

London Borough of Newham

Our plan in short for treating everyone equally 2011 - 2014



Easy Read version of:
Equality and Cohesion Plan
(Single Equality Scheme)



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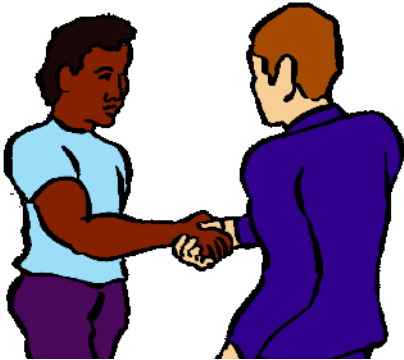
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About this leaflet



A message from the Mayor of Newham



This leaflet is about the London Borough of Newham **Equality and Cohesion Plan**. That is the name of our plan for treating everyone equally and fairly.



Newham is a part of London where lots of different people live and work.



Newham is a place that is changing for the better.



Many people in Newham do not have much money.

But they do have a lot of energy and want to do well.



We want them to have the same chances as people in other parts of London.



We need to make Newham a place where people feel safe and happy and where they choose to live and work.

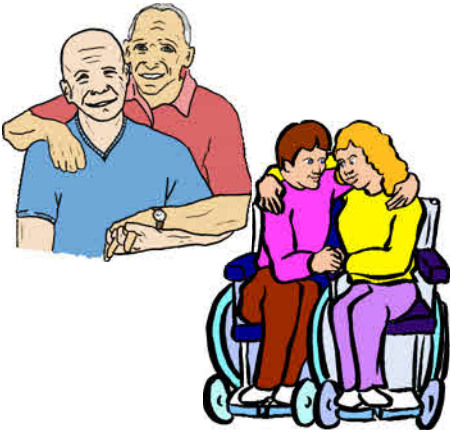


- **Sir Robin Wales**
Mayor of Newham

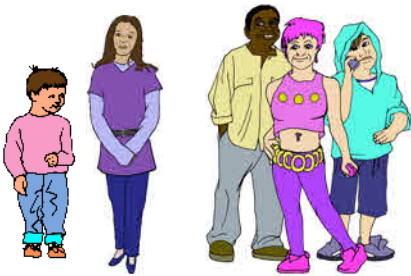
About the people who live in Newham



About 270,000 people live in Newham.



In 2001, nearly 600 people were in a relationship with someone of the same sex.



A lot more young people are living here.

1 person out of every 4 is under 18 years old.



People in Newham come from lots of different groups. About half are from Black and Minority Ethnic communities.



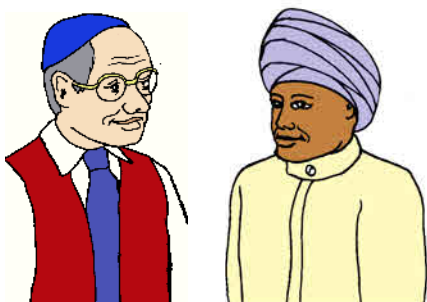
About 1 in every 10 people is disabled or has had an illness for a long time.



And 1 in every 8 people in Newham care for someone without being paid for it.



Nearly 1 out of every 2 people in Newham are Christian and 1 out of every 4 are Muslim.



There are lots of other faith groups and religions.

What the law says we have to do



There were different laws about treating people fairly but a new law called the **Equality Act 2010** brings all of these together.

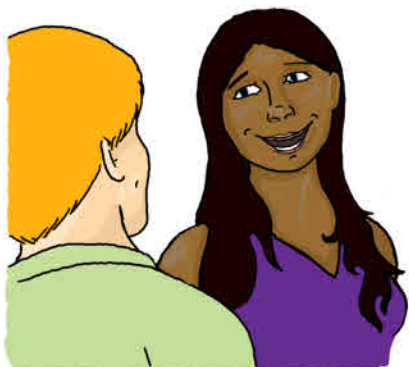


We now have just one plan to say what we will do to:

- stop people being treated unfairly because of who they are or what they believe



- make sure people have the same opportunities



- help different people to get on together.

Our plan for treating everyone equally



Making sure everyone can use our services

Everyone who lives in Newham is different – and we need to make sure our services are right for everyone.



We think this is better than having separate services for different groups of people.



We will check this is working and step in if people are treated unfairly or harmed because of who they are.



For example, because they are disabled or because of their race or religion.



Or if they care for someone who is an older person or disabled.

People who live in Newham say it is important to them to:



- get jobs



- have support when they do not have much money



- have good housing



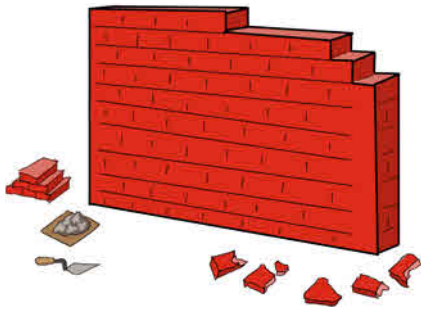
- stop crime



- have better chances for young people.



We will think about these things and about treating everyone equally in all our other plans and work.



There is lots of new building going on in Newham. The Olympic Games and Paralympic Games in 2012 are just part of the story.



Many other areas of Newham are also being rebuilt and all of this will mean more jobs and money for this part of London.

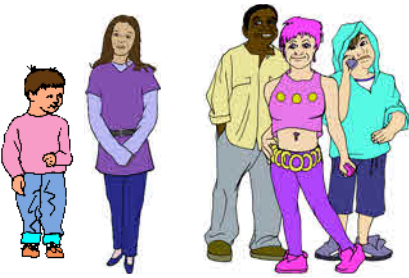


We will work with charities, community and faith groups and other organisations to give people who live here more chances to do well.

Being fair to people who work for us



The council and other local organisations have plans to help these groups of people find jobs with us:



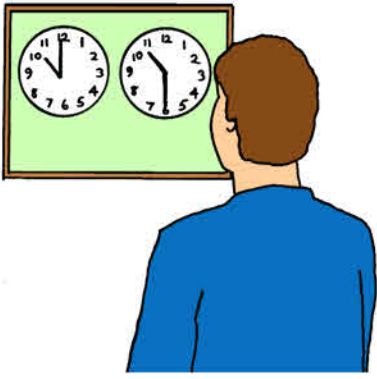
- young people



- people who have been to university



- disabled people.



We will try to help staff work at times that suit their families or other people they care for.



We check whether:

- staff are happy with working for us and we are not treating any groups unfairly



- everyone who works for us has the same chance to move on to better jobs with the council



- we pay people fairly for the same types of jobs.



Making sure we do the things that local people want



We need to make sure we are ready for all this work by:

- training our staff about treating different people fairly



- working with other local organisations and voluntary, community and faith groups to get things done



- making sure it is easy for everyone, disabled people to find out about and use our services



We will check how well we are doing and report to you each year on what we have done.



You can find out more about this on our website:

www.newham.gov.uk

