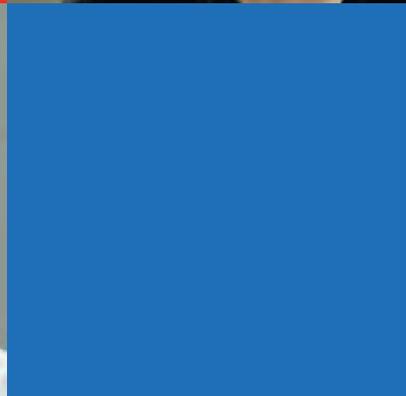
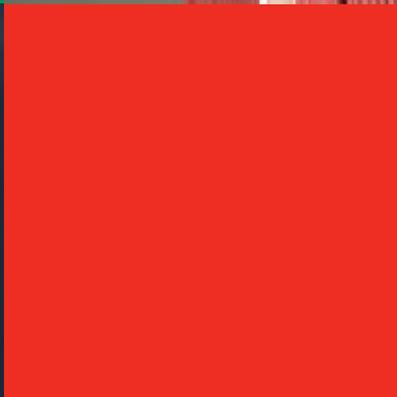
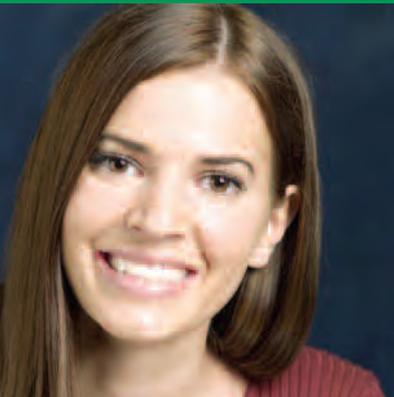
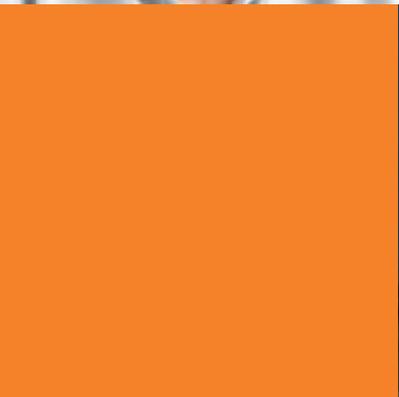
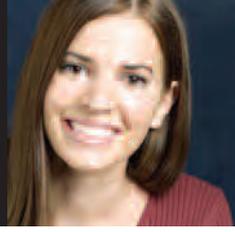


Gender Equality Scheme 2007-2010

Plymouth City Council





Please ask if you would like this, "Gender Equality Scheme" in another language or accessible format. Please contact: 01752 304321

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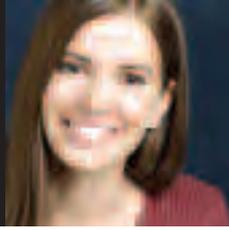
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Foreword from the Leader and Chief Executive of Plymouth City Council

One of our key corporate objectives is to ensure that everyone in our community has equal access to all our services.

This is essential if we are to achieve our vision of becoming 'one of Europe's most vibrant waterfront cities, where an outstanding quality of life is enjoyed by everyone'.

We welcome the new General Equality Duty as it will help support and clarify our efforts to achieve this in relation to the differing needs of men, women and transgender people.

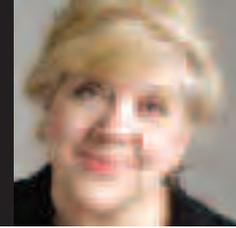
Our first Gender Equality Scheme sets out our clear commitments and what we will do to achieve gender equality. It provides the framework for the Council's work and sets out what is expected from everyone in the Council.

We have developed the scheme after extensive consultation with staff, residents and groups representing different interests. We heard from women, men and young people from different backgrounds.

While we have made significant progress in our equalities work over the past few years we recognise we have a long way to go before we achieve equality for all. Publication of this gender equality scheme is an important milestone in ending discrimination and creating truly fair and accessible services for everyone.

Tudor Evans
Leader

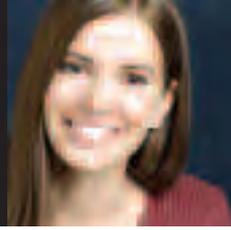
Barry Keel
Chief Executive



Section 1. Background and context

1. Introduction and what we have done already

- 1.1 Gender equality has been in place since the introduction of the Sex Discrimination Act in 1975. A great deal of progress has been made as a result of this to improve equality for women and men, but there is still a long way to go to achieve full equality.
- 1.2 There are a number of areas where we are already promoting gender equality:
- ◆ We have started a review of pay and job grading to ensure equality between women and men
 - ◆ As the major employer in Plymouth, we have a range of equalities policies that aim to help support and develop our workforce
 - ◆ We are involved in gender specific initiatives aimed at increasing participation in sports activities. These include girls-only football coaching, a number of boys and girls school leagues, and support and advice to clubs e.g. a girls' tennis camp.
 - ◆ With our partners we have launched the Plymouth Domestic Abuse Network and a new multi-agency Strategy for Domestic Abuse
 - ◆ Our Customer Access Strategy makes provision for customers to have an adviser of the same sex
 - ◆ We have been undertaking civil partnership ceremonies
 - ◆ Promotional work with partners on celebratory events such as International Women's Day
 - ◆ We provide some women-only swimming sessions at Central Park Leisure Pool
 - ◆ Gender equality is one of our six equality strands, considered in corporate strategies and included in our programme of Equality Impact Assessments
 - ◆ We have improved our position in relation to the Equality Standard for Local Government
 - ◆ Staff forums for Black and Minority Ethnic employees, staff with disabilities and those who are Lesbian, Gay, Transgender, or Bisexual have been set up.
- 1.3 We have also published our first annual equality review, which includes information about what we have done to promote equality across all six equality strands including gender. This is available from our website www.plymouth.gov.uk/socialinclusion/socialinclusionlatestinfo.htm or our Social Inclusion Unit (see contact details on page 30).



- 1.4 We are publishing our Gender Equality Scheme (GES) to explain what else we intend to do to promote equality of opportunity for men and women in all that we do¹. Our GES sets out the actions we plan to take over the next three years to better understand the different needs and priorities of men and women, to address these needs and work towards achieving our ambition to mainstream gender equality in all that we do.
- 1.5 Gender equality means that women and men are treated fairly and have equal opportunity at all times. It applies to women and men, boys and girls and transgender people².
- 1.6 We welcome the introduction of the Gender Equality Duty, which came into force on 6 April 2007. We are keen to deliver our responsibilities under this Duty and to take action to promote equality between men and women and eliminate unlawful (direct and indirect) sex discrimination and harassment.
- 1.7 Using information we have gathered for our GES, we have decided our top priorities for gender equality and these are set out in Section 2.



¹ In this document, we will mainly refer to men and women but we also mean boys and girls and transgender people. We understand that there is a debate about the use of terms in relation to transgender people and recognise that some people prefer other descriptions. We have adopted this term at this time on the advice of stakeholders and the code of practice guidance, which advocates this as best practice.

² Legal protection for transsexual people currently applies to employment; it is likely that legal protection in relation to goods and services for transsexual people will be presented to Parliament in the autumn.



2. National and local context

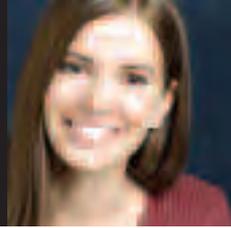
2.1 We have gathered information from many sources, including: national and local research; analysis of statistics from internal and external sources such as census and other national data; local Quality of Life and General Surveys; Best Value Performance Indicators; employment and service level data. Full details of this are available from our Social Inclusion Unit (see contact details on page 30).

2.2 National evidence shows that there are significant gender differences in

- ◆ The labour market
- ◆ Pay
- ◆ Participation in decision-making and politics
- ◆ Family and caring responsibilities
- ◆ Leisure participation
- ◆ Health needs
- ◆ Educational achievement
- ◆ Transport use and needs
- ◆ Domestic violence incidents
- ◆ Community safety issues and concerns.

2.3 Some important findings about women and men in Plymouth and the United Kingdom (UK) are:

Plymouth	United Kingdom
<ul style="list-style-type: none"> ◆ 51 per cent of Plymouth's population are women and 49 per cent are men ◆ Above the age of 30 there are more women than men in every age band ◆ In Plymouth there are 7,625 lone parents. Less than 9 per cent of these are men³ ◆ 68 per cent of Plymouth City Council's employees are women. 60 per cent of our women employees work part-time compared to 28 per cent of men 	<ul style="list-style-type: none"> ◆ 51 per cent of UK's population are women and 49 per cent are men ◆ Above the age of 30 there are more women than men in every age band ◆ There are 1.78 million lone parents in the UK. 10 per cent of these are men ◆ 42 per cent of women and 9 per cent of men work part-time. Overall 57 per cent of women and 23 per cent of men use some form of flexible working arrangement⁵



Plymouth	United Kingdom
<ul style="list-style-type: none"> ◆ Most people who leave the Council’s employment because of family commitments are women ◆ 90 per cent of those who attend our parenting groups are women ◆ 66 per cent of girls and 54 per cent of boys in Plymouth gain five or more GCSEs at grades A* to C ◆ 67 per cent of medical practitioners and 72 per cent of dental practitioners are men, 62 per cent of teaching professionals are women and 89 per cent of nurses, midwives and health visitors are women. ◆ 81 per cent of young people (under 18) who commit offences in Plymouth are male ◆ 48 per cent of women in Plymouth use bus services at least once a week compared to 33 per cent of men⁴ ◆ One quarter of our councillors are women 	<ul style="list-style-type: none"> ◆ Women carry the major responsibility for caring – only 2 per cent of men have the primary responsibility for child care ◆ Women earn on average 17 per cent less per hour for full time work than men. For women who work part-time this difference is 38.2 per cent⁶ ◆ Women’s retirement incomes are, on average, lower than men’s. Nearly 63 per cent of those claiming pension credit are women. ◆ 59 per cent of girls and 49 per cent of boys in the UK gain five GCSEs at grades A* to C ◆ 64.5 per cent of medical practitioners and 67.8 per cent of dental practitioners are men, 69.5 per cent of teaching professionals and 90.6 per cent of nurses, midwives and health visitors are women ◆ Over 91 per cent of apprenticeships for hairdressing are undertaken by young women with 98 per cent of apprenticeships in construction, the motor industry and plumbing being undertaken by young men ◆ 81 per cent of young people (under 19) who commit offences in the UK are male ◆ Men are almost twice as likely to be victims of crime as women. Despite this “men are less worried than women about most types of crime. Women are between two and three times more likely than men to be very worried about being mugged or physically attacked and five times more likely than men to be very worried about being raped.”¹⁰ ◆ 80 per cent of journeys on public transport are undertaken by women ◆ Just under 30 per cent of all local authority councillors are women¹¹ ◆ 20 per cent of MPs are women¹²



- 2.4 Some of the data we have gathered about our services points to gender differences. For example; we know that proportionally less mothers than fathers work; about a quarter of our councillors are female when according to population figures this should be more; the positions held by women in the council are less representative than they could be; men do not appear to apply for jobs with the council as much as women; nearly three quarters of the children with special education needs statements are boys; women worry more about being safe at night than men; overall women are poorer (especially after they reach official pension age); women are more often homeless than men; many more men than women use our home care services and residential facilities; between the ages of ten and fifteen there is a disproportionate rise in the numbers of boys who we look after compared to girls.
- 2.5 We want to find out more about reasons for these sorts of things. This will help us build up an accurate and comprehensive picture of the differing needs of men and women in Plymouth. We can then target our services accordingly. So as part of our GES work, we will continue to collect, analyse and use data and other information to review and develop our GES action plan and service delivery.
- 2.6 As a local authority, democratic representation is at the heart of all we do and gender equality is an important aspect of this. We are undertaking work to ensure that people who are eligible to vote are registered to do so. This includes consideration of a system for anonymous registration (i.e. preventing names and addresses being publicly available) which will offer additional protection for those who have suffered domestic abuse, the majority of whom are women.

³ Source: 2001 Census

⁴ Source: General Survey 2006, Plymouth City Council

⁵ Source: Facts about Men and Women in Britain 2006, Equal Opportunities Commission

⁶ Source: Ditto

⁷ Source: Ditto

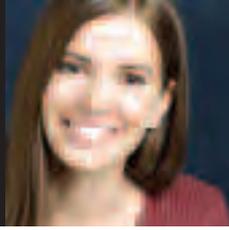
⁸ Source: 2001 census

⁹ Source: Facts about Men and Women in Britain 2006, Equal Opportunities Commission

¹⁰ Source: Home Office

¹¹ Source: The gender equality duty and local government: Guidance for public authorities in England, EOC

¹² Source: Facts about Men and Women in Britain 2006, Equal Opportunities Commission



2.7 We are also doing more to explain the role of councillors, and how to get nominated. We are extending support to our newly elected councillors to ensure they feel confident to carry out their functions. We aim to create potential for more women and people from diverse backgrounds to come and get involved.

2.8 We are committed to carrying out our duties under the relevant legislation namely:

- ◆ Civil Partnership Act 2004
- ◆ Disability Discrimination Act 1995
- ◆ Disability Discrimination Act 2005
- ◆ Employment Equality (Sexual Orientation) Regulations 2003
- ◆ Human Rights Act 1970
- ◆ Maternity and Parental Leave (Amendment) Regulations 2006
- ◆ The Data Protection Act 1998
- ◆ The Employment Act 2002 (Flexible working regulations)
- ◆ The Equal Pay Act 1970
- ◆ The Equality Act 2006
- ◆ The Gender Recognition Act 2004
- ◆ The Sex Discrimination Act (Gender reassignment) 1999
- ◆ The Sex Discrimination Act 1975¹³
- ◆ Work and Families Act 2006.

(More information about the legislation can be found in Appendix 1.)

2.9 The Equality Act 2006 introduces the Gender Equality Duty. The duty applies to all our functions including policy-making, employment matters and service provision as well as procurement arrangements and decision-making. In delivering this duty, we have to pay due regard to proportionality, relevance and reasonableness in determining our priorities for action.

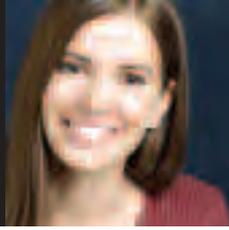
¹³ The law around single sex employment regulations and good and services is not changed by this duty.



3. What is important to women and men in Plymouth

- 3.1 In drawing together our GES we have asked people who live, work in or visit Plymouth as well our staff, partners and other stakeholders to tell us what is important to them. This has included joint work with Devon and Cornwall Police and Plymouth Teaching Primary Care Trust (tPCT).
- 3.2 Working with our colleagues in the tPCT, we published a questionnaire asking people how well our services currently meet the needs of women and men and how they could be improved. We received sixty completed questionnaires.
- 3.3 In March 2007, jointly with the tPCT, we held an informal consultation event at which people were invited to give us their views. Both the questionnaire and the consultation event were publicised through the media as well as on the Council and tPCT websites.
- 3.4 Our staff were also asked for their views through our electronic Staff Room facility and through our GES project team, which involved representatives from all our departments.





3.5 The major findings from the engagement of public and staff are that:

- ◆ Flexible employment policies are valued. Consistency in their application is important and we need to promote flexible working opportunities to potential employees
- ◆ Addressing cultural and religious needs alongside gender equality is important, for example, regular review of the availability of women-only swimming sessions with female life-guards to ensure they meet needs
- ◆ The current policy and practice for disposal of bulky waste does not adequately meet the needs of women
- ◆ Public transport is a key issue for women – availability of services in the evening, bus shelters and provision of information were specific areas of concern
- ◆ The inclusion of fathers and support to fathers as parents, is of concern to men and women and current provision and practice needs to be reviewed to consider how needs can be more effectively met
- ◆ Contracts with external agencies need to be monitored to identify any discriminatory practices, for example in the provision of uniform and work gear to women
- ◆ Development of policies to support transgender people in the workplace is needed.

This feedback has been crucial in shaping our GES priorities and action plan.

3.6 More detailed information about how we consulted and the feedback we received is in Appendix 2. We will produce specific reports based on this information for each department to use. Where relevant, we will also pass on information that has been shared with us about other agencies and organisations.

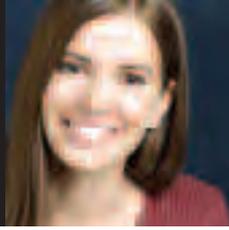


Section 2. Our scheme and what we want to do

4. Our city wide and corporate vision and priorities

- 4.1 “Plymouth City Council is committed to valuing, promoting and celebrating equality, diversity and community cohesion in order to ensure that our residents, employees and visitors enjoy outstanding quality of life. We are committed to ensuring that people in our multi-cultural city have equal access to high quality services and the right to live, learn and work, free from unlawful discrimination. Our commitment to equalities applies to everything we do in the council and with our citizens. It is at the core of our work with partners to make Plymouth a vibrant waterfront city of the world.”¹⁴
- 4.2 We have already resolved and are taking action to make sure that we do all that is reasonable to provide fair and equal access to our services and employment and to meet our statutory obligations under equalities legislation as well as working to continuously improve against the Equality Standard for Local Government.
- 4.3 Our Sustainable Community Strategy developed by our Local Strategic Partnership (LSP) sets out our vision for Plymouth to become “one of Europe’s finest, most vibrant waterfront cities, where an outstanding quality of life is enjoyed by everyone”.
- 4.4 In partnership with the LSP, our visionary goals fall into the following headings, all of which are key to delivering our responsibilities for gender equality:
- ◆ A healthy place to live and work
 - ◆ A wealthy city which creates and shares prosperity
 - ◆ A safe and strong city
 - ◆ A wise city – a location for learning, achievement and leisure.
- 4.5 To help us achieve these goals we are working within the following eight strategic objectives:
- ◆ Improving health and well-being
 - ◆ Developing a prosperous economy
 - ◆ Promoting community safety
 - ◆ Raising educational achievement
 - ◆ Promoting inclusive communities
 - ◆ Developing an effective transport system
 - ◆ Maintaining a clean and sustainable environment
 - ◆ Stimulating culture and leisure activities.

¹⁴ Plymouth City Council: Corporate Equalities Policy 2004



Each of these objectives is important to women and men, who have differing needs within them. Without attaining gender equality we will not be able to meet our objectives.

4.6 Our LSP has also identified three cross-cutting themes, each of which has strong links with gender equality:

- ◆ Children and young people
- ◆ Older people
- ◆ Those living in the most deprived communities.

4.7 Our Council Corporate Plan sets our five corporate objectives that support the Sustainable Community Strategy:

- ◆ Building Plymouth's future
- ◆ Providing excellent and efficient services
- ◆ Putting the customer first
- ◆ Ensuring access for all
- ◆ Improving our capacity to deliver together.

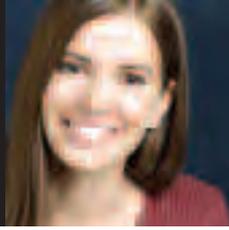
Our Corporate Plan contains our commitments and intentions on delivering our equality, diversity and inclusion targets including gender equality.

4.8 Our GES also links with a number of our other strategic plans and these are listed in Appendix 3. Key actions from these are cross-referenced in our action plan. It is by considering and planning for differing needs of men and women in relation to our city, corporate and strategic objectives that we will be able to achieve our ambition of mainstreaming gender equality in all that we do.



5. Our GES ambitions

- 5.1 We have used the results of our consultation together with national and local research and best practice, to inform our GES. The Equal Opportunities Commission code of practice and other guidance have also guided our work.
- 5.2 Our primary aim is to deliver gender equality, and in particular to:
- ◆ Increase awareness and understanding of gender equality including identification of unintended or indirect discrimination
 - ◆ Involve, encourage and increase the confidence of people contributing to our planning and work on gender equality
 - ◆ Deliver gender equality as part of our strategic objective to promote inclusive communities
 - ◆ Identify and eradicate discrimination and barriers to gender equality and increase confidence in accessing our services
 - ◆ Understand and plan for the different needs of men and women, boys and girls and transgender people who use our services
 - ◆ Implement and review our action plan as part of our equality and diversity agenda.
 - ◆ Inform people in public, private, voluntary and community sectors including our own staff, trade unions and elected members, of our legal responsibilities
 - ◆ Explain how we intend to make gender equality part of our service planning
 - ◆ Work with our staff and partners to ensure the promotion of gender equality across all that we do
 - ◆ Provide accessible information about our community involvement, impact assessments and training arrangements.
- 5.3 We recognise that to meet our aims and objectives, we will need to fully meet our legal obligations under the Gender Equality Duty and especially the specific requirement to produce a GES. We want to make our GES meaningful and practical for the people who live, work in and visit our city. Our eight priorities (listed in 6 below) are therefore based on consultation and data and after considering the Equal Opportunities Commission code of practice.



6. Our framework to achieve gender equality

6.1 Our priorities for gender equality provide the context for our GES framework below.

6.2 Employment and Equal Pay

6.2.1 Women make up 65 per cent of the public sector workforce in the UK. In Plymouth, 68 per cent of our employees are women, and 81 per cent of the Primary Care Trust's and 74 per cent of Plymouth Hospital Trust workforce are women.

- ◆ 68 per cent of our workforce are women
- ◆ Flexible working is valued
- ◆ The majority of staff working in social care, customer services and schools are women
- ◆ Nearly three-quarters of employees in the Department of Development, which includes planning, transport and environmental services, are men.

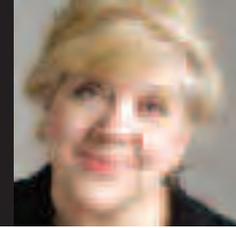
6.2.2 Despite this, women earn less than their male counterparts and their skills are often under used. As an employer we must take action to fully understand the issues for our employees, ensure we are promoting equality between women and men and address any pay gaps. We also need to make sure we have policies to support transgender staff and that all staff have access to appropriate information to support them. We also need to ensure we have robust and effective policies and procedures in place with regards to harassment and discrimination.

6.2.3 Our Human Resources monitoring system already allows us to identify the numbers of men and women that we employ, where they work and whether they are full or part-time. We are further developing this to expand the information we have available.

6.2.4 We must take appropriate action to meet our responsibilities under the Equal Pay Act and avoid any pay discrimination. We already have this process under way through our job evaluation scheme. Job evaluation is aimed at ensuring pay and grading is fair across the council.

6.2.5 We know that there are particular areas of work and departments where there are significantly more men or women. For example, nearly 90 per cent of people in social services, ICT and customer services are women and nearly three-quarters of people in development, which includes planning, environmental services and transport are men. The output from our Job Evaluation work will enable us to:

- ◆ Understand the differences in pay and grading for women and men
- ◆ Understand the differences in the jobs that women and men do
- ◆ Plan any appropriate positive action.



6.2.6 We are also reviewing our employment policies and procedures as part of our Equality Impact Assessment programme. This process will help us to identify any potential negative impacts on men, women and transgender people, and consider how to address these.

6.3 Learning and development

6.3.1 Our staff need an understanding of gender equality, so that they can carry out their duties without discrimination and in a way that promotes gender equality.

6.3.2 We started a three-year corporate equalities learning and development programme in July 2006, which is being delivered across the council by specialist equalities trainers. The programme includes:

- ◆ Awareness raising of the six equalities strands including gender
- ◆ Providing guidance to staff explaining their duties and responsibilities including legislation
- ◆ Relevance to the City vision, Corporate Plan and organisational development strategy, to illustrate the importance of equalities
- ◆ Findings from inspections that focus on action to be taken in relation to equality.

6.3.3 We are monitoring and reviewing the training (through regular meetings with the service provider and feedback from sessions) to make sure it is effective and relevant. This will allow us to refine gender equality elements of the training as required.

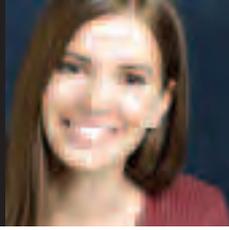
6.4 Procurement procedures

6.4.1 The Gender Equality Duty applies to those functions, which are carried out on our behalf through procurement as well as those that we undertake ourselves.

- ◆ Currently contractors are expected to have an equality and diversity policy in place or in progress
- ◆ Women report that current contracts for uniforms and work gear do not meet their needs.

6.4.2 We are already taking action to ensure that our procurement system gives full consideration to the equality and diversity agenda by producing updated guidance on the procurement process and developing contract monitoring processes and guidance that give due consideration to equality and diversity requirements.

6.4.3 In particular we are committed to ensuring that organisations we contract with have robust policies in place to promote equality and eliminate discrimination.



6.5 Service delivery

6.5.1 All our services should be delivered in a way to ensure there is gender equality and many already do but the ones mentioned here will be a key focus during the life time of this GES.

Participation of fathers

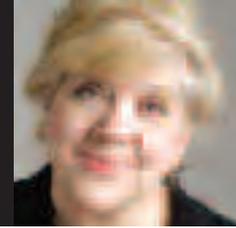
- ◆ 90 per cent of parents who take part in parenting groups in Plymouth are women
- ◆ Only 9 per cent of single parents in Plymouth are men
- ◆ Women are much more likely to be carers than men.

Participation of women and girls in sport

- ◆ Cultural and religious issues prevent many women taking part in sporting activities
- ◆ Nationally, girls aged 7 to 11 are less than half as likely to take part in physical education and sport compared to boys. By the age of 18, 40 per cent of girls have dropped out of sport and physical recreation.

Transport and street services

- ◆ National data shows that 80 per cent of journeys by public transport are undertaken by women
- ◆ 20 per cent of women in Plymouth use public transport on a daily basis
- ◆ Women report feeling unsafe in car parks at night due to poor lighting and a lack of official presence
- ◆ Women report that bulky waste procedures require removal of items to the street which has a negative impact on women.



6.6 Education

6.6.1 School governing bodies have specific responsibilities to develop their own GESs with guidance from the Local authority. For more information about our role in supporting schools with regard to gender equality see Appendix 4.

6.7 Equality Impact Assessments

6.7.1 Equality Impact Assessments (EIAs) are a way of finding out whether an existing or proposed policy, procedure, practice or service affects some people differently, and if so, in what way. If we find adverse impact or missed opportunity to promote equality of opportunity our EIA action plans will consider what action we need to take. This will allow us to address any disadvantage or potential discrimination and to minimise or eliminate the adverse impact.

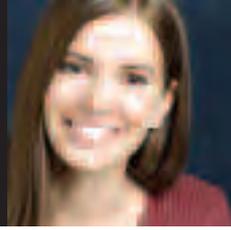
6.7.2 We have already started our EIA programme which is supported by a toolkit and training for our staff. Completing EIAs is one of our top cross-cutting service planning priorities. Our EIAs allow us to assess the impact on women and men and transgender people and the results of EIAs that have already been done have been considered in preparing this GES.

6.7.3 Undertaking EIAs also helps us to make sure we consider reasonableness, relevance and proportionality with regard to gender equality. Our EIA programme was determined by listing our policies, services, employment practices and regulatory functions including those delivered in partnership and via procurement arrangements, and agreeing a three-year timetable. This is kept under review and updated to reflect changes in our original structure, new requirements (e.g. the Gender Equality Duty) and priorities.

6.7.4 We have completed an EIA on this GES to make sure it takes account of other equality strands of: age, disability, faith and belief, race and sexual orientation. The outcome is available from our Social Inclusion Unit (see contact details on page 30).

Attainment/aspirations of girls and boys

- ◆ Boys attaining high grade GCSEs is significantly lower than girls
- ◆ Almost three-quarters of pupils with special educational needs in Plymouth are boys
- ◆ 40 per cent of teenage mothers leave school with no qualifications
- ◆ Boys and girls choose traditional options – the majority of boys undertaking work experience within the Council choose traditionally male dominated placements such as garage assistants and building maintenance. Girls placements were mainly library and clerical assistants.



6.8 Monitoring and mainstreaming gender equality and service delivery

6.8.1 We already have a corporate complaints, comments and compliments system called ‘Have Your Say’, for monitoring customer satisfaction. In addition the General Survey 2006 has measured customer satisfaction across

a range of services. This has enabled us to identify areas where there are differences in the satisfaction of women and men with our services.

- ◆ Data is not routinely collected or broken down by gender across all our services
- ◆ There is only limited evidence of equality impact assessment resulting in gender specific initiatives being introduced.

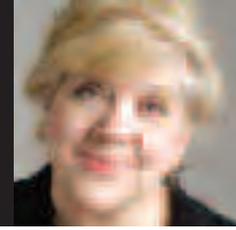
6.8.2 Several of our services are already monitoring the profile of our service users. We have now agreed a corporate standard to extend this across more of our services and will be taking this forward as part of the work plan of our Corporate Equalities Group. In time, we intend to collect, collate and analyse more data for any evidence of unfair discrimination within our service delivery which will then be dealt with by our service managers.

6.9 Engaging with men and women in Plymouth

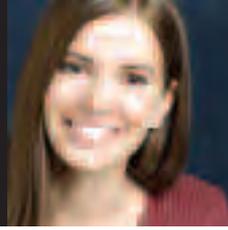
6.9.1 We recognise that writing and publishing our GES is just one step in the process of involving, engaging and consulting with people who live, work in, or visit Plymouth.

6.9.2 As a Civic Pioneer, community engagement is at the heart of our organisation and we are committed to following up the work already done in developing our GES by considering how we continue to involve women and men in our ongoing work on gender equality.

Section 3. Our Detailed Action Plan



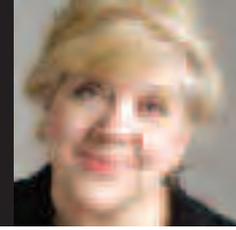
What do we want to achieve (outcomes)	How are we going to do this? (objectives)	How will we know when we get there (indicators and targets)	When will we do it	Who is responsible?
Employment and Equal Pay				
Equal pay for work of equal value (including benefits).	Undertake job evaluation and audit to establish an appropriate pay and grading structure.	<ul style="list-style-type: none"> ◆ Job evaluation completed. ◆ New pay and grading structure in place. ◆ Equal Pay Audit completed. 	<p>May 2007</p> <p>1 October 2007</p> <p>March 2008</p>	Head of Human Resources
Reduce the barriers to men and women working in non-traditional occupations and ensure a balance of gender representation at all levels within the Council.	Review where women and men work in the organisation and identify roles historically occupied by one gender, which continue to reflect high proportions of employees from one gender.	<ul style="list-style-type: none"> ◆ Analysis of the areas and roles most affected completed and action plan in place to address priority areas including target ratios and monitoring dates. 	March 2008	Head of Human Resources
Maintain and enhance opportunities for flexible working practices.	Explore opportunities for increased flexible working practices e.g. home-working in line with Workplace Management Strategy.	<ul style="list-style-type: none"> ◆ Unions, management and staff consulted and action plan developed setting out agreed actions to be achieved and dates by when targets will be achieved. This will be subject to monitoring, review and evaluation. 	<p>Consultation completed by June 2008 and action plan developed by August 2008. (Subject to timelines set out in Workplace Management Strategy)</p>	<p>Head of Human Resources</p> <p>Assistant Head of Asset Management</p>
Employees undergoing gender reassignment receive appropriate support from managers and colleagues.	Develop a policy to support people in the workplace who are undergoing gender reassignment.	<ul style="list-style-type: none"> ◆ Transgender organisations, unions, and managers and other partner organisations consulted on the content of the policy and policy implemented. 	December 2007	Head of Human Resources



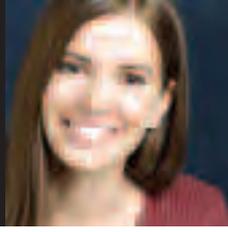
What do we want to achieve (outcomes)	How are we going to do this? (objectives)	How will we know when we get there (indicators and targets)	When will we do it	Who is responsible?
Achieve a better balance of boys and girls seeking and undertaking work experience in non-traditional work placement roles.	Identify relevant opportunities and work jointly with Trident, schools and careers services like Connexions to encourage boys and girls to consider them.	<ul style="list-style-type: none"> ◆ Opportunities identified and increased number of boys/girls in non-traditional work placement roles. (Target ratios will be agreed with Trident and with schools once opportunities are in place.) 	Opportunities to be developed by March 2008. Targets agreed by July 2008.	Head of Human Resources
Ensure employment policies provide adequate flexibility and support to employees to take account of issues such as caring commitments, maternity and paternity leave.	Use the annual staff survey to better understand issues affecting employees working life e.g. caring commitments and parental responsibilities.	<ul style="list-style-type: none"> ◆ Annual Staff survey completed and actions agreed to reduce barriers identified and inform policy development. 	October 2007	Head of Human Resources

Learning and Development

Three-year corporate equalities learning and development programme delivered to target staff and further learning needs identified and planned for across the organisation.	Ensure the learning and development programme includes gender equality information and awareness training. Plan for further corporate learning and development through work force development strategies.	<ul style="list-style-type: none"> ◆ Specific targets for delivery have been set annually in the corporate equality plan and further needs identified. 	March 2009	Manager Learning and Development with Social Inclusion Unit support.
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What do we want to achieve (outcomes)	How are we going to do this? (objectives)	How will we know when we get there (indicators and targets)	When will we do it	Who is responsible?
Procurement Processes				
Suppliers of goods are compliant with equality and diversity legislation as well as compliant with our corporate equality policy and plan.	<p>Procurement process guidance and documentation will be updated to adequately cover equality and diversity issues.</p> <p>Production of contract monitoring guidance that includes robust monitoring of equality and diversity issues including gender.</p>	<ul style="list-style-type: none"> ◆ Appropriate documents are updated and suppliers are expected to have policies in place. ◆ Guidance in place and actions agreed to ensure that this is subject to continuous compliance. 	<p>March 2008</p> <p>March 2009</p>	Head of Strategic Procurement Unit
Suppliers are selected after due consideration given to equality and diversity requirements	Ensure selection process gives appropriate weight to equality and diversity issues including gender.	Tender evaluation process will evidence compliance.	March 2008	Head of Strategic Procurement Unit
Work with partners to increase support to small businesses to facilitate their inclusion in bidding processes.	Establish appropriate support mechanisms and provide learning and development opportunities for small businesses.	Support agreed and initial learning and development sessions held.	March 2008	Head of Strategic Procurement Unit and Social Inclusion Unit



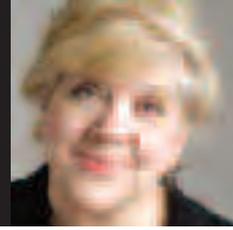
What do we want to achieve (outcomes)	How are we going to do this? (objectives)	How will we know when we get there (indicators and targets)	When will we do it	Who is responsible?
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Service delivery

(Including participation of fathers, participation of women and girls in sports and transport and street services). The following issues have been highlighted as priorities for gender equality, these are already included in other strategic plans as stated:

- ◆ Ensure accessibility of public transport to ensure it meets differing needs of women and men (Local Transport Plan)
- ◆ Achievement of the outcomes in the domestic violence strategy particularly in relation to the provision of suitable accommodation. (Plymouth multi-agency strategy for tackling domestic abuse 2007 – 2009)

Ensure parents have access to family support services and that barriers to fathers using our family support services are reduced.	Explore the reasons why take up of services by fathers is low and then agree action to increase involvement including consideration of benefits of working towards Fathers Quality Mark in family support services.	◆ Increase in the take up of services especially in relation to family support by fathers.	Action plan in place by March 2008 with targets agreed for increase of uptake.	Children's Services Family support team
Local supply of childcare matches demand	Undertake survey of parents to establish need for childcare in the city.	◆ Survey undertaken and plans made to address any gaps.	Survey complete April 2007 and action plan developed on the findings by March 2008.	Early Years Team



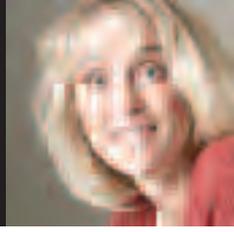
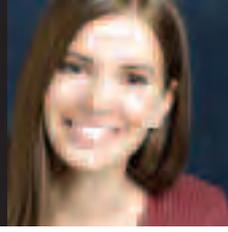
What do we want to achieve (outcomes)	How are we going to do this? (objectives)	How will we know when we get there (indicators and targets)	When will we do it	Who is responsible?
Greater gender balance and accessibility in the use of leisure facilities	Provision of women only swimming sessions to be reviewed (including feasibility of female only staff) and undertake promotional activities about their availability.	◆ Increase in number of women attending swimming sessions with increased levels of reported satisfaction levels	March 2008	Head of Culture Sports and Leisure
Ensure car park facilities meet the differing needs of women and men.	Review of car parking already underway including EIA of all car parks in the city. To use the output of EIAs currently underway to plan gender specific actions.	◆ Action plans against each EIA are being developed and outcomes of these will be used to inform specific targets.	March 2010 (for relevant adaptations to be made against the action plans)	Parking Services Manager

Education (including aspirations)

The following issues have been highlighted as priorities for gender equality, these are already included in the Children and Young People's Plan 2006 – 2009:

- ◆ Educational achievement of teenage mothers is reached according to the actions in the children and young person's plan.
- ◆ Improve progress made by lower attaining pupils and pupils with special educational needs.
- ◆ Reduce the number of statements of Special Educational Needs, particularly among boys.

Promote gender equality in schools.	Provide advice and guidance to schools on setting their gender equality priorities.	◆ Schools have gender equality scheme in place and as part of their School Development Plans should they prefer.	April 2007	(Assistant Director for Children's Services) Head of Learner Support
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What do we want to achieve (outcomes)	How are we going to do this? (objectives)	How will we know when we get there (indicators and targets)	When will we do it	Who is responsible?
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Equality Impact Assessments

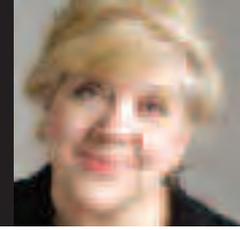
The following issues have been highlighted as priorities for gender equality, these are already included in the Corporate Equalities Plan:

- ◆ Programme of Equality Impact Assessments will be completed as per the agreed schedule (including discrimination and harassment policies to ensure they provide adequate protection for transgender people).

Bulky waste arrangements meet the differing needs of men and women.	Undertake EIA and action plan for any identified negative impact.	◆ EIA completed and action plan agreed with changes made as appropriate.	March 2008	Head of Waste and Street Services
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Monitoring and Mainstreaming

Monitor and review this action plan and gather more data about men's and women's needs so that more specific and targeted action can be taken while this scheme is in place (with attention to the issues related to multiple discrimination).	To continue to gather data (e.g. adult learning information) to identify barriers to gender equality and ensure that information from EIAs and service planning equality targets informs the way forward.	◆ Improved information to help us set baselines and targets and develop responsive service plans.	March 2008	Social Inclusion Manager and all CEG representatives.
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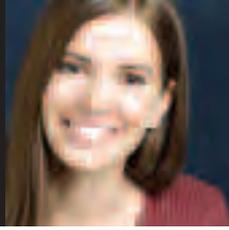
What do we want to achieve (outcomes)	How are we going to do this? (objectives)	How will we know when we get there (indicators and targets)	When will we do it	Who is responsible?
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Engagement (including boys and girls)

The following issues have been highlighted as priorities for gender equality, these are already included in the Children and Young People block of the Local Area Agreement:

- ◆ Children and young people are supported to be active participants in service planning, review and scrutiny.

Regular dialogue with men and women and transgender people about gender equality and the appropriateness of our services to meet their needs.	Diverse Plymouth work plus LGBT staff networks	◆ Improvement in reported satisfaction with engagement in decision-making processes.	April 2008	Head of Safer Communities
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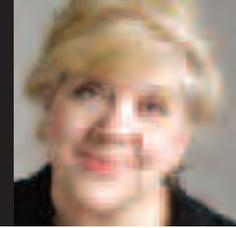


Section 4. Delivering our Gender Equality Scheme

7. Responsibility

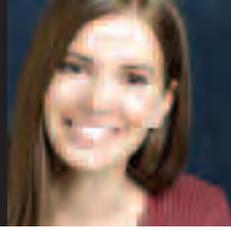
- 7.1 Our Council Management Team (CMT) led by the Chief Executive is responsible for ensuring that our GES is implemented effectively across the council. CMT is supported by the Corporate Equality Group (CEG) which is Director led with a cabinet member, and senior representatives from all departments plus a union representative. Through its yearly work plan, CEG has responsibility for co-ordinating the implementation, monitoring and review of our GES.
- 7.2 Councillors will continue to play a key role in ensuring that gender equality remains at the heart of our decision-making. Our democratic support services will work to ensure gender equality is evident in our decision-making and representation. Our councillors are already receiving equalities training, and work to make this a continuous part of their learning and development strategy is in hand. A member of the Cabinet will continue to take responsibility and leadership for gender equality as part of their portfolio. In addition our Leader has endorsed the production of this scheme.
- 7.3 Our Social Inclusion Unit provides support and advice on the GES and a principal officer from the unit is responsible for GES work.
- 7.4 The structure for these responsibilities is shown in Appendix 5.





8. Resources for our gender equality work

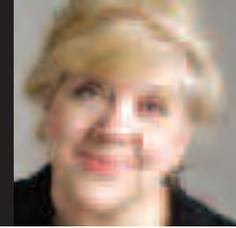
- 8.1 All our staff are responsible for taking forward gender equality as part of their daily work. In addition, our service departments have dedicated officers responsible for our corporate equalities priorities. They have supported the development of our GES and will do the same around its implementation.
- 8.2 Our Social Inclusion Unit is responsible for co-ordinating and supporting the delivery of our corporate work on gender equality.
- 8.3 Resources have already been allocated to meet our gender equality commitments across services and corporately, including:
 - ◆ Equality impact assessments
 - ◆ Learning and development for managers, elected members and staff
 - ◆ Community engagement
 - ◆ Performance information and management.
- 8.4 Our budget setting, within our democratic procedures, will consider necessary and reasonable resources for ongoing gender equality work and the implementation of our GES.



9. Implementation

- 9.1 By working with and supporting other responsible officers and councillors, our Social Inclusion Unit will help ensure that our GES and its action plan is implemented, monitored, reviewed and updated as set out in this scheme. The Corporate Equalities Group will oversee the delivery of the GES.
- 9.2 If for any reason it becomes impractical or unreasonable to implement a particular part of the scheme we will consider other solutions or actions. In the event that the particular circumstances cannot be overcome or the costs of implementing objectives in the scheme escalate and become out of proportion to the duty, an explanation of why it has become unreasonable or impracticable to take forward the action will be given.
- 9.3 We use our corporate performance management system to monitor our performance against all our equalities aims, objectives, actions and targets. We do this by measuring our progress against relevant Best Value Performance Indicators and our Corporate Plan commitments. The work programme of our Corporate Equalities Group is part of this process and has specific actions in relation to the writing and delivery of our GES.
- 9.4 The key Best Value Performance Indicators (BVPI) in relation to gender equality and corporate performance are¹⁵:
- ◆ Percentage of top earners that are women
 - ◆ Number of domestic violence refuge places per 10,000 population supported by the local authority
 - ◆ The average length of stay in bed and breakfast accommodation of households, which include dependant children or a pregnant woman and which are unintentionally homeless and in priority need
 - ◆ The average length of stay in hostel accommodation of households, which include dependant children or a pregnant woman and which are unintentionally homeless and in priority need
 - ◆ Change in the number of conceptions to females aged under 18, resident in an area, per thousand females aged 15-17 resident in the area compared with the baseline year of 1998
 - ◆ Actions against domestic violence.
- 9.5 In addition to these a full list of BVPIs where we have a gender breakdown or consider that a gender breakdown would be relevant is available from our Social Inclusion Unit (see contact details on page 30).

¹⁵ Source: The gender equality duty and local government: Guidance for public authorities in England.

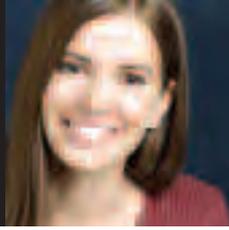


10. Agreeing our Gender Equality Scheme

- 10.1 Our GES was agreed under delegated decision procedures by the Cabinet member for Adult Social Services and Community Cohesion on 19 April 2007 and is supported by the Council Management Team.
- 10.2 In endorsing our GES, senior management and councillors are demonstrating their commitment to gender equality and a programme of action to help to achieve it.

11. Publication of our Gender Equality Scheme

- 11.1 We will publish full and summary versions of our GES, which will be placed on our website. It will be possible for these to be made available in accessible formats.
- 11.2 We will use electronic means of circulating our GES wherever possible but will make hard copies available for those who need them. We will make sure that our GES is made available to local community organisations and other key stakeholders with an interest in gender equality.

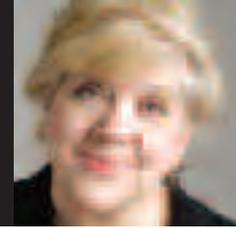


12. Review of our Gender Equality Scheme

- 12.1 Our GES covers the next three years and will be revised and updated in 2010. In the first year of our GES action plan we will continue to build on what we already know about the needs and concerns of people who live, work in, or visit our city. This will enable us to further develop our baseline information and set specific targets to ensure that our action plan can be monitored, and reviewed annually. The Corporate Equalities Group will be responsible for undertaking the annual review and reporting the outcome of this.
- 12.2 The introduction of integrated equality legislation and the Commission for Equality and Human Rights, which will be responsible for overseeing all six equality strands and related schemes, will make it easier for us to join up our Race Equality, Disability Equality and Gender Equality Schemes. We are planning for this and taking appropriate action to put in place a Corporate Equalities Plan, which fully reflects each equality strand.

13. Further information

- 13.1 For further information about gender equality or details of other organisations who can provide information, you can contact our Social Inclusion Unit on 01752 304321 or by email on inclusion@plymouth.gov.uk or by writing to us at the Civic Centre, Plymouth PL1 2AA. There is also a text phone service available on 18001 01752 304321. We can also sign post you to other agencies and organisations.



Section 5: Appendices

Appendix 1: Summary of legislation

Civil Partnership Act 2004

The Civil Partnership Act 2004 is a United Kingdom Act of Parliament enacted in 2004. Its provisions grants same-sex couples rights and responsibilities identical to civil marriage. Civil Partners are entitled to a range of property rights, the same exemption as married couples on inheritance tax, social security and pension benefits, and also the ability to get parental responsibility for a partner's children as well as responsibility for reasonable maintenance of one's partner and their children, tenancy rights, full life insurance recognition, next-of-kin rights in hospitals, and others. There is a formal process for dissolving partnerships akin to divorce.

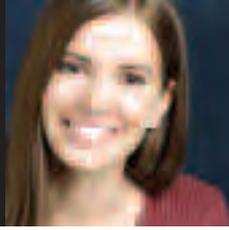
(Source: en.wikipedia.org)

Data Protection Act 1998

The Data Protection Act 1998 gives you the right to access information held about you by organisations. The act governs how organisations can use the personal information that they hold - including how they acquire, store, share or dispose of it. Data protection is an international issue which results from European legislation.

(Source: Department for Constitutional Affairs)





Disability Discrimination Act 1995

This deals with discrimination against disabled people in the areas of employment, the provision of goods, facilities and services and premises, education and public transport.

Disability Discrimination Act 2005

The Disability Discrimination Act 2005 amends the Disability Discrimination Act 1996 and places a duty on all public authorities, when carrying out their functions, to have due regard to the need to:

- ◆ Promote equality of opportunity between disabled persons and other persons
- ◆ Eliminate discrimination that is unlawful under the Act
- ◆ Eliminate harassment of disabled persons that is related to their disabilities
- ◆ Promote positive attitudes towards disabled persons
- ◆ Encourage participation by disabled persons in public life; and
- ◆ Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.

(Source: Disability Rights Commission)

Employment Act 2002 (Flexible working regulations)

This makes changes to maternity, paternity and adoption rights in the Employment Rights Act 1996. From April 2003, s.47 of the 2002 Act introduces a new right for employees to request flexible working. The details of that right are set out in set out in the Flexible Working Regulations 2002 (SI 2002/3236 and SI 2002/3207).

(Source: www.eoc.org)

Employment Equality (Sexual Orientation) Regulations 2003

These regulations prohibit discrimination on the grounds of sexual orientation in the employment field. The regulations include discrimination in occupational pension schemes covered by the Employment Equality (Sexual Orientation) (Amendment) Regulations 2003.

(Source: www.eoc.org)

Human Rights Act 1998

This incorporates rights under the European Convention of Human Rights into domestic law. Individuals can bring claims under the Human Rights Act against public authorities for breaches of Convention rights. UK courts and tribunals are required to interpret domestic



law, as far as possible, in accordance with Convention rights. Previous case law may be overturned if there is a breach of Convention rights and the relevant law can be re-interpreted in a way, which is compatible with Convention rights. Convention rights include a right not to be discriminated against on non-exhaustive grounds, which include that of sex, where another Convention right is engaged.

(Source: www.eoc.org)

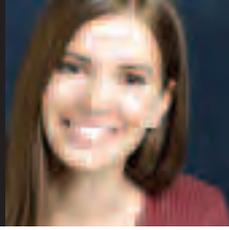
Maternity and Parental Leave etc (Amendment) Regulations 2006

These regulations apply from 1 April 2007. The provisions effectively make all women entitled to 12 months maternity leave. They amend the provisions regarding length of notice to be given by an employee who wishes to return early from or extend their maternity or adoption leave from 28 days to eight weeks.

They also allow for 10 “keeping in touch” days between employer and an employee on maternity leave but add protection from dismissal or detriment to the Employment Rights Act 1996 if the employee undertakes, does not undertake or considers undertaking any such work.

(Source: www.eoc.org)





The Equality Act 2006

The Equality Act 2006 is about encouraging and supporting the development of a society in which:

- ◆ People's ability to achieve their potential is not limited by prejudice or discrimination
- ◆ There is respect for and protection of each individual's human rights
- ◆ There is respect for the dignity and worth of each individual
- ◆ Each individual has an equal opportunity to participate in society, and
- ◆ There is mutual respect between groups based on understanding and valuing of diversity and on shared respect for equality and human rights.

The Act also establishes the Commission for Equality and Human Rights (CEHR). The CEHR will bring together the expertise and resources to promote equality and tackle discrimination in relation to gender, gender reassignment, disability, sexual orientation, religion or belief, age, race and promote human rights from October 2007.

(Source: www.cehr.org.uk)

The Equal Pay Act 1970

The Equal Pay Act 1970 (EPA) gives an individual a right to the same contractual pay and benefits as a person of the opposite sex in the same employment, where the man and the woman are doing:

- ◆ Like work; or
- ◆ Work rated as equivalent under an analytical job evaluation study; or
- ◆ Work that is proved to be of equal value.

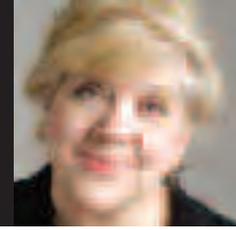
The employer will not be required to provide the same pay and benefits if it can prove that the difference in pay or benefits is genuinely due to a reason other than one related to sex.

(Source: www.eoc.org)

The Gender Recognition Act 2004

The Gender Recognition Act 2004 gives transsexual people the legal right to live in their acquired gender. It provides for the Gender Recognition Panel to decide applications from transsexual people for legal recognition in their acquired gender. This includes the ability to obtain birth certificates and other documents in their acquired gender.

(Source: Department for constitutional affairs)



The Sex Discrimination Act 1975

The Sex Discrimination Act 1975 (SDA) prohibits sex discrimination against individuals in the areas of employment, education, and the provision of goods, facilities and services and in the disposal or management of premises.

It also prohibits discrimination in employment against married people. Since the Civil Partnership Act 2004 came into force on 5th December 2005, the same protection is afforded to those in a civil partnership as those who are married.

Victimisation because someone has tried to exercise their rights under the SDA or Equal Pay Act is prohibited.

The SDA applies to women and men of any age, including children.

(Source: www.eoc.org)

The Sex Discrimination Act (Gender Reassignment) 1999

The Sex Discrimination Act (Gender Reassignment) 1999 makes it illegal to discriminate against someone who intends to undergo, is undergoing or has undergone gender reassignment in the areas of employment and education.

(Source: Department for constitutional affairs)

Work and Families Act 2006

The Work and Families Act applies to parents whose babies are born on or after 1st April 2007. It introduces changes under the Maternity and Parental Leave (Amendment) Regulations 2006 (see above). It is an act under which the government is given the power to make various changes to maternity and adoption pay and leave, paternity and parental leave, flexible working, working time regulations, and unfair dismissal and redundancy compensation.

(Source: www.eoc.org)



Appendix 2: Involving our staff and people who live, work in, or visit our city in our Gender Equality Scheme

Our approach

The involvement and engagement of people who live, work in, or visit Plymouth has been crucial to the development of our Gender Equality Scheme (GES). By engaging with the women and men who the Scheme will affect we are able to ensure that the changes we make will make a difference.

The timescale for the production of our GES has been challenging and we have done what we can to give people an opportunity to input their ideas and tell us what they think is important. It has also been important to seek the views of our staff, unions, voluntary and community groups and statutory partners such as the Teaching Primary Care Trust (tPCT) and Devon and Cornwall Police.

One of the key aims of involving our staff and people who live, work in, or visit our city has been to cross-reference the evidence gathered from national and local sources with the experiences of the people who we employ or who use our services. This has enabled us to identify the issues and develop the priorities that we have included in our action plan.

How we asked people for their views

We initially wrote to around 220 voluntary and community groups in late January 2007 to let them know of the opportunity to get involved in the work. Our staff were also invited to contribute their views via the electronic Staff Room facility.

Working with our colleagues in the tPCT and Devon and Cornwall Police, we published a joint health and council questionnaire asking people how well our services currently meet the needs of men and women, boys and girls, and transgender people, and how they could be improved. The questionnaires were circulated to voluntary and community groups, and staff across the Council, the tPCT and Plymouth Hospital Trust were also invited to complete the questionnaire.

In March we also held an informal consultation event hosted jointly with the tPCT and people were invited to come and give us their views. Members of the transgender community and of our Youth parliament came to give us their views. Both the questionnaire and the consultation event were publicised through the local media as well as on the Council and tPCT websites.

Trade union colleagues have been integrally involved in the development of the GES through the Corporate Equality Group and through liaison by the CEG representative with colleagues with and across different unions.



Feedback

A total of 85 people contributed to the consultation through the questionnaire, the drop-in, informal discussion or by email. 59 of these were women, 21 men and 5 respondents to the questionnaire did not specify. These include Muslim women, young women and transgender people.

The contributions we have received are valuable and raise some important issues. We acknowledge that this is just the start of the process of engaging people in our work around gender equality and that there is more to do. This is reflected in our action plan.

The key issues raised by the consultation can be summarised under the following headings:

Employment

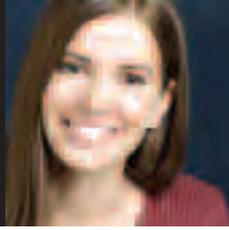
- ◆ Flexible employment policies are valued by existing staff. There is a need for consistency in how they are applied across the Council. Many women feel supported by their managers in juggling work and family commitments, but this is not the case for all.
- ◆ There should be clearer promotion of flexible working opportunities to potential employees and a promotion of inclusive recruitment practices to encourage under-represented groups to apply for posts.
- ◆ Several male respondents also raised the issue of the balance of men and women in senior posts and the provision of appropriate support to facilitate change.

Transgender people

- ◆ Access to support and guidance for managers and staff in relation to transgender issues and supporting staff who may be undergoing or have undergone gender reassignment.
- ◆ Policies will need to include practical issues such as use of toilet and changing facilities.
- ◆ Maintaining confidentiality is important. Documents are required for a number of processes such as council tax claims. The knowledge that these may be seen by many people as part of the process makes transgender people hesitant to release documents.

Communication

- ◆ There was both positive and negative feedback on the attitudes of staff and response times to enquiries made. This issue was significantly more likely to be raised by women than men.



Waste and recycling

- ◆ Generally both women and men value our recycling and rubbish collection services. Suggestions were made for improvements to the recycling scheme such as the collection of glass.
- ◆ The current policy and practice for the disposal of bulky items has a detrimental impact on some women who are unable to move bulky items out into the street for collection.

Public transport

- ◆ Availability of public transport was an issue raised more often by women than men.
- ◆ The provision of more evening services and the need for all buses to have shelters and real-time information about services were highlighted.
- ◆ Linked to public transport was the issue of the accessibility and location of our services to ensure that people can get to them by public transport.

Other issues

- ◆ The inclusion of fathers and support for fathers were areas of concern to men.
- ◆ Continuing to address cultural and religious needs alongside gender in the way we provide information and services was of concern to men and women. For women there was some particular suggestions made, one example of this is to undertake a review of the availability of women only swimming sessions to ensure appropriate provision with female lifeguards and appropriate advertising.
- ◆ Safety issues have been highlighted particularly by women including young women in relation to use of parks/open spaces and use of car parks.
- ◆ Contracts with external providers should be reviewed to identify discriminatory practices for example provision of appropriate uniform and work gear for women employees.

This feedback has helped shape the issues and priorities identified in our GES (See Section 2) and had been responded to in our action plan taking account of proportionality and relevance, as per our legal duty.

We are planning to use the feedback from consultation along with other evidence gathered to produce reports for each department to inform service planning. Further analysis and continued consultation and engagement as part of our community engagement work, will inform the annual review of our action plan.

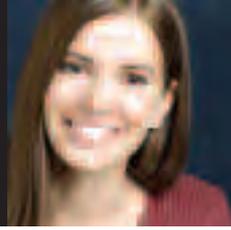


Appendix 3: Strategic plans linked to the Gender Equality Scheme

The following plans have priorities and actions that contribute towards the achievement of our gender equality ambitions. The action plan makes specific reference to actions from some of these:

- ◆ Local Area Agreement
- ◆ Sustainable Community Strategy
- ◆ Corporate Plan
- ◆ Children and Young People's Plan
- ◆ Housing Strategy
- ◆ Supporting People Strategy
- ◆ Best Value Performance Plan
- ◆ Crime and Disorder Reduction Strategy
- ◆ Local Transport Plan
- ◆ Local Development Framework
- ◆ Multi-Agency Strategy for Tackling Domestic Abuse 2007 – 2009.





Appendix 4: Our education responsibilities

In exercising our functions in relation to education, we need to pay due regard to the requirements of the gender equality duty and consider the impact, or potential impact, of our policies and practices on gender equality.

This responsibility covers all our functions in relation to education including:

- ◆ Strategic planning of the delivery of education services
- ◆ Advice and training for schools and school governors
- ◆ Development of the Children and Young People's Plan and the Every Child Matters agenda
- ◆ Management of schools
- ◆ Employment of teachers
- ◆ Partnership working especially ensuring the full inclusion of parents and carers
- ◆ Teenage parents.





We will need to consider gender equality in relation to all of these functions including specific outcomes related to gender equality in our strategic plans.

We have specific responsibilities to support schools in the following ways:

Providing advice and support for schools

We have an important role in guiding schools on setting their gender equality objectives and developing their gender equality schemes. We can also play a key role in promoting good practice by bringing schools together to enable them to share their information and experiences.

We can also provide support and guidance to schools around carrying out impact assessments and developing a method of conducting impact assessments that is in proportion and fits in with the schools ways of working.

Providing advice and training for school governors

School governors are responsible for the production of the GES for their school. We must work with school governors, providing advice and support and training on their responsibilities in relation to the gender equality duty and how stereotyping can be challenged and changed.

Management of schools

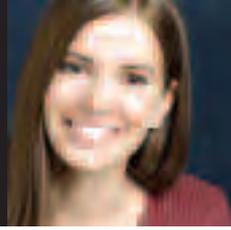
Schools can include their gender equality scheme within their School Development Plan. There will also be a need to make reference to gender equality initiatives in their Healthy Schools Plan. It is a core matter in relation to pupil attainment. Monitoring and reviewing of the scheme should be done as part of schools' self-evaluation which means that there should be no need to duplicate the information we ask schools to provide as part of implementing the gender duty.

Partnership working

As a key partner in many of the local partnerships, which have a direct bearing on schools, we must consider how we consult with stakeholders about how to ensure the partnerships pay due regard to the need to promote gender equality in their work.

Teenage parents

We have a key role in working with our partners in health to implement the government's teenage pregnancy strategy. We must work with our schools to ensure we provide options to young mothers that will allow them to continue with their education and provide support for young fathers to ensure they remain engaged in education.



Employment

We must work with schools to ensure we pay due regard to the need to eliminate discrimination and harassment, promote equality in the workforce and break down any barriers to achieving gender equality.

The teaching profession is female-dominated but women are under-represented in senior posts (30 per cent of secondary head teachers and 64.6 per cent of primary school head teachers are women). In primary schools less than 20 per cent of teachers are male.

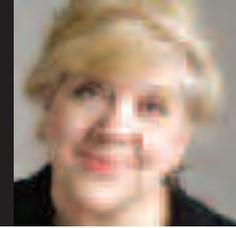
The key areas that we must address in schools employment as in our other functions are:

- ◆ Lack of women in senior roles
- ◆ Equal pay
- ◆ Opportunities for flexible working
- ◆ Recruitment and retention of male teachers
- ◆ Pregnancy discrimination
- ◆ Sexual harassment.

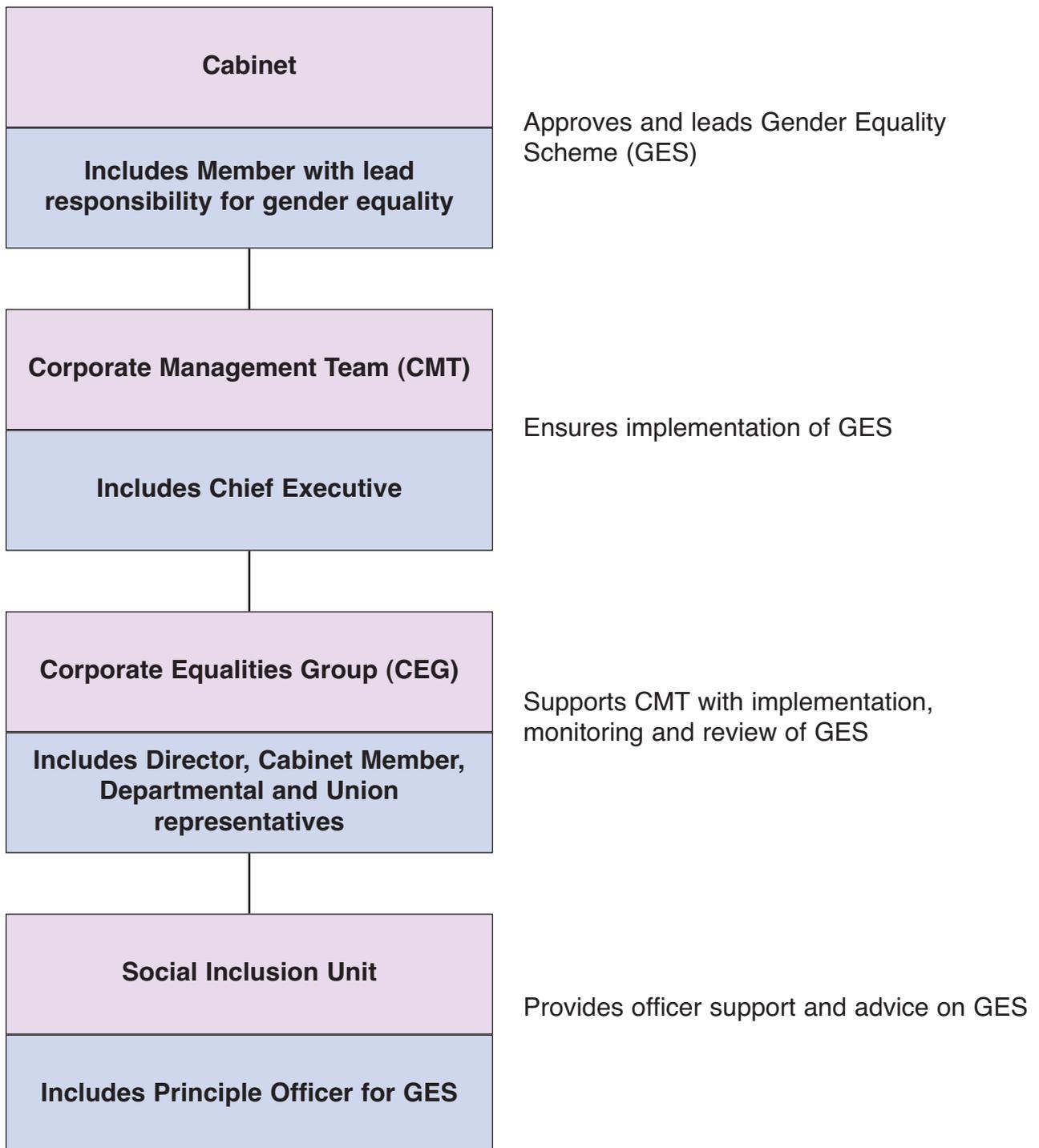
Training and development

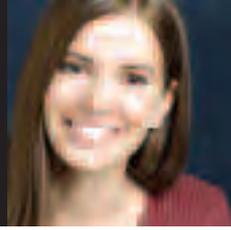
We must ensure that gender equality forms part of the continuing professional development for teachers and other staff on an ongoing basis.





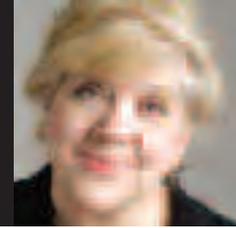
Appendix 5: Structure for Gender Equality Scheme Responsibilities



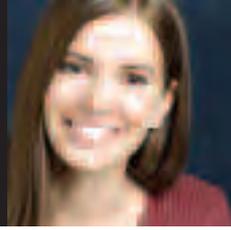


Appendix 6: Sources of information

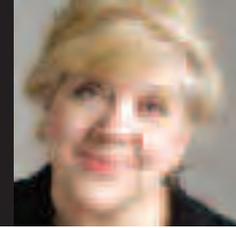
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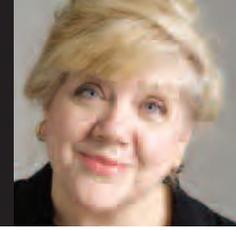


Appendix 7: Glossary of terms and list of abbreviations

Civic Pioneer	An organisation dedicated to working with their communities and involving local people.
Direct discrimination	Treating people less favourably than others eg on the grounds of age, disability, gender, race, religion and belief, sexual orientation.
Due regard	Means the weight given to the need to promote gender equality is proportionate to its relevance to a particular function.
Economically Active	People of working age who are in employment, are self-employed or actively seeking employment.
Gender	Sex is the biological difference between men and women but a person's gender is socially constructed, for example women often take more responsibility for childcare than men. (Source: EOC)
Gender dysphoria	This is a widely recognised medical condition variously referred to as gender dysphoria, gender identity disorder and transsexualism. It is a drive to live in the opposite gender to that in which the person has been registered at birth.
Gender reassignment	The process which is undertaken under medical supervision for the purpose of reassigning a person's sex by changing physiological or other characteristics of sex. This may include counselling, hormone treatment or surgery.
Indirect or unintended discrimination	Applying a provision, criterion or practice which, although it appears neutral, disadvantages people eg on the grounds of age, disability, gender, race, religion and belief, sexual orientation, and can't be justified as a proportionate means of achieving a legitimate aim.
LGBT	Lesbian, gay, bisexual or transgender.
Occupational segregation	When men or women predominate in certain jobs or industries. Examples include men working in construction or women in childcare
Pensioner	According to the Department for Work and Pensions definition, a pensioner is a woman aged 60 or over or a man aged 65 or over.



Pensioner Income	This may include state retirement pension, other benefits such as pension credit or attendance allowance, private and occupational pensions as well as other regular income e.g. declared earnings or trust fund income.
Procurement	Buying or Purchasing. The process by which a public authority enters into a contract with an external supplier to carry out works, provide goods or services. This could be from a private company, another public organisation, or a voluntary sector organisation.
Proportionality	The seriousness or extent of the discrimination, harassment or gender inequality based on the impact of the issues and the numbers of people affected.
Relevance	How much a function affects people’s gender equality as members of the public or as employees of the council.
Sex	Refers to the biological difference between men and women.
Transsexual	A person who feels a consistent and overwhelming desire to transition and fulfil their life as a member of the opposite gender. Most transsexual people intend to undergo, are undergoing or have in the past undergone gender reassignment (which may or may not involve hormone therapy or surgery).
Transgender	A term for people whose gender identity and/or gender expression differs from their birth sex. The term may include but is not limited to transsexual people and others who define themselves as gender-variant.
Unreasonable	Unforeseen circumstances or costs that have unexpectedly escalated.
BME	Black and minority ethnic
CEG	Corporate Equality Group
CMT	Council Management Team
EIA	Equality Impact Assessment
EOC	Equal Opportunities Commission
GES	Gender Equality Scheme
LSP	Local Strategic Partnership
SDA	Sex Discrimination Act



Acknowledgement

We would like to thank the Plymouth Community Partnership and the Guild of Voluntary service for their support in accessing community groups. Working with our health and police colleagues has been both supportive and informative. The contact we have had with the Beaumont Society and the Devon LSP Gender Equality Group has also been very helpful. Special thanks go to the Muslim Women's Group of the Plymouth Islamic Education Trust (PIETY) and to members of our transgender community. We look forward to working with them again in the future on this and other equality matters.

Please ask if you would like this, "Gender Equality Scheme" in another language or accessible format. Please contact: 01752 304321

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