

Gender Equality Action Plan

Objective	Action	Outcome	Who	Date	Progress/evidence	Status
General						
To implement the Gender Equality Scheme	Prepare action plan and review elements of the scheme	Awareness of gender issues in the bay	All BUs	April 07	Gender scheme and draft action plan in place	
To monitor the implementation of the scheme	Annual monitoring	Satisfaction with progress made on gender issues	All BUs	April 08	Monitoring reports	
To meet requirements of the Gender Duty Scheme	To review all functions and policies re impact assessment	All functions and policies reviewed through EIAs	All BUs	April 08	EIAs on website	
To ensure arrangements are in place to monitor promotion of gender duty	Ongoing consultation and evaluation of effectiveness	Council wide baseline data established	All BUs	April 07	Action plan monitored, included in performance management	
Monitor all business plans, policies, plans and strategies to ensure all gender impact assessed	Each plan, strategy etc. to be impact assessed re Gender	Greater awareness of gender issues across Council	All Bus	Ongoing	All business plans, strategies, policies and plans have been impact assessed on gender issues.	

To conduct further analysis of on-line staff and road show survey results, comments	To report to senior managers on the results and implications for services	Greater awareness of gender issues		May 07	Reports to senior managers and other fora	
To analyse other data sets to identify gender specific issues	To update this action plan further	Utilise all sources of information		June 07	Action plans updated	
To use all results from consultations	To update this action plan further	Focused action to make a difference		June 07	Action plans updated	
To carry out Staff Gender Survey on a yearly basis	To update this action plan further	Greater awareness of staff perceptions		Ongoing	Action Plans updated	
To provide feedback on results of consultation	To produce internal "info express on results of surveys & other publicity	All aware of the views and actions proposed		June 07	Information produced	
Adult and Social Care						
To ensure carers role is equally supported by employers	Promote positive role of carers in the bay	Carers able to contribute to life in the Bay	A & SC	April 2008	Carer satisfaction increased	
To compact potential isolation of elderly women living alone	Promote good neighbours & active engagement	Equality proofed scheme.	HR	April 2008	Scheme will fixed to introduction date of April 2007 but be finalized in April 2008 and backdated for implementation	
Increase benefits	Publicity	Reduction in		Sept	Increase in take up	

take up amongst older women	targeted at older women	poverty in older women		2008		
Economic and employment						
Equal Pay, modernized and equality proofed scheme	Complete and action publicise results of equal pay review	Moves to pay equality	HR	April 2008	Gender inequality in pay reduced	
Inform on gender pay gap	Provide information	Awareness of pay inequality	HR	May 2008	Information provided	
Attainment and children						
Support equal educational attainment by gender	Positively Promote boy's achievement	Reduce gender inequality in exam results		April 2009	Educational gap reduced	
Support aspiring leadership in young women and girls	Mentoring scheme and support for positive role models	More young women move into leadership		Jan 2010	More young women move into leadership	
Encourage greater participation in sport and team games in young women	Introduce new sport initiatives targeted at women and girls	More women involved in sport		April 2009	Increase in women's sports	
Democratic, and community engagement						
Encourage women's participation in elections and ward partnerships	Positive images in literature, open visits to Council meetings for schools and others	More women in leading positions		April 2009	Numbers of women elected	
Health						

Work with partners to improve men's health awareness	Set up Mens' Health awareness week	Reduction in male /female health differential		Sept 2008	Health figures improve	
Improve health access for Gypsy and traveler women	Work with Traveler liaison staff	Reduce High mortality rate in this group		April 2009	Mortality reduced	
Housing						
Improve support for single parents	Train staff on needs of single parents	Reduce dependence of this group		Dec 2007	Training courses in place	
Improve housing provision for women and children fleeing domestic violence	Achieved BVPI of 1 bed place per 10,000	Increased safety			Numbers housed increases	
Leisure and Culture						
Improve women's participation in sport	Introduce new sport initiatives targeted at women and girls	More women involved in sport		April 2009	Increase in range of sports offered	
Procurement and design						
Evidence by external suppliers that they conform to gender duty	All procurement to follow guidelines on equality	Contractors aware of responsibility to promote		Sept 2007	Number of contractors made aware of responsibilities	
Design new build and landscape with safe space in mind	Inform and train designers on this	Designs safety aware		Mar 2008	Numbers of safety by design schemes	
Community Safety						
Promote to reduce	Implement	Fear of	Safer	Mar	Increased reassurance	

women's fear of crime	community safety strategy	crime reduced	Communities	2008		
Improve awareness in partners of issue of domestic abuse	Implement community safety strategy	Joined up response to domestic violence	Safer Communities	Mar 2008	Increase in reports to Police	
Improve awareness of transphobic incidents	Implement community safety strategy	Improved response to transphobic hate crime	Safer Communities	Mar 2008	Increase in reports of Hate Crime	
Transport and planning						
Influence provision of flexible public transport	Transport planners made aware of gender issues in route planning	Improved number of flexible routes		April 2009	Change to routes	
Improve lighting and safety at waiting points	Guidance and action	Lighting improved		April 2009	More lighting	
Human Resources						
Create more opportunities for part time and job share at senior level	Guidance for managers on this topic	More women at senior positions		Sept 2007	All staff aware of policy	
Ensure flexible working is as available for men as women	Promotion of flexible working for men	More women at senior positions		Sept 2007	All staff aware of policy	
Ensure managers and staff aware of harassment policies	Re issue guidance	Reduction in harassment		May 2008	Next gender survey shows numbers reduce	
Ensure all employees returning	Monitor use of flexible	All staff being		Ongoing	In Policies	

from maternity/paternity and adoption leave receive a 'return to work' interview.	working hours	treated fairly and being given opportunity to work flexible hours if required				
Ensure harassment policies recognise illegality of harassment of Transgender people	Publicise harassment policy	Recognition of transgender issues		May 2007	In policies	
Ensure managers provide support to transgender people at and after transition to other gender including on ID required	Guidance note to managers on support	Greater support for transgender people		Sept 2008	Support in place	
Ensure flexible working for staff who are also a carer to a member of their family	Monitor number of Council staff that are carers	Increase in flexible working		Ongoing	Support for Council Staff	