



London Borough of Newham

Our plan for treating everyone equally 2011 - 2014



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

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About this leaflet

A message from the Mayor of Newham



This leaflet is about the London Borough of Newham **Single Equality Scheme**. 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.



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.



There are many laws about treating different people equally and fairly.



A new law called the **Equality Act** will bring all these together and look after the rights of other groups.



This plan says how we will stick to all the law and give everyone the same chance to:

- earn money
- get an education





- live in clean safe areas



- get involved in their community



- do the best they can in life.



- **Sir Robin Wales**
Mayor of Newham



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 other organisations to make sure all these projects give people who live here more chances to do well.



This plan says how we will treat people equally when we:

- give people services



- employ staff



- work with other organisations



- buy things or services.

What we want to do

We want to have good services that everyone can use and that are worth the money they cost.

We will:

- treat everyone equally and with respect

- find out when and why people are treated unfairly and try to change this

- make sure people are not treated unfairly because of who they are or what they believe in



- make sure everyone has the same chances to decide what happens in their community



- help people to do the things they hope to do



- provide jobs, communities and services that value different people.



We will think about ways to:

- give everyone the same chance to use services, get involved and do well



- give services fairly and help people to get on with each other



- help people to get involved with activities and other people in the community.

About the London Borough of Newham



Newham is changing for the better but it is still one of the poorest areas in London and in all of England and Wales:



- Lots of people do not have jobs



- Many people have never worked



- People who do work are often not paid very much



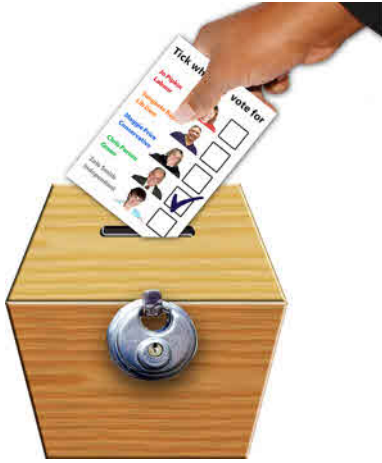
- a lot of families only have 1 parent but we also have many large families



- a lot of people did not do well at school or college



- many people have poor health or are disabled.



About Newham Council

Newham is one of 12 places in the country where local people vote for their Mayor. They also choose 60 councillors.



We believe in involving local people and listening to what they say about services in Newham.



11,000 people work for the council.

Generally, these are the same sort of people who live here although there are more women and people over 45 working in the council.





About the people who live in Newham

We think about 270,000 people live in Newham.



There are about the same number of men as women but the number of women is going up.



It is difficult for us to know how many people are gay or lesbian.

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.



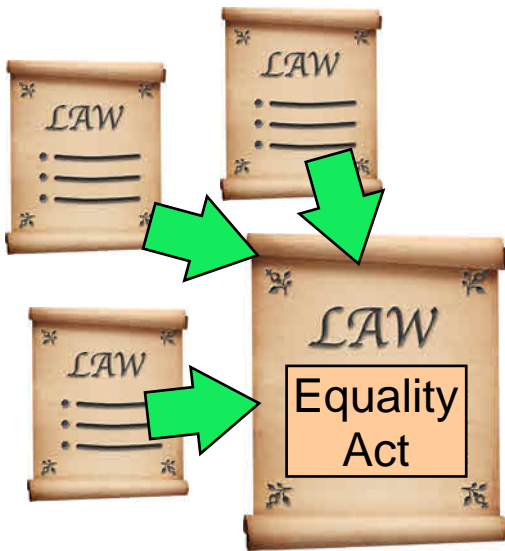
And 1 in every 8 people in Newham care for someone without being paid.



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 need just one plan or Single Equality Scheme to say what we will do to:



- stop people being treated differently or unfairly



- make sure people have the same opportunities



- help different people to get on together.



Having just one plan will make it easier to see what we have to do and to check whether we are doing it.

We have to think about these things that might mean people are treated unfairly:



- **social class**

Social class is a label that describes your background and how rich or poor you are



- **age**



- **disability**



- **people who care for someone who is older or disabled**



- **transgender.**

Transgender people are people who want to change from being a man to a woman, or from being a woman to a man



- being pregnant or having a baby



- race



- religion and belief



- sexuality – whether they are straight, lesbian, gay or bisexual



- gender – whether they are male, female or transsexual.



We also have to make sure people who are married or have a legal partner are treated the same as those who are single.



The law says public organisations like councils have to think about things like where people live or the money they have.



We have put this in our plan because it will help people in Newham do as well as those in other parts of London.



How we wrote this plan

We started with the plans we already had for:

- Race
- Gender – whether they are male, female or transsexual
- Disability.



We looked at how well these were working and listened to what local people, voluntary groups, community and faith groups, other public services like the police and health services and our staff said.



Our website has information about what people said at:

www.newham.gov.uk



We used these ideas to write our plan for treating everyone equally.

Our plan for treating everyone equally



Being fair to people who work for us

There is less money now and we are running services in different ways.



We will treat our staff fairly and make sure they all have the chance to:

- work for us



- do well.



The council and other local organisations have plans to help these groups of people find jobs in our area:

- young people



- people who have been to university



- disabled people.



The **Newham Deal** says how we will support staff through:

- meeting them every 3 months to see how things are going



- training



- giving extra help and chances to people who are able to do really well



- giving staff awards for good work



- having managers who are good leaders



- checking what people think of our services every year



- sharing information, finding out what staff think and telling them when we think they do well.



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.



Doing things that are important to local people

Our plan says how we will try to treat people fairly and equally in everything we do.



It is based on the things local people told us were important to them, the type of place they wanted Newham to be and the things we will do between 2011 and 2014.



We will keep listening to local people and our partners in voluntary, community and faith groups.



This is so that you can let us know how we are doing with this plan and we can make any changes that are needed.



A place where people do well

People told us that jobs are important, particularly for people who have never worked or who are disabled.



We will:

- help people get skills and experience to get jobs
- give people with learning difficulties, disabilities or mental health support needs information and advice about work
- make sure people know about the benefits they can get. This includes extra money for people who have a job





- have good plans for rebuilding parts of Newham and bringing in new businesses and jobs



- give more young people the chance to train for a job with the council



- help people who are in danger of losing their homes to stay in them.



A safer place to live

People told us they are worried about crime.



They want to live somewhere they feel safe and where everyone sticks to the law.



We will:

- use more CCTV cameras in public places to find out who is breaking the law



- work with the police to tackle crime and get across the message that people will not put up with it



- support people who are affected by crime or forced to do things they do not want to do by criminals



- look at areas near schools and parks. Fine people who do not clean up their dog's poo and get rid of dogs that attack or frighten people



- be more strict with people who do things that upset or frighten other people in the area.



- have plans to stop people being bullied because of who they are or what they believe in



- have better treatments so people who steal to pay for drugs do not go back to crime as soon as they are back in the community.

A cleaner, greener place to live



People told us they want clean streets that are not full of rubbish. They also want open spaces and nice places to go.



We will:

- carry on with work to make local parks and the Greenway safer and better for everyone to use



- not charge people to collect up to 6 pieces of furniture or other big rubbish from their home



- tell more people how to use recycling



- tell people about money they could get to help heat their homes.



A good place for young people

Young people need the chance to do well at school and to get involved in their community.

We will:



- support all young people to do well at school and get ready for education or training when they are over 16. This might mean giving some children extra support



- give young people and their families better information, advice and support so more over 16 year olds have jobs, training or education



- get better at checking how well different young people are doing between 11 and 16 years old



- find out why more children from some groups than others are told to leave school because they behave badly



- check how children who need extra support are doing in school and make sure they have the support they need



- find out which children might need extra support to stay safe and write a plan about this



- make sure schools have plans on their websites about stopping people being bullied or treated unfairly because of who they are or what they believe in



- support children and young people to learn in different ways so they have a good chance of work, training or education when they are 16



- make sure more children go to school by checking what is happening at primary schools



- give children the chance to learn a musical instrument



- give free school meals to children in primary schools



- make sure families know about free childcare for children before they start school



- support more young people to get involved in decisions about their community



- get more young people involved in useful things that they can get awards or certificates for



- stop young people getting into trouble with the law



- support all children and young people to do better in schools and have the same chances as other children in London



- support disabled children and their families to have the same chance to do as well as other pupils.



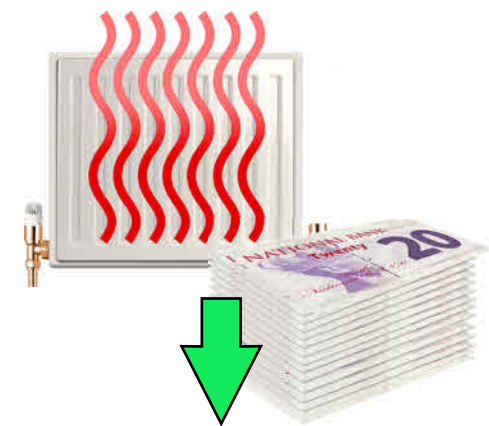
A place with good housing

People want good housing to meet their needs and services and transport to help them live and work in Newham.



We will:

- Make private and council homes more accessible for disabled people



- tell older people or those who need extra support how to spend less on keeping their homes warm



- support people in Newham to buy part of their home

A place where people are busy and involved

People want to get to know their neighbours and enjoy doing things together.



Our partners in local community groups, faith groups and charities are very important in helping people to be more involved.

We will work with our partners to:

- make it easier for everyone to enjoy open spaces and leisure with more free clubs and activities for some groups





- support more people to learn English



- set up events in the community that everyone can enjoy



- help more people to get involved in volunteering or working with local services to make things better.

A place where people are healthy

By 2012 we want our health services to be as good as the rest of the country.

By 2020 we want people in Newham to have better health than anyone else in London.





We will:

- give people better information, advice and support to use the services everyone uses to keep them healthy



- make sure people know about benefits and other support



- give more people the chance to plan and pay for their support with a personal budget



- support older and disabled people to keep fit and healthy and live as independently as they can



- help more people who care for older and disabled people to find work



- give people more support before things go wrong so they can live in their own homes for as long as possible



- give free swimming to people who are younger than 16 or older than 60 and make sure each child has 2 hours of free sport each week.

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, including disabled people to find out about and use our services



- having a plan for our staff to give a good service



- thinking about treating everyone fairly when we buy services or other things

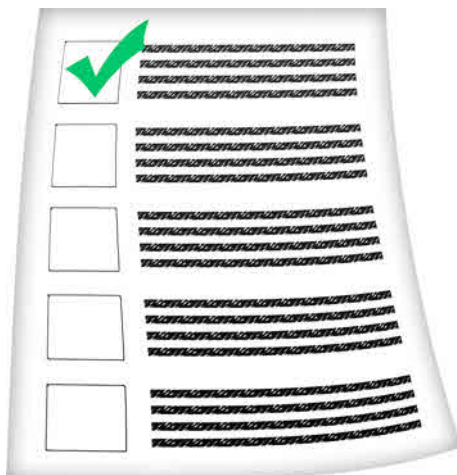


- checking whether everyone can use our magazine, website and other information to find out about services.



The council and our partners in other local organisations and voluntary, community and faith groups have agreed how to make things better for people who live in Newham.

We will keep listening to local people and our partners so that we can make any changes that are needed to this Plan.



The Corporate Equality Group 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

Credits



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