

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

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):

Mark Brooks, The ManKind Initiative, Flook House, Belvedere Road, Taunton, Somerset, TA1 1BT.

Email (optional):

chairman@mankind.org.uk

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**

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

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

3. Deliver a grants programme

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

6. Protect and promote the human rights of all

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

7. Act as a modern regulatory body

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

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 X
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.

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The work of the Commission has been excellent in ensuring the Equality Act and the Public Sector Equality Duty has become law. The issue the ManKind Initiative has is that the Commission is reluctant and not interested in issues where men are discriminated against. In our field (domestic abuse), male victims are treated as second class victims and in huge swathes of public life are not treated as seriously as female victims rightly are especially in terms of local service provision. When the charity has raised this, the Commission has shown no interest so this is why it is not as effective as it could be in enforcing human rights and equality.

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’?

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'?

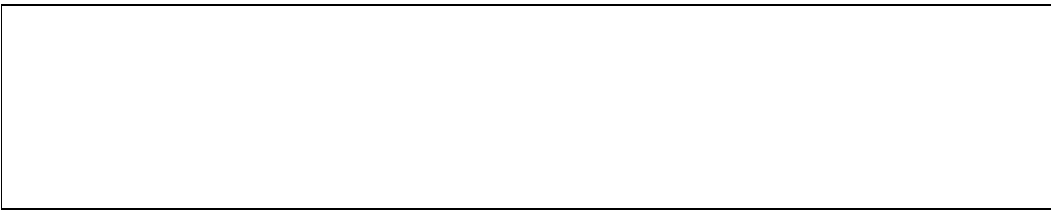
The biggest constraint is an internal 'political' issue - the reluctance and uninterest of the Commission to be interested in addressing areas of discrimination that affect men and boys. This includes the areas of domestic abuse, related men's health issues, family courts, education and crime. There are other areas outside the remit of the charity.

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 introduction of the Public Sector Equality Duty (and before it - the Gender Equality Duty) really helped the charity to make its case that men can be victims of domestic abuse too and argue that statutory agencies failing to support male victims were in acting in a discriminatory fashion.

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?

The charity asked the Commission to replicate for male victims of sexual and domestic abuse its successful Map of Gaps campaign for female victims of domestic abuse. The Commission refused and therefore acted in a discriminatory fashion itself. This constrained the charity in its work to ensure there are local services available to male victims of domestic abuse.



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

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

England

Equality and Human Rights Commission Helpline

FREEPOST RRLG-GHUX-CTR

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Manchester

M4 3AQ

Main number: 0845 604 6610

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Scotland

Equality and Human Rights Commission Helpline

FREEPOST RSAB-YJEJ-EXUJ

The Optima Building,

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Glasgow

G2 8DU

Main number: 0845 604 5510

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Wales

Equality and Human Rights Commission Helpline

FREEPOST RRLR-UEYB-UYZL

3rd Floor, 3 Callaghan Square,

Cardiff

CF10 5BT

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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