

# Department for Work and Pensions Disability, Gender and Race Equality Schemes Annual Progress Report 2007



Easy Read

**DWP** Department for  
Work and Pensions

In this easy read report we sometimes explain what words mean.

When we first mention any of these words, it is in **bold maroon** writing.

A box then shows what the words mean.

These words and what they mean are also in a Words List at the back of the report.

If any of the words are used later in the report, we show them in **normal maroon** writing. If you see words in **normal maroon** writing, you can look up what they mean in the Words List.

# What the Minister for Disabled People says...

I am very happy to introduce this report.

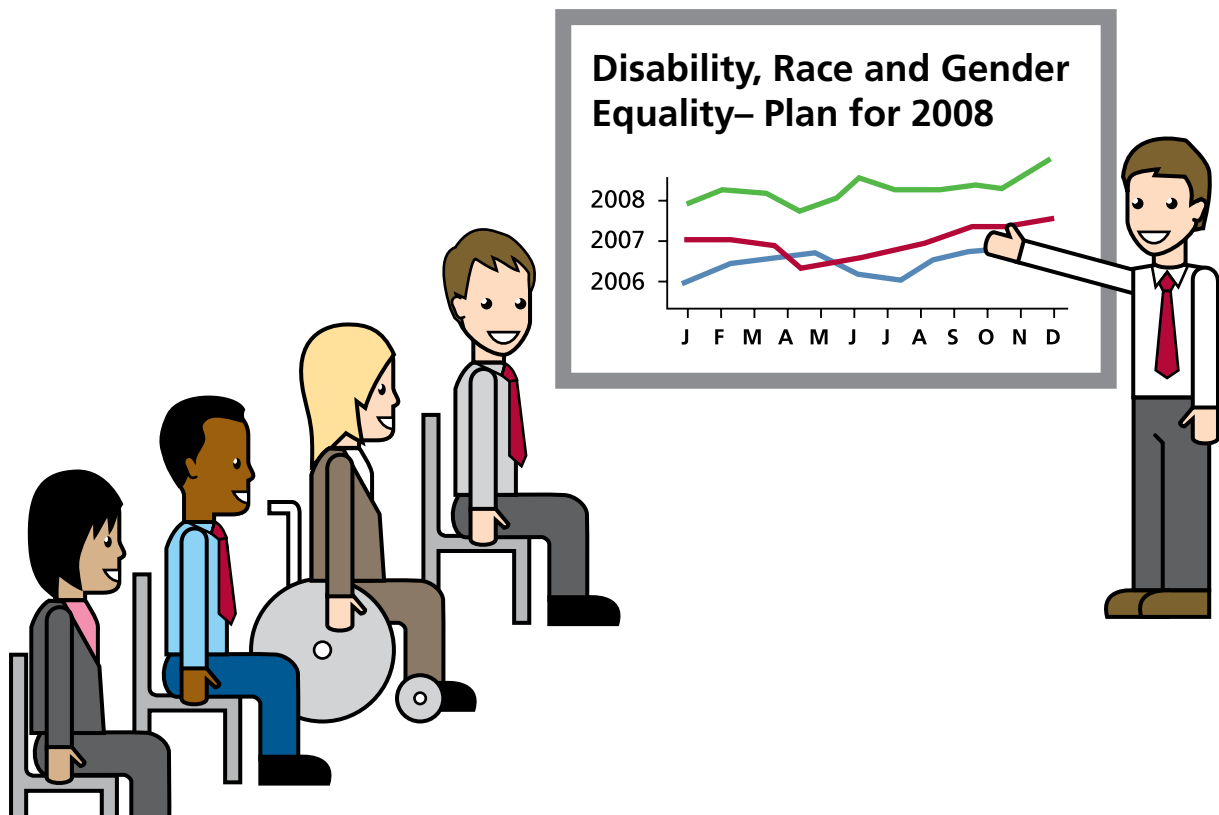
It is about what the Department for Work and Pensions did about **disability, race and gender equality** in the last year.

## **Disability, race and gender equality**

**Disability, race and gender equality** is about making sure people are not treated unfairly because of their

- disability – for example a blind person being treated less well than someone who can see
- race – for example someone being treated less well because of the colour of their skin or where they were born
- gender – for example a woman being treated less well than a man.

The report is also about our plan for the next year.



The plan is going well.

- We had a good start and this is continuing.
- We want to involve the people who use our services.
- We are involving big groups and companies better.

I am also very pleased with the work done on

- **Equality 2025**

### **Equality 2025**

This is a group of disabled people who tell the government what they think. The group will help us try to get equality for disabled people by 2025.

- the United Nations **Convention** on the Rights of People with Disabilities. This will help about 650 million disabled people get the same rights as other people.

### **Convention**

This is an agreement between countries saying what they will do to protect people's rights.

I want to thank everyone who helped with our equality work.



**Anne McGuire**  
Minister for Disabled People

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# What this report is about

This is our 2007 report about **Disability, race and gender equality** in the Department for Work and Pensions.

The report

- Tells you what we wanted to do last year.
- Tells you what we did last year.
- Tells you what we want to do next year.

Anyone can look at this report on our website  
[www.dwp.gov.uk/aboutus/equalityschemes](http://www.dwp.gov.uk/aboutus/equalityschemes)

If you ask us, we can give you a copy of the report

- written on paper
- written with large letters for people who cannot see very well
- written in Braille for people who are blind
- spoken onto a CD.

If you want one of these, contact us. Our details are on page 42.



### The report

- Starts by telling you what we did well.
- Next the report tells you about what we still have to do.
- Then it says what we want to do next year and our plan for doing it.
- Last the report tells you about how we made our equality scheme and how we made this report.



## Overview

Many important things went well for us this year.

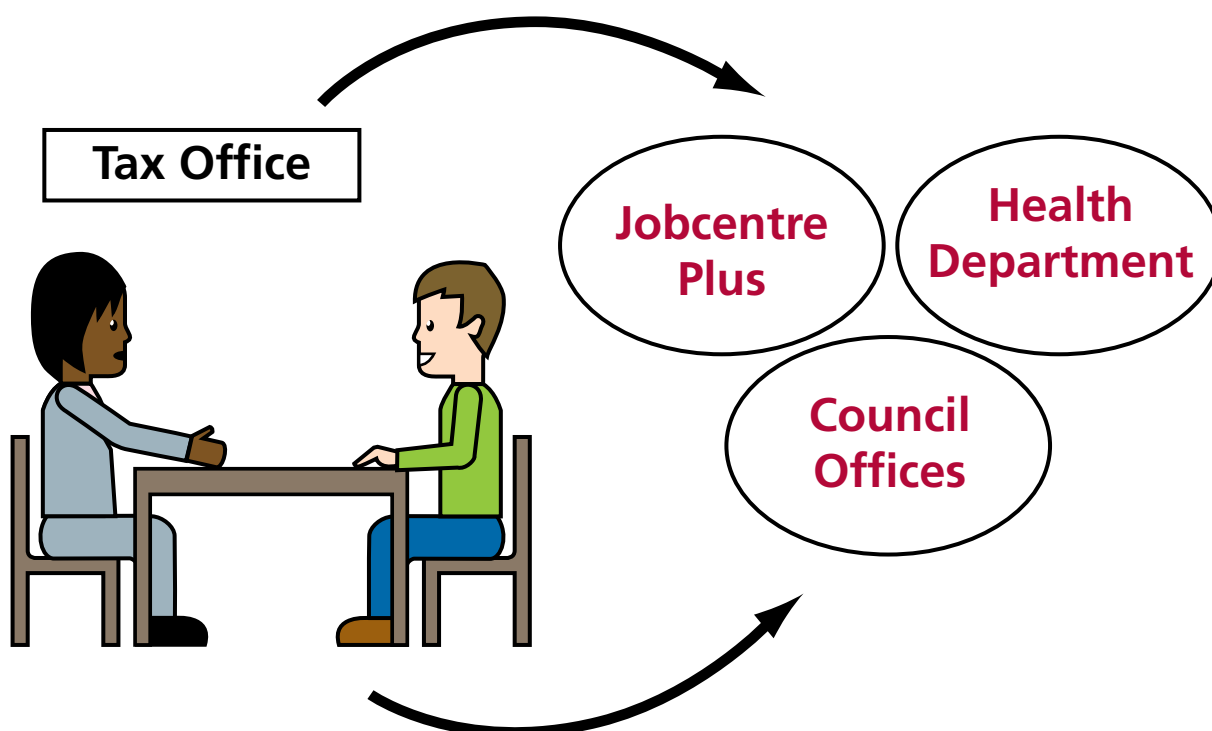
We are working on a project that will make big changes to the way we deliver our service. It should be finished by 2011.

### 'Tell us once' project

We are also in the lead for government on another piece of work which is called 'Tell us once'. When the project finishes, customers will only need to tell one **government department** about a change. All other departments will then be told about the change.

### Government department

These are the different parts of the government. For example, the health department or the tax office or the Department for Work and Pensions.



## Involving people in our decisions and plans

We want to give a service that meets our customers' needs.

To do this we need to change how we do things. For example, when we talked to people about our equality scheme, they asked us to involve them in our decisions and plans.

### About our workers

Our workers need to change the way they think about equality. And this is already happening.

Over 500 of our workers went to a big meeting about **diversity**.

#### **Diversity**

This is a mix of lots of different sorts of people.

People at the meeting talked about their ideas and what was working well at their office.

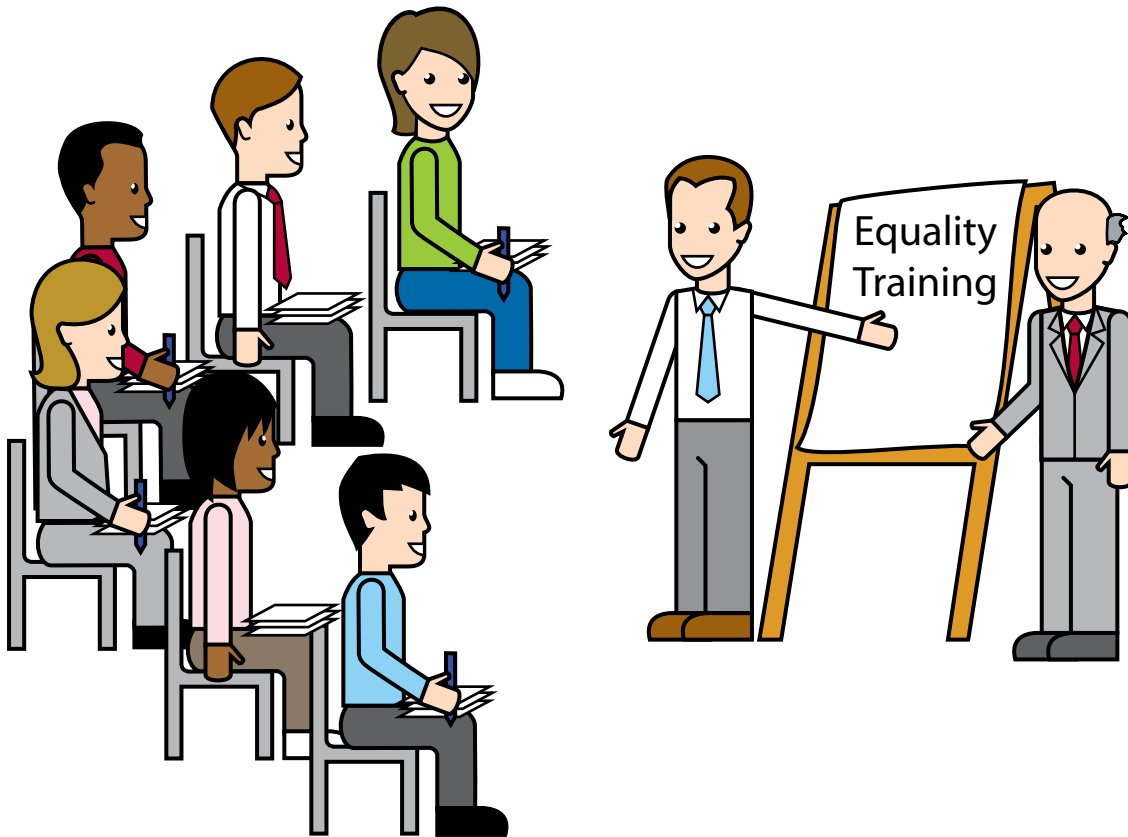


Our workers are from lots of different backgrounds. But not enough workers from different backgrounds are becoming bosses. To fix this, we are doing special things that might help more of them become bosses.

### For the future

We are looking at all our plans to make sure they are fair to everyone.

And we are helping our workers to think about equality through better instructions and training.



We have a lot of hard work to do. But we know we can provide a fair service for all our customers.

# What we do

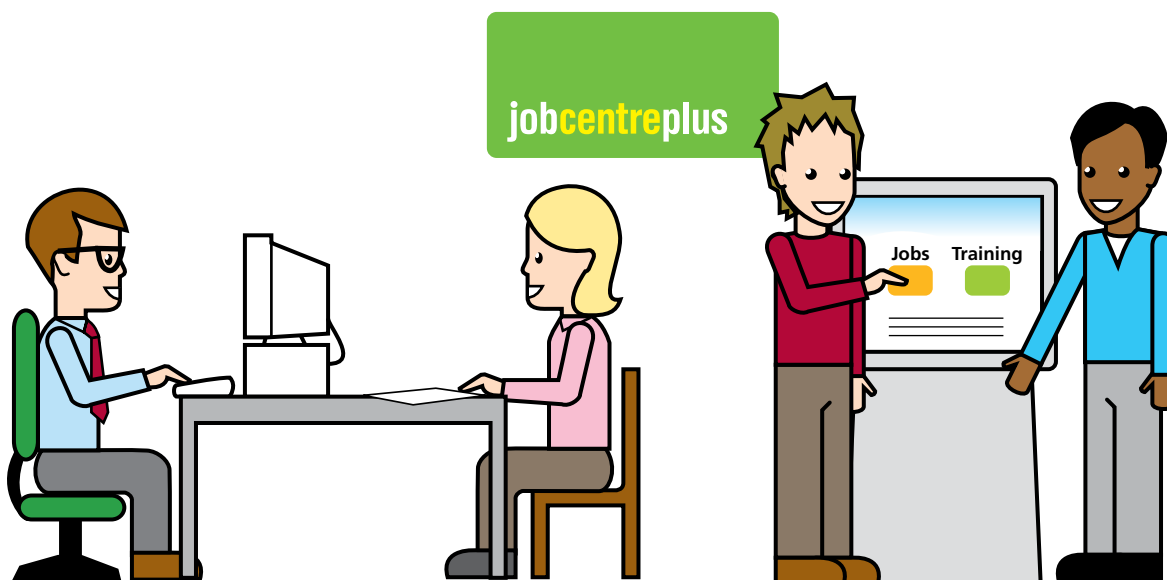
Our job is to

- help people have a fair, safe and happy life with enough money to live on
- help people into jobs if they can work
- help **employers** find workers who can do their kind of work

## Employer

This is a person or company that gives jobs to other people.

- give a good service to our customers and the government.



We made a booklet called Five year strategy: Opportunity and security through life. The booklet says what we will do in the future. You can see it at:

[www.dwp.gov.uk/publications/dwp/2005/5\\_yr\\_strat//pdf/report.pdf](http://www.dwp.gov.uk/publications/dwp/2005/5_yr_strat//pdf/report.pdf)

And more information is on our website: [www.dwp.gov.uk](http://www.dwp.gov.uk).