

## **Opportunity for Everyone – plain English summary**

This report, which is called ‘Opportunity for Everyone’ is about what the North East Combined Authority has done in its first year to help local people, businesses and other organisations.

It also talks about how much we care about equality.

We believe that a strong and successful economy needs to work for everyone and that when companies treat people equally, everyone does better.

We’ve done lots of things to help local people, communities and businesses. This includes spending money on projects to support people, running events and listening to people. These actions help make sure everyone has the chance to take part and do well.

We’ve tried to make sure that our staff feel respected, welcome, and valued. We’re proud of the steps we’ve taken, like checking how our decisions affect different people and giving our staff the right training and support.

We’ve used facts and data to guide our work and we’re getting ready to start an exciting three-year plan.

This plan was created by listening to people and doing lots of research.

It will help us build a fairer, more open, and more inclusive North East – a place where everyone can feel proud to live and work.

## **Our three-year plan**

We have three goals which are about equality.

### **Goal number 1**

We want our workplace to be fair and welcoming, where everyone feels respected and can do their best, no matter who they are or where they come from.

#### **What we'll do:**

- Make job applications fair and open to all.
- Help everyone do well in their career through training and support.
- Make sure our managers know how to lead diverse teams.
- Regularly check in with our staff to make sure they agree that we're treating them fairly.

## **Goal number 2**

We will spend money on services that work for everyone and help all people and businesses to succeed.

### **What we'll do:**

- Make sure all our work removes barriers for people and groups who often miss out.
- Make it easier for small and local groups to get funding and contracts.
- Think about health in everything we do, helping people live longer, healthier lives.
- Get the best value for local people when we spend money.

### **Goal number 3**

We will bring people and organisations together to help solve big problems and make sure all voices are heard.

#### **What we'll do:**

- Lead work to reduce child poverty across the region.
- Work closely with local charities and community groups.
- Help businesses hire a more diverse range of people.
- Let local people help shape decisions about their lives and communities.
- Make sure our messages are easy for everyone to understand.

**We'll keep sharing how we're doing and keep making things better each year.**