

Jenny Rathbone MS,
Chair, Senedd Equality and Social
Justice Committee
By email only

From: Marcial Boo, Chief Executive

Our ref: Rathbone944

4th April 2022

Dear Ms Rathbone,

EHRC Strategy 2022-25

I am writing to you with the Equality and Human Rights Commission's [Strategic Plan for 2022-25](#), which was laid before Parliament on 29 March. Our [Business Plan for 2022-23](#), with this year's priority activities, has also been published.

Our Strategy sets out six priority areas for us as Britain's regulator of equality and human rights and a UN-recognised 'national human rights institution'. I very much hope that we can work with you to deliver positive change in one or more of these areas:

- Equality in a changing workplace, where we will take legal action against discriminatory employers, enforce gender pay gap reporting, and work to reduce inequality and discrimination in health and social care, and in the police.
- Equality for children and young people, where we will work with education and qualifications regulators to reduce inequality in education as we emerge from Covid-19, protect rights for children and young people in institutional settings, improve access to apprenticeships and work with schools on exclusion and restraint policies.
- Uphold rights and equality in health and social care, where we will promote mental health reform, protect people with disabilities in institutional settings, support reform in social care, and work with health regulators and the NHS to improve access to health services for LGBT people and reduce inequality of outcomes, including in maternity services, for people with protected characteristics.

- Address the equality and human rights impact of digital services and artificial intelligence, where we will work with Ofcom and others to reduce online harm, and reduce online discrimination against those with protected characteristics, including through the use of algorithms, and work to reduce digital exclusion among older and disabled people.
- Foster good relations and promote respect between groups, where we will work with education and sports organisations and their regulators to reduce discrimination in sport and other leisure activities, and publish guidance on equality law to help service providers and others.
- Ensure an effective legal framework to protect equality and human rights, including by using our legal powers to investigate and take legal action to tackle discrimination, and use the public sector equality duty to require public bodies to promote equality in their work. We will publish data and evidence on equality issues and hold government stakeholders to account so they adhere to human rights standards.

These priorities have been informed by stakeholders and our assessment of the evidence of the equality and human rights challenges currently facing the country. Our goal is to focus our resources where we can make a lasting, positive difference to the lives of people across Britain.

Please share our Strategy with your colleagues so they too can identify where we might work effectively together to achieve shared goals. And please feel free to contact me with queries, or with issues to discuss or actions we can take to ensure that equality laws are enforced, human rights standards are met, and people can live well together, free from discrimination.

Yours sincerely,



Marcial Boo

Chief Executive

Arndale House, The Arndale Centre
Manchester, M4 3AQ

[equalityhumanrights.com](https://www.equalityhumanrights.com)

Equality and Human Rights Commission |

Arndale House, The Arndale Centre
Manchester, M4 3AQ

equalityhumanrights.com