairness caused by who you are or where you come from, so that everyone can do as well as they can.

A child's early life and learning have a big effect on their chances of doing well in life. But even by their first day at school, clever poor children are overtaken by ordinary rich children.

Spending more money on nurseries and schools in poorer areas did not help much because the extra help was not used well, or because the extra money came with lots of extra rules, leaving teachers filling in forms instead of making things better.

Giving children a fair chance in life is not only about putting more money into children's services. We believe parents can play a huge part in giving their children the best start in life. By teaching them the **skills** they need to be successful later in life.



The action we will take

Children under 5

Many poor families with young children feel alone and do not know where to go for help. Services that support and work with these families can make a big difference.

Here are some of the things we will do.

- We will help set up the new services that local people want. For example, the National Childbirth Trust works with young mothers teaching the best ways to look after a new baby.
- We will pay for 4,200 extra health visitors to help support families with young children.



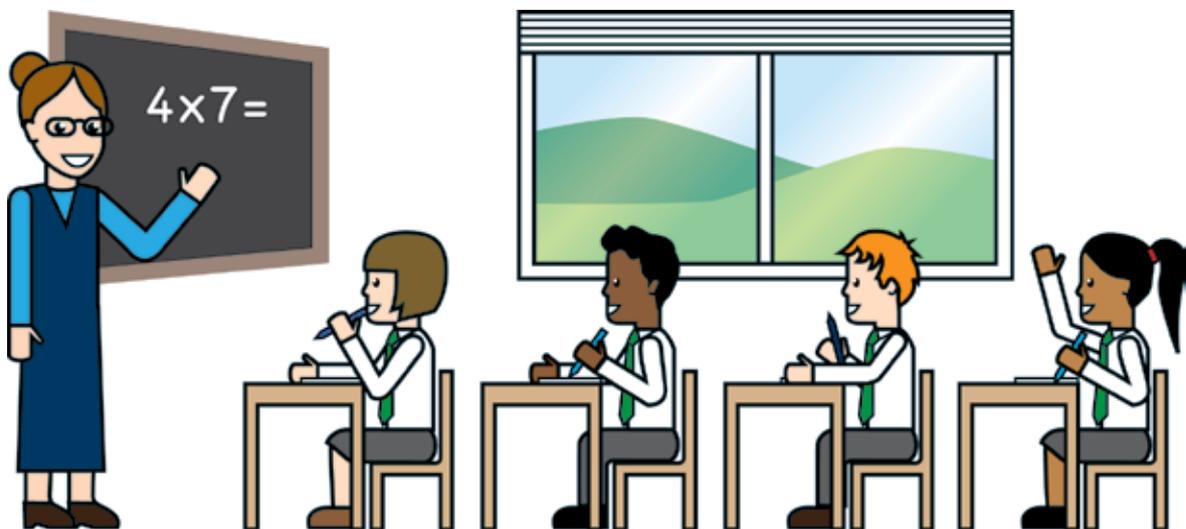
- From April 2013 we will pay for free nursery places for 2-year-old children in the poorest families.
- We will use the Sure Start services to give the poorest children a better start in life.

Schools and young people

Schools will get extra money for children from poorer families. The school will decide how to spend this money, as they are closer to the children and know their needs.

Here are some of the things we will do.

- From April 2011 we will start paying a Pupil Premium direct to schools so they will take on more children from poor families and give them more help.



- Schools will report to parents about how they spend the Pupil Premium money. This way parents can make sure schools spend it in the best ways.
- We will help schools be fair to all children and make sure all children behave well. We will share good ideas on teaching and behaviour with schools.
- We will find out why African Caribbean boys get **excluded** more than other boys and what we need to do about it.
- We will help schools share good ideas with each other.

- We will set up an Education Endowment Fund. This is special money to pay for projects to test good ideas that may help improve schools and children that are doing less well. These ideas may come from parents, the school, local councils, and many others.
- We will set up a group to work across government to deal with the unfairness that affects Gypsies and Travellers. 48 local councils are already offering extra support to Gypsy and Traveller children in their schools.
- We will tell people about our plans to help disabled children.

Poverty and work

We want to end child **poverty** by 2020. Our ideas for doing this will be in a child **poverty** plan early in 2011.

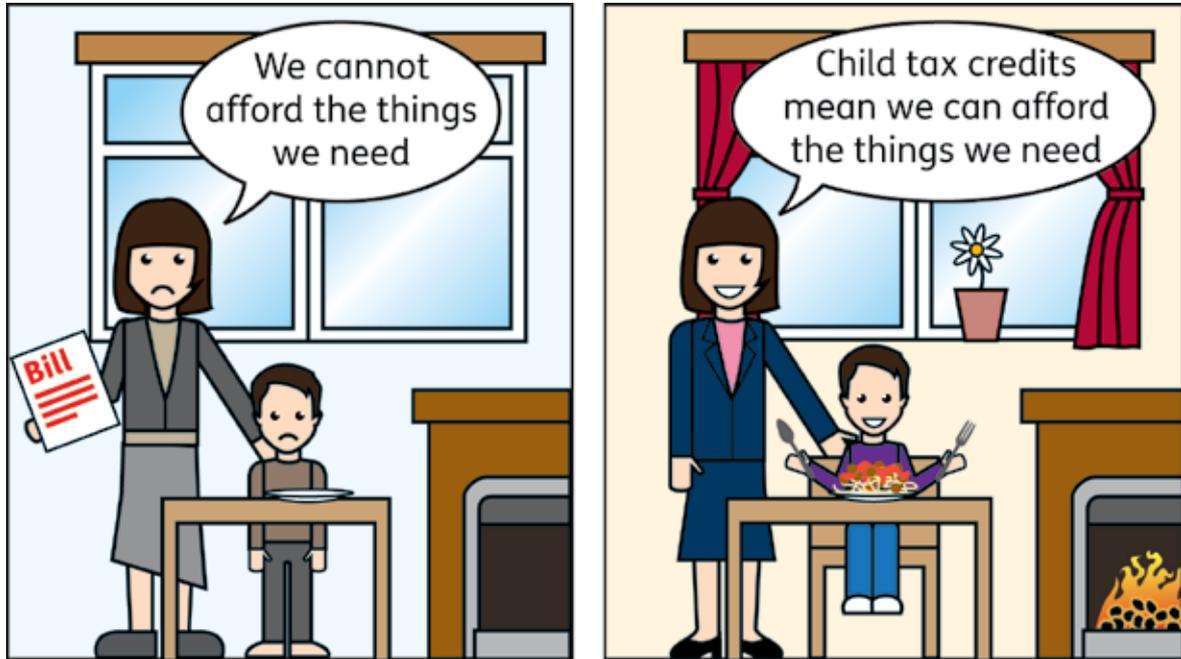
Poverty

This is when the money a person or family gets is not enough to pay for the things they need. For example, food, clothes, somewhere to live, and heating.

The things we talk about in the following list and the changes to the benefits system will make sure that work is always the best way out of **poverty**.

Here are some of the things we will do.

- Child tax credits will increase to help take families with children out of **poverty**. This means poor families pay less tax.



- We will increase the pay for the lowest paid people who work for **public bodies**. The people who get higher pay will not get an increase this year because of Britain's money problems.
- From April 2011, 880,000 workers on low wages will stop paying income tax.
- We have set up a project to look at how **poverty** at home affects children at school and when they grow up. The project will write a report with its ideas about what can be done to reduce **poverty** and give poorer children better chances in life.

Fairness and flexibility in jobs

Our aim

We aim to work with **employers** to set up a fair and **flexible** jobs market that uses everyone's **skills** to help Britain do well in the world.

To do this we must work with **employers** to break down the **barriers** to **equality** at work. For example.

- Everyone must have a fair chance to get a job.



- **Employers** and workers must be **flexible** and understanding.
- There must be equal pay for equal work.
- People must have an equal chance to do well and move up into better paid jobs.

We already have laws that can deal with clear **discrimination**. We must use these laws, and make them easier to understand.

Discrimination

This is when someone is treated unfairly because of something like the colour of their skin, a disability, or their age

We can also learn from the way people think. There is **evidence** that many people are unfair to women when they think about what women can do compared to men, and this affects how well women do at work.

This section includes **case studies**.

Case studies

These are true real-life stories that support the things we say in this booklet.

The action we will take

Equal pay and equal chances to do well at work

The first step towards equal pay is for people to talk about pay and how much they get. Many people and companies do not like to talk about this, and we cannot force them to do so. But we can lead the way and support the best ideas.

Here are some of the things we will do.

- We will tell **public bodies** to lead the way and show other groups and **employers** the best ways to be open about pay and any differences in wages paid to men and women.
- We will ask **employers** to write reports about any differences in wages they pay to men and women. Each year we will see how well this system is working, and if **employers** will not write these reports may have to use the law.
- We will take strong action where there is **evidence of discrimination** against women on pay, and soon we will ask people to tell us what they think of our ideas about this.
- We will give better job advice to girls, women, **ethnic minority** people, disabled people and others who are sometimes pushed into jobs that are not well paid when they could do jobs with better pay. This can be unfair. Our advice will mean they learn about what choices they have.
- We will take action to get big companies to have more women directors. We already have a project looking at why there are so few, and we expect to get the project's report soon.
- We have set a target that, by 2015, half of all new people getting the top jobs with **public bodies** will be women.
- We know about the problems **employers** can have when they try to make their workplaces good for **gay, lesbian, bisexual and transgender** people to work in. We will work with **employers** to make workplaces good for everyone to work in.

Modern and flexible ways of working

Old fashioned working hours act as a **barrier** to work for many people. But **employers** know that modern and **flexible** ways of working help them get the most out of people. Workers like **flexible** working because it gives them control over their lives.



Here are some of the things we will do.

- We will give everyone the right to ask their **employer** if they can work **flexible** hours, because this is good for business **and** for workers. We will **consult** people as we work out our plans.

Consult or consultation

This is when we ask people, groups and **employers** what they think about things, such as our plans.

- We will support good ideas that help people find jobs that fit around their life outside work. For example, Women Like Us are experts at finding and setting up jobs for people who want to work part time.
- We will see if the new Universal Credit (it starts in 2013) can help people who can only work a few hours. For example, with mini-jobs, because these can be a first step back to work.
- We will support mothers and fathers to share their child's care between them. There will be a new system of **flexible** time off work that allows parents to share leave.
- We will change the rules that make older people retire at age 65. This way, older people can stay in work if they are want to. We have **consulted** people about what they think of this idea and we should make a decision by the end of 2010.

Case study 1

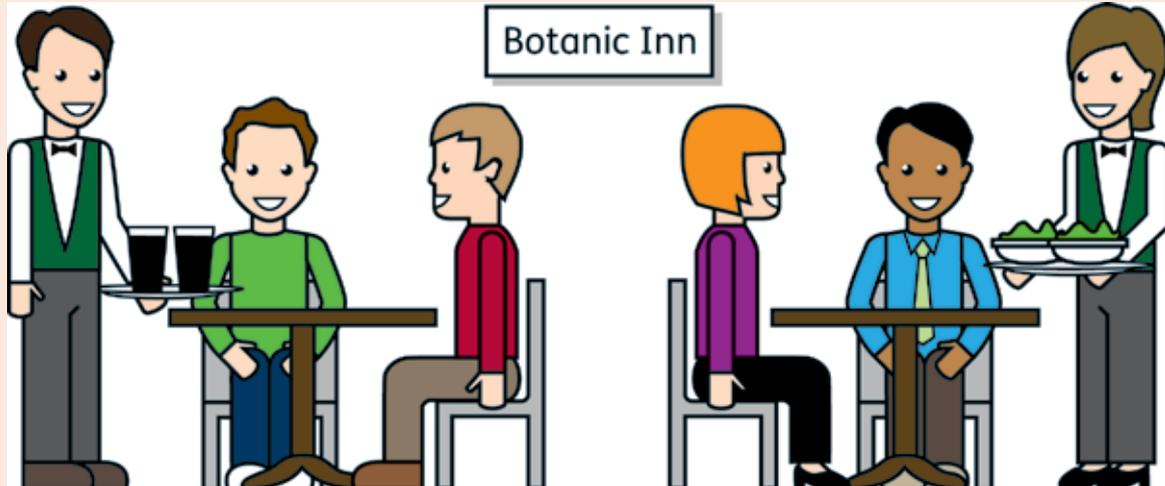
Botanic Inns has a lot of restaurants, hotels and bars in Northern Ireland. People who do this kind of work often do not stay long because they have to work long hours and work in the evenings and at weekends.

But in Botanic Inns, their bosses knew it would be good for business if they could keep their **skilled** workers as they got older.

So they offered new, modern and **flexible** ways of working to their workers. For example, their workers could choose to

- work a full week over 4 days instead of 5.
- work only outside school holidays.
- work flexitime.
- work part time.
- work from home if their job could be done at home.
- take breaks from work – for example, to go on long holidays.

These changes led Botanic Inns to win an award every year. One of its bosses said that **flexible** working has made it easier to have people at work when they are needed. And their workers think it is a great place to work too.



Doing well and moving up into better jobs

We believe that work is the best way to get people and families out of **poverty**. So everyone who can work will get the support they need to move into work. In return for that support, we expect people to take up the work that is offered.

Here are some of the things we will do.

- We will set up a new Work Programme by next summer. This is for people who have been getting Jobseeker's Allowance or disability benefits for a long time. It will give support built around each person's needs to help them find work.
- We will bring in a new Universal Credit from 2013. It will make the benefit system easier to understand and help people get into work.
- We will change the **Access to Work** rules so that disabled people can apply for money to pay for any special changes or equipment they need **before** they apply for a job.

Access to Work

Access to Work gives advice and support to people whose disability or illness affects the way they do their work.

It can help pay for a support worker, or the extra costs a disabled person might have in travelling to and from work. It can also help pay for things like special computers a disabled person might need to help them do their job.

- We have set up Work Choice, a new service giving better support to disabled people who face the biggest **barriers** to work which cannot be met through the Work Programme.

Case study 2

Ian is 43 and he has a learning disability. He only uses a few words. Until 2004, Ian lived in a home with some other disabled people.

But 6 years ago, Ian got a job with support from a group called Pure Innovations. Ian's job was working in a cafe at Manchester Airport.



He now works 18 hours a week and has enough money to **live independently** and go on holidays.

Live independently

This means disabled people being in control and living their lives the way they want to.

Ian said that he really likes the people he works with and he likes getting his wages. Ian's sister said that having a job makes Ian feel part of the real world.

Getting involved in local decisions

Our aim

We aim to pass power to local areas and get people to join in and take part in making decisions in their area.

We want local people and local groups to take control of making decisions in their area. We will

- allow local groups to carry out some of the public services that were done in the past by **public bodies**.
- give people more choice and control in their daily lives.
- support people to get involved in **civic activities**.

Civic activities

These are things done by local people for other people in the area. For example, as a member of the local council, as a member of a local group, or as a Member of Parliament.



Making sure everyone can have a say in what happens in the country and in their local area makes our way of life stronger. And it means everyone can take part in making local decisions.

But more needs to be done to make things equal. Even though there are now more women, **ethnic minority** people and disabled people in Parliament, there are still not enough. And there are not enough on local councils either.

Getting people to take part in their local area means they can set up their own services that meet the needs of local people.

Case study 3

The Cardinal Hume Centre in London works with homeless young people, families and people from other countries to help them find work. With a job it is easier for people to get a place to live and they can join in with other people to live a better life.

The centre offers a lot of services all in one place – for example, help to find a place to live, support and health care services, and education, training and job advice.

Because of these services, young people are making their own choices and building a better future for themselves.

The action we will take

Passing power to local areas

We will give power to local groups to do work that was done by **public bodies**. This is because local groups are often better at working with people who are **hardest to help**.

Hardest to help

These are people who often do not get all the services they need. For example, homeless people, people who take drugs, and some people with a mental illness or mental disability.

We will also give the people who use public services more choice and control over their services. We believe that services are better when they have been set up by the people who use them.

Here are some of the things we will do.

- We will let local groups deliver public services to local people.
- We will offer up to £100 million to help voluntary groups while they get used to working with local councils and government departments that have less money to spend on voluntary services.
- We will build each person's health and social care services around their needs, giving them choice over which services they use. Where possible, we also want to give people control over the money that is spent on the services they use.



- We will test the **Right to Control** in 5 areas from December 2010. People taking part in the **Right to Control** tests will be told how much support they can get and must then agree what results they want from their support. After that they can choose their support services and control how they get them.

Right to Control

This is a system where disabled people make their own decisions about their support rather than other people making decisions for them.

- We will protect the **Disabled Facilities Grant** so that it is not affected by the cuts in government spending.

Disabled Facilities Grant

This is money from the local council to help pay for changes to a disabled person's house, like stair lifts and walk-in showers. The changes mean the disabled person can stay living at home.

Taking part in local decision making

We want people to get involved in **civic activities**. To do this we must break down the **barriers** that stop many people joining in.

Here are some of the things we will do.

- We will train people to work with local groups to get local action going.

- We will set up a test project to give young people the chance to learn **skills** to mix with different kinds of people and to start getting involved in their areas.
- We will give more support to disabled people who want to be in Parliament or on their local council.
- We will work with the Mayor of London to make sure all kinds of people, including disabled people, can go to see the Olympic and Paralympic Games in 2012 and that the Games are safe, **accessible** and successful.

Accessible or accessibility

This means making sure everyone is able to get something. For example, making a CD of someone reading this book for blind people, or building ramps so wheelchairs users can get into buildings or sports grounds.



And when the Games are over, we want people all around the country to join in doing sports, especially school children including disabled children. We want local people to use the buildings on the Olympic Park into the future.

Changing how people think and act

Our aim

We aim to build respect for all the different groups of people living in Britain, dealing with unfairness, **hate crime** and violence.

Hate crime

This is when someone does or says something harmful that is against the law to another person because of hate or because they are different.

We want to make it clear to everyone that Britain is a place where unfairness is **not** allowed. And we will take action against those who try to spoil local areas with **hate crime** and violence.

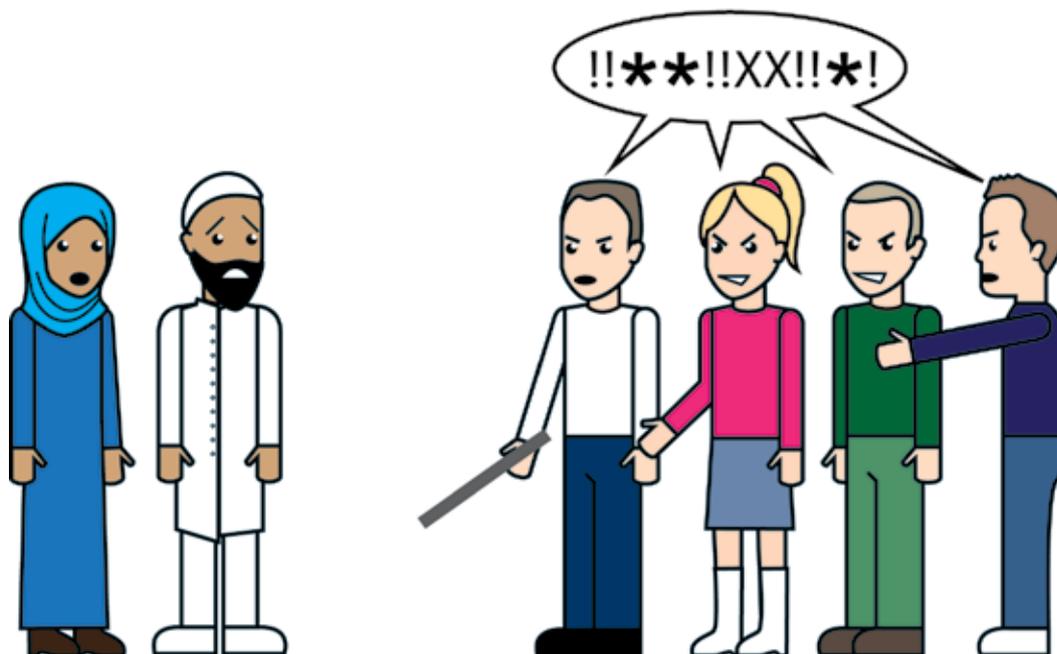
Modern Britain's people are **diverse**, and 17 out of every 20 people agree that they get along with all the people who live in their local area.

Diverse

This is a mix of different kinds of people. For example, men and women, young and old people, black, white and Asian people, and disabled and non-disabled people.

Even so, too many people are victims of **discrimination** and **hate crimes**.

We have strong laws to stop **discrimination** and **hate crimes**, and we will make sure tough action is taken when people break the law.



But the law on its own cannot change the way people think and act. So we will work with local groups to build up trust and help different groups to get to know one another.

Changing the way people think and act

We are already an easy-going country, but to be even better, we need to change the way young people think about other groups of people who live in Britain. We will lead the way to make this happen.

Here are some of the things we will do.

- We will work with groups of experts to support schools to deal with all kinds of bullying. We will send guidance to schools about how they should deal with bullying, and we will **consult** people soon about more action.

- We will work with sports leaders to deal with bullying of **gay, lesbian, bisexual and transgender** people in sport.
- We will find out more about the bullying of disabled children and children with learning difficulties, and work out what we can do to stop it.

Dealing with hate crimes and attacks

We want to set up better ways of dealing with **hate crimes** and attacks.

Here are some of the things we will do.

- We will make sure all **hate crimes** against disabled people and **gay, lesbian, bisexual and transgender** people are properly recorded because they have not always been counted properly before.
- We will support victims of **hate crime** to report it to the police.
- We will tell the police about the best ways for dealing with **hate crime**. This includes a meeting led by a member of the government about what can be done to deal with hate crimes made over the Internet.
- Early next year we will tell people about our plans for dealing with violence against women and girls.

Fairer criminal records

We want to deal with unfairness in the way we keep and use criminal records. For example, we know that our records contain more details about young black men than there should be.

Here are some of the things we will do.

- We will use the Scottish system for keeping criminal records. This will mean there are a lot fewer records. At the same time, we will make sure that all people who a court finds guilty of a serious offence will have their details put onto our records
- We will change the law so that we can remove the details of people found guilty of something that is no longer a crime. For example, **gay** sex with a 16/17 year old with their consent.

Civil partnerships

More than 40,000 British couples have become **civil partners**.

This is what we will do next.

- We are talking to religious leaders and **gay, lesbian, bisexual and transgender** people about what should happen next. This may include **civil partnerships** being registered in some churches.

Supporting equality around the world

Today, 1 out of every 10 British people live and work abroad. We aim to protect and support the rights of British people abroad, and support **equality** in other parts of the world.

Here are some of the things we will do.

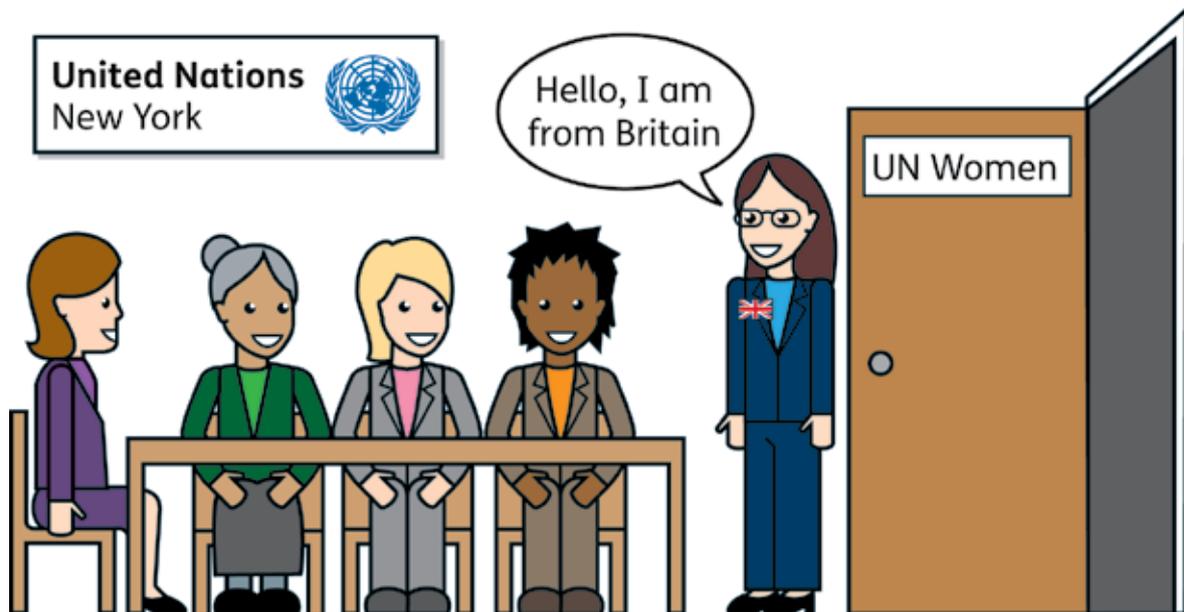
- We will continue work to get all countries to approve the United Nations agreements to stop **discrimination** because of the colour of a person's skin or because they are a woman, and about the rights of children and disabled people.

- We will use our links with other countries to support **equality** in other countries.
- We will talk to Commonwealth countries that still have unfair laws against **gay, lesbian, bisexual and transgender** people.
- We will stop **deporting** people if we know that in their own country they will be put in prison, tortured or killed because they are a **gay, lesbian, bisexual and transgender** person.

Deporting

This is when someone is told they must leave Britain and go back to their own country.

- We will work with a group called UN Women to stop violence against women, get **equality** for women and make things better for women and girls all over the world.



Making equality happen

Our aim

We aim for **public bodies** to lead the way in giving people the information they need to make sure **public bodies** are using taxpayers' money in the best way possible.

This **Equality** Strategy sets out our new way of doing things. One of the changes means a new duty for **public bodies**. **Public bodies** will have to tell people about how good they have been at making things fairer.

We believe that being open about all this will make it easier for people to check that **public bodies** are doing the right things. It will be easier for people to tell **public bodies** where they need to do things better.

Public services

We want public bodies to be open about their work so that ordinary people can check their work and be in control of the services they use.

Here are some of the things we will do.

- We will reply to what people said during the **consultation** on the new **public sector equality duty**. This duty takes away government targets from the **public bodies**. Instead they must tell people about where they think their services and workplaces could be made fairer and more equal, what they will change to make this happen and how well they have done.

Public sector equality duty

These are rules for public bodies telling them to think about how they can make sure their work supports equality. For example, in their services and jobs, and through the money they spend.

- We will also give everyone the right to see and use the facts and figures collected by the government.
- We will make sure all information is **accessible**. We are working with computer companies to make sure everything they make can be used by older and disabled people.

We will make sure that all government websites are **accessible**, and we are guiding our workers to think about **accessibility** in all their work.



Equality at the centre of government

We will put **equality** at the centre of government, making sure government departments lead the way, working with other businesses and groups to make real change happen.

Here are some of the things we will do.

- We will listen to and **involve** ordinary people and groups when we make plans, including working with women's groups and older people's groups.

Involve

Being involved is not the same as being asked. Being involved means playing a bigger part in making decisions, not just being asked about work done by others.

- We will make sure every government department continues its **diversity** work. For example, giving trainee jobs to **ethnic minority** people and disabled people.
- Through the **Office for Disability Issues** we will continue work with the **Equality 2025 group** to deal with the **barriers** that affect disabled people. We will also **involve** disabled people in making our plans.

Office for Disability Issues

This is a group of people working for the government. They help government workers learn more about disabled people, and they help to make things fairer for disabled people.

Equality 2025 group

This is a group of disabled people who listen to the views of disabled people and tell the government about what they hear.

- We will make sure all parts of government include actions to help children in poor families.

- We will work with groups of experts. For example, groups that give advice on things that affect older people or things that affect **ethnic minority** people, such as how to help **employers** use everyone's talents.
- We will work across government to support **gay, lesbian, bisexual and transgender** people. We know that **transgender** people face many **barriers**, so we will work with them to make our first ever **equality** plan for **transgender** people.
- We will change the **Equality and Human Rights Commission** so that it works to protect the human rights of people in Britain.

Equality and Human Rights Commission

This group makes sure all people are treated fairly. For example, it looks after the rights of disabled people, and the rights of people from different races or of different ages.



- We will bring together members of the government to make sure our **Equality** Strategy is taken forward in all our work.
-

A few words to finish off

Equality will play a big part in this government's plans to build a strong and fair Britain. This booklet has set out our **Equality Strategy** – it shows the new way that we will make **equality** happen.

This new way does not see **equality** as something that only affects groups of people, for example disabled people, **ethnic minority** people and older people.

Instead it sees every one of Britain's 62 million people as different, and all with the same right to **equality**. We will work towards **equality** by helping Britain's people understand our new way for making **equality** happen for **everyone**.

We will still make new laws if **evidence** shows that a law is needed to put unfairness right. But we know that the government can only go so far to make **equality** happen.

For full **equality**, we must work with Britain's people, businesses and groups to give them the power to make change happen.

We believe that by doing that, and working with human nature, all of us can make Britain a fairer, more equal and stronger place to live.

Word list

Accessible or accessibility

This means making sure everyone is able to get something. For example, making a CD of someone reading this book for blind people, or building ramps so wheelchairs users can get into buildings or sports grounds32

Access to Work

Access to Work gives advice and support to people whose disability or illness affects the way they do their work.

It can help pay for a support worker, or the extra costs a disabled person might have in travelling to and from work. It can also help pay for things like special computers a disabled person might need to help them do their job.26

Barriers

These are things that may stop people living their lives the way they want to, or may stop them doing the everyday things they want to do. Barriers include things like being treated unfairly, or not getting enough support.3

Case studies

These are true real-life stories that support the things we say in this booklet.21

Civic activities

These are things done by local people for other people in the area. For example, as a member of the local council, as a member of a local group, or as a Member of Parliament . . . 28

Civil partnerships or civil partners

These are like a married couple, except civil partners are 2 women or 2 men. 6

Consult or consultation

This is when we ask people, groups and **employers** what they think about things, such as our plans 23

Deporting

This is when someone is told they must leave Britain and go back to their own country 37

Disabled Facilities Grant

This is money from the local council to help pay for changes to a disabled person’s house, like stair lifts and walk-in showers. The changes mean the disabled person can stay living at home 31

Discrimination

This is when someone is treated unfairly because of something like the colour of their skin, a disability, or their age21

Diverse

This is a mix of different kinds of people. For example, men and women, young and old people, black, white and Asian people, and disabled and non-disabled people33

Domestic violence

This is when someone hits or hurts people they live with at home. For example, a wife, husband, girlfriend or children.8

Employer

This is a person or a company that pays people to do work ...9

Equality

This means having the same chances in life as everybody else .1

Equality 2025 group

This is a group of disabled people who listen to the views of disabled people and tell the government about what they hear40

Equality and Human Rights Commission

This group makes sure all people are treated fairly. For example, it looks after the rights of disabled people, and the rights of people from different races or of different ages. . . .41

Ethnic minority

This means people who, because of their race, colour, culture, language or nationality, are not the same as most other people. For example, black Caribbean people, Pakistani people, Chinese people and Bangladeshi people8

Evidence

This is facts and numbers that prove something is true.10

Excluded

This happens when a child does something very wrong at school and the head teacher decides the child must stay away from school.7

Flexible or flexibility

In this booklet this means changing the way people work in ways that are good for workers and good for **employers** too. For example, letting people work the hours that suit them. . .12

Gay, lesbian, bisexual and transgender

A lesbian is a woman who is attracted to other women.

A gay man is attracted to other men.

A bisexual person is attracted to men and to women.

A transgender person is someone who is born as a girl but feels inside they are a boy, or was born as a boy but feels inside they are a girl.10

Hardest to help

These are people who often do not get all the services they need. For example, homeless people, people who take drugs, and some people with a mental illness or mental disability30

Hate crime

This is when someone does something against the law to another person because of hate or because they are different33

Involve

Being involved is not the same as being asked.
Being involved means playing a bigger part in making decisions, not just being asked about work done by others. . .40

Live independently

This means disabled people being in control and living their lives the way they want to27

Office for Disability Issues

This is a group of people working for the government. They help government workers learn more about disabled people, and they help to make things fairer for disabled people40

Poverty

This is when the money a person or family gets is not enough to pay for the things they need. For example, food, clothes, somewhere to live, and heating.....18

Public bodies

These are groups paid for with taxpayer money. They include government departments, schools, hospitals and local councils.....13

Public sector equality duty

These are rules for public bodies telling them to think about how they can make sure their work supports equality. For example, in their services and jobs, and through the money they spend.....39

Right to Control

This is a system where disabled people make their own decisions about their support rather than other people making decisions for them31

Skills

These are things people learn. Basic skills are things like talking, reading, writing and numbers. Examples of other skills are things like being able to use a computer, being able to drive a car, or being able to lead other people5

Voluntary groups

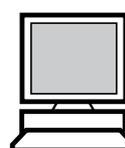
These are groups outside government that do not make money out of their work. Examples are community groups, volunteers, charities, co-operatives and housing associations11

More information

If you want more copies of this booklet or you want to know more about the progress being made on the government's Equality Strategy, please visit the Government Equalities Office website at www.equalities.gov.uk

How to contact us

Email enquiries@geo.gsi.gov.uk



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