

Business plan 2018/19

Our highlights



Our vision

We live in a country with a long history of upholding people's rights, valuing diversity and challenging intolerance. The Commission seeks to maintain and strengthen this heritage while identifying and tackling areas where there is still unfair discrimination, or where human rights are not being respected.

Mental health

Mental health is one of our top priorities for the next 12 months. As well as looking to promote improved provision of and access to mental health services, we want to ensure law, policy and practice respect equality and human rights, and that there are improved safeguards for people in secure and residential mental health facilities and detention settings.

We will also seek to improve the experiences of those with mental health conditions in the criminal justice system, and the educational outcomes of children with mental health conditions.



Social security

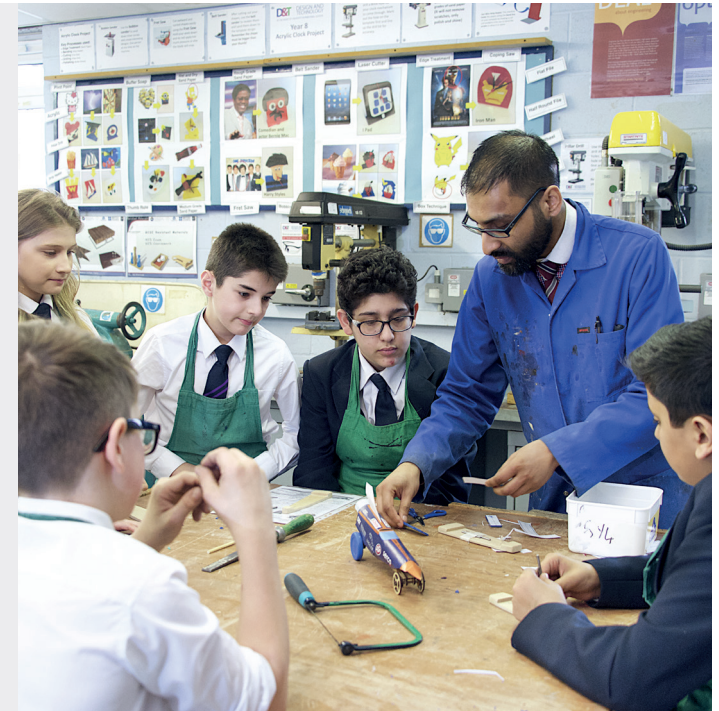
We will support the UK, Scottish and Welsh Governments to assess the cumulative impact of social security and spending policies to ensure they do not impact disproportionately on certain groups. We will also continue to press for the full implementation of the socio-economic duty across Great Britain.

The duty is a critical part of the Equality Act 2010 that requires particular public authorities to tackle the inequalities of outcome caused by socio-economic disadvantage.

Education

We will hold a formal inquiry to examine the drivers and impacts of school exclusions, and how and why certain groups are disproportionately excluded, and contribute to the Department for Education's school exclusions review.

We will also publish guidance for schools on transgender pupils, providing a clear explanation of the law, good practice examples and online resources. We will influence the school curriculum in England to ensure it includes education on equality and human rights.



Gender pay gap

As the organisation for enforcing the new gender pay gap regulations, we will work with employers to ensure they follow the law without the need for formal enforcement action. However, we are prepared to use our legal powers where employers do not comply with the requirement to publish their data and action plans.

Access to justice

We will fund more cases through our Legal Support Project to ensure that those who have experienced discrimination can secure redress.

We will share our expertise on equality and human rights with advisors, lawyers and ombudsmen to help them support victims of discrimination and human rights abuses. We will continue to press for changes to UK Government policy on legal aid and tribunal fees.



Our independence and effectiveness

This year we will be advocating for legislative and administrative changes to enhance the guarantees of our independence. This will enable us to maintain our 'A' status as a National Human Rights Institution and to increase our effectiveness.

We believe this will be crucial in implementing our five-point plan to safeguard Britain's status as a world leader on equality and human rights after we leave the EU.



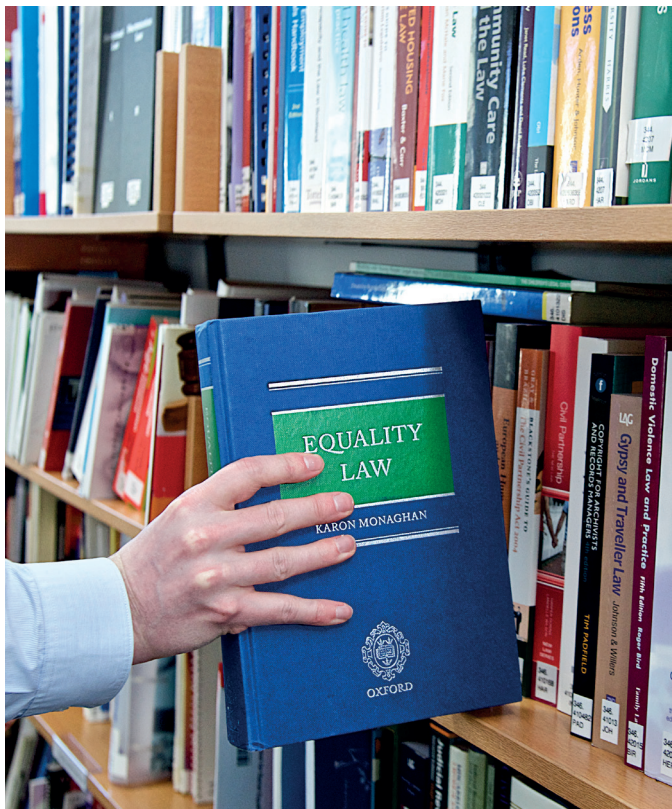
Brexit

We will continue our work to ensure that vital equality and human rights protections and infrastructure are not weakened by our departure from the EU; and that opportunities to strengthen the laws protecting our rights are seized so Britain retains its status as a world leader and trading partner.

International

We will take on the role of Chair of the Commonwealth Forum of National Human Rights Institutions, fostering effective communication between its members and facilitating the sharing of best practice.

We will also continue to be active members of the European Network of National Human Rights Institutions (ENNHRI) and Equinet (the European Network of Equality Bodies) and their working groups. We will submit reports on the Convention on the Elimination of Discrimination against Women, the Convention against Torture, and the Convention on the Rights of Persons with Disabilities as part of our ongoing monitoring and reporting to the UN on the UK's human rights record.



Enforcement and litigation

We will seek out opportunities to use our unique enforcement tools and our strategic litigation powers to challenge human rights abuses and those who fail to comply with legal duties in the Equality Act 2010, particularly in relation to the issues prioritised in our Strategic Plan.

Is Britain Fairer?

This year we will launch our triennial review of the state of equality and human rights in Britain. Looking across areas such as work, education and health, our findings and recommendations will provide a framework for governments, parliaments, employers and service providers to drive progress on key equality challenges.

We will also use the findings to inform the development of our next Strategic Plan.



**Equality and
Human Rights
Commission**

To read our Business Plan for 2018/19 in full, visit www.equalityhumanrights.com