

**Questionnaire:**

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

**Phase One**

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# Acronym Table

This document uses the following acronyms:  
EHRC: Equality and Human Rights Commission  
EIR: Environmental Information Regulations  
FOI: Freedom of Information Act 2000

# 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 one of our strategic planning process and gives you the opportunity to feedback to us on our strategic plan for 2009 to 2012. It opened on 23 June 2011 and you must respond by no later than **22 July 2011**.

On our website, you will find supporting information related to our strategic plan 2009 to 2012 outlining how we think the Commission has performed in keeping 'our promise' about the ten things we said we would deliver.

Please use this as a reference when filling in this questionnaire. If you wish to respond using a different format or require a copy of the questionnaire in another format, 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](mailto: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 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):

Address and postcode (optional):

Chwarae Teg, Anchor Court, Keen Road, Cardiff, CF24 5JW

Email (optional):

christine.o'byrne@chwaraeteg.com

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

Individual (go to Question 5)

Organisation (go to Question 2)

### 2. 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

**3. 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

**4. 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

• **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

  
  
  
  
  
  

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

  
  
  
  

We represent women across all groups.

**5. 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

## **Section B - About developing our first strategy**

We wish to enable our stakeholders to influence our work. We want to learn from the past when shaping this strategic planning exercise by involving you throughout the whole process.

**6. Did you feel able to participate in the Commission's consultation process for its Strategic Plan 2009 to 2012?**

- Yes
- No

**7. Did you participate in the Commission's consultation process for its Strategic Plan 2009 to 2012?**

- Yes - (Go to Question 8)
- No - (Go to Question 10)

**8. Overall, how much influence would you say the input you provided through the consultation process had on the Commission's Strategic Plan 2009 to 2012?**

- A lot of influence
- Some influence
- Little influence
- No influence

**9. How effective was the Commission's communications in keeping you informed of whether and how your input would be incorporated into our Strategic Plan 2009 to 2012?**

- |                |                          |
|----------------|--------------------------|
| Very effective | <input type="checkbox"/> |
| Effective      | <input type="checkbox"/> |
| Ineffective    | <input type="checkbox"/> |
| Don't know     | <input type="checkbox"/> |

**10. Do you have any comments on the general approach to the development of our first Strategic Plan that would improve the approach we have outlined for 2012 to 2015? If so, please describe in the box below**

Chwarae Teg believes that Strategic Priority 2 of the Strategic Plan 2009-2012 should be the principal driver: Creating a Fair Britain with equal life chances and access to services for all.

## Section C -

### About our progress

The timely delivery of our strategy could not have succeeded without the involvement of the widest possible audience. We cannot overstate the debt the Commission owes to those working on the front line – both for the day-to-day work of advancing equality and human rights and for bringing your expertise to bear on the development and delivery of our strategy.

We have outlined in our supporting document how we think the Commission has performed in keeping ‘our promise’ about the ten things we said we would deliver. We are keen to hear what progress you think has been made since 2009.

**11. How would you rate the Commission’s performance in keeping ‘our promise’ about the ten things we said we would deliver?**

For each of the following 10 promises, please select a rating of “Good”, “Fair”, “Poor” or “Don’t know” by placing an x in the cell next to your preferred choice.

1. Work to bring about a landmark Equality Act

- |            |                                     |
|------------|-------------------------------------|
| Good       | <input checked="" type="checkbox"/> |
| Fair       | <input type="checkbox"/>            |
| Poor       | <input type="checkbox"/>            |
| Don't Know | <input type="checkbox"/>            |

2. Ensure that the law works for individuals

Good	<input checked="" type="checkbox"/>
Fair	<input type="checkbox"/>
Poor	<input type="checkbox"/>
Don't Know	<input type="checkbox"/>

3. Deliver a grants programme

Good	<input checked="" type="checkbox"/>
Fair	<input type="checkbox"/>
Poor	<input type="checkbox"/>
Don't Know	<input type="checkbox"/>

4. Work with the public and private sector to provide high-quality advice and guidance on the law and ensure the law is enforced

Good	<input checked="" type="checkbox"/>
Fair	<input type="checkbox"/>
Poor	<input type="checkbox"/>
Don't Know	<input type="checkbox"/>

5. Inspire the next generation to embrace the values of equality and human rights

Good	<input checked="" type="checkbox"/>
Fair	<input type="checkbox"/>
Poor	<input type="checkbox"/>
Don't Know	<input type="checkbox"/>

6. Protect and promote the human rights of all

Good	<input checked="" type="checkbox"/>
Fair	<input type="checkbox"/>
Poor	<input type="checkbox"/>
Don't Know	<input type="checkbox"/>

7. Act as a modern regulatory body

Good	<input checked="" type="checkbox"/>
Fair	<input type="checkbox"/>

Poor   
Don't Know

8. Communicate directly with the public

Good   
Fair   
Poor   
Don't Know

9. Publish an agenda-setting Triennial Review

Good   
Fair   
Poor   
Don't Know

10. Create meaningful partnerships

Good   
Fair   
Poor   
Don't Know

**12. How important do you think the use of the Commission's unique powers and duties was in the delivery of the ten elements of our 'promise'?**

For each of the following 10 elements, please select either "Very Important", "Quite Important", "Fairly important", "Slightly important", "Not important at all" or "Don't know" by placing an 'x' in the cell next to your preferred choice.

1. Work to bring about a landmark Equality Act

Very important   
Quite important   
Fairly important   
Slightly important   
Not important at all

2. Ensure that the law works for individuals

Very important   
Quite important   
Fairly important

Slightly important   
Not important at all

3. Deliver a grants programme

Very important   
Quite important   
Fairly important   
Slightly important   
Not important at all

4. Work with the public and private sector to provide high-quality advice and guidance on the law and ensure the law is enforced

Very important   
Quite important   
Fairly important   
Slightly important   
Not important at all

5. Inspire the next generation to embrace the values of equality and human rights

Very important   
Quite important   
Fairly important   
Slightly important   
Not important at all

6. Protect and promote the human rights of all

Very important   
Quite important   
Fairly important   
Slightly important   
Not important at all

7. Act as a modern regulatory body

Very important   
Quite important   
Fairly important   
Slightly important   
Not important at all

8. Communicate directly with the public

Very important

- Quite important
- Fairly important
- Slightly important
- Not important at all

9. Publish an agenda-setting Triennial Review

- Very important
- Quite important
- Fairly important
- Slightly important
- Not important at all

10. Create meaningful partnerships

- Very important
- Quite important
- Fairly important
- Slightly important
- Not important at all

**13. If you wish to make further comments on the scores you have provided in questions 11 and 12, please use the box below to do so.**

**14. What other key factors (for example, the economy or legislation) or actors (for example, government or frontline workers) enabled the Commission to deliver the ten elements of ‘our promise’?**

Legislation - the introduction of the Equality Act 2010 and the development of the Public Sector Duties have helped the Commission to deliver on their promises although it is early to see the results of this.

The third sector - Third sector organisations have helped the Commission to deliver as they play an integral role in promoting the work of the EHRC to individuals and other organisations.

**15. What other key factors (for example, the economy or legislation) or actors (for example, government or frontline workers) do you feel constrained the Commission in the delivery of the ten elements of 'our promise'?**

The economic downturn has impacted all organisations, including the EHRC. The recession and public sector cuts have affected EHRC activities and also the ability of external organisations to get involved. As a result, the Government has ordered a restructure and is looking at the Commission's remit. This period of uncertainty impacts the Commission's ability to deliver the next 3 years' strategy and some amendments/adjustments may be required to adhere to UK Government's request following review.

**16. Could you provide one example in relation to any of the ten elements of 'our promise' where the Commission's action has enabled you to deliver your own plans and priorities?**

The Commission's triennial review has provided intelligence that helps our organisation to plan and deliver. Information and guidance around employment law informs our work. And equality networks, facilitated by the Commission in Wales, give us further access to information and networking opportunities.

**17. Could you provide one example in relation to any of the ten elements of 'our promise' where the Commission's action has constrained you in the delivery of your own plans and priorities?**

Not aware of any.

**18. The societal, political, economic and legal landscape has changed significantly in the lifetime of our Strategic Plan 2009 to 2012. Taking this into**

**account, on balance, do you think the Commission should retain or review its strategy for the next three years?**

- Retain
- Review
- Don't know

Thank you for completing our questionnaire.

## 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](mailto: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](mailto:complaints@equalityhumanrights.com)

## Contacts

England  
Equality and Human Rights Commission Helpline  
FREEPOST RRLG-GHUX-CTR  
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The Optima Building,  
58 Robertson Street,  
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G2 8DU  
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Textphone: 0845 604 5520  
Fax: 0845 604 5530

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3rd Floor, 3 Callaghan Square,  
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CF10 5BT  
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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.

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